

UUS Board Meeting Minutes

July 16, 2025, at 6:30 p.m.

Present: Sarah Ross (President), Jan Weaver (Vice-President), Lucy Gamon (Secretary), Michael Honey-Arcement (Treasurer), Erica Reschly (Trustee), Ernie Cox (Trustee), Jeff Walberg (Trustee), Rev. Diana (Ex-officio). Quorum met.

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

Hearing no objections, the following Consent Agenda was adopted:

Reports	Decisions
<ul style="list-style-type: none">Minister's Report - JuneTreasurer's Report - JuneCommittee Meeting Minutes-June	<ul style="list-style-type: none">Approve June Board Meeting Minutes

Review and Approve Vision of Shared Ministry—The Board created a tentative draft of the annual “Vision of Shared Ministry” at the Board retreat on July 12th. At the regular meeting, the Board reviewed and refined this draft with some additional editing.

Motion: Honey-Arcement moved to adopt the Vision of Shared Ministry for the 2025/2026 Congregational year as developed by the Board of Trustees, with support from the Minister and input from Staff and Congregational Team Leaders. Weaver seconded the motion. The Board passed this motion unanimously.

Review Endowment Committee Quarterly Report—Walberg led the discussion of the Report. At the August 10th Sunday service, there will be an Endowment 40th anniversary celebration announcement to the Congregation.

Update on Endowment Annual Spending Allowance—Honey-Arcement updated the Board on how the Endowment Spending Allowance (“ASA”) may be calculated for 2026. The ASA comes from the “non-corpus” portion of the Endowment. The ASA has been 5%

since the new building opened, to help pay down the mortgage. In the future, the ASA may be tied to the Consumer Price Index (“CPI”) inflation rate.

Action Step: In the fall of 2025, Walberg will bring an ASA policy recommendation proposal to the Board.

Update on Stewardship Campaign—Gamon updated the Board regarding the Stewardship Team’s preliminary plans for the Fall 2025 campaign. The Stewardship Team has been revitalized with five new members and two returning members. The Fall Campaign will kick-off on Sunday, October 5th, and culminate with a Celebration Sunday on Sunday, October 26th. Chris Taylor and Tina McCoy have agreed to be co-leaders of the campaign.

Review Treasurer’s Second Quarter Report—Honey-Arcement presented the Second Quarter Treasurer’s Report. Revenues have been strong, in large part due to contributions to the Mortgage Campaign. There have been some unexpected expenses due to glass breakage in the sanctuary and the recent need to replace the kitchen refrigerator. Rev. Diana reviewed the budgeting process and presented the idea of “Mission Based Budgeting” for the Board’s consideration.

Congregational Engagement—Rev. Diana led an extensive discussion of whether the Board wants to conduct both Open Questions and a congregational Mission and Vision revision process this year. The last Open Questions were done in 2023. The last Mission and Vision revision was adopted in 2020. Our engagement with “Hope 4 Us” may affect the timing for these processes. The Board reached a consensus that we want to do one process or the other, but not both. It is most likely that we will begin an Open Questions process in January of 2026, but no definitive conclusion was reached, and discussions remain ongoing.

Motion to go in and out of closed session to discuss personnel issue—Walberg moved to go into closed session to have a personnel discussion. Weaver seconded. The Board passed the motion unanimously. Board discussion regarding the personnel issue thereafter ensued. Gamon moved to go out of closed session. Weaver seconded. The Board passed the motion unanimously.

Closing

There were no 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 9:10 p.m.

Lucy Gamon, Board Secretary

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

Addendum: Effective July 24, 2025, the Board unanimously approved (by email) the following Addendum to the Consent Agenda:

At their July 21 meeting, the Endowment Committee allocated \$8,178 from the Reese-Nordquist fund to cover the cost of replacing the three door refrigerator in the kitchen at the request of the Buildings Team. Prior to the Endowment Committee's consideration of the request, the Finance Committee reviewed and approved the expenditure at their July 14 meeting and suggested that Buildings request funds from the Endowment Committee.

Addendum: On August 17, 2025, the Board met in special session to discuss the budgeting process for 2026. Walberg gave a Powerpoint presentation regarding past budget deficits and pledging trends dating from 2015. Guest Kara Beauchamp from the Finance Committee presented a review of the revenues and expenditures in 2025 (year-to-date and projected).

Ross led the Board in a discussion of how we want to approach goals for the 2026 budget. These goals will give direction to the Finance Committee and the Board as we work together to build and revise the 2026 budget. This discussion will continue at the August 2020 Board meeting, as we review 2026 non-discretionary expenses.

The Board approved these minutes at its regular meeting on August 20, 2025.

