

**UUC BOARD OF Trustees**  
**Business Meeting Minutes**  
**November 18, 2025**  
**7PM-9PM**

**Present:** Hugh Kimball, Mike Kasperzack, Sooraj Kuttykrishnan, Lora Poepping, Alison McCormick, Becca Hutcheson, Nicholas Eddington, Reverend Doug Wadkins

**Guest:** Meredith Lohr, Golden Eye Advisor -Coaching and Advising/BOT Retreat Facilitator

### **Chalice Lighting Board Check In**

#### **Review Progress on Board Priorities – Discussion**

As a follow up to our BOT retreat Merideth Lohr attended the BOT meeting tonight to review our progress in implementing the Board's strategic (short term) goals and priorities around streamlining board meetings, planning for the new minister transition, improving financial oversight, and improving strategic board recruitment.

Board members reflected on their progress to date, with some notable improvements around:

- Greater focus on mission and strategy
- Use of a consent agenda to free up time for strategic discussions
- Discussions about the role of the Board in the first year of a new minister
- Meeting with the Search Team for updates
- Developing an annual Board calendar

To continue to work on strategic Board recruitment, the Board completed a skills inventory to help identify the skills members currently hold to in turn help identify the gaps in skills that the nominating committee needs to focus on for the coming year. Meredith will send Lora and Hugh the completed Matrix.

To improve financial oversight the Board also discussed and agreed that obtaining more frequent (**monthly**) financial information from the Finance Committee would improve our ability to execute our fiduciary responsibilities.

Mike noted that the Finance Committee reviews many financial reports each month – probably more than the Board would need to see - and Board members agreed they do not need to review all those documents as well. Mike will work with Cynthia and the Finance Committee to identify a succinct set of financial information to share with the Board each month.

Mike will send or bring an example of this information to the Board before or at the December meeting for further discussion.

#### **Nominating Committee Update**

Becca spoke about some challenges she is encountering in recruiting nominating committee members – namely many people see it as an onerous task and are not interested in considering it – perhaps because at one point it was combined with the Leadership Development Team.

As a result, Becca suggested the Board consider revising the recruitment process to mirror the Search Team recruitment process – this would require a change to the Bylaws but would

likely lead to a more robust set of candidates each year.

For now, once Becca finds a final nominating committee member, the group can start meeting. However, the process may go faster than previous years' as there are several church members who are interested in being considered for the Board this year.

The results of the Board Skills Matrix will be very helpful to the nominating committee in evaluating these potential candidates and identifying who else would be important to approach about possibly serving on the Board for next year.

We also discussed potential candidates for the moderator position. Hugh or Lora will reach out to the person the group thought might be a good fit.

### **Treasurer Update**

Reviewed and discussed the Treasurer's Report submitted by Mike Kasprzak.

### **Stewardship Update**

See attached report

### **Ministerial Agreement**

Rosemary Daszkiewicz joined the meeting by Zoom and reviewed the Ministerial Agreement as prepared by the Negotiating Team. After discussion the Board voted to approve the ministerial agreement without revision.

Motion:

Second: Lora Poepping

Rosemary ended by reminding all of us to complete the assessment she'd sent out and attend, if able, the Break Barriers, Build Beliefs workshop on December 6<sup>th</sup>.

### **Closing**

*Recorded & submitted by:*

*Alison McCormick*

*Amended by Becca Hutcheson, and Lora Poepping*

*UUC Board of Trustees 2025-2026*

*December 17, 2026*