

**Borderlands Unitarian Universalist
Board of Directors Meeting, Tues., Oct. 21, 2025**

Board members present: Pres., Nancy Murphy; VP, Martha House; Treas., Charlie Golec; Sec., Susan James. Member-at-large: Don Berk. Others present: Jermain Lowe, Jeanne Macauley, Sheila Glover. Guest presenters: Diane Farone, Tobe Jenson. Via Zoom: Kathy Creten.

Chalice Lighting: with reading by Nancy.

Approval of September Meeting Minutes with changes by Tanya and Nancy: by Martha, seconded by Don. Approved.

President's Report: Nancy would like to have someone assigned to set up Zoom so we can avoid delays in starting our meetings. She welcomed guests and their comments, if they have important information on the topic being discussed. The agenda reflects what Nancy has been working on this past month: Building & Grounds issues and Coordinating Council issues.

Treasurer's Report: Charlie sent out his report on Oct. 18th that covers quarterly transactions and the endowment fund. He has also provided a Revenue and Expenditure Report for the three months ending Sept. 30, 2025. Charlie reported that we are doing well. Revenue had a bit of a bump due to the prepayment of pledges that were dumped into the first quarter. Remaining pledges are consistent with 1/4 for the first three months of this FY. The Sunday plate is down as expected. Expenses are under budget. Personnel expenses are on target. Building & Grounds expenses are low for now. It is still early in the year. \$697 was transferred from the Endowment Fund to pay for spending. Charlie spoke about the need for two Resolutions. They are: 1) to create a new account at Bank of America, an emergency reserve fund consisting of 50% of the 4% earned by the Endowment Fund in 2024-25 that was not used. 2) to give signature authority on BUU's Bank of America accounts to President Nancy Murphy, Vice-President Martha House, and to retain Treasurer Charles Golec. Past President Michael Karl and past Vice-President Lorelei Schober are to be removed.

MOTION: Charlie moved to approve the above two resolutions, Susan seconded. Approved unanimously. Susan, as Secretary, signed both resolutions, which Charlie will deliver to the bank. \$16,083 was transferred from the Endowment Fund to the General Fund on Aug. 19 and following the Board approval to open the new account, this amount will be moved to the new fund, currently known as BUU's "Emergency Reserve Fund."

MOTION: to approve the Treasurer's Reports mentioned above by consensus.

Old Business:

Proposed Bylaws Revisions: At the Oct. 16 Work Session, the Board reviewed Article V. The suggestions for revisions proposed by Diane Farone and Mary Arrigoni, with Board edits, were accepted. They involve minor adjustments to the number of days' notice for meetings and percentages for quorum, addition of Minutes and their approval time, and adding virtual voting. Rev. Inge recorded the changes. At the Nov. 6 Work Session, the Board will work on Articles VI and VII.

Status of Policy Review: Nancy shared the handout on the status of work on the BUU policies.

Office Computer: Don said the pressure to update is off; Windows Security has been extended for a year. Don and Jim Weaver will convert the laptop now used for Zoom and switch it with the office laptop. Costs are to be determined. The work may be completed by the end of the year.

New Business:

Recommendation from Coordinating Council Re: Consulting Needs: Tobe Jenson presented recommendations from Rev. Sam's summation addressing past conflict in the congregation. Her recommendations first went to the Listening Team, then the Coordinating Council on Oct. 8, and now the Board. The document Tobe and Diane addressed was "Improving Member Relations and Reducing Conflict." There are two categories: Independent Actions We May Undertake, and Areas Where We Could Use Outside Help, i.e., Rev. Sam. The actions involve new member orientation, Connection Sundays, Town Hall, Congregational Meetings, Right Relations brochure, Turn to Your Neighbor discussion, and encouraging innovative ideas. Some of the actions have already been instituted. Diane has received four comments on the report from those unable to attend the Oct. 8th meeting. It will be further discussed at the Oct. 28 Town Hall and the Nov. Coordinating Council meeting. Tobe emphasized that it helps to have a nonjudgmental outsider to help in these situations. Rev. Sam would provide Skill Building For Leaders and Occasional Consulting, as approved by the Board. Her costs are to be determined and submitted for Board approval. Tobe asked for the Board's permission to proceed to discuss the proposal with Rev. Sam and find out the costs involved. Nancy emphasized the Coordinating Council has picked options that would most benefit the congregation. Don emphasized the need for a metric to measure the end result of this process.

MOTION: Susan moved to proceed with discussions with Rev. Sam to plan working with her on a consulting basis and to create a metric to measure our progress and the end result. Martha seconded. Approved unanimously. The Board thanked Tobe for her presentation.

Town Halls: The Sept. 28th Town Hall had good attendance and a good summary of the topics for discussion—our property and leadership. The subject will likely be repeated over the winter. Diane spoke about the upcoming Town Hall on Oct. 28 that will be hosted by Coordinating Council. The council's purpose will be discussed and the structure of BUU's committees will be explained. The conflict resolution process and procedure will be another topic of discussion. A brochure updated by the Compassionate Conversations group and the Disruptive Behavior Policy recently approved by the BUU Board will be made available in advance, on Sun., Oct. 26. The Board is asked to attend the Oct. 28 Town Hall.

Vice-President's Report:

Conversations with Real Estate Salespeople re: Property Value: Martha reported on her meetings with area commercial Real Estate people. A Tubac realtor estimated the market value of the building and property as \$1 million; she provided the Feed Store sale as a comp. Kathy Doty of Long Realty provided a Commercial Property Evaluation Summary with a market value range of \$750-950,000. Highway access is an asset.

Building Inspector Information: Martha provided the name of a Commercial Building Inspector recommended by Long Realty. Bryck Guibor of Brick by Bryck, Inc. has been in business for over 40 years. His inspectors have 17 to 25 years of experience. See

www.brickbybryck.com. Three inspectors would come to BUU for \$1,875. Kathy liked Martha's inspector suggestion. She mentioned the issue of mice as a returning problem. Jermain mentioned that there are three prior exterminator estimates that were not acted upon.

ATROA Annual Meeting: Martha reported on the Oct. 15 meeting of the ATROA (Amado Territory Ranch Owners Association). BUU's share on the deed is 40% of the property. Various expenses for BUU were mentioned: 1) Mowing of the field for the Amado Chili Cookoff—\$500 (twice the 2024 amount). 2) Painting of Amado Territory entrance signs—\$250. 3) Backflow Preventor replacement on the large shared well—\$3,120. 4) Fire Suppression system trench to remove and replace old lines—approx. \$15,067. Martha mentioned that Lorelei could report on the Chili Cookoff. Charlie stated that the mowing and sign painting could be paid from the Maintenance budget. The Backflow Preventor could be paid from the Hired Maintenance budget. The \$15,000 for outdoor Fire Suppression work could be paid from the new "Emergency Reserve Fund" or from an application for 4% money from the 2025/26 fiscal year. Kathy is the new President of ATROA. She will contact the Sonoran Center, whose representative missed the meeting. Kathy will discuss the mowing issue with the B&B owners.

Status of Post: Don mentioned his concern about a rotting post that supports the front porch roof. The area needs to be dug out to see how far the rot goes. He will speak to congregation member Jane Federer, who is a Structural Engineer.

Resignation of Tanya Leighton: The Board was notified by email on Sept. 27 that she was resigning from the Board for personal reasons.

MOTION: Susan moved to regretfully accept the resignation of Tanya Leighton. Seconded by Martha. Approved. Various Board members have written to Tanya to thank her for her service. A thank you letter will be sent to Tanya. Her email address will be removed from the Board's mailing list. David Doyle was contacted about the open Member-at-Large position and he is not interested at this time. Judy Harmer is willing to change from Past President ex officio, non-voting, to Member-at-Large.

MOTION: Don moved to appoint Judy Harmer as a Member-at-Large for the term ending June 30, 2026. Susan seconded. Approved. A welcome letter will be sent to Judy.

Recruitment Challenge—Finance/Budget Prep & Nominations: Charlie mentioned that there are two tasks to recruit for: 1) Coordinator to work with the Stewardship Campaign (privacy is an issue). 2) Person to lead Budget Preparation process. Budget prep should start in Nov. with a request to committees. Various names were proposed. Requests to fill these two temporary positions will be made from the pulpit and in the newsletter. Martha can write an article for the messenger. A brief Help Wanted ad could be posted on the website. It was decided by consensus to not fill the second empty Member-at-Large position this fiscal year. It takes too much time and energy mid-year to get a new person up to speed. It isn't unusual to have a smaller Board; attendance has been good this year so establishing a quorum and voting shouldn't be problematic.

Next Board Work Session: Thurs., Nov. 6, 9:30 a.m. (note earlier date and time)

Chalice Extinguishing: and reading by Nancy.

Submitted by Susan James, Secretary