Approved: 10-29-2026 UUCP Board Minutes

Present: David Nelson, Barbara Hellier, Sue Engels, Ginger Yoder, Archie George, Alexandra Broughton, Ryan Urie (beginning of meeting only)
Zoom: Suzanne Seigneur, Tom Salsbury, Pam Arborgreen, Ash Anderson, Sherry Caisley, Rev. Shelly Thompson
Absent: Donald Stanziano

The Agenda was altered significantly, with items added, moved, and combined.

Alexandra B moved to approve the 9-24-2026 Minutes as written; Barbara H seconded; unanimously approved.

Thank Yous -

Ginger Y will send gift cards to all the Youth CON volunteer staff, from CON funds

Barbara H will send cards to Sam W and Nancy N for their work on the "Love Is Our Song" concert

Suzanne S will send a card to Loren & the Worship Team for last Sunday's service

Ryan U stated that he has been wanting to phase out of the Building Manager job (see Ryan's document) and with needing to trim the budget, this seemed like the perfect time. There was discussion about the Building Manager's duties/responsibilities, and how to get these could be taken care of: B&G Committee members, other volunteers, other staff members, some professional contractors needed. Ryan is willing to coordinate volunteers as part of his Adult RE Ministry, possibly with hours added to allow for that responsibility.

Rev. Shelly T reported that things are going well (see written report). She is working on a Directory of all groups at UUCP, and meeting with the Transition Team to start talking about holding Discernment Circles with the congregation in January. She has no drop-in office hours; her contact info is in the weekly email etc. to make an appointment to meet.

Ginger Y reported that UUCP will be doing Youth CON again next year, and the Board discussed CON logistics and funding. The Navigators program is ending due to low participation and the leader (non-UUCP volunteer) not wanting to continue.

David N reported that UUCP should get a check from the Nielsen estate in about two weeks; this money will go into the "Bequests" account and in three months the Board will decide what to do with it. In a January service (date TBD), Nick Gier will hold a brief remembrance of Ralph Nielsen, and Nick will also write an obituary for the Newsletter.

Sue E reported that Sept. was a low point for pledges, as it is every year, and things are already getting better.

Much discussion followed to clarify exactly what goes into each income category, how to predict from pledges how much money will actually be received, and the timing of receiving pledges and payments.

Proposed 2027 Budget - the vast majority of the budget is for staff (salaries, benefits, etc.)
The Board made numerous small corrections and adjustments; the largest was putting half of the amount of the Building Manager's salary into Buildings and Grounds, to help pay for any professionals needed to take care of problems Ryan's been dealing with.

Costs for recruiting a new settled minister are estimated at around $25,000; this will be part of next year's budgeting process.

The 2027 Pledge Drive goal is $484,524. The total budget has decreased, but the $50,000 "from reserves" has also been removed, resulting in the need to increase pledges by 5% over last year.

The Endowment Committee is recommending spending $13,000 for the Ignite Grants in 2027. Using some of this money for the Snow Retreat and/or setting up an emergency building fund were suggested; this will be a Board decision in 2027.

Tom S will moderate Breakfast with the Board on Nov. 8.

David N is having no success getting a committee together to find a new Treasurer; he will pause his efforts until after the holidays.

Suzanne S will set up a Signup Genius for the help she needs running the Congregational Meeting on Dec. 13.

Nov. 19 Board meeting goal: approve the expenses side of the budget
Dec. 3 Board meeting goal: check in with Stewardship and evaluate Pledge Drive progress

January Board Retreat is still in the planning stages.

The UUA has published an Amendment to Ministerial Agreements regarding dispute resolution. David N moved to accept the changes; Barbara H seconded; unanimously approved.

Next meeting: Nov. 19, 7:00, in the Fellowship Hall
OPening & Closing Words: Alexandra B
December Newsletter: Barbara H, in consultation with Stewardship