

UUCWI Board Meeting Minutes Zoon Meeting November 21st Zoom

Called to order at 11:01

Present: Clara Beier, Toyan Copeland, Linda Freeburg Lynn Wenzel, Don Winebrinner.
Excused Absence: Dee Marion

This Sunday service we are welcoming new members. Lynn will step up to a board role in that ceremony; Toyan will be out of town.

Minutes: We approved the minutes of the last meeting by consensus.

Report on Financials: Lynn presented financials. We discussed staff performance and our intentions for a holiday/end of year gift. We reviewed a proposal for a stipend to offset health care costs. In alignment with our values, we will find a way to say meet this need. The board agreed that we will retain flexibility for now and in the future to respond to rising health care or other benefit costs with commensurate adjustments to employee packages, including stipends or other methods. Lynn will gather more information from Stephanie. Toyan will look into options for something comparable in year-end recognition for our other employee.

Auction: Clara reported on the Auction; we exceeded our budget target, we offered a plethora of auction items, we had donations to sponsor those who could not purchase tickets and we had a strong engagement of volunteers (nearly 40). The auction committee is reviewing results and debriefing what we did well and what we might want to do differently. It's been suggested to set the 2026 auction calendar early.

Stewardship: The board needs to identify members who would lead the pledge drive. The current pledge drive team (Frances, Clara and Jane S) will talk over who might be good candidates for the pledge team next year.

Search: Toyan gave an update on the minister search. The search is still open. UUA is changing their search platform in 2026, and we have asked questions to know how that might affect our search. After the new year we will enter a new phase of the UUA ministerial search cycle.

Outreach: Linda reported on outreach. We have more momentum, more social media posts, more connection in partnership with other organizations. We have a new member who is interested in being part of this work, that Linda will contact. We also did a quick debrief on the Leadership Council workshop that was designed to encourage working across committee boundaries and embrace a shared responsibility for congregational vitality and membership growth. We need to communicate with the leadership council members again in advance of their next meeting, so they'll remember

we are expecting updates on their progress in implementation of their ideas.

New Sign: Toyon asked for feedback on preliminary design ideas for our new sign. There was interest in good readability from the highway, and a more wooden /natural aesthetic. We recognize the value of durable materials (not wood). We will collect feedback from each other on TEAMS and Toyon will bring that back to our graphic designer to be incorporated into the next designs presented. Our intent is to arrive at two or at most 3 designs to present to the congregation.

Safety: Toyon met with Kate Shepard and Patricia Duarte about protocol for safety and security of UUCWI. They are both enthusiastic about working on this. Early focus will be on the roles and responsibilities of this committee; they will create a draft and submit to the BOT for approval. Lynn moved and Don seconded that these two be empowered to do this and the motion passed. Don will also join that committee.

Minister Search: We discussed an update to the congregation about the search. Linda will send Lynn some draft language for an ENews update.

Pastoral Care: We discussed the needs of our congregation for ministerial leadership in and involvement in pastoral care. Toyon will talk to Mark about who we might have access to from our guest minister list, and Linda will talk to a recent referral to the worship team, recommended by East Shore.

Next meeting is Dec 11th at 2:00 at UUCWI.

The meeting adjourned at 1:00.