

UUS Board Meeting Minutes

February 19, 2025, at 6:30 p.m.

Present: Jeff Walberg (President), Sarah Ross (Vice-President), Lucy Gamon (Secretary), Michael Honey-Arcement (Treasurer), Ernie Cox (Trustee), Monique DiCarlo (Trustee), Ian Cawley (Trustee). Quorum met.

Guests: Bridget Laflin (Ministerial Intern), Maya Yoder (Congregational Administrator), Jan Weaver (future VP and Trustee), Erica Reschly (future Trustee).

Meeting opened at 6:30 p.m. with check-in. Ross provided Opening Words and the chalice was lit.

Consent Agenda	
Reports <ul style="list-style-type: none">• Financial Statement - Jan• Finance Committee Minutes - Jan. 20• Finance Committee Minutes - Feb. 17• Endowment Committee Minutes - Dec. 16• Endowment Committee Minutes - Jan. 27• Security Grant Update• Night of 1000 Dinners sponsorship & flyer	Decisions <ul style="list-style-type: none">• Approve Jan. 15 Board meeting minutes• Approve new policy:<ul style="list-style-type: none">○ 5.6-1 Facility Use Guide

The Board discussed the Consent Agenda, and hearing no objections, the Consent Agenda was adopted.

Meet with Congregational Admin.—Maya Yoder met with the Board by Zoom, providing an update on her work and the work of staff member Kaytee Rairdin, as well as describing her most recent joys and challenges. Yoder specifically updated the Board about the recent changes in the methods of budget accounting, end-of-year tax documentation, and the transition to staff management of the church rentals program. Yoder described her difficulties in having enough hours to complete her tasks in the time allotted, as well as her

concerns that Rairdin does not have sufficient hours to fulfill her new rental coordination role. The Board acknowledged that they're not in a position to add additional permanent hours, while committing to take action to help assess priorities and address the underlying issues.

Discuss Treats & Talents Auction—DiCarlo updated the Board about the “Treats and Talents” auction which is scheduled to begin on-line on March 25, with a church party on April 5. The fundraising goal for this event is \$16,000. The Board is encouraged to participate by providing items to be auctioned. The Board also discussed contributing to a Board basket for the auction.

Action Step-- DiCarlo will provide the Board with suggestions for auction contributions.

Discuss Homeland Security Grant—Gamon updated the Board on the status of the NSGP grant the church has received for security improvements in the amount of \$58,600. We have recently received authorization from the Iowa Department of Homeland Security (pass-through agency for FEMA) to begin soliciting bids for this reimbursement-based grant. Three bids from separate security companies are generally required to access grant money.

Action Step-- Gamon will draft a Request for Proposal (“RFP”) to be used to solicit bids. **Walberg** will assist with editing. **Cox** has experience with grant implementation and agreed to consult.

Financial Update—Honey-Arcement provided a financial report to the Board, including information regarding our upcoming CD reinvestments, the need to find a new insurance company, and the need to maintain a certain amount of cash as a “floor” in the operating budget.

Discuss Financial Communications—Walberg led the Board in a discussion of how to provide effective financial education to the congregation. The Board generally understands that such financial education is crucial, given our need to pay down or pay off the mortgage this year, and to increase pledging to keep pace with inflation. The Board discussed possible methods of disseminating financial information, including special presentations to the staff, finance teams, and possibly covenant groups.

Action Step—Walberg will work with several volunteers to prepare a PowerPoint presentation video which can be made available on our website and can be used by various individuals to provide financial education in small group formats.

Consider HOPE For Us agreement—Hope for Us has provided the Board with a draft Agreement letter and Agreement details. Walberg led the Board in a discussion of whether

we should sign this Agreement or whether we should consider other options. Board members were strongly supportive of the idea of working with Hope for Us and consider their services a wise investment. The Board considered the possibility that the Right Relations Team would take the lead in a potential Hope for Us engagement. The Board generally agreed that it may be better to postpone any decision on engaging with Hope for Us until after Rev. Diana returns from sabbatical.

Action Step—Reschly will talk with the Right Relations Team to ascertain their interest in leading a possible engagement with Hope for Us. **Ross** agreed to also be part of this process.

Closing

Our guests, Weaver and Reschly, commented favorably about the meeting. Cox provided process observer comments. Laflin provided closing words. With the agenda completed and no new business from the floor, the Chair adjourned the meeting at 9:15 p.m.

Lucy Gamon, Board Secretary

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

The Board approved these minutes at the regular monthly meeting on March 19, 2025.