

Minutes of BUU Board Meeting 3/18/2025

BOD Present: Tanya Leighton (Member at Large), Nic Smith (Member at Large), Lorelei Schober (Vice President), Charlie Golec (Treasurer), Martha House (Member at Large) (Member at Large), Michael Karl (President),
Others Present: Rev. Inge Detweiler (Minister), Jermain Lowe (Office Manager), Sandy Briggs (Member)

1:05 Welcome-Michael Karl

Chalice Lighting- Reading by Michael Karl

Approval of February 18, 2025 minutes - Charlie moved, Lorelei 2nd; Accepted as Presented.

Minister's Report -

Series of monthly classes and activities have been offered. It was suggested that an announcement on Sunday of the classes be made. Ongoing work by Rev. Inge in Tea for the Soul and pastoral care continues. Inge continues to lead Town Hall with the hopes of greater attendance. Compassionate Conversation task force has been developed. Its members are Jaime Brusstar, Diane Farone, Lorna Holmes, Jeanne Macauley, Deb Mitchell, Jean Sillers, and Rev. Inge Detweiler. They are working to update a conflict resolution document. Future plans are to meet with summer sojourners (April), develop a quarterly new member orientation "What's It All About," and a summer retreat for lay leadership. These plans are dependent on the whether her position remains full time or it's being reduced to 3/4 time.

Treasurer's Report - Charlie

February's statement for the eight months ending 2/28/25. Revenues were up (Pledges keeping pace, Concert) & expenses were down (custodian resignation & expenses re fundraising income). Year to date, Pledges are lagging with about \$50K s for the 2024-2025 fiscal year. A discussion of the responsibility of members to fulfill their pledges & the natural consequences that could follow took place including eligibility to vote at the annual meeting. Michael Karl asked if documents were available to compare previous years' pledges. Charlie commented that pledge comparison in total is in financials and that comparisons by individual is confidential and not especially useful. The data is of course in the BUU records. Stewardship chair role needs to be a year round job with perhaps quarterly pledging reminder notices sent. ACTION: Charlie to contact Tobe J (Stewardship Chair) to discuss sending out regular reminders of unpaid pledges. Treasurer's Report accepted as presented.

OLD BUSINESS

Coordinating council update – Lorelei

At the next meeting we will discuss any possible changes to our committee structure. A target goal of May 1st was set for our link on the BUU website of Sunday Services by the website technology team (Rev. Inge, Darlene Thorsen, Don Berk). Announcement criteria developed by the Worship Arts committee will be presented at the next meeting. Hospitality will be contacted regarding their part in the annual meeting. Yearly reports are due by March 26th to the Office from each Committee chair.

BUILDING & Grounds - Michael

John Lazaruk will be stepping up to chair this committee. Michael Karl will work with him to get him current.

The Fence project - no contract at present.

- Inge said she would contact John to move forward. Ken will be contacted as well. Charlie will also be involved once a contract is secured to review terms and conditions.

Cordero Electric - the money was in the B & G budget and approved. Follow up needed.

French Drain in Garden - B&G members will see what needs to be done with the possibility of hiring someone to complete the project.

Our Sprinkler system will be checked concerning fire suppression needs.

A new custodian has been hired, Jesus Venegas. He will start, Thursday, March 20th. The current job description and list of duties is being revised. Ken Lopez of the B&G committee will acclimate Jesus to our needs.

***** 5 MINUTE BREAK *****

NEW BUSINESS

Mary Arrigoni has resigned her position as Board Secretary, effective March 10th.

We thank her for her hard work on the Board and look forward to her continuing as a valued member of the BUU congregation. Lorelei Schober has agreed to take the minutes for this meeting.

Request was received from Carol Hoy that the comments she delivered at the closed meeting on 2/16/25 be added to the minutes of that closed meeting. They will be included in those minutes.

ACTION: Secretary to retrieve writing of those comments and attach to the 2/16/25 closed meeting minutes and distribute confidentially to the BOD.

Tanya- discussion of garden ideas & topics. No action taken at the present time.

Compassionate Care Conversation Task Force update presented in Minister's Notes.

Nomination Committee - Michael

Open positions on the board are Vice President, Secretary, and Member at Large. Nominating Committee reports 4 members with interest but none have yet decided to accept.

Those interested in those positions are encouraged to get in touch with the current people.

Mini-biographies will be created by each interested person and made available.

Review of by-laws - postponed until future date. A final document will be presented after review and vote at our April 15th Board meeting.

- Rev. Inge will present the personnel manual with tracking ~~tract~~ changes by May meeting.

Endowment requests / possible change in policy - Charlie

Charlie handed out a sheet containing various budget scenarios for the fiscal year 2025-2026. It contains the effect of 100%, 75%, 60% of pledge money received.

After going through the budgets scenarios of each, including going into deficit for the 2025-2026 fiscal year, the use of the 4% Endowment Funds was discussed as a possibility. However, it would require

a policy amendment voted on by the congregation. ACTION: Nic to reword the suggested wording of the amendment and distribute.

Deadline for submission of projects to use 4% Distributable Amount for the 2025-2026 year was briefly discussed and deferred to next meeting.

Plans for March 23, 2025 Budget Forum - Charlie

There will be a Budget Review Forum at 9 AM on Sunday, March 23rd, the official end of the pledge drive being March 30, to discuss the budget. The possible scenarios will be presented by Charlie. He will explain why additional revenue will be necessary. One new source of increased funds could come from expanded use of 4% Endowment Funds. That would require a policy amendment to be voted on by the congregation. The fiscal year 2025-2026 budget will also be voted on at the annual meeting.

Budget Suggestion box contained only two suggestions: 1) To consider not having services during the summer months and to encourage the Cluster groups to be more active for the membership during that time. 2) To review the benefits of accepting the UUA "Fair Share" billing to understand the benefits to determine what degree of payments can be supported given BUU financial limitations. Decided to defer to upcoming budget discussions.

ACTION: Charlie will complete the final budget scenarios. He will work with Nic Smith to get the final wording of the Endowment Policy Amendment.

The following will be prepared and sent to Jermain for the distribution by April 10th for the annual meeting packet that will be sent to voting members.

These documents will be done at the April 10th Board working meeting:

Nominee bio's: REV. Inge

Resolution regarding the endowment policy: Charlie Golec and Nic Smith

Budget summary: Charlie.

ACTION: Rev. Inge Will provide support in guidance to building and grounds committee, effective immediately.

Meeting adjourned: 3:40 PM.

Submitted by Lorelei Schober

March 26, 2025