

UUS Board Meeting Highlights
6:30pm, August 21, 2024, UUS Conference Room & Zoom

Present: Jeff Walberg (President), Sarah Ross (Vice President), Christine Etler (Secretary), Michael Honey-Arcement (Treasurer), Monique DiCarlo (Trustee), Ernie Cox (Trustee), Ian Cawley (Trustee), Rev. Diana Smith (Ex-officio).

Absent: none. Quorum met. **Guest:** Lucy Gammon (assistant secretary)

Consent Agenda

Reports

- Minister's Report – July
- Treasurer's Report – July
- Personnel Committee Minutes - July 8

Decisions

- [Approve July 17 Board meeting minutes](#)
- Set congregational meeting dates: Dec. 15, 2024 and May 18, 2025
- Approve [Retirement Plan Restatement](#)
- Approve Personnel Manual Policy Revision: [Employment of Relatives & Members](#)

July Board Meeting Minutes were removed from the consent agenda for discussion.

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

July Minutes: Motion by Etler that July minutes be approved with the reference to "board minutes highlights" deleted; Cawley seconded. The Board voted unanimously to approve the motion.

Endorse Development of New/Reorganized Endowed Funds: Motion by Ross that the Board endorse the Endowment Committee's proposal to develop two new and reorganized funds, as contained in the document [UUS Endowment Fund Reorganization Proposal](#).; Etler seconded. The Board voted unanimously to approve the motion.

Discuss 2025 Budget Process & Overview: Honey-Arcement discussed the process of developing a budget for the next year. Next steps: by 10/1/24, a draft, non-discretionary budget will be completed and requests for funding from programs for "wants and needs" will be due.

Discuss Healthcare Benefits Proposal: Three proposals for updating the healthcare benefits for staff were reviewed (document: [2025 Healthcare Contributions Proposal Analysis](#)). In September, the Board will discuss price-scenarios for the options under consideration (provided by Honey-Arcement) as well as discussing the potential impact on our upcoming budget.

Approve Vacation/Holiday Proposal: Motion by Honey-Arcement that the Board approve the recommendations in the document [UUS Time Off and Recommendations for Change](#) for vacation and holiday amendments for staff, with Rev. Diana's proposed adjustment for staff working less than twenty hours, effective August 1, 2024; Cox seconded. The Board voted unanimously to approve the motion.

Approve "Hope For Us" Next Steps: Motion by Ross that the Board authorize \$5,000 for "Hope for Us" services, with \$5,000 in matching funds from the MidAmerica Region, with a final Board decision to be made after receiving congregational input via a Q & A session with Hope for Us; Cawley seconded. The Board voted unanimously to approve the motion.

Discuss Ministry Teams Next Steps: Continued discussion on Board intentions for ministry teams. Also, with collaboration with Rev Diana & staff, we discussed potential categorization of teams, the characteristics of support expected, and staff partners for each.

Closing: Guest Comments: Lucy Gammon took minutes and participated in discussion throughout. Process Observer Comments were provided by Cox. Closing words were provided by Ross.

With the agenda completed and no new business from the floor, the chair adjourned the meeting at 9:48pm.

Meeting Highlights submitted by Christine Etlar, Board Secretary (email secretary@uusic.org to access supporting documents).