

UUSS BOARD OF TRUSTEES MEETING

Thursday, August 27, 2026, 6:30 p.m., in person and **via Zoom**

MINUTES



In Person: Andy Cramer, Victoria Owens, Fred Pannek, Patty Innes, Lue Bishop, Rev. Dr. Roger Jones, Rev. Lucy Bunch

On Zoom: Ted Scott-Femenella, Emily Moran-Vogt, Mathew Espinosa-Castro, Karen Smith

Guest: Hope Sandler (Zoom)

6:38 Welcome to Board and guests/Establish Quorum: **Andy**
Chalice Lighting and Centering: **Andy**

6:43 Board approved July minutes

6:44 Board Business

- *Retreat Follow Up*

Board Covenant – Andy reviewed the changes to the Board Covenant that were raised at the Board Retreat. Andy stated that he and Lue made the changes and additions. Andy read the revised covenant, and it was approved by consensus of the Board.

Board Goals – Andy prepared a written document, which is included in these minutes. Andy reviewed the goals. 1) Website replacement: Andy reviewed progress made on this rollover goal. Mathew added the need for the task force to liaison with other UUSS groups in regards website content. 2) *Facilities Master Plan update*: Andy reviewed progress made on this rollover goal, and the timeline schedule that was presented last month. There was a general discussion of the task force and capital campaign needed. 3) *Enhanced collaboration with Program Council to achieve Strategic Plan goals and objectives*: Andy recalled from the Board retreat that there was a call for a joint meeting between the Board and Program Council. The Board discussed the goals of a joint in-person meeting. *Action*: Andy will reach out to Sean Fountain and Joyce Ownbey, joint Program Council chairs, to propose a joint meeting. The Board discussed an additional goal of developing a process of monitoring overall progress and impact of the Strategic Plan implementation and agreed to add this as a fourth goal.

Board Liaisons – Andy led a discussion of the Liaisons role and responsibilities, and the need for mutual information flow between the Board to the specific committees. Andy will distribute the revised roles and responsibilities document. The following Liaisons assignments were verified:

APMC – Ted

Finance Committee – Victoria

FRST – Emily

Nominating Committee – Andy

Program Council – Lue

Safety Committee - Karen

SJCC – Fred

UUA/PWR – Patty

Mosaic – Mathew

Endowment Fund – Victoria Owens is a Board appointment member.

- *Mogavero agreement and Task Force creation:* Andy led a discussion regarding UUSS members input regarding the need for evaluation of the RE buildings. Feedback from members was positive, but some expressed concerns regarding the cost. A motion for the Board to accept the proposal from Mogavero and direct Andy to execute the contract, and that payment of associated invoices will come from the Heritage Fund, which was seconded. The Board approved the motion. The Board agreed on the need to create a Planning Task Force. The following people were suggested as possible task force members: Andy Cramer, Ted Scott-Femenella, Fred Pannek, Beth TenPas, Beth Martens, John McMillan, Jim Eastman. Ideally, the task force will have members that are involved with RE. Roger agreed to consider who might be a good addition to the task force and to invite them to participate, and members from the Program Council and RE staff. *Action:* Andy will approach the Program Council for task force members, and Fred will reach out to Jim Eastman. Andy suggested that the task force should have an initial meeting in September. A motion to create a Planning Task Force was made and seconded and approved by the Board.

- *Ministerial Evaluation:* Andy distributed and reviewed the evaluation document that the task force (Andy, Mathew, Patty, and Joyce Ownbey) prepared. Evaluations would be annually by church year. There was a discussion of minister's goals. The evaluation form could be a template for the minister's individual goals. Evaluation would be done by Ministerial Review Task Force, and representatives from the Board, Program Council and Committee on Ministry, and the ministers would do a self-evaluation. The evaluation document is included in these minutes. The Board agreed to implement the Evaluation Process this current church year. The Board will develop a protocol to initiate the yearly evaluation.

7:59 Task Force Updates (if needed)

1. Website Replacement – Mathew

Mathew spoke about the two vendors that the Website Task Force will be vetting and interviewing. Mathew will send Zoom invitations to Board members if they wish to sit in on the interviews. Ted asked about the cost disparities between the two vendors under consideration, and Mathew provided insight. Mathew will provide the Task Force vendor recommendation to the Board at our September meeting.

8:09 Administrative Report – Rev. Lucy Bunch

Lucy announced that UUSS member Nicolette Thayer has accepted the new position of Member Engagement Coordinator. Nicolette will be introduced to the congregation at the September 6th service. Lucy advised that staff emails are being moved to Google Workspace. Lucy reports that Crystal Fountain has relocated her office to Room 10. Lucy advised that there have been some unhoused issues around campus. Lucy expressed gratitude to our on-site custodian, Kenny, for dealing with these issues on the Sierra Blvd sidewalk. Lucy announced an upgrade of the lighting in room 12 and new flooring in room 9.

8:15 Treasurer's Report – Victoria provided a written report that is included in these minutes. Overall, Victoria reports that everything is fine! Victoria noted that the large pledge amount in July is due to pre-paid pledges paid prior to the new fiscal year.

8:19 Ministers' Reports – Rev. Roger Jones / Rev. Lucy Bunch

The ministers submitted a written report that is included in these minutes.

8:20 Committee Substantive Issues, if needed

- a. Safety Committee
- b. Program Council
- c. APMC (Administration and Property Management)
- d. FRST (Fundraising Strategy)
- e. Memorial Wall Committee (Board members visited the newly completed Memorial Wall prior to the start of the Board meeting). The wall will be dedicated as part of the August 30th service.
- f. Nominating Committee
- g. Social Justice Coordinating Council
- h. UUA and PWR

8:21 Recap board decisions from August BOT for September Monthly Leadership Update: **Ted**

- Summary of Board goals
- Mogavero contract
- Memorial Wall

8:26 Closing: **Ted**

Meeting adjourned

UUSS BOARD OF TRUSTEES MEETING ASSIGNMENTS 2025-2026

MONTH	OPEN/CLOSE	LEADERSHIP NEWSLETTER
JULY	ANDY CRAMER	FRED PANNEK
AUGUST	TED SCOTT-FEMENLLA	TED SCOTT-FEMENLLA
SEPTEMBER	PATTY INNES	PATTY INNES
OCTOBER	LUE BISHOP	LUE BISHOP
NOVEMBER	EMILY MORAN-VOGT	EMILY MORAN-VOGT
DECEMBER	KAREN SMITH	KAREN SMITH
JANUARY	MATHEW ESPINOSA-CASTRO	MATHEW ESPINOSA-CASTRO
FEBRUARY	FRED PANNEK	FRED PANNEK
MARCH	VICTORIA OWENS	<i>FRED PANNEK</i>
APRIL	PATTY INNES	PATTY INNES
MAY	LUE BISHOP	LUE BISHOP
JUNE	EMILY MORAN-VOGT	EMILY MORAN-VOGT

2026-2027 Board Events	Date
Fall Congregational Meeting	18-Oct-26
Auction	11/7/2026
Recruit - GA Delegates	1/1/2027
Budget/Review of contracts, letter of intent	3/1/2027
Stewardship Campaign	4/1/2027
Spring Congregational Meeting	5/16/2027

Board Covenant

We represent and serve our congregation in matters of policy, vision, communications, and advice

regarding the business of the congregation.

We commit to be respectful of one another

by listening to understand,

by keeping confidentiality,

by having our behavior reflect our word

and by remembering to be honest, helpful, timely, forgiving, and kind, among ourselves and with the congregation.

We commit to lively, courageous deliberation but stand united, speaking with a single voice in the congregation once decisions are agreed upon

Board Liaison Roles and Responsibilities

As individual Board members, our role includes that of serving as a Liaison to standing committees. Below are the responsibilities:

- a) Contact the committee chair at least monthly to better understand the workings of the committee and what information needs to be shared with the Board
- b) Consider how well the committee understands and follows their charter, and what resources they may need to function more efficiently to achieve their goals.
- c) Use judgment on whether or not your attendance at committee meetings is necessary.

- d) Summarize those highlights that are relevant to the Board prior to Board meetings and distribute via email.

Liaisons do not have a voting position on committees.

Liaisons are encouraged to develop relationships with their committees.

Standing Committees, task forces and other bodies with proposed liaisons:

APMC (Administration and Property Management) - Ted?

Endowment Trust – Victoria

Finance Committee -- Victoria

FRST (Fund Raising Strategy Committee) -- Emily?

Nominating Committee—Andy?

Program Council - Lue

Social Justice Coordinating Council -- Fred

Safety Committee - Karen

UUA (for GA recruiting) -- Patty

Mosaic -- Mathew

Board of Trustee Goals for 2026-2027: **Slogan?**

Goals	Detail	Schedule	Actions	Status (as of Aug 2026)
1. Replace the website software, and revise the content and organization as appropriate (carry over from 2025-2026)	- Consider our brand and visibility in the community - Coordinate with PC	Through early 2027	- Formed a task force to focus on this goal - Procure a consultant to perform technical tasks (Sept 2026) - Update/revise content - Rollout and training	- In process - Task force has been formed. Included PC member on task force. - RFP for consultant has been issued. Consultant

				selection pending. - Developing logo. - Updating content?
Goals	Detail	Schedule	Actions	Status (as of Aug 2026)
2. Update or Amend Facilities Master Plan (carry over from 2025-2026)	- Focused on RE space, offices, and meeting rooms - Coordinate with PC	Will continue beyond 2026-2027 church year	- Form a task force to guide the overall process, decide on process and people to articulate features and needs for the renovated or new space, and develop a communications plan (Sept 2026) - Procure an architect (Aug 2026) - Form capital campaign committee (May 2027)	- Initiated tasks
Goals	Detail	Schedule	Actions	Status (as of Aug 2026)
3. Enhance collaboration with Program Council to achieve Strategic	- Evaluate overall progress in implementing the Strategic	Through June 2027	-	- Pending

Plan goals and objectives	- Plan Follow-up on Pulse Survey results			
Other Tasks	Detail	Schedule	Actions	Status (as of Aug 2026)
a. Prepare for the Fall 2026 Congregational Meeting		Sep - Oct 2026	- Initiate at Sep 2026 Exec Committee mtg	
b. Prepare for the Spring 2027 Congregational Meeting		Apr - May 2027		
c. Develop a budget for 2027-2028	- Initiated by Finance Committee - Coordinate with Stewardship Committee	Jan - April 2027		
d. Evaluate the ministers		May - Jun 2027		
e. Update the Compensation Plan as needed	- Evaluate accelerating the Year 3 increases to January 2027			
f. Update the Staffing Plan as needed	- Coordinate with PC			

Dimensions 1 and 2: Worship and Rites of Passage

Description: Provides inspiring, inclusive, and theologically grounded worship that nurtures spiritual growth and reflects Unitarian Universalist values.

What this category captures: Worship, preaching, rites of passage, and spiritual leadership.

Strategic Plan Alignment: Goal 1 – Deepen connections, spiritual life, and intergenerational engagement

D1 and D2: Worship and Rites of Passage	
☐ Above Standard	☐ At Standard
Comments	Indicators
	1. Invokes a sense of the sacred through inclusive liturgy and holistic ritual. 2. Creates a worship service that demonstrates multicultural and multi-generational sensitivity. Incorporates diverse voices, traditions, and perspectives. 3. Delivers sermons that are emotionally fulfilling, spiritually nurturing and intellectually stimulating. Inspires people with words and presence. Engages f range of delivery skills (e.g. body movement, facial expressions and voice.) 4. Collaborates effectively with staff and lay leaders in worship planning. 5. Articulates UU theology and history relevant for life passages. 6. Designs engaging and meaningful rites of passage. 7. Designs rituals to welcome new members. 8. Creates celebrations of milestones (e.g. building projects, neighborhood alliances, social justice project launches, etc.).
Action Steps:	

Dimensions D3 and D4: Pastoral Care & Spiritual Development

Description: Cultivates a caring, connected, and intergenerational community through pastoral presence, support systems, and relational leadership.

What this category captures: Pastoral presence, community care systems, intergenerational connections, pathways to belonging, and spiritual development.

Strategic Plan Alignment: Goal 1 – Support individual and family growth; strengthen intergenerational relationships and shared congregational life.

D3 and D4: Pastoral Care & Spiritual Development	
☐ Above Standard	☐ At Standard
Comments	Indicators
	1. Provides or facilitates pastoral care and presence: a) Provides compassionate and timely pastoral care. b) Maintains visible and accessible presence in congregational life. c) Demonstrates sensitivity to diverse identities and life experiences. d) Holds self and others accountable to professional boundaries. 2. Cultivates connection and intergenerational community: a) Fosters meaningful connections across generations within congregational life. b) Supports growth in membership and participation across the congregation. 3. Supports faith formation and spiritual growth for people of all ages. a) Provides direct spiritual guidance to support individual faith journeys. b) Leads spiritual practice classes, retreats and pilgrimages. 4. 5. For ministers leading family ministry / pastoral systems (e.g., Roger): a. Develops and supports pastoral care teams and systems. b. Strengthens family ministry and religious education engagement. c. Creates opportunities for children, youth, and adults to connect in shared community life. 6. For ministers leading membership and engagement (e.g., Lucy): a. Develops systems for welcoming and integrating new members. b. Strengthens small group ministry and pathways to belonging. c. Builds connections that integrate newcomers into the full, intergenerational life of the congregation.
Action Steps:	

Dimension 5: Community Engagement & Justice

Description: Leads and inspires the congregation to live out UU values through social justice, advocacy, and community partnerships. Responsibilities may include both direct leadership and coordination roles.

What this category captures: Leadership in justice work, advocacy, and community partnerships.

Strategic Plan Alignment: Goal 2 & 3 – Community presence, justice, equity, and transformation

D5: Community Engagement & Justice		
☐ Above Standard	☐ At Standard	☐ Below Standard
Comments	Indicators	
	1. Grounds justice work in UU theology and values. 2. Inspires a response from the congregation or community to social justice issues rooted in spirituality and values (e.g. social service, public witness, advocacy). 3. Builds relationships with community and interfaith partners. 4. Connects social justice work to anti-oppressive, multi-cultural vision of the beloved community. 5. Sustains engagement in designated justice areas 6. <i>Provide overall justice coordination roles (Lucy):</i> a. Collaborates effectively with staff and lay leaders to develop strategic direction and coordination across justice efforts. b. Aligns justice work with congregational priorities and partnerships.	
Action Steps:		

Dimension 6: Organizational Leadership & Strategy

Description: Provides effective leadership of the congregation as an organization, aligning ministry with strategic priorities and ensuring strong systems and collaboration. Responsibilities differ significantly by portfolio.

What this category captures: Leadership of the congregation as an organization, including systems, governance, leadership development, communication, and alignment with strategic priorities.

Strategic Plan Alignment: Goal 4 – Infrastructure, leadership development, communication, staffing

D6: Organizational Leadership		
☐ Above Standard	☐ At Standard	
Comments	Indicators	
	1. Facilitates governance and strategic alignment: a. Focuses the institution’s resources and programs to fulfill the mission. b. Aligns work with the UUSS Strategic Plan. c. Collaborates effectively with the Board and staff. d. Supports healthy governance and decision-making processes. 2. Facilitates leadership and volunteer development: a. Develops and supports lay leadership pipelines. b. Builds leadership capacity and sustains volunteer engagement. 3. Facilitates communication and organizational alignment: a. Collaborates and communicates clearly about priorities, decisions, and vision. b. Uses multiple communication channels internally and externally to effectively engage the congregation and the wider community. 4. Facilitates stewardship, and sustainability: a. Supports stewardship and the financial sustainability of the congregation. b. Adapts to emerging congregational needs 5. Administration: a. Oversees administrative, financial, and facility systems. b. Ensures effective communication, staffing structures, and operations. c. Supports infrastructure development (e.g., technology, website).	

	d. Empowers professional and volunteer staff to work independently and collaboratively. e. Evaluates performance of professional and lay staff based upon agreed upon work goals. f. Ensures quality and continuity of programming in support of the mission. g. Mediates conflict with political savvy. h. Collaborates with the Board on budgets, financial reports, and fiduciary responsibilities.	
Action Steps:		

Dimensions 7 and 8: Professional Development & UUA Leadership

Description: Demonstrates ongoing growth, professional engagement, and contribution to the broader Unitarian Universalist community.

What this category captures: Ongoing growth, professional conduct, and contribution to the broader UU community.

Strategic Plan Alignment: Supports long-term leadership sustainability

D7 and D8: Professional Development & UUA Leadership		
☐ Above Standard	☐ At Standard	
Comments	Indicators	
	1. Engages in continuing education, retreats, and professional development. 2. Maintains appropriate self-care. 3. Attends UUMA gatherings and participates in UUA denominational life and leadership. 4. Connects local congregation/ institution to regional, national, and international UU gatherings. 5. Supports and promotes the development of UU ministers. 6. Applies new learning to ministry practice. 7. Models ethical and professional behavior.	
Action Steps:		

Dimension 8: Shared Ministry & Collaboration

Description: Effectively collaborates in a shared ministry model, demonstrating mutual accountability, communication, and unified leadership, as outlined in the Covenant of Shared Ministerial Leadership.

What this category captures: Effectiveness of co-ministry, communication, and unified leadership.

Strategic Plan Alignment: Emphasis on coordinated leadership and governance

D8: Shared Ministry & Collaboration		
☐ Above Standard	☐ At Standard	
Comments	Indicators	
	1. Maintains open, respectful, and regular communication with co-minister, staff, and lay leadership. 2. Supports a healthy and collaborative staff and leadership culture. 3. Maintains confidentiality as appropriate. 4. Demonstrates alignment in leadership and public communication. 5. Shares responsibility and decision-making effectively. 6. Addresses conflict constructively and privately. 7. Maintains mutual accountability consistent with the shared ministry covenant.	
Action Steps:		

August 27, 2026

UUSS Treasurer's Report for the month of July 2026

July was the first month of the 2026-2027 fiscal year, so the year-to-date results and the monthly results are the same for this month only.

A. FISCAL YEAR NET INCOME

July's revenue was \$148,387 of which \$128,542 was pledge income. Pledge income is always high in July, as this is the month that all pre-paid pledges (pledges that were received before the beginning of the fiscal year) are recorded. July expenses totaled \$74,111. Net income was therefore \$74,276, 17% over that budgeted.

Income

- o Pledge revenue was \$128,542. Of this amount, \$5,344 was revenue paid on last year's pledge.
- o Part of the revenue (\$2,301) for the All-Ages Camp was received in July and therefore are in this report, while the expenses were shown in the June report.

No anomalies
noted. **Expenses**
No anomalies noted.

B. July Highlights

Please see the year-to-date results shown above

C. Reserves

The UUSS Reserve Ratio, comprised of combined balances of the Reserve Fund, Heritage Fund and Bequest Fund as a percentage of UUSS annual expenses, is 57%. This does not include the transfer of last year's surplus to the Heritage Fund, which was recorded in August.

D. Balance Sheet (Total Assets: \$2,611,196)

1. Operating Fund (Fund 01): July 31 balance \$357,202

The Operating Fund is used for the standard income and expenses of UUSS.

- This fund contains includes the Reserve Fund, valued at \$116,568. The Reserve Fund is money UUSS has set aside for emergency situations.

2. Temporarily Restricted (Fund 02): July 31 balance \$496,927

The Temporarily Restricted Fund is used to hold any one-time donations or collections to be used for a specific purpose.

- The fund also includes Bequests (balance \$341,043) and the Heritage Fund (balance \$91,281). Both Bequests and the Heritage Fund are used to track bequests and other undesignated but non-recurring donations.

3. Endowment Trust (Fund 03): July 31 balance \$501,714

The Endowment Trust was created for members to donate for the long-term benefit of UUSS. It gives out a portion of its funds each year as grants for projects benefitting UUSS.

- The building loan from the Endowment Trust to UUSS (balance of \$259,976) is both an asset for the Endowment and a liability for UUSS. It is a 1% interest-only loan. Payments are \$2,600 per year. The loan term is July 1, 2025 to July 31, 2035. The Endowment Fund balance in this report does not include the \$100,000 bequest from the Hansens, as it was received in August.
- 4. Property and Equipment (Fund 04): July 31 balance \$1,255,352**

The Property and Equipment Fund accounts for all UUSS property, including the building and land.

- This fund includes both the land and building (book value \$1,231,698) and the Capital Outlay Fund (\$24,460). The Capital Outlay fund is used to hold funds specifically designated for use in capital projects at UUSS.

E. Notes

I was unable to complete a draft of the letter from the Board to the Endowment Committee offering \$100,000 to pay off the loan early. I will send it out by email once it is complete.

UUSS Ministers' Report to the Board and Program Council

August 27, 2026

Notable:

- The Memorial Wall and mosaic will be unveiled after the service on Aug. 30, and the team will take orders for plaques of deceased members for a few Sundays starting then.
- 90 people have registered for Soul Matters small groups – our highest number in several years. Registration closes Sept. 2; the program starts in the fourth week of September.
- The executor for estate of Fred Hansen (died 2025) and Virginia Hansen (died in 2002) has distributed a \$100,000 bequest to UUSS for the Endowment. Committed to peace, sustainable energy, they both had been very involved at UUSS in prior decades.
- Crystal Fountain has moved the RE Office and supplies to Room 10, next to the nursery (which is booming on Sundays, by the way), and Room 6 will now be used by the new Member Engagement Coordinator and Ministerial Intern.

Membership Management: Work with volunteers and staff to enrich engagement for newcomers and integration of new members.

Nicolette Thayer, our new Member Engagement Coordinator, began work this month and is off to a great start. She is learning our database as she will be the lead staff for managing the data. She and Lucy will be meeting with the head ushers on August 30, to begin the process of integrating Nicolette into the Sunday morning process. We will introduce her to the congregation on September 6 and include a bio in the September monthly message.

We are scheduling sessions for our Meeting the Ministers and Considering Membership sessions. We have had about five inquiries about membership. This fall Lucy and Nicolette will offer our course for new members who are new to UUism.

Social Justice: Mobilize our congregation for advocacy work at the city and county level related to housing and homelessness.

UUSS Adult Enrichment jumped at the opportunity to host a talk by civil rights activist Bob Zeller when he is in town. He grew up with a KKK grandfather in Alabama; his preacher father was disowned when he left the Klan. His life is featured in the film “Son of the South.” Rev. Roger was the emcee. Abi Bristow streamed it and it’s on the UUSS YouTube page. Adult Enrichment also hosted a Peter, Paul and Mary tribute concert/singalong in July, which raised \$1,800 for Loaves and Fishes. Thanks to Beth TenPas and Dave Paul for making, it happen.

Immigration Justice: Roger participated in the monthly Sac ACT prayer vigil for immigrant families at the John Moss Federal Building. The next two are at 12:00 pm Wednesdays, Sept. 16 and Oct. 21. Roger spoke on a keynote panel at a Sacramento Immigration Seminar that Opening Doors and NorCal Resist hosted at CSUS. Roger is representing UUSS on SacACT’s local organizing committee (LOC) on immigrant solidarity; he participated in a SacACT action (community meeting) in South Sac where Sen. Asby’s staff was pushed to support a bill which would withhold State contracts from businesses that help ICE in separating families; it passed. Several UUSS members attended all of these events, including past and present BoT presidents.

Refugee Support: With Crystal Fountain's help, Rev. Roger's presence, and the leadership of Margo Marvin, Mary McGown, and many volunteers, UUSS hosted the fourth annual summer arts and music program on four mornings for kids of the Afghan families we support. Volunteers continue to provide accompaniment to medical, social services, and government appointments. The annual international music fundraising concert for the Refugee Support Team (legal costs, emergency rent, employment or transportation assistance), scheduled for Sunday, Sept. 27 has been postponed to Jan. 24 to give the team more time to plan.

Strengthen our commitment to families; build connections across the generations.

RE is planning to offer a version of Neighboring Faiths where our children and youth will visit various religious communities over the church year with one focus religion each month. We will be integrating these topics with sermons and forums for the whole community. Stay tuned for more details. It looks to be an exciting year.

About 100 people attended the All-ages Camp in August at Camp Norge thanks to Alicia Taylor's leadership and many volunteers. We host a Parents Meeting on the fourth Sunday of each month before service. Turnout is modest, but conversation covers important themes. The Family Dinner Potluck for All Ages (2nd Friday of each month) again has good attendance and a diversity of ages and lengths of involvement in UUSS. Next one: 5:30-7:00 pm, Sept. 11.

Crystal is recruiting Our Whole Lives (sexuality education) teachers for grades 7-9 (the most extensive segment); UUSS will be the host site for regional training of new OWL teachers Oct. 9-11; we're inviting UUSS home hospitality for trainees.

Denominational Contributions

Ministerial Intern Sophia McKean will return to UUSS in September, with Lucy supervising.

So far 3 members have told Roger they are willing to delegates to the Annual Meeting of the Pacific Western Region organization, Saturday, Aug. 29, 1:00 pm; 4 more slots open. The UUA's Pacific Western Region staff has two vacancies, and remaining staff are stretched thin over a large region while the search for new hires is taking place. Crystal Fountain attends monthly Zoom sessions of RE professionals in the Pacific Central Chapter of LREDA. Roger, Lucy, and Sophia are members of the UUMA Pacific Central Chapter; Lucy is the treasurer.

Professional and Spiritual Development

Lucy was one of the leaders of Spirit Rest, the UU silent retreat held this month, the ninth year that she has participated. One UUSS member attended this year. We hope to see you next time.

Lucy continues to serve as a Good Officer for our chapter and at the national level of the UU Ministers Association. In this role she supports ministers who are having challenges in their ministry or with their congregation. Roger serves as a Good Officer for UUMA members dealing with contract issues (new jobs, changing duties at the same church, negotiated resignations. Roger is subbing on the UU Fund for a Just Society grants panel through the fall.