UNIVERSITY UNITARIAN CHURCH BOARD OF TRUSTEES
MINUTES OF THE BUSINESS MEETING – JULY 21, 2022

Present: Kathleen Cromp, Patricia Graesser, Paula Nurius, Jon Luopa, Jim Thompson
Absent: Tim Vos, John Crusius, Rosemary Daszkiewicz
Guests: None

Agenda/Notes

Lighting the Chalice, Opening Reading [Kathleen Cromp] from Until Now, New Poems by Carrie Newcomer “Send Love, It Matters.” See bottom of notes for full poem.

Check in & Introductions [All] What is the best piece of advice you have ever been given?

Updates

Jon Luopa
- Church is in summer mode now – staff taking time off. Jon will be out most of August. Services have been planned through Labor Day weekend.
- October 2 building dedication planning continues with caterer booked. Rev. Carlton Elliott Smith (Regional Lead for the Pacific Western Region of the UUA) is scheduled to preach, and Rev. Dr. Susan Frederick-Gray (President of the UUA) has been invited to give video remarks. It will be between services plus extra time.
- Chalice Camp is this week and will be the feature of Sunday’s service.

Kathleen Cromp
- The 2-part Exploring UU classes have been very well attended by about 30 new congregants.
- On boarding continues with Jim Thompson and Paula Nurius.
- We should include moderator in transitioning/on boarding while respecting the impartiality of this role.
- A schedule change was made moving the September meeting from the 3rd to 4th Thursday – Sept. 22.

Work of the Board

Moving Forward on Anti-Racism Work [Kathleen Cromp, Jon Luopa]

Summary:
- Co-leads for the guiding team of 7-8 are Rebecca DiNino and Mike Kasprzak. Tim Vos will be the Board conduit. Team composition is under development.
- Kaleidoscope Institute Proposal – The plan was reviewed and discussed by a group (Scott Maxon, Tim Voss, Mike Kasprzak, Jon Luopa and Kathleen Cromp) each board member has emailed support. Members and Jon spoke in support.
- Participants in the KI work would number 15 and include 4-5 staff, guiding team members, and others who are enthusiastic.
- Cost is $18,000 and $5,000 budgeted, so an additional $13,000 is needed. Seeds of Hope fund has $8,500 in it that could be used, per the strategic plan, to deepen intercultural competence. Will look at social justice funds as well. May need to do a specific ask, but funding is not expected to be problematic.

Motion: Move that the Board select the Kaleidoscope Institute proposal and sign a contract with them.

Motion passed by all attending.

Action/Follow Up:
• A meeting with Ki is scheduled for July 22 with Mike Kaspzak and Rebecca DiNino along with Jon and Kathleen. A communication schedule will be established. They will be seeking Ki input regarding team membership as well.

Fiscal Status
Financial Update – UUCFY22Q4 Finance Notes.pdf [Jim Thompson]

• Jim interviewed key people to develop a written treasurer job description. Position descriptions for all board positions would ease transitions.
• Auditor had suggested somebody other than Byron and Chris review bank statements. Jim has done this.
• Fourth Q update: Trends – fewer people pledging and numbers are high. Other donations are higher than anticipated and have been increasing. There were various unanticipated costs, vacation pay, building expenses, defibrillator training. Investments are down with the market.
• No recommendation to address loan at this point – the percentage rate so low as to be of little concern. have the Cares Fund as well.
• Discussion was to have treasurer report to Stewardship Committee to support their work. There is a dashboard that Byron has provided, and Jim would be happy to provide financial data that would be helpful. Stewardship could provide creative thinking on how to address current trends.

Request for Budget Amendment  [Jim Thompson]
In June, after the FY23 budget was approved, staff received new information requiring a Board-approved increase of $24,430 to the Reserved CARES Fund Support line in the budget. This change is below the threshold for congregational approval but over the limit for Executive approval:
• $4,000 fee increases for the next audit job than previously expected
• $10,000 for Kaiser underestimated insurance premiums for July 2022 to June 2023
• $2,100 administration, and $5,000 to allow ACA-approved flat support for three ICHRA-eligible employees
• $3,330 for previously omitted UUA GIP life insurance premiums for Senior Minister

Motion: Move that the Board approve the Executive Team request for total added $24,430 expenses that require Reserved CARES Fund Support.

Motion passed unanimously.

Request for Bank-signers Authority  for Jon Luopa, Minister, Byron Krystad, Director of Operations, Kathleen Cromp, President, Jim Thompson, Treasurer. Need new signature cards and remove those no longer in leadership positions.

Motion: The following signers are authorized to act on behalf of University Unitarian Church of Seattle in the management of all bank accounts and investment accounts held in the name of the church at any banking or financial institution:
Jon Luopa, Minister
Byron Krystad, Director of Operations
Kathleen Cromp, President
Jim Thompson, Treasurer

Motion passed unanimously.
Mapping out Next 2 Months [Kathleen Crompt]

Summary:
- August and September look ahead – continued informal on-boarding for new members, exit interviews with Gayle and Mike, start of anti-racism team’s work and KI launch, starting a process to plan the retreat by early September, confirm chair of Nominating Committee and Stewardship Committee liaison, (and may defer Equity Team liaison until need arises).

Consent Agenda

- Meeting Minutes [June 16, 2022]
- Acknowledge Jones Endowment Report on Receipt of Payment to Jones Endowment

In June, the church received a $1,249,954.45 distribution from the estate of Floyd Jones. The will directs the estate remainder to be distributed to University Unitarian Church under permanent restriction. This distribution is assigned to the Legacy Fund as an addition of principal to the Floyd and Dolores Jones Endowed Fund and will be deposited to the Knatvold Legacy Investment Account.

Motion: Move that the Board approve the consent agenda

The Consent Agenda was approved unanimously

Closing Reading and Adjourn

Meg Wheatly, “We need leaders who have an unshakeable belief that people can be generous, creative and kind, and who will create the conditions to help people rediscover human qualities of generosity, creativity, community and kindness,” she said. “This is leadership sanity.”

“A leader is one who has more faith in people than they do and ...who holds opportunities open long enough for their competence to emerge.” [Kathleen Crompt]

Dates to Remember

08/25 – Evening potluck at Rosemary’s
09/01 – Study Session – Being used as a Business Meeting
09/11 - Homecoming Sunday
09/22 – Board Business Meeting (moved from September 15)
09/25 – Conversation with the Board
10/02 – Church Dedication
10/7-8 – Board Retreat
10/20 – Board Business Meeting

Recorded & submitted by Patricia Graesser, Secretary | UUC Board of Trustees

Send Love, It Matters by Carrie Newcomer
From “Until Now: New Poems”

Somewhere someone needs help.
Send love.
It matters.
you can’t get there yourself,
then take a deep breath.
Breathe in the weight of their troubles.
Breathe out and send all those burdens
into the Light
where sorrows can be held
with the most tender and infinite grace.
Breathe in what you can do.
Breathe out what you can’t change.
Spool out a thread of connection,
send courage and calm.
For the nights can be long
and filled with shadows,
and sometimes terrible
unexpected waters will rise.
Somewhere someone needs help.
Send love.
It matters.