

Approved

UUCSR Board of Trustees Minutes August 5, 2025 6:30 pm UUCSR Board Room

Board Members Present: Carol Daeley, Randy Jones, Helga Lemke, Beth Craven (term begins 11/25), Alan Bell, Richard J. Senghas (Corporate Secretary), David Reitzell (President), Robin Marrs

Also Present: Rob Carlisle, Kathy Albury (recording secretary)

On Zoom: Mary Louise & John Jaffrey, Amy Yoro (Bookkeeper), Mike McGuire

Board Goals: 2024 - 2025:

- **Financial Stewardship: Fundraising / Revenue Enhancement**
- **Engagement: Board of Trustees / Congregation / Larger Community**
- **Enhancing Communication within and beyond our Beloved Community**

[NOTE: These goals will continue until the Board retreat in September, 2025]

Land Acknowledgement—David

Minutes from July: Randy asked about minutes from the executive session.

- Typically, not included in the minutes—only a summary is included.
- Decisions should be included.
- Richard will check with Scott to see if some are stored somewhere.
- Usually do not include people's salary
- The summary that Richard wrote seems adequate.
- Moved and seconded to accept the July minutes; passed unanimously.

Open Mic/Congregational Communication

- Beth: Sent email about Board on-boarding, training. Supposedly Rev Dave was going to find something. Did find some affordable trainings on the UUA site.
 - Should we have a covenant—part of UUA curriculum?
 - Should we have board training at the retreat?
 - **John Jaffrey**—didn't think about building security in relation to the Lost Church. There is no way to lock the door between the Social Hall and the Founders Room.
 - Add a chain (or install a hasp) with a padlock if there isn't a fire issue.
 - May impact Aphrodite and UUCSR staff if Lost Church workers need to come out.

Approved

- **Mary Louise**—impressed with the new web site—nice form, modernized. Enjoys the colors and the brightness. Maria did a lot of work on it.

Check-in

Approval of Consent Agenda

- DRE in transition—no report
- **Financial Report** looks good. Amy: We ended the fiscal year positively, better than budgeted. Numbers over budgeted amounts in a couple of areas. Glaser Center expected \$10K, received over double that.
 - Thanks to Amy for the extra work in the absence of a Treasurer
 - Approved with no objections.

Ministerial Contracts progress with Rev. Tavis and Rev. Amy

- Contracts have been signed and finalized—everybody seems happy.
- Both ministers start on 8/15, will preach together 9/7; their first time preaching
- Amy will be present on 8/24 and participate in the service
- Tavis will be present on 8/31.
- Video received from both ministers. We have both bio's. Do we want an introduction? Reception after 1st preaching? Dave will do an intro.
- Motion to approve hiring of Rev. Amy Morgenstern and Rev. Tavis Page. Seconded and passed unanimously.

Discussion: how to proceed with the Social Media consultant

- Beth—Taking a holistic approach to UUCSR Communications.
 - She works in marketing, communications, graphic design.
 - We are not getting as much visibility as we need. Where is the congregation's voice? No minister/staff member can do it all.
 - Beth presented some slides. Suggests we do some ground work before Social Media Consultant comes on board, analyzing our strengths, weaknesses, opportunities, threats.
 - https://docs.google.com/presentation/d/1U2cRrsb9VRCITJzh2fuvsIMl070DCr5QOm8ZcAL7G_g/edit?usp=sharing
 - Beth, Crystal, Era, Aphrodite have access to our current social media.
 - Suggestion that we form a Task Force to work on this.
 - Beth, Richard, who else?
 - Motion to start a task force with Beth as leader; seconded and passed.

Discussion of Board Retreat weekend of 9/06.

Approved

- What do the ministers want?
- Need to see what Board Training costs
- Reach out to UUA and find out more—what is the set-up?
 - Beth: Board Trainings available from the UUA
<https://docs.google.com/document/d/1jD-N3xFuY11GCm7-qdaP09pREh-LRRoinDTmqt0SGGk/edit?usp=sharing>
- Perhaps we shouldn't do training at the Retreat? Go more in-depth about our goals?
 - For newly onboarding only?
 - These UUA trainings demonstrate what the UUA thinks that boards do, even if we chose to do things in our own particular ways.
- Do a deeper dive into Beth's presentation? How long? Speaks to the future—where we are going. What is the board's role with new ministers, with new communications?
 - Need to look at Era's job description—Canva (software), social media graphics.
- Look at improvements of internal/external communications.
- Key parts of the congregation need to feel ownership.
- Can't rely solely on current ministerial leadership for communications.
- We don't often articulate our pride in being part of UUCSR.
- Don't discount the value of ministerial enthusiasm.
- Capital campaign discussion needed at the retreat.
 - It will start in the coming year.
 - Capital Campaign Committee meeting August 20—someone needs to report to the Board.
- Things are going to be so different; how to bring all of us along; how to love Zoom.
- Carol/Richard can't attend the retreat. They will need to meet with someone to catch them up. Record on Zoom?
- Ministers are planning to spend all day Sundays here—do workshops, etc., on Sunday afternoons?
- Get other retreat ideas to David by August 19.
- What are the ministers' priorities for the retreat?
- Won't do board training at the retreat; Beth will get more information about it.
- Time preference:
 - Exhausting to have retreat continue on Sunday.
 - Beth will have to leave for friend's funeral.
 - Retreat used to be a whole weekend—board would go away and spend 2 nights somewhere with an activity like a hike included. We've been shaving it down since COVID.

Approved

- Not supposed to be all work and no play. Go to Maui, go for a hike, have a potluck, sit by a lake? Concert at Julliard Park? Ice breaking/bonding to get to know each other and build connections.
- Don't know where it will be.
- Usually, the minister facilitates.
- Amy has been a minister for 20 years; hopefully she has ideas.
- Beth has a game with thought-provoking questions.
- Get calendar for board meetings and congregational meetings, etc., next year to Aphrodite

Task Force Reports

- Saturday Morning Breakfast—promote the Rumi's Caravan fundraiser at the Glaser Center—on the 16th. Check Facebook. Will need more volunteers.

Lost Church update

- Will be here later this week—probably the 7th
 - Piano moved to outside sanctuary doors.
 - Need to do some sort of announcement
 - Earliest opening will be November—maybe soft opening with us after a service.

Action Items:

- David/Aphrodite: Videos and Bios on new ministers.
- Beth/David: Communications item for the Retreat.
- Someone from the Capital Campaign Committee needs to report to the board about their August meeting.
- David—organizing retreat
- Beth & Richard—organizing Communications Task Force
- All—get Retreat ideas to David by August 19
- Dave will do an intro for the new ministers' bios and videos.
- Richard will check with Scott about minutes from executive sessions.
- All—promote Rumi's Caravan event on 8/16 to support Saturday Breakfasts.

Next meeting: September 2

Retreat September 6

Take December or January off for the Board? Put on Retreat Agenda. Also come up with dates for the whole year.

Closing words--Richard