# FRS UU – Board Minutes – Meeting, May 20, 2026

Present: **Bob Higgins, Tom Himmel, Jim Supple, Leslie Lawrence, Lori Clark, Andy Lobb, Liss Larson, Julie Menin, Jeff Bard, Renee Wolf Foster, Rebekah Stafford, Kathy Desilets**; members of the Capital Campaign Committee (Barbara Garnis, Doug Latham, Vern Ellis, Ed Budelmann, Lark Madden)

**Call to Order –** Bob called the meeting to order at 6:02 PM.

**Opening –** Bob shared a reading about orientation to good in challenging times.

**Updates - Bob**

- **Interim Minister Search –** Tom reported that we have submitted our ranked choices to UUA as have candidate ministers. We will hear soon about matches. The remaining work includes negotiation of an employment agreement, determination of when an announcement can be made. All congratulated the search team for their work.
- **Annual Campaign** Bob reported that we met 96% of our goal for the campaign. This was a great success given the increase in the campaign goal. The match made a big difference. Some board members believed we might have done better by asking for more from the congregation. This will be considered by next year's campaign committee.
- **Rev. Rebecca Goodbye Party** will be held at the Community Center at 5PM May 2 and invitations have gone to many of those in the community who Rev. Rebecca worked with. As a gift, we commissioned a painting by Richard Burke Jones, a local artist which will show the rehanging of our Black Lives Matter banner after it was vandalized.

  Rev. Rebecca has a few more days of work with us. She will return sometime in June to clear out her office, etc. She will not be at the next meeting. There will likely be an opportunity for the board to meet with her to say goodbye.

## Annual Meeting

**Capital Campaign** Lark Madden, chair of the Capital Campaign Committee, reviewed the campaign's request that the board support the revised campaign goal as discussed at the last meeting and send it to the Congregation. He explained that the $100,000 for initial expenses will cover up front costs for initial steps/planning for the revised Plan. We will essentially be borrowing from ourselves and will pay back with interest. This system has been successful in past capital campaigns.

We currently have a grant of $20,000 from The Fund for Sacred Places for a structural analysis of the Parish Hall. This will let us know if there are major underlying issues with the building. We also have the potential for more funding in the future from this source which would allow us to expand the scope of our work.

## Warrant Items

The board reviewed the items for the warrant. Other than standard items, the congregation will be voting on the Capital Campaign. It was decided that the budget should be presented prior to the Capital Campaign.

The slate of individuals to be elected by the board (Officers, Chairpersons, Board Members, and Trustees of the Endowment) is not complete. Leslie is following up on suggestions from the Board for nominees for two board positions, two trustees and to confirm nominees for chairs of Governance and Finance Committees. If not all positions are full, the slate as established will be voted on, with vacant positions filled later by the board if candidates can be found.

## Budget Discussion

Jim reviewed the budget status and projections for final figures for this fiscal year. We anticipate a significant deficit. Factors which led to this and

an anticipated deficit for next year included: loss of income from DISH, large increases in cost of staff benefits, especially health insurance, rising energy costs and growing expenses for repairs and maintenance to the buildings. Some of these cost increases are inevitable in the short term. Jim stressed that closer management of spending and better cost controls are needed as well as new income – possibly earned income are needed to return to a balanced budget.

For next year's budget, Jim presented the board with three options developed by the Finance Committee. All budget proposals included a new position for a person to oversee business/operations/finance (full job description and title to be determined). The primary difference between Option 1 and Option 2 was hours for the Director of Youth and Children's Ministry. Option 3 involved revising the category of the church from a large church to a mid-sized church in the UUA system. This could reduce staffing costs over time but could have many complexities regarding current staff. The board rejected Option 3.

The board was open to increasing the Director of Youth and Children's Ministry's hours if she assumed some responsibilities previously handled by the Assistant Minister. However, given the deficit, the board did not believe there was enough funding to increase the position to 100%.

> **Action** Approve a budget for FY 27 (July 2026- June 30, 2027) to be presented to the Congregation at the Annual Meeting
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> It was moved that the board present a budget to the congregation which is based on Option 2 presented by the finance committee amended to set hours for both the Director of Youth and Children's Ministry and the finance/business/operations person to be hired at 80% time.

**Warrant Item for Capital Campaign**

The Board discussed the Warrant Item regarding the Capital Campaign at length. There was broad support for the campaign and the proposed immediate goal of updating the first floor of Parish Hall. The board also was interested in the establishment of a capital reserve fund to support maintenance of both buildings.

The Board authorized Bob to meet with Lark to discuss these concerns and to revise the Warrant Article on the Capital Campaign before the Saturday posting deadline to address the board concerns as noted above.

The meeting was adjourned at 9:40 PM. by general consent

Respectfully Submitted,

Kathy Desilets. Parish Clerk