

## **UUC Board of Trustees Minutes**

**April 21<sup>st</sup>, 2026**

### **In attendance:**

Hugh Kimball – President  
Lora Poepping – Vice President  
Michael Kasprzak, Treasurer  
Alison McCormick, Secretary  
Sooraj Kuttykrishnan  
Nicholas Eddington  
Becca  
Chuck Harwood – Congregational Meeting Moderator

**Guests:** Reverend Jeremiah

*Special Thank You to Lora for graciously hosting the BOT meeting in her home!*

### **Item 1**

**Opening Reading: Mike Kasprzak “Sparrows”**

### **Item 2**

#### **Chuck Harwood**

#### **Congregational Vote to Call New Minister**

Chuck explained to those who might not be aware that the Congregational Moderator is a two-year term and elected by the congregation. Chuck is approaching the end of his two-year term. Chuck has agreed to moderate the Call for the new Minister and the Congregational Meeting in June. While this position is not a board member per se, we as a board need to consider his replacement.

Chuck gave a summary of how the upcoming congregational meeting will be organized. Elizabeth Kesher will open the meeting. The meeting format will adhere to Roberts' Rules of Order. Rosemary D and Steve Carlson from the Ministerial Search Committee will report to the congregation on the committee's work and their recommendation of Reverend Jeramiah Kalende. Chuck will then ask for a motion to accept the committee's recommendation. Becca agreed to be the meeting secretary. There will be a period of downtime after voting closes, and the ballots are counted. Dwight will play piano during this interim period. Chuck will announce. The ballots cast must equal at least 40% of the total of 499 voting members of the congregation. After the results are announced, Reverend Deborah Raible is going to have some closing remarks.

The expectation is that there will be many members present, and arrangements are being made for overflow in NJH and Knatvold. A celebration is planned after in NJH with cake, etc.

Chuck Harwood, BOT to workers at the congregational meeting as well as tech, Tamar and Morgan will attend a run through in the chapel on Thursday, April 23, 2026 @ 430pm

### **Item 3**

## **Board Work**

### **Reverend Jeramiah**

Reverend Jeramiah shared his experiences with various BOT. He emphasized the importance of the relationship between the minister and the board. As elected leaders of this congregation, the BOT has the role of modeling the type of leadership that is visionary, methodical strategic and creative. He would prefer to build community as a board and this will help build strong BOT. Lora offered a history of BOT relationship to Ministers, our progress during this transition and the shift in leadership dynamic going forward with a new minister. Important to keep in mind that the BOT serves the interest of our communities. Rev Jeramiah is familiar with SOUL MATTERS materials, emphasizing the themes into leadership of church as well as committee meetings, publications, religious education etc. He would like to cultivate our covenant and promises-to create space to practice what we want to see in our community. We want to emphasize relationships as priorities-he states, 'that is what ministry is about'. Reverend Jeramiah would promote BOT retreats at the beginning of the new church year for strategic planning purposes and looking from the 30,000-foot level where the congregation is at. new BOT onboarding and strategic planning purposes. The Reverend discussed the idea of meeting with the President and VP to set agenda. He relies on the BOT to have a pulse on the issues within the congregation. He seeks to have strong relationships with church leadership, one of vision, mutual respect and trust. Reverend Jeramiah then wrapped up and left the BOT (as meeting was included in his candidating week).

Remaining BOT discussed Reverend Jeramiah's sermon the previous Sunday, with overall positive reactions.

### **Item 4**

#### **Opening Question - "If you were a Dragon-What would you hoard?"**

**Nicholas**

### **Item 5**

#### **Checking Account Tamar Lively Approval as Signer on UUC WA Fed Account**

Tamar Lively Approval for Signer on UUUC WA Fed Account

Hugh made motion that Tamar be approved as signer for University Unitarian church Wahington Federal Savings Account. It was seconded and passed.

Subsequent question asked, 'is Tamar licensed and bonded?' Hugh will check in with Tamar; however, it does not seem to be a barrier to checking account access. Nicholas asked if next year we can have a list of required check signers and who they are. Discussion and tabled for next year's BOT to take up with new minister.

### **Item 6**

#### **Ministerial Discretionary Fund – Establish Checking Account**

**Status of Budget**

**Mike**

Mike emailed and presented copies... Reported on Finance Committee meeting held April 20<sup>th</sup>. Hugh asked Becca to move BOT meetings to the 4<sup>th</sup> Tuesday next year, so BOT had the most up to date financials.

Mike reports a third quarter summary document; financially the church is on track, no surprises. Revenue and expenses are trending as planned. Pledges are running just slightly less than historically at this juncture. Mike indicates that this not worrisome as much is related to technical mechanical issues, as opposed to are people paying their pledges. (i.e. out of date credit card on persons file, need to get that updated). Mike answered a question about which staff receive pension –which is only full-time staff. Ministers have their own pensions through the UUA. Mike presented copies to BOT from Trillium. Some accounts have shown decreases due to the volatile market right now. Overall, the picture is OK – accounts didn't earn much, but they did not lose much either. Mike says Rick Johnson (financial committee chair) has put together excel spreadsheets on building maintenance, what life expectancy of equipment is etc. Some equipment upgrades can be postponed, however not long term. There may be a need to do a Capital Campaign fundraiser to ensure adequate funding exists to responsibly maintain the building and its equipment. Mike responded to questions on specific line items. Mike suggested we close the Columbia Bank Capital Checking account and that money into an investment account. It was so moving, seconded and passed. The finance committee will have a version of financials to give to the BOT before the next BOT meeting.

#### **Item 7**

##### **Right Relations and Covenanting Process**

###### **Hugh**

The Right Relations Committee will continue to develop policy and procedures to address congregational disruptions and/or difficult behaviors of church members.

A few weeks ago, Hugh inquired about sending a letter to a member regarding difficult behaviors. Currently, Reverend Doug has decided not to send letter.

However, this incident has raised safety concerns for staff. As there are often only a few people in the building, and the campus is large, Reverend Doug wants to install a security system for the building. Discussion to prioritize the need to establish church safety procedures. Nicholas suggested forming a Safety Committee.

#### **Item 8**

##### **Approve March BOT Minutes**

###### **Alison**

Moved, seconded, and passed to approve March 2026 BOT minutes.

Lora requested complete minutes to be given to BOT at least a week prior to the next Board meeting. Lora stressed 'if you are going to run a program, minutes are needed promptly, because they are the recorded history.' Alison agreed and will see that the minutes are delivered within a week of the next BOT meeting.

##### **Writing Assignment May Meeting**

###### **Hugh**

1. In progress: Onboarding Document to be discussed at May BOT meeting
2. Writing Assignment for May
  - What have you appreciated and enjoyed about being on the BOT this year?

- What are opportunities for enhancement of BOT work?
- What are two things you wish you would have learned from your board work that could have enhanced your board experience?
- What would you tell a prospective board member about being on the UUC Board?

**Item 9**

**Executive Session**

**Item 10**

**Open Business**

**Hugh**

**Important Dates**

**April 23, 2026, Congregational Meeting Rehearsal**

**May 19<sup>th</sup>, 2026 –BOT Meeting**

**Approve Budget**

**April 26, 2026**

**Congregational Meeting to Call New Minister**

**June 14, 2026**

**Annual Congregational Meeting**

Minutes Submitted By

Alison McCormick

BOT Secretary

May 12<sup>th</sup>, 2026



