

Minutes of the Meeting of the UUV Board of Directors

May 15, 2025 @ 6:00 PM via Zoom

In Attendance

Members: Gina Norstedt, Joe Osborne, Don Henniger, Maricela Morales, Gudrun Eastham, Erin Merrill

Staff: Rev. Dana Worsnop

Absent Members: Kathy Swift

Others present: Rob March

- 1) Chalice Lighting & Opening Words - Rev. Dana
- 2) Check In
- 3) Agenda accepted with some changes
- 4) Consent Agenda approved
 - a) Latest Financial Records
 - b) General Assembly Delegate- Diane Auburn
- 5) UUA Retirement Plan Change

Required changes from the UUA for our employee's retirement plan.
Motion to approve new UUA Retirement Plan passes
- 6) Carolyn Berke's resignation

Zach filling in and available through Labor Day weekend
Opportunity to look at what the position is. Do we want to replace her or redefine the position, or adjust hours
- 7) Treasurer's Report

Approved raising interim minister salary to \$96,000/year (from \$91,000) to be competitive with other churches
Will budget for 11 months of interim minister salary and 9 months of music director salary for next fiscal year
Total budget deficit projected around \$96,000-\$107,000 depending on final adjustments
Concern raised about draining operating reserves too low with ongoing deficits
Budget approved to go to the congregation for the annual meeting.
- 8) Interim Search Update

Seventeen churches seeking interims, only sixteen interim ministers available
We received 4 interested candidates, interviewed 3

Team will submit rankings by Monday, expect to hear back on matches shortly after

All candidates asked about salary and housing costs in the area

- 9) Suggested Name Change
 - Discussion about changing the name of the church to Sanctuary, A Unitarian Universalist Faith Community
 - Worthy of considering, but after the interim minister has been on board for a while
- 10) Statement on ICE
 - Was inadvertently not included in email to Board. Discussion & vote to be had on email.
- 11) Minister's Report was received & filed
 - True momentum in terms of growth & membership
- 12) Family Minister's Report
 - Attendance has doubled
 - Need to come up with a safety plan for RE in the event of an intruder
- 13) Request from LYUV (Kappy)
 - Request for someone else to stay overnight in our parking lot in their car overnight was discussed
 - Motion to allow Deloris to stay using the basic policy with the exception of a car moved & approved.
- 15) Gender Neutral Bathrooms
 - Motion that we change the current men's restroom at the back of the sanctuary into a gender neutral restroom moved & approved
 - Publicize the decision with a sign
- 16) Extinguish Chalice & Closing Words provided by Rev. Dana