

Countryside Church Unitarian Universalist (CCUU) of Palatine IL
Board of Trustees Meeting Minutes

Date: January 15, 2025

Location: CCUU, Room 1

Attending: Lisa Gilley (President), Gary LaBedz (President-elect), Debbie Lee (Treasurer), Pat Wydell (Secretary), Nancy Frenk, Jerome McDonnell, Peggy Simonsen, Ryan Schaeffges, Dan Yokas (Trustees); Reverend Pam Rumancik (Minister)

Absent: Mike Berry (Vice President)

The regular monthly meeting of the CCUU Board of Trustees was called to order at 7:00 p.m. by Lisa Gilley. Gary shared an opening reading and the Board members recited the Board Covenant. A quorum of trustees being present, the meeting proceeded with business.

Last Month's Minutes: Debbie moved to accept the December 18 minutes; Dan seconded the motion, and it carried unanimously.

New Business

Questionable Behavior Response Policy: A revised version of the CCUU Questionable Behavior Response Policy was provided ahead of time for the Board to approve. Pat moved to accept the new CCUU Questionable Behavior Response Policy; Jerome seconded the motion, and it carried unanimously.

Plans for Calling a Settled Minister: The Board discussed next steps for calling a settled minister. Rev. Pam presented various options that we might consider. Christine Purcell of the UUA will talk with Lisa and Gary soon to give them her perspective and advice. Lisa stressed that we have flexibility in what we do. The Board will meet for a special meeting in March to focus exclusively on this issue. The meeting is scheduled for **March 26 at 7 pm**. Rev. Pam and Rev. Karen Mooney will attend the first part of the meeting to present options.

Building Investment Needs: Debbie provided estimates on upcoming roof repair and HVAC. The 20-year-old roof on the RE wing of the building needs to be replaced soon, and HVAC systems on that part of the building will be replaced at the same time. A new roof will cost \$100,000 to \$114,000. Two new HVAC systems will cost around \$40,000. Paying for this will require a capital campaign.

A donor has come forward who is offering to pay for installing solar panels on the RE section of the building. We can only do this once we have a new roof. For this reason, the Board recommends that we begin planning for the roofing work soon. Gary, Dan, and Mike will begin that planning. Debbie will provide a spreadsheet of repairs needed and their costs.

Update on Social Action Meeting: Rev Pam reported that the Social Justice organizing meeting last Sunday was well-attended and dynamic. It focused on past organization and the proposal that Yvette Johnson and Susan Auld had created in 2022 for a Social Justice Committee. A task force has been formed to look at the structure of our Social Justice committee and its relationship to the Outreach Service Committee. They will be bringing back ideas and

recommendations soon. Rev. Pam shared an organizational chart from the Unitarian Church of Hinsdale that might help us clarify our own organizational structure.

UUANI Plans: The UU Advocacy Network of IL (UUANI) has asked that local UU churches consider what we might be willing to do in support of immigrants in danger of deportation. The Board has recommended that a task force look into what we can do and report back to us.

CCUU Marketing Strategy: Jerome asked that the Board set goals for the Marketing team that will help them determine their audience(s). The Board made several suggestions (including that our marketing efforts target families, spiritual seekers, progressives, and/or the LGBTQ community; and that the measure of a successful marketing campaign might be if we bring in 50 new members in a year). The conversation will be continued.

Ongoing Business

Financial Update: Debbie reported that we are doing well in terms of income: plate cash and pledges continue to come in above budget, and we received more than \$20,000 in our Mind the Gap drive. We are within our budget, but expenses are likely to increase in the next few months.

Minister's Report: Rev. Pam urged us to increase the hours of the Director of Religious Education next year to at least 30 hours/week. She recommended that we try this for a couple years to see if it grows the RE program. Debbie said that next year's budget will assume the position is 30 hours/week.

Closing Reading & Adjournment: Gary shared a closing reflection and the meeting was adjourned at 9:00 pm.

Submitted by: Patricia Harrington-Wydell, Board Secretary

Next BOT Meeting: February 19 at 7:00 p.m.

Readings for Future Months

February 2025	Pat Wydell
March 2025	Nancy Frenk
April 2025	Mike Berry
May 2025	Peggy Simonsen
June 2025	Ryan Schaeffges

Announcement Schedule link:

<https://docs.google.com/spreadsheets/d/1P4XE2ubmAhWtaurXCj8IZFwhKINaFLS6oAnCR4pLC0c/edit?gid=1298353949#gid=1298353949>