

Board of Trustees Minutes 14 October 2025 6:00 – 8:00 p.m.

Present: Mara Sprain, Will Jernigan, Ben Fleming, Melissa Himelein, Susan Andrew, Ken Brame, Jim Gamble, Monica Youngman, Marty Friedman, Rev. Audette Fulbright-Fulson

Board Priorities 2025-26:

- Support ABD
- Support Long Range Planning
- Support Other Income Teams
- Support Executive Accountability
- Lead Congregation: Brave in a Dangerous Time
- Connection & Trust with Congregation (No Surprises)
- Ready Day 1

Start	Item	Notes
6:00	Call to order	The meeting was called to order by Mara at 6:07 pm
6:03	Opening words & Chalice lighting	Melissa read opening words by Maya Angelou.
6:05	Go-around	The Board went around and provided personal reflections on how folks are feeling about the Congregation one year after TS Helene.
6:15	Consent agenda	Consent agenda was accepted. <ul style="list-style-type: none"> ● Sept meeting minutes [Note: EC discussed our use of AI to assist with meeting records and decided to NOT use the Zoom AI feature until there are better security and privacy safeguards.] ● Rev. Audette, Sharing ministry ● Rev. Claudia, Que Pasa? ● Budget Summary YTD
6:20	Gratitude leader	Melissa raised the question about this new duty and process to get clarity on how this will work. Rev. Audette mentioned that previously the gratitude leader brought suggestions and others could add names. The long range planning team was nominated to be the recipient. The other ideas were the Mountain weekend planning committee and the Pastoral Care Committee. There is a Board email address that could be used to send out the message. In the Board meeting the group will discuss who and the general message as well as who will be included. The volunteer will write up the

		emails, send it to Mara, and she will send it from the Board email. Individual notes of gratitude will be physical cards.
6:25	Liaison reports	<p>Care & Connect (Melissa)</p> <ul style="list-style-type: none"> The group did not meet this month and generally the group has been very dedicated to reaching out to those we haven't seen for a while. It was clarified that Trevor reaches out to new members, but his job does not include reaching out to current members we have not seen in a while. <p>Legacy (Ben)</p> <ul style="list-style-type: none"> No updates Gene will stay as the lead for 6 months and is cultivating a new lead. <p>ABD (Will/Susan)</p> <ul style="list-style-type: none"> Met today and reviewed the schedule of events and activities. The team approved the same schedule and they talked about engaging the top 40 donors of the budget drive. Invite maybe 5-10 to a coffee/social hour to provide energy to the campaign. Scheduling the leadership kick off for March and Inspiration Sunday. There is also a discussion of themes for the ABD. Currently 4 volunteers, 1 staff, may need to add one more person to the team. Communications and fundraising experience would be great.
6:35	Long Range Planning 2.0	<p>Jim led the discussion of formation of new team</p> <ul style="list-style-type: none"> John would like to step down and transition to the next phase Jim and Ken will draft a charge and process to form the phase 2 team Generally this will include a communications plan this calendar year, pause during the ABD, get more detailed quotes, then a potential capital campaign next fall The folks who currently sit on the LRPT may know people who would be good members There is interest in using the 75th year as a launch pad There was a discussion of hiring a professional to support the Capital Campaign and the Annual Budget Drive. Another idea was to interview the likely high donors.
6:50	Amending the Charter	To resolve the response of the IRS to the 501(c)(3)

	(Articles of Incorporation)	<p>application (Background document), Monica moved and Melissa seconded to amend the text of the Charter:</p> <p>Resolved that the Articles of Incorporation, Part III section (a) be amended as follows: To form a Church to be conducted according to the purposes of the Unitarian Universalist Association, aka UUA, of Boston, Massachusetts, (EIN 04-2103733; IRS 501[c](3) ruling 1962), with the power in said corporation to establish and conduct schools and other means of furthering these purposes. And also that Part III, section (f) be amended as follows: On dissolution, after the payment of all outstanding obligations, all assets of this corporation both real and personal shall be transferred and paid over to the Unitarian Universalist Association for its general purposes.</p> <p>Passed unanimously.</p>
7:00	Exec Limitations review schedule	<p>Rev. Audette and Donald reviewed the Governance document and had a few recommended changes.</p> <ul style="list-style-type: none"> • July: consider whether to move Limitation G and change Limitation H to when the FAC recommends • Dec and Jan: Swap Limitation D and Limitation H between the two months so that more information is provided in the Financial Planning and Budgeting report in January. <p>Because the entire Governance Document needs to be rewritten, the proposal is to have a small team review the document, draft changes, and bring it back to the Board.</p> <ul style="list-style-type: none"> • Mara and Marty volunteered to revise the Board Work plan table
7:10	Exec Limitation C: Financial Condition	There were no variances flagged in the Exec Limitation C report
7:25	Exec Limitation H: Communication with Board & Congregation	There were no variances flagged in the Exec Limitation H reports: Part 1 Part 2 Assets/Liabilities summary
7:40	Equity Education, led by Rev. Audette	The Board discussed Collective Liberation with Rev. Audette leading a discussion of Collective Liberation

7:55	Closing words & Chalice extinguish	Melissa read closing words by Rev. Nathan Detering. Mara adjourned the meeting at 7:59 pm.
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