

University Unitarian Church at a Glance, 2025/2026

A Congregation in Shared Leadership

Elected Leadership

Board of Trustees
Moderator

Staff Leadership

Interim Senior Minister, Head of Staff Acting Associate Minister, Community Engagement
Interim Executive, Finance & Operations Director of Family Ministries

Our Shared Ministry Teams: Blessing Our Becoming

Collaborative • Leadership Development Focused • Relational • Transparent • Evolutionary

Administration

- Finance Committee
 - Financial Policy & Integrity
 - Asset Management & Planning
 - Internal Financial Reporting
- Operations, Budget & Compliance
 - Counters Team
 - Data Entry Volunteers
 - Pledge Secretary Volunteers
 - Insurance & Compliance
 - Safety & Risk Management
 - Governmental Accountability, Taxes, Employment Compliance
 - UUA Reporting
 - Equipment Purchase & Leasing
- Human Resources Committee
 - Personnel Policy & Practice
 - Comprehensive Staffing Plan
- Facilities & Technology Teams
 - Buildings & Grounds Maintenance
 - Facilities Long-term Planning
 - Building Systems & Technology
 - IT & Audio-Visual Systems
 - IT Maintenance & Replacement
 - Web Design & Architecture
 - Worship Livestream & Recordings
 - Contract & Vendor Review
 - Rental Program
- Art Committee – Aesthetics & Gallery Exhibits
- Church Records & Archives

Lead:

Executive, Finance & Operations

Staff: Accountant, Custodians, AV Tech

Community Engagement

- Connections Team
 - Visitor Welcoming
 - Membership & Engagement
- Congregational Care Ministries:
 - Care Team
 - Memorial Reception Team
 - Healthy Congregations Team,
- Adult Learning & Insight Advisors
 - Programs, Classes, Small Groups
 - Bookstore Resources
- Awakening Spirit Team
 - Spiritual Practice – UU Wellspring & Reflection Groups
- Social Justice Steering Committee
 - Second Sunday Plate Collections
 - Seeds of Justice Fund
 - Fleagle Lecture
 - Taking a Position for UUC
 - Community Partnerships
 - Programs of Special Focus
 - Justice Groups & Teams
- Communications Team
 - In-Reach and Outreach Strategy
 - UUC Connect for Analytics
- Congregational Services Advisors
 - Accessibilities & Ease of Use
 - UUC Connect for Small Groups

Lead:

**Associate Minister,
Community Engagement**
*Staff: Congregational Services
Coordinator, Communications
Coordinator*

Prophetic Vision

- Theology, Vision and Mission
 - Faith Land Initiative
 - Equity Team
 - Strategic Planning Team
 - Public Worship & Witness
 - Theme-Based Ministry
 - Heritage & Pilgrimage
- Board Partnership
- Stewardship – Operating, Capital, and Legacy Giving
- Head of Staff

Lead: Senior Minister

Music Ministry

- Music Committee
- Loft, Handbell, All Voices Choirs
- Music Sundays, Special Music
- Memorial & Wedding Musicians

Staff:

Director of Music
Pianist, Soloists and Musicians

Communications

- Communications Team
- Gateway E-newsletter & News Blog
- Worship & Connections Slides
- Website Content & Upkeep
- Social Media & Outreach
- In-house Event Promotion

Staff: Communications Coordinator

Family Ministries

- Family Ministry Council, Youth Ministry Team
 - Programs & Groups
 - Sprouts Care (under age 5)
 - Children's Groups (K-5)
 - Junior Youth (grades 6-8)
 - Coming of Age (grade 9)
 - Senior Youth (grades 9-12)
 - Our Whole Lives (all ages)
- Teachers & Volunteers
- All Ages Worship
- Family Holiday Services
- Chalice Camp
- Parent Groups
- Youth Conferences
- Child Dedications

Lead: Director of Family Ministry
*Staff: Youth Ministry Coordinator,
Family Ministry Coordinator,
Childcare Providers*

Congregational Services

- Church Office Staffing & Reception, Office Volunteers
- Visitor Inquiries & Connections
- Calendar & Room Reservations
- UUC Connect Resources & Help Desk
- Social & Identity Groups
- Sunday Welcoming Team: Greeters, Ushers, Coffee Crew, Info Sessions

*Staff: Congregational Services
Coordinator*

UUC Leadership & Staff

Board of Trustees

Hugh Kimball, President (2026)
Lora Poepping, Vice President (2026)
Alison McCormick, Secretary (2027)
Mike Kasprzak, Treasurer (2028)

Nicholas Eddington (2027)
Sooraj Kuttykrishnan (2026)
Becca Hutcheson (2028)

Moderator: Chuck Harwood (2026)

Staff (* Full Time)

Ministers:

Rev. Dr. Douglas Wadkins, Interim Senior Minister *
Rev. Victoria Poling, Acting Associate Minister, Community Engagement *

Ministers Affiliated:

Rev. Justin Almeida
Rev. Linda Pashby Kaufman, *Emerita*
Rev. Deborah Raible, *Emerita*

Finance & Operations:

Cynthia Setel, Interim Executive for Finance & Operations *
Chris Budd, Accountant
Erik Delgadillo Perez, Custodian
Luis Martinez, Weekday Custodian
Jorge del Valle, Weekend Custodian
Floyd Williams, Weekend Custodian
Jax Wokas, Sunday AV Technician

Family Ministry:

Aria Curtis, Director of Family Ministry *
Amanda Mack, Youth Ministry Coordinator
Ash Long, Family Ministry Coordinator
Jasmin Capestany, Childcare Provider

Community Engagement:

Morgan Sherwood, Congregational Engagement Coordinator*
Susan St. John, Communications Coordinator

Music:

Karen Thomas, Director of Music
Dwight Beckmeyer, Pianist
Jacob Finkle, Intergenerational/ All Voices Choir Director
Loft Choir Section Leaders/ Soloists

- Amy Peer, Soprano
- Cally Lindenmier, Alto
- Danny Szydlo, Tenor
- Chris Rule, Bass

PROPOSED FUTURE STAFFING, as funds are available and timing appropriate

- Move to full-time: Communications Coordinator
- Add at PT/FT: Facilities Manager and/or Technology Coordinator
- Add at PT/FT: Justice & Community Service Coordinator