FRS UU Board Minutes – 4/15/2026

Present: **Bob Higgins, Tom Himmel, Jim Supple, Leslie Lawrence, Lori Clark, Andy Lobb, Liss Larson, Julie Menin, Sarina Kahn Reddy, Jeff Bard, Renee Wolf Foster, Rebekah Stafford, Kathy Desilets,**

Call to Order: Bob called the meeting to order at 6:05.

Welcome: Bob welcomed the group reminding us that we are in challenging times and we all do the best we can. Sometimes we do not do as well as we would like to. Things to remember:

- Seek first to understand and then to be heard.
- Assume good intentions.
- Be curious, not judgmental.
- Appreciate positivity and respect honest disagreement.

The board read the Parish Board Covenant.

Stewardship – Renee reported that the group is working on events that will help create community (raising friends) while also raising money.

- May 2 Raising Friends (Trivia Night) will include a potluck meal. Men's group will manage drinks and set up potluck.
- Spring Raffle – Still in process for a late April launch. We are looking for donations that offer an experience. As a start, Jim Supple is offering a stay at his vacation home in Vermont. Creative ideas are welcome. Contact Renee with suggestions or donations,
  This will be a hybrid event with paper tickets and online bidding.

Eleven people attended the last Stewardship meeting, and Renee is grateful for new ideas.

Governance – Leslie distributed the slate of board members, trustees and others which needs to be voted on at the Annual Meeting. We are currently seeking people for one board position and two trustee positions. We also need to consider committees with board approved members.

Parish Hall Water Main Situation – Bob introduced Jim Kidd who is a retired fire protection engineer and who is working to deal with the water supply to the Parish Hall. A valve is frozen open which needs to be shut off to enable work on the water supply needed in Parish Hall. The valve and nearby pipe (leaking) are fragile, and the city is cannot close the main because that shut-off valve is also frozen open. There are complications about who is responsible since the pipe in question is on our property. If the valve breaks it will flood the basement. Temporary fixes were discussed, but costs are not yet clear. Some board members favor finding a permanent solution rather than paying for a temporary work around. Board members discussed ways of approaching the city. One consideration is the fact that the city has provided CSA funds for fire suppression system.

Budget – Jim reports.

- Aided by a $40,000 gift our income is good. As of last month, we had approximately $30,000 income over expenses, but we have upcoming expenses and cost increases will continue. Also last month we had significantly less income than expenses. Expenses are over budget due to increased health insurance, energy and communication costs and high spending on facilities.
- Our current costs are not sustainable without a significant increase in revenue.
- The finance committee is working hard on developing a budget for next year. We could have a surplus if we meet our annual campaign goal, and possibly if we do not.

The committee is working on improvements to our budget management including:

- Get all funds due or pledged to us. Lisa Mead's staff has written a demand letter to Dish for funds they owe us. We are also following up on unpaid pledges.

- Accept that some increases in costs are uncontrollable and plan how we will manage handle this.
- Establish a budget and stick to it avoiding discretionary spending. Assure that all budget lines are fully funded.
- Get multiple bids on projects.
- Check with the executive committee before spending and determine who can authorize spending.
- Remind staff to stick to their budgets.
- We need a business manager.

Annual Campaign

- As of last report, we have pledges for $570,000 toward our goal of $660,000.
- Some prior pledges are not in. Stragglers usually give the same amount as in prior years.
- We are within a few pledges of last year's campaign yield.

New recommendations will be presented by the finance committee on managing reserves, management of allocation, and other policy matters.

Interim Minister Agreement and Search Team Questions – Tom

Reported that a clean draft of our church packet is due to Evin at UUA by Friday for posting next Wednesday. On May 6, the names of candidates and their credentials will be released. We will have a short time to review, interview, etc. We will submit our ranked preferences on May 18

The board also reviewed the Interim Minister Agreement, which Tom had circulated prior to the meeting and highlighted issues for consideration. This is a UUA suggested form and is part of our submission to UUA. The agreement is a draft and can be revised as part of the as part of negotiation of an employee agreement with a chosen minister.

Tom also distributed a document containing two questions: one regarding the focus of the interim minister and another about the skills, talents, and interests we hope for in our next minister that will be included in the packet posted to help ministers to determine whether they are interested in our church. The board made suggestions for additions to the lists.

Action: Move ahead in search for an interim minister.
Motion: Tom moved that we go forward with submission to UUA of materials for the search for an interim minister as prepared by the search committee and including the draft Ministerial Agreement. Renee seconded and the motion passed without objection.

Rev. Laurel's Departure – Bob reported that Rev. Laurel will use vacation, study, and sick leave for the remainder of the year. She will do some work during that time and will lead the Pride Service on June 15. The board will request a list of work Rev. Laurel has been responsible for with an update on its status and discuss how she dealt with ongoing management of her work. We would also like to know what information Rev. Laurel feels will be useful to the interim minister. An exit interview will be conducted prior to her leaving.

To take care of Rev. Laurel's work, we should try to get lay people involved. Leslie is willing to work on this and to work with Rev. Laurel to understand more fully what is needed.

Diane is taking more afternoons off so often no one is available in the church. home. We need to find out when staff members are available. We will make a plan to have someone available in the afternoons. Board and committee members and others who have worked with Diane on office tasks may be willing to do this. It may be useful to send a letter from the board asking for help with this.

We need more work on what else is needed for interim management over the next months, at least until the Interim Minister has arrived and been oriented.

Consent Agenda

Action: Consider Minutes of the March Meeting.

Motion: Lori moved that the board approve the minutes of the March meeting, Leslie seconded and the motion carried without objection.

Adjournment

Action – Julie moved that the meeting be adjourned at 8:35. Renee seconded and the motion passed without objection.

Respectfully Submitted,

Kathy Desilets, Parish Clerk