

## **FRSUU Parish Board Minutes – January 21, 2026**

**Present:** Bob Higgins, Tom Himmel, Jim Supple, Leslie Lawrence, Lori Clark, Andy Lobb, Liss Larsen, Julie Menin, Sarina Khan Reddy, Renee Wolf Foster, Rev. Rebecca. **Absent:** Kathy Desilets

**Call to Order:** Bob Higgins called the meeting to order at 6pm.

**Welcome:** Rev. Rebecca invited all to live with proximity to bring kindness and strength to all that is happening.

**Annual Campaign Update:** Bob Higgins

- We are in the planning stages. The Speck family has agreed to be the campaign co-chairs, and we have a beautiful campaign theme and logo designed by Vern Ellis.
- We are behind in recruiting stewards and welcome any ideas on how to recruit more people.
- The first steward event will be February 7.
- The Campaign kickoff and first Giving Sunday is March 8.

**Change in Date for Annual Meeting:** Bob Higgins

Bob proposes that since we are planning for Rev. Rebecca's final service on June 7, we should move the date of the Annual Meeting.

**ACTION:** Move the Annual Meeting up a week to May 31.

**Motion:** Jim Supple moved that we move the Annual Meeting to May 31. Jeff Bard seconded and the motion passed with all in favor.

We need a small team for Rev. Rebecca's goodbye service. Let's involve others. Suggestions are welcome.

**Minister's Report:** Rev. Rebecca

- Supervisors will be doing annual staff evaluations starting February 4.
- The reviews will be more detailed, showing areas of growth. The Interim Minister will have access to the reports to gain an understanding of the staff members and their roles. The plan is to finish the evaluations by Easter.
- Rev. Rebecca has started to schedule potlucks with groups she has worked with including all the justice groups. This is a way to celebrate all the work the teams have done during
- Rev. Rebecca's time as minister. The focus will be on the teams. All gatherings will take place in Parish Hall.
  - The Justice Action Council potluck will be May 18.
  - Care Ministries will be April 29.
  - Worship Associates: everyone who has served in this role during Rev. Rebecca's tenure

- Parish Board: all who have served on the Parish Board during Rev. Rebecca's tenure.
- Program Council: these folks will attend committee potlucks
- There are concerns about the wintry weather, as heat pumps currently are not supplying enough heat. Colder temperatures are forecast in the coming days.
- Jim Supple: the HVAC system that was installed is not what we had expected. We believed that the new system would retain the old boiler as a backup; however, the new HVAC system cannot connect to the boiler.
- We should consider hiring a contractor as a facilities manager, since Rev. Laurel is spending too much time addressing heating issues and it is affecting her primary job responsibilities.
- Starting in February, Rev. Rebecca will resume talking about her departure; not a goodbye, but more about what it means when one is led to make changes that they never imagined; changes in self. This will allow the congregation to reflect on this change to have a deeper understanding.

#### **HR Subcommittee Report:** Leslie Lawrence

- Leslie distributed documents regarding salaries and explained that the HR Committee reviews annually the UUA guidelines to plan for the next year's salaries/benefits. We have adopted UUA recommendations for compensation based on geographic areas, staff roles, and congregation size.
- We have had ~\$71,000 (14.9%) increase in total salaries for the next budget year and ~\$58,000 increase in employee benefits. We are budgeting ~\$30,000 as a place holder for a facilities manager. Additional staff members opting to use our health care plan contributes to increased costs. Health insurance costs will go up 15% next year. **Total increase next year is \$132,000 over last year.**
- Wish list includes a new executive level position and increases the Director of Youth and Children's Ministry to full-time. If we add these items, the total increase is **\$282,000.**
- Leslie asked the Board to vote on staff salaries. Can the Board approve these projections/recommendations (not the new positions)? Jim Supple reminds us of the budget workshop scheduled for January 26 at 6pm. We will be able to think about how various scenarios will impact the budget. He suggests we wait until after the workshop to vote.
- Funding the current draft budget will give us a deficit next year, which members of the Finance Committee do not want. We need to look at costs and revenue over the next few years and consider the impact of a capital campaign. Did we ever have an increase this large in the past?
- We need to hear the input from the Finance Committee in its advisory role, and the Board will make a final decision about the preliminary budget we bring to the Annual Campaign. After the campaign, the Board will decide what budget we bring to the congregation.

#### **Stewardship/FunRaising Report:** Renee Wolf Foster

- The team met in January.
- There will not be a raffle this year.
- We need to come up with one or two events/opportunities for people to get together and have fun.
- Ideas on how to raise money: talent show, game night.

#### **Finance Report:** Jim Supple

- Jim offers a multi-year view of the budget including income, contributions, rental income etc.
  - Current income/budget for next year is \$869,000.
  - Current cost: 865K next year: 1 million
  - **With the current budget plan, we face a deficit of \$112,000.**
  - Options to deal with the deficit include transfer from operating reserve or taking a loan from the endowment.
- Income from the endowment is about \$55,000 per year.
- What are our priorities heading into next year, and how do we communicate them the congregation?
- Biggest income loss is Dish.
- Costs have increased for health insurance and on building maintenance and repair.

#### **Governance Report:** Leslie Lawrence and Tom Himmel

- We continue to solicit for a new Board member candidate for the remainder of this year who will speak for the interests of Young Church. The opening has been announced in the Steeple and in the Order of Service. We should also reach out to those who we think would be good candidates.
- Board chartered committees: operating procedures for Grants Team and Facilities Team have not been followed. We may want to tweak the procedures, control voting members and determine the role of staff members. The real issue is how do we communicate to the teams in terms of their responsibility?

#### **Proposal for Private Mortgage Investment:** Sarina Khan Reddy

- This proposal from the Afghan Resettlement Group is just a heads up for the Board as we explore this idea first with the trustees. If/when there is traction we will come back to the Board with more details and hopefully go to a full vote with the congregation.
- There is a lot to flush out. This is the start, and we are still a year or more out.

#### **News & Updates:** Bob Higgins

- Board/Congregation meeting on Sunday.
- Campus issues: Parish Hall electrical system and boiler.
- Staffing and structural work.
- Interim Minister process and search committee.

**Adjournment:**

The meeting adjourned by mutual consent.

Respectfully Submitted,

Kathy Desilets, Parish Clerk, with sincere thanks to Sarina Khan Reddy for taking these notes in my absence.