

## UUS Board Meeting Minutes

6:30 p.m. July 17, 2024

**Present:** Jeff Walberg (President), Sarah Ross (Vice-President), Christine Etlar (Secretary), Michael Honey-Arcement (Treasurer), Ian Cawley (Trustee), Ernie Cox (Trustee), Monique DiCarlo (Trustee), Lucy Gamon (Assistant Secretary)

Meeting opened at 6:35 p.m. with check-in. Chalice and Opening Words by Etlar.

### Consent Agenda

Reports	Decisions
<ul style="list-style-type: none"><li>• Minister's Report – June</li><li>• Treasurer's Report – June</li><li>• Governance Committee Minutes - July 2</li><li>• Endowment Report - Q2</li></ul>	<ul style="list-style-type: none"><li>• Board Meeting Minutes June 19 (not available—to be approved next month)</li><li>• Appoint Lucy as Ass't Secretary</li><li>• Policy update: 1.4-5</li><li>• Policy update: 1.4-8</li><li>• Vision of Ministry</li></ul>

The chair reviewed the rest of the consent agenda items, and hearing no objections, announced that the consent agenda has been adopted.

Board Committees Planning – The Board fleshed out structures for standing and *ad hoc* committees and roles that each Board member will play on these, particularly in fall 2024. Walberg created a document to track these assignments, which was updated during the meeting. Of note, the Board informally agreed to form a new Sabbatical Committee to prepare for Rev. Diana's sabbatical leave in spring 2025. Ross will work with Rev. Diana to form the committee and develop a charge for later Board approval. Also, DiCarlo and Cox agreed to be on a Ministerial Agreement Task Force.

Motion—Honey-Arcement moved to remove the Right Relations Committee as a Board committee, and to assign the current members to a Right Relations Ministry Team; seconded by DiCarlo. The Board voted unanimously to approve the motion.

Ministry Teams Planning – The Board discussed potential next steps with ministry teams, including the relationships between teams and church staff. The Board collaborated on completing a ministry teams worksheet. The Board discussed the “soft” intentions for teams with a bottom-up lens to help frame the “hard” guidelines and expectations for teams.

Congregational Engagement Planning—The Board discussed recurring patterns of mistrust and destructive conflicts within our society. With the view of moving forward, the Board discussed using consultants to help address these patterns of conflict and develop more resilience as a congregation. We have utilized a consultant (Rev. Sam Wilson) this year and it has proved valuable and inexpensive.

Motion – Etler moved that we request Sharon Ditmer (our UUA regional representative) to apply for the “HOPE for Us” consulting program; Honey-Arcement seconded. The Board voted unanimously to approve the motion. The application is only a first step and does not commit the Board to engage in such consulting.

Compensation Recommendations – DiCarlo provided an informal oral report from the Compensation Recommendations Committee. The Board discussed proposed changes to vacation policies and health insurance policies for paid staff members. The Board is generally in favor of increased vacation and better health insurance policy options for staff. The Board will await Finance Committee and staff input before making any final decisions.

### **Closing**

Process observer comments by Cawley. Closing words provided by Etler. With the agenda completed and no new business from the floor, the chair adjourned the meeting at 9:16 p.m.

*Lucy Gamon, Assistant Board Secretary*

*Email the Secretary at [secretary@uusic.org](mailto:secretary@uusic.org) with requests for documents reviewed at the meeting.*

**Addendum to Minutes**– The Board held a special meeting by Zoom on August 11, 2024, at 7:00 p.m. All board members attended, with the exceptions of Christine Etler and Ernie Cox. Diana Henry (2023-2024 board trustee) and Rev. Diana also attended.

The purpose of the meeting was to discuss the mutual Board/Minister evaluation that the 2023-2024 Board of Trustees completed in June with Rev. Diana. Henry prepared the written evaluation and led the discussion. The Board appreciates Henry’s efforts in completing this written evaluation. The Board took no further action.

**Board approved on 8-21-2024**