

**UUS Board Meeting Minutes**  
**6:30pm, October 18, 2023, UUS Conference Room & Zoom**

**Present:** Jeff Walberg (President), Rochelle Honey-Arcement (Vice President), Christine Etler (Secretary), Mike Pavelich (Treasurer), Monique DiCarlo (Trustee), Ian Cawley (Trustee), Rev. Diana Smith (Ex-officio). **Absent:** Diana Henry (Trustee)

Quorum met. **Guest:** Mary Dix, Dave Gallagher, Winnie G.

**Meeting Opened** at 6:31pm with check-in. Chalice Lighting-Opening Words by Etler

Consent Agenda

<b>P1</b> Board Meeting Minutes – Sept	<b>P5</b> Servetus Musical Fundraising Request
<b>P2</b> Minister's Report – Sept	<b>P6</b> 2024 Budget Draft – 10-13-2023
<b>P3</b> Treasurer's Report – Sept	<b>P7</b> Open Question Results – 9-17-2023
<b>P4</b> Personnel Committee Report – 9-25-2023	<b>P8</b> Chili Cook Off Fundraising Request
	<b>P9</b> Mission & Vision Review Committee Minutes – 10-16-2023
	<b>P10</b> Mutual Performance Review – 2023

**Main Motion by DiCarlo: Approve the reports & approve the fundraising requests pending any final action by the finance committee (with amendment below); seconded by Pavelich. The Board voted unanimously to approve the motion.**

**Amendment: Etler moves to amend the main motion by removing the Draft Budget from the consent agenda; Honey-Arcement seconded. The Board voted unanimously to approve the motion.**

Ministry Teams Discussion

The board is continuing to develop our understanding of the Governance changes that were made in 2019. We discussed the structure of Ministry Teams within the generative work framework in order to develop a “dominant narrative”.

Before 2019, there was no distinction between groups in the sense that Hotchkiss defines – where Committees create work product for the Board, and Teams assist with ministry to the congregation. Although, we reorganized our teams to work with the minister and staff, there is still confusion about leadership and authority. Currently, some teams are working well and others have challenges. A large problem is lack of engagement of lay volunteers. And a lack of shared understanding of the roles and coordinated responsibilities of teams and staff as a whole.

The discussion has led to a shared understanding among the Board about what our concerns are and how and why we should take action. We will be revisiting the discussion at our retreat in the new year.

Open Question - Next Steps

Oaknoll session – Kelly O’Berry & Kristin Wildensee have volunteered to hold a meeting but this has not yet occurred. The Board agrees that we should hear more from the Oaknoll residents. Liz Swanson and Diana Miller received some feedback during their recent visit that would be good to have more insight on. We can also open the Oaknoll meeting up to any UUS members. Etler and Cawley will participate in the Oaknoll session.

Etler will do further work on the responses we have received so far by organizing responses into themes and also sharing with DiCarlo for more insight.

### 2024 Budget Discussion

Pavelich presented the 2024 draft budget. Currently, for 2023, our financials look good. We may end up under our budget this year. This is a positive starting place for moving into the 2024 budget year. The goal when starting the budget process was to see if we could reduce last year's budget by \$75k. While the staff expenses are down \$64k, the presented budget will require approximately \$40k of non-income support (down from previous years' budgets).

Although there was some discussion on details of the budget, there were no major objections to the budget. The Board will vote on the official proposed budget to be presented to the congregational meeting at our November Trustees meeting. Refinements will continue to be made.

The draft budget contains support for a ministerial intern. Although we discussed this option at a previous meeting, we did not make a final decision. After some further discussion tonight, we decided to support this.

**Motion by Etler: Offer a ministerial internship and apply for supporting funds from UUA; Honey-Arcement seconded. The Board voted unanimously to approve the motion.**

### Closed Session

**A closed session was held.**

### Closing

There were no guest comments; DiCarlo provided process observer comments; Etler provided closing words, and the chalice was extinguished.

Guest comment: Ganshaw thanked the Board for our work.

**With the agenda completed and no new business from the floor, the chair adjourned the meeting at approximately 9:00pm (exact time not recorded).**

Meeting Highlights submitted by Christine Etler, Board Secretary