

UUS Board Meeting Minutes
6:30 p.m. September 18, 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), Rev. Diana Smith (Ex-officio). Absent: none. Quorum met.

Guests: Lucy Gamon (Assistant Secretary), Bridget Laflin (Ministerial Intern), Andy Douglas, Sally Hartman

Meeting opened at 6:30 p.m. with check-in. Honey-Arcement provided Chalice and Opening Words.

Consent Agenda	
Reports	Decisions
Minister's Report - Aug	Approve Aug. 21 Board meeting minutes (Pulled)
Board/Minister Evaluation – 2022-23	Accept Madrigal Dinner fundraiser recommendation (Pulled)
Board/Minister Evaluation – 2023-24	Appoint Lucy Gamon as Secretary effective Oct. 23
	Direct Treasurer to move Ellsworth bequest to 6-month CD or similar investment pending a decision on gift allocation (Pulled)

The Board pulled three items from the Consent Agenda. The Chair reviewed the remaining Consent Agenda item, and hearing no objections, announced that the Consent Agenda has been adopted.

Approve Aug. 21 Board meeting minutes

Motion--Ross moved that the Addendum to the August Minutes be deleted, and the following language be inserted: "The Board met separately on Sunday, August 25, 2024, so Rev. Diana could consult with the full Board on filling the position of Music Director." Honey-Arcement seconded. The Board unanimously approved this Motion. Gamon made the amendment and thereafter filed the August 21, 2024, Board minutes.

Accept Madrigal Dinner fundraiser recommendation

Motion—Honey-Arcement moved that the Board accept the Finance Committee’s fundraiser recommendation for the Madrigal Dinner. Cox seconded. The Board unanimously approved this motion.

Ellsworth Bequest

As the Ellsworth bequest has not yet been received, the Board decided to remove that item from the Consent Agenda.

Discussion of ELLI Letter of Intent—Rev. Diana and guest presenter Andy Douglas described the Equitable Local Micro-Lending Initiative. This is a group task force of UUS. They will work with the organization known as MDC, Iowa (Multicultural Development Center of Iowa) to make micro-loans to people who need them for small business development or emergencies. Individual church members have committed to invest a total of \$45,000 to this project, which will promote our mission goal of investment in the community.

Motion: Etler moved that the Board approve a Letter of Intent to create an ongoing financial relationship between UUS’s new Equitable Local (micro)Lending Initiative (ELLI) and MDC Iowa. The Board will formalize mutual responsibilities and accountability agreements between UUS and MDC Iowa before any funds are processed by UUS. DiCarlo seconded. The Board unanimously approved this motion.

Discussion of plans for “Hope for Us”—Walberg and Rev. Diana discussed the status of the “Hope for Us” project. A congregational Q & A session is currently scheduled for after the October 13th service. The Director and two coaches from “Hope for Us” will lead this congregational discussion. Thereafter, if there is sufficient “buy-in,” the Board will consider next steps to discern how “Hope For Us” can best serve the congregation.

Discussion of draft of updated Ministerial Agreement—Cox and DiCarlo have conversed with Rev. Diana regarding the Ministerial Agreement (which dates from 2020) and proposed changes thereto. They have compared the Ministerial Agreement with the UUA Model Agreement. The next step will be to pull out the proposed amendments to the Ministerial Agreement and discuss these further with Rev. Diana and the Board.

Discussion of Ministry Teams next steps-- Rev. Diana discussed next steps. Rev. Diana is drafting an email to be sent from her and Walberg which will go to the Ministry Team Leads. This email will also be published in the October 2024 newsletter. It is expected that Staff Team Leads and Volunteer Team Leads will have conversations based on the email. Walberg

directed the Board to review an example of “Shared Responsibilities” from UU Delaware County, and discussed the current Board and ad hoc Committees.

Discussion of Stewardship Campaign and Mortgage next steps-- Walberg provided a handout to the Board which shows the relationship between the Endowment ASA (“annual spending allowance) and how the church building mortgage has historically been paid. The Board discussed various options for paying off the mortgage, as compared to simply renewing the loan in 2026, which will lead to increased monthly mortgage payments. The Board agreed that all potential mortgage strategies must be evaluated according to the goals of having an immediate positive impact on the operating budget, while promoting a strong general fund balance at the end of the mortgage and meshing with other fundraising campaigns. No conclusions were reached. The “next step” is for several volunteers to meet and discuss the various options more intensively.

Discussion of conversation with consultant Mark Ewert-- The Board discussed the re-organization of the church Endowment Fund to include two new funds, in the light of the recent Zoom discussion with UUA financial consultant Mark Ewert. The Board discussed and adopted a measure that will allow the Endowment Committee to move forward with the establishment of the two new funds.

Motion: DiCarlo moved that the Board authorize the creation of the Reese-Nordquist Grounds and Building Enhancement Fund and the Jean Hood Community Engagement Fund, as proposed by the Endowment Committee, and allow them to begin accepting donations. The Board is committed to collaborating with the Endowment Committee to develop the policies and procedures for the two new funds in a timely manner. Etlar seconded the motion. The Board unanimously approved this motion, with the exception of Ross, who abstained.

Closing

Ross provided Process Observer comments. Honey-Arcement provided Closing Words. With the Agenda completed and no new business from the floor, the chair adjourned the meeting at 9:42 a.m.

Lucy Gamon, Assistant Board Secretary

Email the Secretary at secretary@uusic.org with requests for documents reviewed at the meeting.

The Board approved these Minutes on October 16, 2024

