



## UUC Board of Trustees Minutes

January 20, 2026 7-9p

**Present:** Hugh Kimball, Lora Poepping, Allison McCormick, Mike Kasprzak, Sooraj Kuttykirshnan, Nicholas Eddington, Becca Hutcheson, Rev. Doug Wadkins

Opening Reading at 7pm:

- Lora shared a poem by Marge Piercy, "The Low Road"

Addressing Healing Our Divisions Email/Request from Jonathan Tweet

- Discussed Jonathan Tweet's email, the conversations between Hugh and Jonathan since our last meeting, and the response from the UUA to Jonathan's inquiry about mediation.
- The Board discussed their role and determined that it is the role of the Ministers and staff to address conflicts between or among specific groups of congregants rather than that of the Board of Trustees.
- However, the Board felt it was within their scope to work with the Ministers (especially the new settled minister) and staff to engage in a process to learn from our experiences with adopting the 8<sup>th</sup> Principle and the church's response to the congregants' letter last fall - in order to have a better process for when/if these issues arise in the future. Some questions the Board would like to explore with the new settled minister and UUC staff include:
  - What have we learned from past processes working around anti-racism that would help us do a better job processing conflicts in the future?
  - What does it look like to be in "right relationship?"
  - How can we develop a shared agreement about how to work through experiences in the future when people feel mis-treated by one another in the congregation?
- Hugh will notify Jonathan of the Board's decision.

Nominating Committee Update

- There are at least 4 people interested in serving on the Board of Trustees.
- Becca is updating the Candidate application and will request interested applicants complete it before the Nominating Committee meets in February.
- Briefly discussed the need/desire to modify the process of nominating Board members in the future

Deep Dive into Finances

- Mike reviewed and answered questions about the December 2025 Statement of Financial Position, the Quarterly Statement of Activities for July through December 2025, and the Knatvold account.
- All revenue and expenditures appear to be on track for this point in the year.

- Discussed how the Finance committee is starting to work with Tamar to prepare the annual budget for the annual meeting in June.

#### Search Team Request for a Confidential Checking Account

- Hugh brought forth a motion from the Search Team to create a temporary, separate checking account at Columbia Bank that would have a \$25,000 limit and would be accessible only to Search Committee members Rosemary Daszkiewicz and Steve Carlson. This account will be used solely for the purpose of confidentially covering costs related to bringing ministerial candidates to Seattle as part of the Search process and closed once the Search process is complete. The motion was seconded by Lora Poepping and approved unanimously by the rest of the Board. The minutes from this meeting will be signed by treasurer, Alison McCormick, and submitted to Columbia Bank to open the temporary account.

#### Approval of Minutes from last Board of Trustees Meeting

- Hugh made a motion to approve the minutes from the last Board of Trustees meeting. Mike Kasprzak seconded the motion and the remainder of Board of Trustees members unanimously approved the minutes.

#### Board Covenant

- As part of preparing a new onboarding process for new Board members, Lora reviewed a number of UU church Board covenants and identified some ways we could strengthen our existing Board covenant. She passed out a copy of the current covenant and will email everyone the revised version. She asked members to review both versions and come prepared to talk about potential revisions to the existing covenant at our next meeting.

#### Closing Reading

- Sooraj read a poem by Wendell Berry, "To know the Dark"

The meeting adjourned at 8:50pm.

#### Upcoming Important Events:

Feb 17, 2026:      Board of Trustees meeting  
April 19, 2026:      Congregational meeting to Call the new minister  
June 14, 2026:      Annual Congregational Meeting