Minutes: First Unitarian Board Meeting

October 18, 2025 - 9AM-11AM

LOCATION: Social Hall, Fishbowl. Virtual Option.

Standard Schedule: 3rd Saturdays of each month, 10-12. In Person, hybrid.

Library on Nov 15th and Jan 17th

Board Members: Rev. Stacey Mitchell (ex-officio member), EmmaLia Mariner (President), Donna Collins (VP), Michael McDonald (Treasurer), Raymond Wolfgang (Secretary), Andrea Lee, Chris Mayo, Donna Collins, Bill Miller, Gale Borkenhagen, Elaine Edmonds

Guest: Rev. Beth Elliot, Susan Peck, Bryan Hackett

Absent:

Virtual: Link

Church Activities Material:

- Upcoming Events with Rev. Stacey (and with Rev. Christine on 10_26).pdf
- Broadsheets:
    - 10.02.2025 eBroadsheet.pdf
    - 10.09.2025 eBroadsheet.pdf
    - 10.16.2025 eBroadsheet.pdf
- Messengers:

CHALICE LIGHTING

Chalice Lighting

When the great mosaic of humanity is treated with respect and dignity,

When no person is threatened by hunger or war,

When we have extended hospitality to the stranger and tended to the sick,

When equity and justice reign everywhere,

Then we shall all be free.

We light this flame to hold that moment in our spirit and in our minds until we can make it real.

Adam Slate, UUA

Check-In

What is on your mind and heart that affects who you are right now?

Covenant

Church covenant, adopted 2025.
Board Covenant

1. **Susan Peck Announcement**
    a. **2025 10 18 Retirement letter to board.pdf**
2. **Approving minutes: [Resources to-be-removed] September Board Meeting Minutes-full**
    a. **MONTH Board Meeting Minutes**
        i. Motion 1: Andrea
        ii. Second: Raymond

iii. Vote: All in Favor.

3. Consent Agenda:

a. Executive Staff Report:

i. Executive: Rev. Stacey Mitchell Rev. Stacey's October Board Report

1. Request for Closed Session. Closed session will be #6 in the Agenda.
2. FYI- UUA Regional staff will come for a 6-hour training for the Board and congregation over a weekend that the Board will choose--probably January or **February**.
    a. Not January- here for UUMA January annual gathering of Ministers. That will be an opportunity to let ministers know that there is an opening here.
3. Drag Bingo, Dec. 7– Drag Bingo Coming to First U on December 7.pdf
4. Pledge Drive starts tomorrow
5. Attendance– what does the 20% drop in attendance mean? Was it the turbulence of March, ministerial transitions.
6. Investigation about disconnected numbers.
7. Doing an investigation on when people have cancelled their pledges between March and July 2025. Identifying patterns and cracks. Around 15 people, amount ranged.

ii. Standing Associate: Rev. Beth Elliot UUABQ October 2025 Board Report- Acting Associate Minister

1. Researching: two services to one service. Gathering stats, doing due diligence for policy and best practices. Would be coming to the middle- 10 or 10:30. Zoom, recording would continue, social hall open with livestream, etc.
    a. Reached out to: ushers, membership, coffee, worship leaders, family ministry, musicians, adult re….
    b. Will have official report by the November meeting.

c. The decision- possibly start in the new year, possibly last Sunday of December too because it is lay led. May be officially the decision of the Board.
d. Discussion will continue– input is currently from people who put on the worship, we have not requested broader information from all attendees. Will also need to consider Parking.

2. Safety Protocols - train the staff FIRST, then talk with group leaders.
3. Rev. Beth unable to talk in January- there is a plan of action, she will not be in the pulpit January through March. Sunday services are accounted for. Likely back in the pulpit in April.
4. We still have an issue with overnight events that trigger the alarm system - break-ins, wind, etc. We need an on-call solution. Miguel had been handling these, and occasionally for several hours on a call. Initial explorations of commercial overnight, on-call security solutions were cost-prohibitive and not considered to be even a remote option.

iii. Dir. of Finance: Bryan

1. Sign– charge us for what you've done and send the rest back. Looked for a different sign company that may help more with the permitting.
2. We will complete the year with a surplus of around 100k, which is more than anticipated.
3. **Motion** (Chris): **Set a $970k goal for rad gen for 2025.**
    a. Second: EmmaLia
    b. Vote: All in Favor
4. Health Insurance - point brought up re: adjusting subsidy for health insurance for some staff.
    a. To fully fund this, it was thought the pledge drive would need to come in very close to the $970k goal.

b. Discussion to be continued.

iv. Dir. of Congregational Life: Laira

v. Dir. of Facilities: Miguel

b. Staff Reports:

i. Dir. of Family Ministry: Alana

ii. Music Director: Susan

4. Budget Report: <u>Q3 2025 Financial Dashboard.pdf</u>

a. Treasurer: Michael McDonald

i. Note that Bryan comes only once a quarter to the Board Meetings. (April, July, October)

5. RE Council Concerns

a. <u>Gmail - agenda item request.pdf</u>

b. Board Policy Manual: "The board may change the policies of staff, teams and committees, except only the congregation may change the policy of the standing committees. The board directs that staff, committees, teams and councils make and document relevant policies to their areas of responsibility."

c. Michael note: Section 5.02 is where the meat of the matter is. Interestingly, that section mostly gives the board responsibility for supporting the councils but not authority to control them (other than by, I suppose, amending the Policies).

d. <u>RE Council Analysis- Michael.pdf</u>

e. Beth is working this at the staff/volunteer level; no board involvement needed at this time.

6. <u>Closed Session- Compensation discussion</u>

7. Interim/Transitions Teams:

a. Transitions Team (Committee of the Board)

i. Donna plus congregants.

b. Interim Ministry (Board Committee)

i. Elaine, Michael, Andrea.

c. Settled Search Committee (Committee of the Congregation)

i. Search Calls:

1. Conversations Complete: 218

2. **Left Message: 254**
3. **Other: 49**
4. **Empty:** 471-309=**162**

8. **Board Committee Updates <u>Committee leaders</u>**
    a. **Finance**
    b. **Healthy Community**
    c. **Landscape**
    d. **Membership**
    e. **Personnel**
    f. **Radical Generosity**

9. **Task Forces**
    a. **Policy**
    b. **Buildings & Grounds**
    c. **Mission**
    d. **Interim Minister**
    e. **Campus Master Plan <u>Campus Master Plan Task Force 2024 report MASTER draft 14 April.docx - Google Docs.pdf</u>**

10. **Board Member Opportunities for Interaction with Church**

11. **Recognitions?**

12. **Closing Chalice Words**

Chalice Lighting

These are the preferences of the universe itself: verbs over nouns, actions over states, struggle over hope.

Ta-nehisi Coates