

UUC Board of Trustees Minutes

March 17th, 2026

In Attendance:

Hugh Kimball – President
Lora Poepping – VP
Michael Kasprzak –Treasurer
Sooraj Kuttykrishnan – Zoom
Nicholas Eddington
Becca Hutcheson
Reverend Doug

Chalice Lighting, Opening Reading and BOT Question

- **Opening Reading - Hugh**
- **Question for Board – Lora**

BOT shared their origins and feelings about their names, reflecting family traditions and personal anecdotes. Hugh read by author Rheinhold Niebuhr.

Item 1 - Alison

Approval of February 2026 BOT meeting minutes

- Motion, Seconded and Approved February minutes with 2 corrections
- Becca's and Sooraj's last names are misspelled

Item 2

Budget and Financial Management - Mike K.

- Michael presented the BOT with an update on the budget to date and projections from the Financial Committee for the upcoming church year. Mike indicated there would be no dramatic difference from this year's budget. One reason is the fact that we will have a new minister, allowing some stability for the transition. He responded to a query Lora

had last month reemphasizing careful review of line items. Mike highlighted the potential savings, The budget for next year will be completed in April by the Finance Committee. and the importance of aligning spending with congregational priorities. There is mention of renegotiating contracts (e.g., copier rental) and institutional knowledge gaps. Mike expressed appreciation for Tamar that she is a skilled negotiator of contracts and is lowering some of our operational costs.

Item 3

Board Business & Candidate Slate – Becca

- Becca completed the process of selecting the slate of candidates for board trustees. The slate of candidates are Laurie Mann, Michael Linenberger and Larry Soriano. The Board moved, seconded, and passed the slate. The candidates will be presented at the annual meeting on June 4, 2026.

Item 4.

Ministerial Discretionary Fund - Hugh

- Hugh presented the need for the new minister to have a Discretionary fund. The board moved, seconded, and passed to establish a checking account for the Ministerial Discretionary Fund at Columbia Bank, clarifying its purpose (emergency assistance, not a "slush fund") and IRS rules.

Item 5

Right Relations & Coveting Process- Rev Doug/Hugh

- The group discussed the need for a fair and consistent process to handle difficulties within the congregation, especially as it relates to strong personalities and transitions. This issue has become a high priority as there have been concerns regarding an escalating threat from a congregant to the minister. There's a plan for a meeting to address establishing clear policy regarding such issues to be held on March 29th,2026.

Item 6

Congregational Meeting Logistics & Voting Procedures - Hugh

- Planning for upcoming congregational meetings, including tasks like head teller, secretary, vote counters, and member check-ins. There's a focus on ensuring proper ballot handling, absentee voting, and member verification.

Item 7

BOT Accountability & Goal Setting-All

- Looking at the results of our BOT evaluation last month, the BOT reflected on how we can build on our strategic processes and have clear onboarding plans for the new BOT candidates. The BOT aims to develop mutual accountability and goal tracking. Suggestions include clearer job descriptions, onboarding processes, and regular check-ins on goals.

Item 8

Communication & Celebration – Hugh and Doug

- BOT discussed the importance of effective communication within the congregation during the transition of Rev Doug leaving and our new ministers' arrival. In addition to all the plans going on with the arrival of our new minister, Rev. Doug underscores the value in the congregation to celebrate his departure. This will be a good time for the congregation to celebrate the church's' achievements during this interim time (before arrival of new minister).

9. Staff & Professional Development

- Updates on possible wage increases, earthquake insurance, and professional development funds for staff. The board aims to strengthen support for these areas in the budget.

10. Transition Planning – Lora

- Discussion about the transition to a new minister and board, including the timing of announcements, candidate bios, etc. Lora will reach out to the BOT consultant (Merideth) we used last fall to move forward with the new BOT.

11. Open Business- No discussions

Important Dates

Right Relations Study Session – March 29th @ 12:45 – 230 Knatvold

April Board Meeting – Monthly BOT Meeting

April 18th-24th - Candidate Week

Sunday, April 26th 2026 - Congregational Meeting to Call New Minister

Meeting Adjourned @ 9:00 pm

Minutes Submitted by

Alison McCormick

April 6th 2026