

# UUCSR Board Minutes

March 4, 2025

6:30 pm

## UUCSR Board Room

**Board Members Present:** David Reitzell, President; Randy Jones, Vice President (Zoom); Scott Miller, Corporate Secretary; Carol Daeley; Helga Lemke, Richard Senghas (Zoom), Maria Pretzellis (Zoom); Lee Lipinski;. Also present: Lucia Kasulis (Nominating Committee), Robin Marrs and Robert Howseman (Search Committee), Rev. David Clements

Present by Zoom: Amy Yoro (Bookkeeper), Aphrodite Bellochio (Administrator); also Mike McGirr; Kirsten Olney; Catherine Miller; John Jaffray

Board Goals from last year:

- Envisioning the Future and Preparing for a New Chapter for UUCSR
- Engagement within our Community and in the Larger Community
- Fundraising

**Call to Order, Chalice Lighting, Opening Words:** Scott

**Land Acknowledgment** (Randy): Land Acknowledgment: Let us acknowledge that our beloved sanctuary stands on the unceded traditional territorial land of the Pomo People in Santa Rosa, past and present, and honor with gratitude the land itself and the people who have stewarded it through the generations.

**Approval of Agenda and Minutes from February 2025**

**Approval of Agenda and Minutes**

Corrections to the Feb 25 Minutes:

- highlight new agenda item of change to social media policies

Agenda and Minutes approved (as amended)

**Open Mic / Congregational communication**

No comments

**Check-in**

**Approval of Consent Agenda**

Consent agenda, including Minister's Report and Feb 25 Financial Report, approved unanimously.

### **Search Committee Report (Robert Howeseman and Robin Marrs)**

Robin: Good news, good news, and bad news. We have good candidates who want to come here. The other side is the challenge of housing costs in Sonoma County. This is to let you know—it's a real problem. We'll have to deal with this issue. Committee doesn't think \$108K will be enough. Look for statement in next Newsblast.

Robert: We are very excited by the pool of candidates. Imagine a family of four moving into this market. We will have a failed search for 108K. Offer will go out in early April. We'll have to really deal with this salary issue. We need to try to avoid doing a new search next year. I think there are ways we can make this happen. The people we're talking to will help us transform UUCSR. We should talk to landlords in and outside the congregation. Some kind of announcement in service would be good. Parameters have not been defined but will be forthcoming. We're very excited and very nervous. This will require reaching out to the congregation.

Kirsten Olney: a Treasurer or member of the Finance Committee should be present at the meeting.

Action Item: Board members to meet with Search Committee, if possible, at 2 PM, Tuesday, March 11 for a limited time.

Commendations from the Board to the Search Committee members.

### **Fundraising / Auction: Lee (but really all of us)**

Lee: We really need a fundraising committee. Things are pretty solid for the auction planning. Look for the fill-in form to offer a donation. Decorating and cleanup committees needs a lot of help, plus computer assistance. Thanks to a number of you who are stepping up to help or talk it up. Announcement to come on Sunday.

David: More things to bid on would be better.

Rev Dave: a special announcement to come on the 16th.

Richard: suggests that we call a quick meeting post-service to talk about both Lost Church and Ministerial salary needs.

### **Rental of 545 / Last Church Update (Maria, David, Aphrodite)**

Lost Church folks would like a 5-year lease with the option of renewing beyond. The space is perfect for them. Their costs are higher than anticipated for permits, etc., and 3 years would be a tight turnaround. Their move in costs are \$75K, so they're looking to amortize those costs over a longer period. Our rental cost is a little higher per square foot than market, so they're a little cold to increases in rent. A 35K buyout at 3 years is an option (but probably not affordable for us).

Sense of the Board is that we can't authorize more than 3 years without consultation with Congregation. Perhaps try to ask for 4 years. Some sort of communication with Congregation will be necessary.

### **Sexual Harassment Policy Taskforce (Rev Dave, David)**

Rev Dave: Working on this—it's moving forward.

### **Nominating Committee Update (Lucia)**

Lucia K: Two firm yeses for the Board, one on the fence. March 29th Leadership Training coming up.

### **HR Report (Helga)**

Helga: Next meeting will present results of salary study. Have submitted a request for a COLA increase of 2.8% for 25-26 for all staff.

### **The Budget-Is-Coming Discussion (David and all)**

David and Amy: We will be talking budget by next meeting. Rough timeline is as follows: Amy plans to have a draft budget for March meeting. Many open questions about the minister's salary and benefits and other items, so the budget will be a real estimate until the last minute. It will be on the Board agenda for April, but there will probably be a need for added meetings in May.

### **Treasurer Vacancy / BOT Officer Discussion (David)**

David: There is a person available to serve as Co-Treasurer, so there is hope of being able to find a partner. We will need a Corporate Secretary. David would like to have a VP in place with the expectation of continuing into President role.

### **Task Force Reports (Glaser Center / Sat Morning Breakfast) if available (Rev Dave)**

No reports.

### **Action Items (Scott)**

- Board to endeavor to meet with Search Committee at 2 PM Tuesday March 11 to be on Zoom and/or in person to discuss Ministerial salary and benefits.
- All Board members and Congregants to look for calls for Auction signups.
- David, Maria, and Rev Dave to get together and decide on how to communicate with Congregation about Lost Church rental and Board to look for email regarding decision on Lost Church, probably by Saturday.

### **Closing Words and Extinguishing the Chalice (Scott)**

**Next BOT Meeting Tuesday, April 1, 2025**