

**Borderlands Unitarian Universalist
Board of Directors Meeting
Tues., May 20, 2025**

Board members present: Pres., Michael Karl; VP, Lorelei Schober; Treas., Charlie Golec; Sec., Susan James. Mem. at large: Nic Smith, Martha House, Tanya Leighton.

Others present: Rev. Inge Detweiler, Jermain Lowe, Don Berk (Zoom), Judy Sullivan, Kathy Creten, Jeanne Macauley, Sheila Glover, Mary Arrigoni, Nancy Murphy

Meeting opened at 1:00 p.m. by Michael K., with chalice lighting and reading by Lorelei S.

Approval of April meeting minutes: postponed until June meeting

President's Report: Michael K. stated that the meeting's agenda is his report.

Minister's Report:

Rev. Inge reported that the Compassionate Conversations Task Force presented information at the May 14 Coordinating Council Meeting. Rev. Samantha Wilson will be at the next Town Hall on May 27 via Zoom. She is working on Q&As for a newsletter to be sent out this week. The entire Town Hall will be devoted to the topic. Zooming in by the congregation will not be attempted this time. Instead, it will be recorded; Rev. Inge will send the recording out, upon request.

Rev. Inge will be away from June 30 through July. She will be off-the-grid in Iceland. Designees in case of emergency will be specified.

Treasurer's Report:

The Report and Statements as of April 30, 2025, were presented by Charlie G. Revenue is 98% of the budget through 83% of the fiscal year. After adjusting for quasi-revenue items, Revenue is 92% of budget (to be revised in May Reports). To meet the Budget for Pledge Revenue, donations will have to average \$13,500 per month for the final two months. A shortfall of \$10-15,000 seems likely, but less than the budgeted loss for the year. Sunday Plate revenue has exceeded the budget for the year, but only 50% goes to the bottom line. The bottom line for the 10 months is break-even with a deficit expected over the final two months. Expenses for electrical work is expected from Building and Grounds line item. Reserves on the balance sheet could be used to supplement income should a deficit return. At

the June Board meeting, we can determine how much of the \$34,000 available from the Balance Sheet reserves is needed this year.

In response to Board interest in membership numbers, Charlie G. presented a report from UUA listing annual membership head counts from 1993 to the present. Membership peaked in 2012 with 134 and is down to 88 for 2025. For pledging purposes, two members may be combined into one “pledging unit.” There are currently 62 pledging units that are BUU members. A question was raised whether there are some members that do not pledge; that is a requirement of membership. It is anticipated that there will be a report by Tobe Jensen on this year’s Stewardship Pledge Drive at the June Board meeting.

Old Business

Coordinating Council Update:

Lorelei S. reported that the Compassionate Conversations info was given out with discussion about the upcoming Town Hall. Jack Webber from the Website Committee wants feedback from the Board on suggestions for website improvements. The congregation’s demographics, compiled by Rev. Inge, will be presented at the next CC meeting. Fun Wednesdays, a new monthly event for the congregation, was proposed. Lorna Holmes of the Promotions Committee presented a sheet of ideas that were well received. Kathy C. mentioned her earlier endowment request for mugs will become part of the promotions request. The Social Justice Committee shared that the 50/50 recipient for June will be Valley Assistance Services. Their next meeting is tomorrow, May 21.

Extension of Endowment project requests deadline:

Michael K. reported that the window for applying for 4% endowment funds for projects has been extended to provide more time to prepare requests. His file containing requests from Hospitality for mugs and from Building and Grounds for Memorial Garden maintenance was given to Lorelei S. The garden fence has been completed and Susan J. was asked to send a thank you to Ken Lopez for his involvement.

Plan for review of Bylaws and Personnel Policy:

Michael K. mentioned that both have been recently worked on. He stated that the Bylaws need to be reviewed and voted on. Rev. Inge mentioned that the Personnel Policy needs to be reviewed as well.

New Business

Amado Youth chili cook-off:

Rev. Inge mentioned that the committee is meeting at BUU tomorrow, May 21. She, some officers, and Jesus, custodian, will be the BUU representatives. Kristen Wisneski-Blum has been in contact with BUU; the Amado Youth committee takes care of arranging for the vendors and security. There is general consensus that BUU should benefit more from its involvement. There will be a BUU rummage sale that Deanna Brooks usually organizes. Lorna Holmes of the Promotions Committee has requested an info table with the non-profits on the grounds. BUU has traditionally mown the grounds; the cost has varied over the years. Most recently, through the HOA the cost was thought to be \$200. Research needs to be done to confirm that.

Website input request:

This was covered earlier. Rev. Inge will share Jack Webber's email request with the Board.

UUA Task Force report—GA delegates:

Jeanne M. spoke about BUU's past involvement with the General Assembly that is coming up in June. The Task Force consists of Jeanne, Judy S., Art LaFrance, and Angelika Trudeau; they meet infrequently. In recent years, Judy, Mary A., and Russ Peterson attended the GA. Last year, the focus was Article 2. Jeanne felt that she did not see a benefit to attending this year, preferring to focus our energy on conflict resolution within the congregation. She will continue to pay attention to UUA Bylaws matters (Article 3 was to be this year's focus, but has been deferred). Michael K. felt it was important to have someone from BUU involved, at least reading reports and attending free talks online. Judy and Mary are willing to speak to anyone interested in being a delegate. It was mentioned that the Board receives emails about the GA, but Charlie and Susan do not; Susan will talk to Jermain about this.

Approval of Voting at Annual Meeting:

It was decided that a formal approval of the Annual Meeting votes was not needed. The Annual Meeting Minutes will be approved at next year's meeting. Michael K. acknowledged the new Board members (Susan James and Don Berk), and the passing of the Endowment Resolution and the Budget for 2025-2026. The Endowment Resolution was approved for a one-time change; it is not a change to the Endowment Policy.

Discussion on Board structure and vacancies:

With Michael K. resigning as President effective May 31 and Lorelei S.'s term as Vice President ending June 30, we have vacancies on the Board that need to be filled. Nancy M. announced that she is willing to serve as Interim President. She reminded everyone of her previous experiences as Vice President, Secretary, and Committee member. Nancy was thanked for her willingness to step forward. After a plea to those in attendance, Martha H. volunteered to be Interim Vice President. The following Motions were put forward:

Motion to Appoint Nancy Murphy to serve as Interim President from June 1-Sept. 30, 2025, was made by Tanya L., Seconded by Nic S. Approved.

Motion to Appoint Martha House to serve as Interim Vice President from July 1-Sept. 30, 2025, was made by Tanya L., Seconded by Nic S. Approved.

Motion effective May 1, 2025 to have Susan James fill the remaining term of the previous Secretary who resigned, was made by Tanya L., Seconded by Nic S. Approved.

Before closing, the Board thanked Michael Karl wholeheartedly for his service as President through May 31, 2025 and wished him all the best in his future endeavors.

Next work meeting: Thurs., June 12, 10:30 p.m. (in-person)

Next Board meeting: Tues., June 17, 1:00 p.m. (in-person and Zoom)

Meeting adjourned at 2:24 p.m. with a chalice reading.

After a short break, the meeting was reconvened for a Closed Session to review and discuss the Minister's Contract.

Submitted by Susan James
Secretary

Borderlands UU

Revenue and Expenditures – All Funds – 11 Months Ended May 31, 2025

General Fund – Eleven Months ACTUAL as Percentage of Annual Budget

Account	DETAILS	11 Months All Funds Actual	11 Months Gen'l Fund Actual	11 Months Gen'l Fund Budget 92%	11 Months Variance Act – Bud	Annual Gen'l Fund Budget	11 Months % Annual Budget	At Risk > 92%
Revenues								
	Endowment Revenue Donations	11,228.90						
	Meditation Garden Revenues	3,036.33	3,036		3,036			
	Minister Fund Donations	572.00	572		572			
	Non Pledge Contributions of Record	5,200.00	5,200	92	5,108	100		
	PLEDGE INCOME	115,452.83	115,453	124,224	-8,771	135,517	85.2% Y	
	Prior year pledge	1,060.00	1,060	1,833	-773	2,000		
	SUNDAY PLATE	25,375.29	25,375	14,667	10,709	16,000		
	50% Plate Share	-12,259.41	-12,259	-7,333	-4,926	-8,000		
	FUND RAISING -General	440.00	440	477	-37	520		
	Auction	7,998.72	7,999	5,500	2,499	6,000	133.3%	
	Concerts, Net	935.00	935		935			
	Rummage Sale	1,873.64	1,874	1,375	499	1,500	124.9%	
	Reserve Fund complete B & G 23-24	2,675.57	2,676		2,676			
	Insurance reimbursement	316.00	316		316			
	MISCELLANEOUS INCOME	115.20	115	28	88	30		
	RENT	0.00	0	917	-917	1,000		
	Net Appreciation-General Fund Investments	1,234.07	1,234		1,234			
	Net Appreciation Endowment Investments	47,840.36						
Total Revenues		213,094.50	154,025	141,778	12,247	154,667	99.6%	
Expenditures								
	COMMUNICATIONS							
	Publicity & Promotion	324.00	324	1,238	-914	1,350		
	Technology	1,113.43	1,113	825	288	900	123.7% Y	
	Unitel	0.00	0	41	-41	45		
	Website	810.32	810	890	-80	971		
	SubTotal COMMUNICATIONS	2,247.75	2,248	2,994	-746	3,266	68.8%	
	CONGREGATIONAL LIFE							
	Caring Clusters	73.00	73	1	72	1		
	Coffee	19.15	19	0	19	0		
	Forums	0.00	0	1	-1	1		
	Hospitality	106.87	107	0	107	0		
	Hospitality and Fellowship Events	635.05	635	1,980	-1,345	2,160		
	Lay Pastoral Care	0.00	0	619	-619	675		
	SubTotal CONGREGATIONAL LIFE	834.07	834	2,601	-1,767	2,837	29.4%	
	INSTITUTIONAL SUPPORT							
	AFFILIATION DUES-MEMBERSHIPS-etc							
	AZ Annual Corporation Tax	10.00	10	9	1	10		
	UUA Per-Member Dues	3,375.00	3,375	4,125	-750	4,500	75.0%	
	SubTotal AFFILIATION DUES-MEMBERSHIP	3,385.00	3,385	4,134	-749	4,510	75.1%	
	BOARD AND PROGRAM COUNCIL							
	Leadership Training	700.00	700	0	700	0		
	SubTotal BOARD AND PROGRAM COUNCIL	1,300.00	1,300	0	1,300	0		Y

Borderlands UU**Revenue and Expenditures – All Funds – 11 Months Ended May 31, 2025****General Fund – Eleven Months ACTUAL as Percentage of Annual Budget**

Account	DETAILS	11 Months All Funds <u>Actual</u>	11 Months Gen'l Fund <u>Actual</u>	11 Months Gen'l Fund <u>Budget 92%</u>	11 Months Variance <u>Act – Bud</u>	Annual Gen'l Fund <u>Budget</u>	11 Months % Annual <u>Budget</u>	At Risk > 92%
BUILDING AND GROUNDS		0.00	0	1,100	-1,100	1,200		
	ATROA Dues and Assessments	116.29	116	0	116	0		SubTotal MISSION AND VISION
	Building Materials	2,110.10	2,110	2,658	-548	2,900		
	Building Supplies	4,409.90	4,410	4,033	377	4,400		
	Hired Maintenance and Repair	650.00	650	715	-65	780		
	HVAC Maintenance Contract	3,421.00	3,421	3,029	392	3,304		
	Property and Liability Insurance	627.00	627	642	-15	700		
	Security service - Central Alarm	0.00	0	275	-275	300		
	Sound System and Tech Maintenance	1,214.32	1,214	1,407	-193	1,535		
	Trash collection	4,321.58	4,322	5,500	-1,178	6,000		
	Utilities electric	4,162.22	4,162	2,670	1,492	2,913		
	Water and fire suppression	21,032.41	21,032	22,029	-997	24,032		
	SubTotal BUILDING AND GROUNDS							
FINANCE SUPPORT		0.00	0	1	-1	1		
	Endowment Distribution	337.91	338	413	-75	450		
	Fundraising Expenses	141.92	142	165	-23	180		
	Stewardship	479.83	480	578	-99	631		
	SubTotal FINANCE SUPPORT							
OFFICE EXPENSE		586.21	586	385	201	420		
	Copier Monthly Service Contract	537.00	537	715	-178	780		
	Icon fees	2,288.79	2,289	1,650	639	1,800		
	PerCopy Fees	102.00	102	88	14	96		
	Post Office Box	1,221.17	1,221	1,100	121	1,200		
	Supplies	1,537.04	1,537	1,485	52	1,620		
	Telephone and Internet	6,272.21	6,272	5,423	849	5,916		
	SubTotal OFFICE EXPENSE							
PERSONNEL		9,837.50	9,838	12,458	-2,620	13,590		
	CUSTODIAN SALARY	6,826.88	6,827	6,749	78	7,362		
	EMPLOYER PAYROLL TAXES	75.00	75	0	75	0		
	Leadership Training & Staff Development	1,520.53	1,521	0	1,521	0		
	Minister Group Life - LTD - ADD	16,500.00	16,500	16,500	0	18,000		
	MINISTER HOUSING	54,549.00	54,549	56,742	-2,193	61,900		
	MINISTER SALARY	5,612.50	5,613	9,167	-3,554	10,000		
	MUSIC DIRECTOR SALARY	19,239.85	19,240	18,040	1,200	19,680		
	OFFICE MANAGER SALARY	885.28	885	344	542	375		
	Other Personnel Expense	600.00	600	733	-133	800		
	Workers Compensation Insurance	115,646.54	115,647	120,731	-5,085	131,707		
	SubTotal PERSONNEL							
		148,115.99	148,116	152,896	-4,780	166,796		
SubTotal INSTITUTIONAL SUPPORT								
		408.30	408	413	-4	450		
MEMBERSHIP		408.30	408	413	-4	450		
	SubTotal MEMBERSHIP							
MEMORIAL MEDITATION GARDEN		15.66	16	0	16	0		
	Meditation Garden Construction Expense	92.58	93	990	-897	1,080		
	Meditation Garden Maintenance	108.24	108	990	-882	1,080		
	SubTotal MEMORIAL MEDITATION GARDEN							
MISSION AND VISION		174.61	175	825	-650	900		
	Mission and Vision	174.61	175	825	-650	900		

Borderlands UU

100.2% Y

103.5% Y

142.9% Y
87.5%

75.1% Y

76.0%

127.2% Y

101.8% Y

106.0%

72.4%

56.1%

236.1% Y

87.8%

88.8%

90.7%

10.0%

19.4%

Borderlands UU**Revenue and Expenditures – All Funds – 11 Months Ended May 31, 2025****General Fund – Eleven Months ACTUAL as Percentage of Annual Budget**

Account	DETAILS	11 Months All Funds Actual	11 Months Gen'l Fund Actual	11 Months Gen'l Fund Budget 92%	11 Months Variance Act – Bud	Annual Gen'l Fund Budget	11 Months % Annual Budget	At Risk > 92%
SOCIAL JUSTICE								
Baja 4 Projects		0.00	0	1,238	-1,238	1,350		
CONFERENCE & TRAVEL EXPENSE								
UUA-GA Delegate Registration&Travel		250.18	250	0	250	0		
Social Justice Committee Activities		1,020.76	1,021	2,429	-1,408	2,650		
SubTotal SOCIAL JUSTICE		1,270.94	1,271	3,667	-2,396	4,000	31.8%	
WORSHIP ARTS								
MUSIC PROGRAM								
Accompanist		7,000.00	7,000	7,608	-608	8,300		
Music Supplies		25.64	26	183	-158	200		
Piano Tuning and other costs		140.00	140	275	-135	300		
SubTotal MUSIC PROGRAM		7,165.64	7,166	8,067	-901	8,800	81.4%	
SUNDAY SERVICES								
Pulpit Supply		700.00	700	825	-125	900		
Sunday Service Expense		65.99	66	0	66	0		
Sunday Speakers		0.00	0	367	-367	400		
SubTotal SUNDAY SERVICES		765.99	766	1,192	-426	1,300	58.9%	
SubTotal WORSHIP ARTS		7,931.63	7,932	9,258	-1,327	10,100	78.5%	
Stripe Fees		208.86	209	229	-20	250		
Total Expenditures		161,300.39	161,300	173,872	-12,572	189,679	85.0%	
Summary								
Total Revenues		243,503.91	154,025	141,778	12,247	154,667	99.6%	
Total Expenditures		161,300.39	161,300	173,872	-12,572	189,679	85.0%	
Total Other Financial Sources-Uses		0.00	0		0	0		
Net Revenue in Excess/(Deficit) of Expenditures		51,065.83	-7,275	-32,094	24,819	-35,012		
Endowment TRANSFERS IN 4% projects2024-25								
Fence for Memorial Garden		14,650.00	14,650					
Kitchen Dishes & Cups		2,600.00	2,600					
SubTotal Endowment TRANSFERS IN		17,250.00	17,250					
Endowment Transfers PAID OUT 4% projects 2024-25								
Fence for Memorial Garden		15,435.60	15,436					
Kitchen Dishes & Cups		2,542.68	2,543					
SubTotal Endowment TRANSFERS PAID OUT		17,978.28	17,978					
NET 4% PROJECTS 2024-2025		-728.28	-728.28					
Net Results, Operations and 4% Transfers		50,337.55	-8,003					

Borderlands UU

Revenue and Expenditures – All Funds – 11 Months Ended May 31, 2025
General Fund – Eleven Months ACTUAL as Percentage of Annual Budget

Account	SUMMARY	11 Months All Funds Actual	11 Months Gen'l Fund Actual	11 Months Gen'l Fund Budget 92%	11 Months Variance Act – Bud	Annual Gen'l Fund Budget	11 Months % Annual Budget	At Risk > 92%
Revenues								
Endowment Revenue Donations		11,228.90						
Meditation Garden Revenues		3,036.33	3,036		3,036			
Minister Fund Donations		572.00	572		572			
Non Pledge Contributions of Record		5,200.00	5,200	92	5,108	100		
PLEDGE INCOME		115,452.83	115,453	124,224	-8,771	135,517	85.2% Y	
Prior year pledge		1,060.00	1,060	1,833	-773	2,000		
SUNDAY PLATE		25,375.29	25,375	14,667	10,709	16,000		
50% Plate Share		-12,259.41	-12,259	-7,333	-4,926	-8,000		
FUND RAISING -General		440.00	440	477	-37	520		
Auction		7,998.72	7,999	5,500	2,499	6,000	133.3%	
Concerts, Net		935.00	935		935			
Rummage Sale		1,873.64	1,874	1,375	499	1,500	124.9%	
Reserve Fund complete B & G 23-24		2,675.57	2,676		2,676			
Insurance reimbursement		316.00	316		316			
MISCELLANEOUS INCOME		115.20	115	28	88	30		
RENT		0.00	0	917	-917	1,000		
Net Appreciation-General Fund Investments		1,234.07	1,234		1,234			
Net Appreciation Endowment Investments		47,840.36						
Total Revenues		213,094.50	154,025	141,778	12,247	154,667	99.6%	
Expenditures								
SubTotal COMMUNICATIONS		2,247.75	2,248	2,994	-746	3,266	68.8%	
SubTotal CONGREGATIONAL LIFE		834.07	834	2,601	-1,767	2,837	29.4%	
SubTotal AFFILIATION DUES-MEMBERSHIP		3,385.00	3,385	4,134	-749	4,510	75.1%	
SubTotal BOARD AND PROGRAM COUNCIL		1,300.00	1,300	0	1,300	0		Y
SubTotal BUILDING AND GROUNDS		21,032.41	21,032	22,029	-997	24,032	87.5%	
SubTotal FINANCE SUPPORT		479.83	480	578	-99	631	76.0%	
SubTotal OFFICE EXPENSE		6,272.21	6,272	5,423	849	5,916	106.0%	
SubTotal PERSONNEL		115,646.54	115,647	120,731	-5,085	131,707	87.8%	
SubTotal MEMBERSHIP		408.30	408	413	-4	450	90.7%	
SubTotal MEMORIAL MEDITATION GARDEN		108.24	108	990	-882	1,080	10.0%	
SubTotal MISSION AND VISION		174.61	175	825	-650	900	19.4%	
SubTotal SOCIAL JUSTICE		1,270.94	1,271	3,667	-2,396	4,000	31.8%	
SubTotal MUSIC PROGRAM		7,165.64	7,166	8,067	-901	8,800	81.4%	
SubTotal SUNDAY SERVICES		765.99	766	1,192	-426	1,300	58.9%	
Stripe Fees		208.86	209	229	-20	250		
Total Expenditures		161,300.39	161,300	173,872	-12,572	189,679	85.0%	
Summary								
Total Revenues		243,503.91	154,025	141,778	12,247	154,667	99.6%	
Total Expenditures		161,300.39	161,300	173,872	-12,572	189,679	85.0%	
Total Other Financial Sources-Uses		0.00	0		0	0		
Net Revenue in Excess/(Deficit) of Expenditures		51,065.83	-7,275	-32,094	24,819	-35,012		
Endowment TRANSFERS IN 4% projects 2024-25								
SubTotal Endowment TRANSFERS IN		17,250.00	17,250					
SubTotal Endowment TRANSFERS PAID OUT		17,978.28	17,978					
NET 4% PROJECTS 2024-2025		-728.28	-728					
Net Results, Operations and 4% Transfers		50,337.55	-8,003					

Borderlands UU**Statement of Financial Position For All Funds as of 05/31/2025****Assets****Bank / Liquid Assets**

Amado Checking Account BOA 9240	68,934.87
Building Maintenance BOA 8525	2,289.06
Capital Reserve BOA 0032	2,590.58
Operating Reserve BOA 8664	30,179.92
Charles Schwab Land Sales Investment	39,658.95
C Schwab Endowment Fund Investment	1,489,903.84

Total Bank / Liquid Assets**1,633,557.22****Fixed Assets**

Placita del Sol Building and Land	631,876.85
Furniture and Equipment	73,630.65
Appraised Artwork	13,520.00
Asphalt for Handicapped parking	10,700.00
Shade Sail	41,890.11

Total Fixed Assets**771,617.61****Total Assets****2,405,174.83**
=====**Liabilities****Other Current Liabilities**

Baja 4 Pass through	141.51
Federal Withholding	850.42
Medicare Tax Payable Employee	249.10
Medicare Tax Payable Employer	249.10
AZ Withholding	256.34
Social Security Employee	1,065.10
Social Security Employer	1,065.10
Accompaniment Project	453.34
Cafe Justo Coffee	800.46
Donation for Future Year	4,754.43
Memorial Garden & Plaque	503.03
Misc Pass Through Receipts	-38.50
Prepaid Pledges	24,510.00
Sunday Plate Charity Share Payable	414.05
Womens Retreat Pass Through	431.62

Total Other Current Liabilities**35,705.10****Total Liabilities****35,705.10**
=====

Borderlands UU

Statement of Financial Position For All Funds as of 05/31/2025

Net Assets

Unrestricted

Building Maintenance BOA 8525	2,289.06
Capital Reserve BOA 0032	2,590.58
General Fund	838,655.14
Lay Pastoral Care Fund	300.00
Meditation Garden	787.52
Minister Discretionary Fund	2,955.50
Operating Reserve	30,179.92
Technology Grant	1,808.17

Total Unrestricted

879,565.89

Restricted

Endowment Fund	1,489,903.84
----------------	--------------

Total Restricted

1,489,903.84

Total Net Assets

2,369,469.73

Total Liabilities + Net Assets

2,405,174.83