

Board of Trustees Meeting Minutes

Tuesday, May 27, 2025, 6:30 – 8:00 PM

I. Chalice Lighting; Intention and Blessing

Mission Statement: Rooted in a community of love, the mission of ASUUC is to cultivate compassion, foster spiritual connection, and enact transformative justice to heal ourselves and the world. *Motion and vote to approve as final for Ann Mtg agenda item, congregant approval

BOT Covenant: With love and mutual respect, we promise to come prepared, listen with empathy, communicate with honesty, and honor the decisions we make together. *Use Democratic Rules of Order* and the *BOT meeting protocols policy*. ~~000~~

II. **Attendee's: BOT Members:** Reverend Phares, Linda Nicks (Pres), Glen Day (VP), Becky Harrison (Past Pres), Stan Kidder (Treasurer), and Andy Walker (At Large). **Guests:** Gary Harrison, Rai Blaisdell, Ben Wallace, Ben Ellsworth and Lynn Hughes.

III. Consent Business Items

- A. President Linda Nicks called the meeting to order at 6:35 pm. Linda read a dedication to Lynn Hannan as the opening thoughts. Checking in for the entire group was held.
- B. April minutes are approved. All past BOT Meeting Minutes are posted under "Board of Directors" on our website. A printed copy of the minutes is also posted at the church every month.
- C. ***May Minister' Report:** See his report at Atch #1.
 - a. May was particularly crazy with many added events and celebrations. Staff replacement added to the overall schedule.
- D. ***Treasurer's Report:** Stan received the UUA report the previous evening. Please refer to attachment #2. Stan has finalized the 2025-2026 Budget that will be presented at the 1 June Annual Meeting. It will be published for review in the Annual Meeting packet.
 - a. **Status of Finance P&P:** Stan indicated the policies are still in progress. Hopefully it will be finished soon.
 - b. **Pledge Drive status:** The pledge drive is done, with 130 pledges and \$270,000. We are in good shape.
 - c. **2025-2026 Annual Budget:** There are three motions for the budget in the Annual Meeting. 1. Stan will introduce the motion to accept the budget. 2. The Board will be allowed to withdraw \$25,000, which is 2% of the Endowment, for Emergency Time Critical Items. Glen offered to read that motion. 3. The Second Service Motion will be read by Mark Anderson. The motion will ask to have an amendment to the proposed Fiscal Year 2025-2026 budget to include: the additional expense of adding a second Sunday service and 2. a balancing fundraiser which will result in no change to the operating income. It was reported that almost \$2,000 has been raised of the estimated cost of \$6,000. It is expected there will be significant funds raised with further publicity.
 - d. **Fiscal Year 2025 EOM** The May Finance report is not available due to the late arrival of the UUCEF. However, it was up 4% in these difficult times. There was a discussion centered around the frustration and unease the lateness of the report creates every month. There are many alternatives to our present situation. The next Board may wish to alter the process.
 - e. **Annual Meeting 2025 – 2026 Budget:** Ten people were present at the forum after church. An extra bonus from the meeting was that volunteers were recruited in addition to the information on the budget being disseminated. Stan indicated there were items he could include to help explain the budget in the future. It is a work in progress. The budget narrative is included in the Congregational meeting packet.
- E. **Team Reports Received**
 - a. ***Building and Grounds Update:** Gary Harrison presented info on the Church Mutual Insurance Company which All Souls has utilized for decades. It is primarily for property and liability insurance. There is a handout

available that is much more readable than the actual policy. Questions on childcare, liability insurance and legality of offerings were discussed.

- b. **Personnel Update:** Dale reported that the search is underway for a 10 hour/week AV Coordinator. This will cover Sunday services and forums that occur after church. The interviews are to be conducted on Friday, May 30. The Digital Ministries coordinator position is currently on hold. Gay Woullard is being considered as a co-leader of Personnel along with Linda for the upcoming year.
- c. **Membership/CARE Team Report:** Patty Wiley has resigned from the Lead position and Hannah? has replaced Patty. Betsy Saxon Fay will co-chair the Care Team with Linda Nicks for the next year. Hopefully, with a Volunteer Fair in the future, we will have more volunteers to help with Lead positions.
- d. **Interim Digital IT Team Status Report:** Ben Wallace joined the meeting on zoom and updated the Board on the status of the Technology Team progress. Ben, Ron, Katie Phares, Karl Pilato and Miranda Ellsworth have met and worked to update the website and develop a training session for Team Leads to update on the website. There is also a need for training for basic technology, phish and proper email protocol. Ben has the login information, and the group will work to keep the lights on during the summer until we can hire someone and possibly refurbish the Technology Team. Ron stressed that the e-letter will be bare bones until we can get the Teams to update onto the website.
- e. **Rental and Events Letter:** This has been finalized and signed. Dale has requested to view it.
- f. **Principle 8th Adoption:** Rae indicated there would be a quick review of the process and time for questions from the congregation. There was a short discussion concerning Board members being required to vote on items they had approved as a Board during the congregational meetings. It was determined that even though Board members are to publicly support the policies that have been passed in Board meetings, they may vote their conscience at the Congregational meeting.
- g. **Sanctuary information:** Phyllis Dunn has reported that our sanctuary guest will be leaving June 6th.
- h. **Clarification of Bylaw Conflict** Linda indicated there will be available time during the Congregational meeting to allow Gary Harrison to clear the confusion concerning the 30 Year Fund and the recently approved Bylaw requiring congregational approval of all Endowment requests.

IV. New Business

- A. **Governance Committee Report**
- B. **Annual BOT President's Report:** Linda indicated she would be updating her report to include missed individuals.
- C. ***Bylaw Task Force Update:** There are three Bylaw updates. The first motion deals with formatting issues. The second motion replaces Article 5 in its entirety. The packet includes all the verbiage. The same process is available for Article 10. This Task Force has worked diligently and has a slide show of the changes.
- D. **Council Update:** Linda indicated the first meeting for the council will be in September.
- E. **Congregational Meetings.** Thanks were given to the Ordination Committee for preparing a ceremony that was inspiring and filled with love and laughter. Beth is off to a great start. Linda clarified positions that needed to be filled for the upcoming Congregational Meeting. Andy will light the chalice, Becky will be the timekeeper, Vote counters will be Sue, Becky, and Andy. Ben will act as a Parliamentarian. Gay will record minutes. Linda proposed a motion. "I move that the Board rotate monthly, the responsibility to send out handwritten thank you notes to members who do something special or beyond their duties during the month". Andy seconded the motion. The vote was called and passed. This will be part of the regular Board agenda each month.
- F. **Bruce Leeson Approval General Assembly.** Motion Stan moved and Andy seconded. "I move that Bruce Leeson be approved as our third delegate to the General Assembly". Vote was taken and passed.
- G. **B and G Team STATE Historical Fund:** This request is for \$100,000 and involves repairing exterior doors and steps. Our cost would be \$30,000 with the State providing \$70,000; hence this is a great deal. The schedule was listed for an October Grant Request. However, there is a need to move this to next month or the next board. The consensus was that the congregation needed to have their say on the topic and it must come after the clarification of the 30 Year Fund Bylaw confusion. The topic was tabled until the next board for 2025-2026. The exchange of the blue grass lawn to native

grasses was presented for the Board's consideration. Native grasses require less water and less mowing, a win for the water bill and the mowing crew. However, there would be an initial period of ragged appearance and the need to kill the bluegrass. As before, there needs to be a forum for congregational input, so the topic was tabled. Ron presented the question of the chair lift and once again, it was determined that congregational input was needed due to the \$100,000 cost which is not applicable to the 30 Year Fund. Forums will need to be scheduled to address these issues.

- H. **Visitor comments:** Linda welcomed our 3 visitors to make any additional comments. Dale asked everyone to bring a lunch type food. She requested that the Board approve a motion so people can bring their plate of food and drink into the Great Hall and settle in and read their packet to prepare for the Annual Meeting. Glen made the motion and Andy seconded it. "I move that the congregants be allowed to bring their plate of food and drink into the Great Hall so the Annual Meeting can start on time and people will remain at the meeting for the duration. " Vote was taken and approved.
- I. **Adjournment:** The meeting was adjourned at 7:53 pm. The next BOT Monthly Meeting is 24 June 2025.
- J. These minutes were kindly taken and prepared by Becky Harrison as secretary Gay Harrison was out of town.

Administration: 29 May 2025-- Minutes respectfully submitted for BOT review by Secretary, Gay Harrison.

29 May – 6 June 2025: BOT inputs received. Secretary makes final copy for President's approval.

6 June 2025: Approved by President. Final submittal delayed by Secretary hand surgery.

23 June 2025: Sent to ASUUC Office and posted to website by Secretary

Attachments

1. Minister's Report
2. Treasurer's Report
3. B&G Report
4. BOT Motion Tracker

Annotations Key: *Annotates items the BOT receives for review prior to the meeting.

Attachment 1: Minister Ron Pares Monthly Report

Minister's Report April 2025

Hmmm. Time warp. One of the last things I did before I went to the ER was write a minister's report for the board. So in terms of progressing some of my initiatives, not as much has happened as might otherwise be the case.

I am very happy to cheer the resiliency of ASUUC. Several folks stepped up and into to fill gaps left by my absence. Others waited with patience until I could return to the game. It was an affirmation of interdependence at work. And I am deeply grateful.

As to me, I am feeling better everyday. Which is both gratifying and terrifying. It sort of speaks to how not awesome I was feeling immediately after my procedure and prior to it. Yikes!

A couple of quick updates:

I've assembled a crew to help me move the covenant creation process along. It's been good and I hope to have something to share with the congregation in a few weeks. In discussing it with the Pres and VP, we weighed putting it on the congregational meeting agenda for official adoption (as the draft mission statement will be) or calling it draft for a year and waiting until next May for formal adoption. I'd be interested in your opinions as well, but the three of us were leaning toward the latter rather than the former option.

I gave the invocation at the Colorado Springs Utilities board meeting (same folks make up city council).

I gave written testimony (after waiting for hours to give verbal testimony) in support of the Colorado Immigration Omnibus bill (SB25-276). That bill made it out of committee and is up for full senate vote on Monday morning.

I am connected with the Front Range ministers on an encrypted chat to discuss immigration and other resistance efforts.

Now that our new Digital Ministries Coordinator has got the lay of the land, I am looking forward to refining and amplifying our digital presence.

I am scheduled to lead the Firetenders experience this spring. However, I am weighing whether or not I should do so. I'd like to. But I still find myself more easily fatigued than I'd like. I am hopeful that will resolve itself with time. But in the meanwhile, I am cautious.

Significant Dates

June 3-8 Last week of time off for FY25

Tentative summer plans (roughly 4 weeks)

July 8-20 Study Leave/Vacation

July 29-Aug 10 Study Leave/Vacation

Attachment 2: Treasurer's Report

4:43 PM
04/26/25
Cash Basis

All Souls Unitarian Universalist Church Balance Sheet As of March 31, 2025

ASSETS					
	Current Assets				
		Checking/Savings			
			Ent Bank Accounts		
				General Fund Savings 00	201.13
				Operating Account 10	104,182.42
				State Historical 13	36,823.10
				Total Ent Bank Accounts	141,206.65
				Total Checking/Savings	141,206.65
				Other Current Assets	
				Endowment Long Term Investment	1,295,016.65
				Total Other Current Assets	1,295,016.65
				Total Current Assets	1,436,223.30
				Fixed Assets	
				15000 - Furniture and Equipment	10,000.00
				16000 - Stained Glass Windows	324,000.00
				18000 - Building	2,157,000.00
				Total Fixed Assets	2,491,000.00
				TOTAL ASSETS	3,927,223.30
				LIABILITIES & EQUITY	
				Liabilities	
				Current Liabilities	
				Other Current Liabilities	
				20001 - Minister Discretionary	832.56
				20002 - Westside Cares	-211.31
				20003 - Souls for Solar	15,175.10
				20004 - Share The Plate	6,163.75
				20005 - Child RE	492.65
				20006 - Youth RE	3,050.63
				20007 - Building Grounds Fund/Donations	
				20007.1 - Plant Sale	178.86
				20007 - Building Grounds Fund/Donations - Other	558.16
				Total 20007 - Building Grounds Fund/Donations	737.02
				20008 - Lay Leadership Development	100,000.00
				2200 - Payroll Liabilities	8,387.93
				Total Other Current Liabilities	134,628.33
				Total Current Liabilities	134,628.33
				Total Liabilities	134,628.33
				Equity	
				Retained Earnings	47,659.55
				30000 - Opening Balance Equity	3,575,272.32
				32000 - Unrestricted Net Assets	203,358.21
				Net Income	-33,695.11
				Total Equity	3,792,594.97
				TOTAL LIABILITIES & EQUITY	3,927,223.30

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
 March 2025

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All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
 March 2025

									Mar 25	Budget	Jul '24 - Mar 25	YTD Budget	Annual Budget
									0.00	498.00	1,314.08	4,475.00	5,969.00
									0.00		7.88		
									0.00	125.00	820.00	1,125.00	1,500.00
									270.72	271.00	2,436.48	2,435.00	3,248.00
									1,081.26	1,081.00	9,731.34	9,732.00	12,975.00
									103.51	183.00	237.50	1,651.00	2,200.00
									0.00	117.00	167.92	1,049.00	1,400.00
									5.56	42.00	588.51	374.00	500.00
									529.26	532.00	4,763.34	4,785.00	6,381.00
									276.35	500.00	2,228.10	4,500.00	6,000.00
									2,266.66	2,851.00	20,981.07	25,651.00	34,204.00
									171.49	42.00	171.49	374.00	500.00
									171.49	42.00	171.49	374.00	500.00
									0.00	317.00	1,956.44	2,849.00	3,800.00
									0.00	100.00	398.28	900.00	1,200.00
									62.50	25.00	604.16	225.00	300.00
									0.00	128.00	0.00	1,151.00	1,535.00
									0.00	50.00	710.00	450.00	600.00
									0.00		20.99		
									1,061.66	1,062.00	5,308.30	9,554.00	12,740.00
									1,865.62	1,866.00	16,790.58	16,790.00	22,388.00
									0.00	153.00	0.00	1,382.00	1,841.00
									3,640.00	1,820.00	19,565.00	16,380.00	21,840.00
									240.00	103.00	1,170.00	921.00	1,230.00
									0.00		1,356.51	525.00	525.00
									6,869.78	5,624.00	47,880.26	51,127.00	67,999.00
									0.00	8.00	5.38	76.00	100.00
									0.00	108.00	204.85	966.00	1,290.00
									0.00	116.00	210.23	1,042.00	1,390.00
									396.90	117.00	1,190.70	1,049.00	1,400.00
									0.00		17.59		
									0.00	1,083.00	5,901.57	9,751.00	13,000.00
									0.00	8.00	10.00	76.00	100.00
									467.64	592.00	4,208.76	5,324.00	7,100.00
									86.42	92.00	840.53	824.00	1,100.00
									72.00	125.00	940.52	1,125.00	1,500.00
									429.00	116.00	2,330.47	1,045.00	1,393.00
									25.20	8.00	25.90	76.00	100.00
									239.83	125.00	1,479.16	1,125.00	1,500.00
									0.00	25.00	20.00	225.00	300.00
									0.00		914.07		
									1,716.99	2,291.00	17,879.27	20,620.00	27,493.00
									835.82	550.00	4,857.62	4,950.00	6,600.00
									64.96	46.00	509.58	412.00	550.00
									1,025.04	1,031.00	8,200.32	9,282.00	12,375.00

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
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UU Common Endowment Fund (UUCEF)
July 01, 2024 Through March 31, 2025

Account Number: 611296
Account Name: All Souls Common Endowment Fund

UU Common Endowment Fund
24 Farnsworth Street
Boston, MA 02210-1409
Phone 617-948-4306

Account Activity Summary

Beginning Balance - Close of Business Jun 30, 2024	\$1,354,230.92
Additions	0.00
Withdrawals	(96,239.00)
Realized Gains / Losses	15,243.58
Change in Market Value	21,781.15
Ending Balance - Close of Business Mar 31, 2025	\$1,295,016.65

Asset Details

Asset Description	Shares	Market Price	Market Value	Net Cost	Unrealized Gain (Loss)
UUCEF_POOL	104,767.1815	\$ 12.360900	\$ 1,295,016.65	\$ 1,071,532.57	\$ 223,484.08
		Grand Total	\$1,295,016.65	1,071,532.57	223,484.08

Cash Clearing Detail

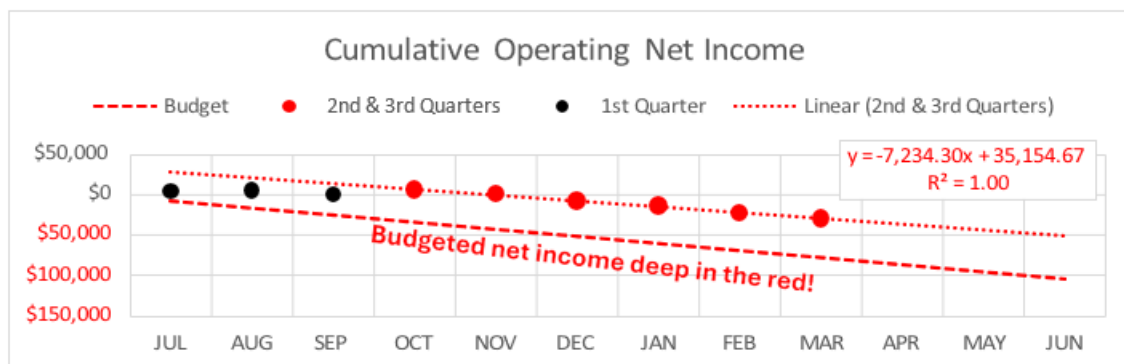
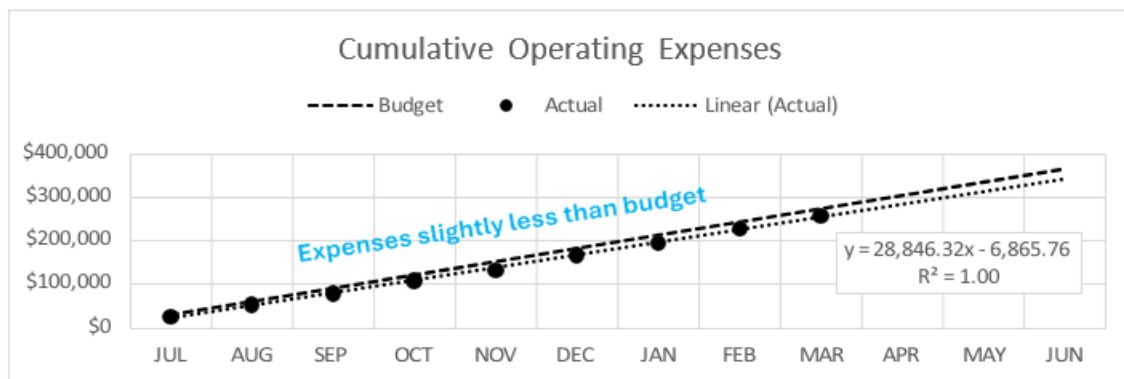
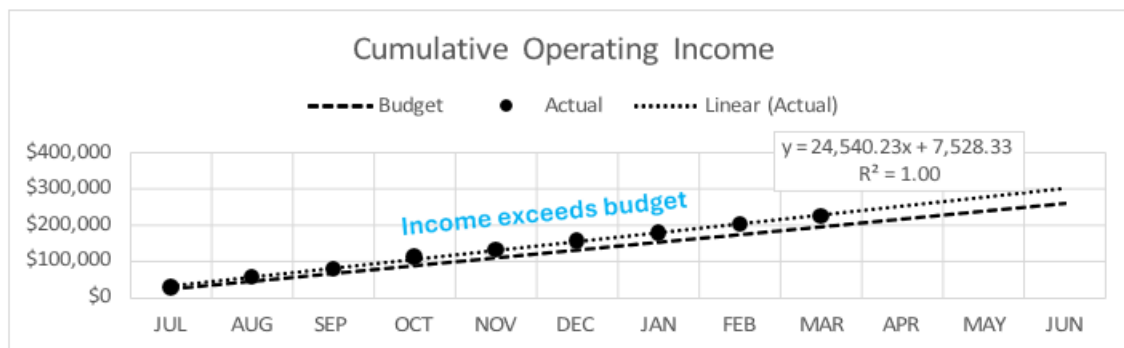
Description	Date	Amount
Sold UUCEF Shares	07/01/2024	\$ 46,239.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist C	07/03/2024	(46,239.00)
Sold UUCEF Shares	08/01/2024	30,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist C	08/02/2024	(30,000.00)
Sold UUCEF Shares	09/01/2024	20,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist C	09/03/2024	(20,000.00)
		\$0.00

Transaction Details

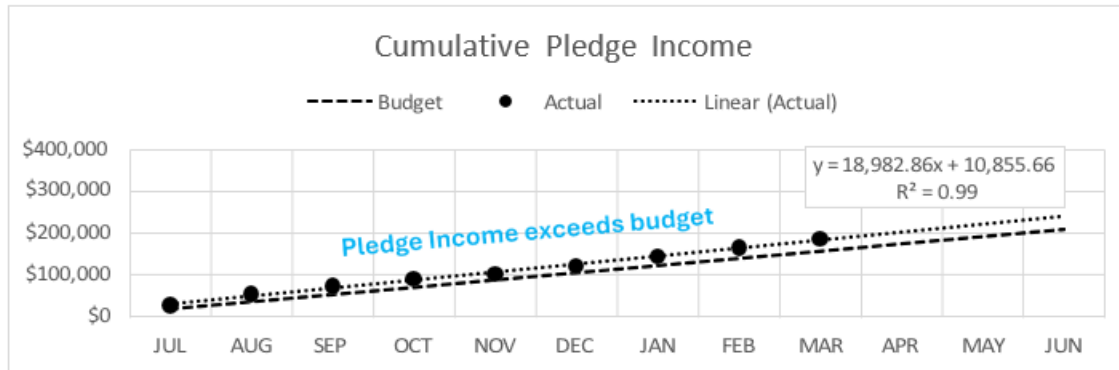
Sale Details	Date	Price	Shares	Amount
UUCEF_POOL	07/01/2024	\$ 12.017700	(3,847.5748)	\$ 46,239.00
UUCEF_POOL	08/01/2024	12.196000	(2,459.8229)	30,000.00
UUCEF_POOL	09/01/2024	12.408600	(1,611.7854)	20,000.00
	Total Sales			\$96,239.00

The Report

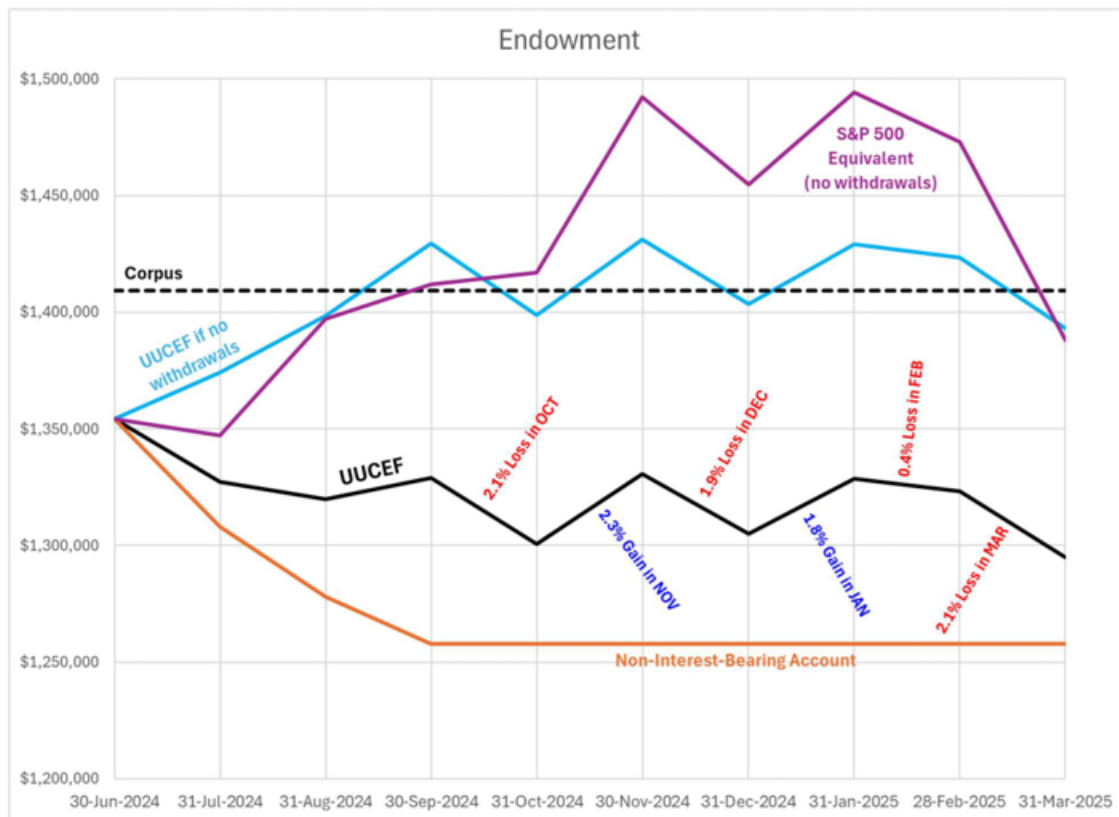
1. The Treasurer's report was late again this month. The March UUCEF Statement didn't arrive until the afternoon of the day before the April 22 Board Meeting, which didn't give Trudy enough time to produce the monthly financial reports. Part of the problem is that the 22nd is the earliest date that the fourth Tuesday can be.
2. Nine months into the fiscal year, the Operating Fund continues to experience income exceeding budget and expenses slightly less than budget. Since October (our best month, with a \$6,491 operating surplus), we have had a deficit averaging \$7,234 per month. Extrapolating to the end of the fiscal year, it appears that we will end up with a deficit of about \$52,000, or about half of the budgeted deficit of \$105,000.



3. Pledge income through March is 19% above budget. Extrapolating to the end of the fiscal year, it appears that we may have \$238,000 in pledge income versus a budgeted \$207,000 (+15%).



4. The Endowment lost 2.1% in March, continuing the up-and-down behavior of late. There were no withdrawals in March. "Corpus" is here defined as the sum of all deposits into our account in the UUCEF.



Respectfully submitted April 27, 2025, by Stan Kidder, Treasurer.

Attachment 3: Building and Grounds Report



NOTES

All Souls B&G Team Meeting

5:30 PM April 3, 2025

LIBRARY/NEW MEETING ROOM



Project Lists & Finances

1. Proposal for the Playground - Tristan and Catherine, special presentation
 1. Petition from the RE students to vote for the playground to be updated
 2. Presented options for renovation, replacement to make it more accessible and friendly
 3. Discussed process and limits for B&G projects right now
 4. Made a plan to do some renovation this summer, with input from young folks
2. Financials for FY25 - fund balances (Jan 31)

B&G Maintenance 4430	~\$2,000
Custodial 4450	(\$ 200)
Souls for Solar	~ \$15,000
3. Projects completed in March
 1. Blinds installed in Minister's Study - Pat, Dan
 2. Trimmed trees along Tejon - Gary, Dan
 3. New dumpster delivered (surprise!)
 4. Installed labels on attic storage shelving - Kate
 5. Initial garden prep; new to-do list in the shed
4. April Tasks
 1. Snow schedule: 3/23-4/5 = Dan; 4/6 - 4/19 = Jenn; 4/20 - 5/3 = Henry
 2. Building walk-thru: Gary
 3. Send annual report to Board - Jenn
 4. Clean gutters and downspouts (Work Day)
 5. Clean glass atrium ceiling (Work Day)
 6. Fertilize/weed control on lawn

7. Expect Minister's Door to be delivered late in April (ordered Feb. 25, 9 weeks delivery)
 1. Mike will get supplies, estimates less than \$500
8. Choose date for Work Day - MAY 10 10:00 (church calendar says May 3 is booked and the afternoon of May 10 is busy). Send Jenn items to do!
9. Playground work day - TBD
 1. Invite RE to help, choose paint colors, etc!
10. Schedule a B&G forum to inform the congregation on current projects
 1. May 18 after service - Jenn will schedule, publicize
 2. Topics: SHF grant 2025; lift options and estimate; lawn conversion and herbicide; playground next steps; funding options for each
11. Heather from OWL is looking for organizing supplies (offer that shelving unit we found)
5. Grounds Update
 1. Lance from CSU visited 3/12 to discuss converting our lawn to water-wise option (Heather)
 1. Lance will donate native grass mix (buffalo grass likely more durable than blue gramma) and sprinkler heads to make better use of watering.
 2. Lance will draw up a garden design, no cost, to give the grass strip a bit of attractiveness. This could be installed in phases over time with low cost native plants and attractive native accent grasses. OR could do all at once this spring.
 3. Would need less water, mowing, fertilizer.
 4. Disadvantage- easiest way to start is to use an herbicide on the bluegrass. Discuss this option at the B&G Forum to educate the congregation.
 5. Jay suggests a wildflower/butterfly mix for the strip.
 6. Next steps - ask Pat for a project proposal write up to know steps and commitment, including rationale for herbicide and other options.
 2. Recruiting volunteers thru communications team.
6. Pending budget items
 1. Deck planks - Gary (\$600-800)
 2. Blinds (Kat's office, \$200)
 3. Music stand rack (\$400) (split with music if they have funds)
 4. Paint & supplies for downstairs - Jenn (\$300)
 5. Remove and fix slide for safety (\$250)

6. Annuals & top soil for garden (\$100)
 7. Replace black hose (leaking) (\$100)
 8. Chair glides and lighting for library (\$150)
 9. Est. max. total: \$2,300
 7. 2025 SHF grant request - exterior doors and porches - Gary
 1. Use 30 year Renovation fund for match - ASUU portion would be \$30,000 for the \$100,000 project
 2. See attachments
 8. 2023 SHF exterior work update - Gary
 1. Waiting for weather to clear
 9. Vertical lift project development - Gary
 1. Will get better estimate by B&G forum
 10. Stained glass art proposal - Jenn - no updates
 11. UPCOMING EVENTS (Check your calendars - it's getting busy!!)
 1. April 6 Town Hall after service to discuss 8th Principle
 2. April 26 New member potluck, for team leads
 3. April 27 Volunteer Fair being planned (apples and dip, model of building, original electrical panel, list of recent work, coming projects)
 4. May 1 Next B&G meeting
 5. May 4 Mini congregational meeting to vote on hosting Beth's Ordination
 6. May 10 Congregational work day
 7. May 17 Ordination of Beth Elliot
 8. May 18 B&G Forum after church
 9. May 26 Memorial Day
 10. June 1 Big annual congregational meeting
- PHEW! Great work team - thanks for your time and talent!!

Building Team	Dan and Dana Hall, Henry Reitwiesner, Jay Hatfield, Janice Black, Jenn DeWoody, Mike Brabec, Mark Nordstrom, Kate Harrison, Gary Harrison, Maria Candiloros, Gay Harrison, John D'Alessandro
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Garden Team	Pat Zeddies, Janice Black, Becky Harrison, Jenn DeWoody, Charmaine D'Alessandro, Heather Ashbee
Friendly Copy	Kat Lane

Attachment 4: The BOT Tracker (monthly excerpt—see website for full tracker)

All Souls UU Church Board of Trustee (BOT) Motion Tracker					Updated 23 June 2025
As of 1 Oct 2024, this tracker will log all motions put before the BOT and voted on. Vote results will be captured here.					
Color Key:		<div>Motion Passed</div> <div>Motion Tabled for later</div> <div>Motion Failed</div>		BOT Names/Positions: 2024-2025: P=Linda Nicks, VP=Glen Day, Past P=Becky Harrison T=Stan Kidder, S*=Gay Harrison, At Large= Sue Neufeld, Andy Walker and Dale Young	
		Purple = Online BOT Motion Vote		*Document maintained by BOT Secretary	
		Link to Doc:		2025.1.31 BOT Motion Tracker.xlsx	
Motion #	Date of Action (MM/DD/YYYY)	Motion Title	Moved By/Seconded By	Motion Description	Outcome
33	2/25/2025	New Production and Digital ministries Coordinator Job Created	Dale/Sue	Move that the Board approve additional responsibilities and increased hours for a Production and Digital Ministries Coordinator, starting 1 March 2025	Motion Passed
34	3/25/2025	Endowment Gift Policy	Sue/Dale	Move BOT accept Endowment Gift Policy and authorize secretary to make font/format and footnote adjustments with no context change	Motion Passed
35	3/25/2025	Honored Members Added	Stan/Glen	Move that BOT make Rick Schwartz and Margaurite Terze "Honored Members" of ASUUC.	Motion Passed
36	3/25/2025	IT Task Force	Dale/Sue	Move that the BOT disband the Informational Technology (IT) Task Force"	Motion Passed
37	3/25/2025	P&P: Complaints and Grievences	Gay/Stan	Move that the BOT Accept the Personnel Team's Complaint Resolution and Grievance Policy and Procedures and allow Secretary to make font, format and footnote changes that do not change P&P context.	Motion Passed
38	3/25/2025	Lay Leadership Development Contract	Becky/Gay	Move that the BOT accept the contract for a Lay Leadership Development donation to the Endowment of ASUUC.	Motion Passed
39	3/25/2025	P&P: Animal on Church Property	Gay/Sue	Move that the BOT accept the Animal on Church Property Policy and Procedures and allow the Secretary to make font, format and footnote changes that do not change the P&P context.	Motion Passed
40	3/25/2025	Leadership of Council (Change motion)	Gay/Stan	Move that the BOT approve making the Past President of the BOT the future Council Chair and the BOT Vice President moves to a Council member role.	Motion Passed
41	3/25/2025	Voting Delegates to 2025 General Assembly	Glen/Sue	Move that the BOT allow Jen Keating to attend the 2025 GA as a voting delegate for ASUUC.	Motion Passed
42	3/27/2025	PAUSE Allowing Contracts with ASUUC	Linda/Gay	Move that the BOT, while allowing interim continuation of existing contracts, approve a MORATORIUM on all new ASUUC contracts for any purpose outside justified emergency need to allow time to coordinate and approve related Policies and Procedures (P&P) to facilitate terms supportive of meeting ASUUC's mission. On-Line Vote Still In Process: Yes: Dale, Gay, Stan; Glen. No: Becky No response from: Sue and Andy	Motion Passed
43	3/26/2025	BOT Meeting Policies	Glen/Gay	Brought up after BOT meeting. Online vote. Move to adopt the BOT Meeting Policies and Procedures as formatted by our Secretary".	Motion Passed
44	4/22/2025	Financial Account Creation	Andy/Glen	Move to allow creation of new account for the Lay Leadership Endowment	Motion Passed
45	4/22/2025	Finances for BOT	Glen/Andy	Move that the Treasurer create a BOV Discretionary Fund not to exceed \$5K for emergency use.	Motion Passed
46	4/22/2025	New P&P: Minister's Annual Review	Sue/Andy	Move to Approve new P&P: Minister's Annual Review	Motion Passed
47	4/22/2025	New Ministry Team: Answers Team	Andy/Glen	Move to accept the Answers Team as a new Ministry Team	Motion Passed
48	4/22/2025	Letter to City re: Parking	Andy/Glen	Move to allow Jenn DeWoody to submit letter with our inputs to the city's Parking and Curb Management Plan	Motion Passed
49	4/17/2025	Salary of Senior Minister	Andy/Glen	Move to approve raise in salary to \$92K for Rev Phares.	Harrison not present. All other BOT officers online voted 'yea', Motion Passed
50	5/4/2025	Ordination of Beth Elliott in Congregational Meeting	Andy/Wendy Mik	Approved that ASUUC would assist 1st Unitarian of Albuquerque NM with the ordination of Beth Elliott (special congregational meeting approval)	Motion Passed
51	5/27/2025	BOT Thank you note duties	Linda/Andy	Move that BOT rotate monthly the responsibility to send out handwritten thank-you notes to members who do something special or beyond their duties during the month.	Motion Passed
52	5/27/2025	General Assembly Member Approval	Stan/Andy	Move that Bruce Leeson be approved as our 3rd delegate to the General Assembly in 2025.	Motion Passed
53	5/27/2025	Annual Meeting Food in Main Sanctuary	Glen/Andy	Move that congregants be allowed to bring their food and drinks into the Great Hall so the Annual Meeting can start on time and people can remain at the meeting for the duration.	Motion Passed