

UUS Board Meeting Minutes

March 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), Ian Cawley (Trustee). Absent: Monique DiCarlo (Trustee). Quorum met.

Guests: Bridget Laflin (Ministerial Intern), Kaytee Rairdin (Communications Coordinator), Jan Weaver (future VP and Trustee).

The meeting opened at 6:30 p.m. with check-in. Gamon provided Opening Words. Ross lit the chalice.

Consent Agenda	
Reports <ul style="list-style-type: none">• Mortgage Feasibility Study Committee report• Intern Minister's Report – Jan.• Intern Minister's Report – Feb.• Endowment Committee Minutes - Mar. 3• Finance Committee Minutes - Mar. 17	Decisions <ul style="list-style-type: none">• Approve Feb. 19 Board meeting minutes• Approve Ruth Appleton for three-year term on the Personnel Committee, beginning Jan. 2025• Appoint Christine Etler as Election Administrator through 2025

Hearing no objections, the Chair declared that the Consent Agenda is adopted.

Discuss Rentals Program—Rairdin joined the meeting remotely to describe the status of the UUS rentals program. Rairdin has overseen the rentals program for approximately three months, after taking over the program from a church member volunteer. According to Rairdin, the demand for church building rentals is strong, and she is very busy. Rairdin has devoted significant hours to restructuring and administering the rentals program.

The Board recognizes that the rentals program is aligned with our mission of serving the community, including the marginalized and traditionally underserved. The rentals program

also generates significant revenues. The current annual goal for rental revenues is \$27,000. Cawley led the Board in a discussion of how best to manage the rentals program. The Board discussed whether we want to devote the time and resources to expanding the rentals program into events which generate large rewards but also require a larger expenditure of time and resources, such as higher end weddings. The Board determined not to engage in such an expansion for the remainder of this year.

Motion—Gamon moved that we form an ad hoc Rental Program Advisory Committee, chaired by Cawley, which will provide assessment and recommendations on appropriate goals, structures, and staffing to make the rentals program successful and sustainable. Cox seconded the motion. The Board passed the motion unanimously.

Motion—Honey-Arcement moved to extend the option for Rairdin to work up to 30 hours/week as needed through April of 2025. Ross seconded the motion. The Board passed the motion unanimously.

Developing Direction for Fall 2025 Stewardship Campaign—Gamon updated the Board on the status of the stewardship campaign for 2025, which has fallen somewhat short of the \$400,000 pledge goal. The Board discussed planning for the 2026 Stewardship campaign. Two members of the Stewardship Team have recently resigned. The Board discussed possible replacement members. The Board also discussed ways to integrate communication regarding the Spring Mortgage Campaign and the Fall Stewardship Campaign. The Board further discussed ways to improve financial education for the congregation and ways to encourage increased pledging.

Spring 2025 Mortgage Campaign—Walberg led the Board in a review and discussion of the Mortgage Feasibility Study Committee Report. Weaver contributed significantly to the discussion as a member of the relevant committee. The mortgage on the church building will be in the approximate amount of \$675,000 in November of 2025, when it must either be paid off or re-negotiated at a significantly higher interest rate. The Mortgage Committee spoke with multiple members of the congregation to determine the feasibility of reducing or paying off the mortgage this year, and the results were positive. The Board has also considered the input of the Finance Committee and the Endowment Committee regarding the feasibility of a mortgage reduction campaign.

The Board determined to follow the Mortgage Committee's recommendations, and to engage in a Spring mortgage reduction campaign. The Board discussed various strategies for such a campaign, including timing, messaging, and the possibility of multi-year pledges in addition to current donations. The Board also discussed the possibility of using up to \$200,000 from general (non-corpus) endowment funds, and the need for a congregational vote approving the usage of such funds.

Motion—Gamon moved that UUS shall conduct a campaign to reduce the mortgage in 2025, with a goal of raising \$350,000 from the congregation. Honey-Arcement seconded the motion. The Board passed the motion unanimously.

Action Steps: Cox and Cawley volunteered to engage in individual visits with selected UUS members who may consider larger donations to the mortgage reduction campaign.

Closing

Ross 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 9:50 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 Board meeting on April 16, 2025.