

UUS Board Meeting Minutes

6:30 p.m. July 15, 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">● Minister's Report – June● Treasurer's Report – June● Governance Committee Minutes - July 2● Endowment Report - Q2	<ul style="list-style-type: none">● Board Meeting Minutes June 19 (not available—to be approved next month)● Appoint Lucy as Ass't Secretary● Policy update: 1.4-5● Policy update: 1.4-8● Vision of Ministry

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 discussed fleshing out structures for standing and *ad hoc* committees and roles that each Board member will play on these. Walberg proposed certain major roles for each Trustee. A document has been created to track these assignments and was updated during the meeting. DiCarlo and Cox agreed to be on the Ministerial Agreement Task Force. Etlar agreed to be on the Open Questions Task Force. Honey-Arcement agreed to be on the Anti-Oppression Task Force. Cox agreed to be on the Policy Development Task Force.

The Board agreed to defer consideration of whether to form an ad hoc Sabbatical Committee. Sarah will work with Rev. Diana on this issue.

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 and restoring trust, the Board discussed using consultants to help address these patterns of conflict. We have utilized a consultant (Rev. Sam Wilson) this year and it has proved valuable and inexpensive.

Motion – Etlar 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 Etlar. 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 with requests for documents reviewed at the meeting.

This document serves as the Board Highlights meeting notes and has not been approved as official minutes. Approved minutes will be available after the August Board meeting.