Board of Trustees (BOT) Meeting Minutes

Tuesday, Mar 25, 2025, 6:30 – 8:20 PM

Attendees: President, Linda Nicks; VP, Glen Day (Online); Past President, Becky Harrison; Treasurer, Stan Kidder, Secretary, Gay Harrison, Members at Large: Dale Young; Andy Walker (Online) and Sue Neuman. **Non-Board Members Attending:** Minister: Rev Ron Phares and Digital Ministeries Coordinator: Mike Bennett. **Visitors:** Ben Wallace (IT Task Force); Heather Southard (OWL Trainer) and Mark Anderson (Pledge Drive Chair).

I. **Chalice Lighting; Intention and Blessing**: Linda called the meeting to order at 6:34pm. She then led us in a reading.

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.

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 in compliance with BOT meeting guidelines.*

II. **Attendee's check-in around the table (optional for visitors):** All present said how they were doing.

III**. Consent Business Items**

A. ***Feb minutes and motions approval:** The February BOT Minutes were approved.
B. ***March Minister's Report:** Report previewed by Board prior to meeting and there were no questions. See Atch #1.
    a. **Second Service Task Force:** A Decision progress spreadsheet was made for the BOT's review by the secretary. 6 "Coarse of Actions" or COAs were documented for Ron and the BOT to review. Right now, the 1st option that is easiest—which is to use existing pews better (with the help of ushers) and to reserve chairs outside the large hall for late arrivals only. We have been using ushers for the past 2 services, and it has improved seating options on crowded service days.
C. ***Treasurer's Report:** Stan could not generate the Treasurer's report by meeting time due to UU Endowment management being late providing their report. Stan received the report at Atch #2 on 7 April 2025.
    a. **Status of Finance Policy and Procedures (P&Ps):** The Finance Team is still working on their P&Ps, but their main focus must be given to preparing next year's budget for the BOT review and presentation at the Annual Congregational Meeting. The Finance Team is creating the 2025-2026 Budget by thoroughly reviewing Quick Books for past expenditures and all funding requested. Gay recommended an annual financial request form be created for all teams/committees to use to request future funding.
    b. **Pledge Drive status:** Mark Anderson reported that at this time (and a week before the pledge drive closes on 31 March) we've received 16 more pledges than last year (for a 13% increase in pledge units) and those pledges amount to $273,000 dollars pledged—for a 25% increase in pledged dollars. Though this is good, so far, we've missed our goal of a 30% pledge increase to fully cover current expenses projected in the budget. We also usually see some pledges not fulfilled each cycle, so the BOT needs to work on a solution for any deficit.
    c. **Endowment Gift Policy:** A final policy was submitted but Gay will make font and format changes, without making content changes to the final published document. See attachment #2 for the policy. The BOT agreed to vote on accepting the policy knowing that format-only updates would be coming and attached to the minutes. Sue made the motion to "accept the Endowment Gift Policy as presented to the board with the secretary authorized to make font, format and footnote adjustments. Dale seconded the motion and voting was called. The motion passed and is listed as #34 on the BOT Motion tracker.

d. **End of Month Budget Submission:** Once the pledge drive ends 31 Mar, our final budget for 2025-2026 will pull from that funding base. The finance team is working to get budget proposals to the BOT asap. Linda asked for a dedicated budget meeting. Stan will set a meeting up for a budget vote from the BOT.

D. Team Reports Received

a. ***Building and Grounds Update:** B&G continues to make progress on all projects! See Atch #3

b. ***Membership Update:** There was no Membership update this month, as that report is only sent quarterly. The President did bring forward a request for Rick Schwarz and Margaurite Terze to be named "Honored Members". Stan made the motion: "I move that the BOT make Rick Schwarz and Margaurite Terze Honored Members of ASUUC". Glen 2nd the motion and it passed unanimously. This is motion #35 on the BOT Motion Tracker.

c. **IT Task Force (ITTF) Updates:** With the hiring of a Digital Ministry Coordinator now tasked to manage our IT development and operations, Ben Wallace recommended dissolving the ITTF. Dale made the motion "I moved we disband the IT Task Force". Sue seconded the motion, and it passed with votes. It is listed as motion #36 on the BOT Motion Tracker. Mike and Ben provided an overview of current IT projects:

i. Dedicating IT storage place for our teams;
ii. Putting Governance in one place on the new website;
iii. Setting up SLACK for planning communication. Mike will make a file plan, and slack training will be offered. Overall, SLACK is easier than Teams to use and should reduce emails. Channels will be created for ease of group communications and SLACK allows anyone to post events.
iv. Mike has started training volunteers to be his Audio Visual (A/V) team—the goal is to have 5 people to take turns working A/V so Mike can focus on better service support.
v. Checking how we're live streaming our service. Mike shared that "No church he knows of is broadcasting through Zoom only". Our on-line service stream is in the queue to be worked/improved. He has put a new "Sunday order of service" on the website and he posted it on the zoom link during each service.
vi. A new E-News procedure is coming. Mike is working hard to improve how we interact with the public, so they know we're here! He is actively learning what we do to support all projects.
vii. Mike asked the BOT to direct EVERYONE with questions to him.

d. **Enablement Team:** Ben sent a draft of what this team will offer. Gay asked if he could simplify the wording, and he took that under advisement. Ben will be prepared to discuss the team's P&Ps at the next BOT meeting. This team may be a type of ministry team, but that is still to be decided. For now, Ben plans to run it under the Membership Team's directives.

e. **Personnel:** Dale sent the final "Complaint Resolution Policy" or review before the meeting. Gay provided some changes in font, format and footnotes. Dale emphasized the policy was written to make it as flexible and fair as possible. Conflict by sending Type 2 conflicts to BOT? No, if members working conflicts are not BOT members. Gay made a motion "I move the BOT accept the Conflict Resolution Policy as presented by Dale with Secretary-added changes that do not change content." Stan 2nd the motion and it passed with votes. This is listed as motion #37 on the BOT Motion Tracker. See the new policy in attachment #4.

f. **Bylaws Review Task Force:** Dale has 6 pages of recommended Bylaw changes and the reasons the changes are needed. She will email it to the BOT and set up a discussion group to go over all the information.

g. **Minister's Annual Review P&P:** This is awaiting only a few more updates—expect it done soon.

IV. **New Business**

a. **Contract for Lay Leadership Development:** Stan provided information about this new Endowment fund for BOT review prior to the meeting. This new donation to the ASUUC Endowment is restricted to paying for future Lay Leadership development under the restrictions stated in the contract offered by the donor. The funds donated for this purpose were called the "Fund". Becky questioned #3 in the contract that mentioned keeping a separate Fund account—she asked if doing that will that be easy for Treasurers to manage. Stan says YES-- holding separate Endowment lines ($10K minimum per fund) allows us to more easily follow restrictions Donor have placed on us. This process will make management of the Fund easier for ASUUC to manage. Funds will be available a year from now to begin offering reimbursement for costs our members incur by committing to attend Lay Leadership courses. Becky made a motion "that the BOT approve the All Souls Lay Leadership Development Fund as detailed in the contract". Gay 2nd the motion and it passed unanimously. This fund is listed as motion #38 on the BOT Motion Tracker. The new fund paperwork requires the donor, the Treasurer and the BOT President signatures and will be stored in the permanent church financial records. See the wording of the contract at Atch #5.

b. **Governance Committee report: Animal on Church Property Policy:** This new policy was reviewed by the BOT prior to the meeting and there were no questions about it. It was noted that we must be certain that the Security team at each service or event knows their role in assisting visitors with service animals on church property. Gay made the motion "that the BOT approve the Animal on Church Property Policy as presented". Sue seconded the motion. It passed by votes in favor. This policy is listed as motion #39 on the BOT Motion Tracker. See attachment #6 for the policy.

c. **Council Update:** Linda proposed that beginning 1 July the past president be the co-chair of the Council instead of the Vice President. This change would allow time for the VP to learn about the Council by attending as a member and would better leverage the Past President's experience. Gay made the motion: "Move that the role of Council Chair be changed to the Past President and the VP moves to being a member of the council" Stan seconded the motion. The vote passed this motion. It is listed as motion #40 on the BOT Motion Tracker. The Council is looking for a day to hold a Volunteer Fair. Mike recommended we push it to a Fall event to capture new volunteers just before the busy fall and winter calendar of church begins. In the meantime, Ben recommended we put a volunteer channel on SLACK to allow interested members to check out our various teams/event plans. It was agreed that the Sept 7th water communion service might be a good date for the Volunteer Fair. It will be put on the calendar!

d. **Approval of second GA voting delegate**, Jen Keating (personally funding her trip) along with Glen, Rev Ron would allow us to have 3 attendees/ "banner carriers" at the 2025 UU General Assembly. Glen made a motion "that the BOT approve Jen Keating to attend as voting delegate at 2026 GA". Sue seconded the motion and all votes were "aye". The Motion passed. Thank you, Jen, for representing us! This is motion # 41 on the BOT Motion Tracker.

e. **May 4 Special Congregational Meeting**: The planning ongoing and we know notification deadlines to meet.

f. **Beth Elliot Ordination Update**: Becky provided email updates prior to the meeting. See attachment # 7. Main planning issue is that the ordination team wants to know for sure they have funds to use—and the vote to approve ASUUC doing the ordination is only 2 weeks prior to the actual ceremony date. The BOT agrees the Ordination Team must press on with planning while we publicize the need for donations. Ben is setting up a fundraising link to be publicized asap. Becky recommended that Stan and the co-sponsoring church's treasurer talk to ensure who is paying for what. This will help avoid us thinking we need funds for items already covered by the other church. We don't think it will cost the full $3K from us to run the ordination. Stan will work with Becky to get more info on all costs to consider.

g. **Schedule documentation of BOT P&Ps; IAW BOT guidelines:** Moved to the next meeting's agenda.

h. **Visitor Presentations/Questions:** Heather Southard discussed her desire for more support to conduct additional Our Whole Life (OWL) training programs to meet the need at ASUUC. She provided a proposal for the BOT to consider that extended her hours to allow additional classes. OWL offers 7 classes:

The 7 OWL levels are: K-1st Grade, 4-6th Grade, 7-9th Grade, 10-12th Grade, 18-35 Year Olds, 36-55 Year Olds, and a final class for those Older than 55. The BOT agreed to bring her request into the budget meeting for possible addition to the 2025-2026 budget.

IV. **Final Comments/Calendar Review:** The calendar review will happen on-line after new events have been added.

a. No new business was left, so Linda called the meeting to a close at 8:23pm.
b. Next BOT Monthly Meeting is Apr 22, 2025
c. Updated BOT Motion Tracker will be Attachment #8 to these minutes.
d. Minutes respectfully submitted by Gay Harrison, BOT Secretary
e. Minutes Administration:
    i. BOT Inputs Due by 5pm, Weds, 2 April.
    ii. Minutes to President for final approval by 4 April
    iii. Minutes posted to website & sent to church office by 6 April.

Annotations Key: *Annotates items the BOT must review prior to meeting for approval at meeting.

Attachments:

1. Minister's Monthly Report
2. Treasurer's Monthly Report (Pages 7-13)
3. Building and Grounds (B&G) Monthly Report
4. Complaint Resolution Policy
5. Lay Leadership Development Contract (Excerpt only for Privacy of Donor)
6. Animal on Church Property Policy
7. Beth Elliot Ordination Update
8. BOT Motion Tracker Updates

Attachment 1: Minister's Report

Minister's Report
Rev Phares, March 2025

Covenant
After a good bit of cajoling, I managed to get what I think is a reasonable number (20+) of responses to the draft covenant survey to make a next step. The high-altitude summary of the feedback led me to believe that I needed to step back and reevaluate my approach. But I am already well down the path. Thus, it seemed wisest to bring in a handful of second eyes.

I have assembled a group to explore the next steps. This group includes Barb Kolhaus, Mark Anderson, Yvonne Wu, Lynn Hughes, and Ben Ellsworth. This represents long haulers and newcomers, folks with ASUUC focused UU experience and extensive UU experience outside of ASUUC. There is a diversity of age and a wide array of engagement with ASUUC - from childcare to pastoral care, financial care, adult programming, justice, Sunday services, and more. Plus, I know them all to be considerate, articulate, and patient. A fine lot!

We've met once and are to meet again this week. I believe we can finalize the next step, either this or a following meeting. And then I will return to council and leadership for more feedback.

This is taking longer than I wanted. But I think the process will now accelerate.

Minister in the CoS Community
I have been meeting monthly with an interfaith coalition in COS known as Faith Table. They in turn have been working with a faith-based community organizing group called Together Colorado (which exists by different names in different states and is ultimately a national body but fueled by grassroots organizing).

Faith Table has asked me to be their Immigration Team lead. I reluctantly said yes.

I attended a Together Colorado training on Saturday.

Last week Together Colorado met at the Colorado statehouse to lobby and build relationships with our state legislators.

I have been asked by Indivisible Colorado (of which our own Jenny Owen is a leader) to speak at their next meeting this Thursday. An edited reprise of my recent sermon on non-violent resistance.

Black Rose Scheduling Resolution
It seems the Black Rose concert situation has been settled. However, it is likely true that some feelings were hurt, ire activated, and policy holes revealed. In short, this has understandably become personal and emotional, which is not how I see the original issue at all. Thus, for me, this has clearly shifted into a personal conflict very much rather than a procedural one. And a more limited and personal meeting is better suited to address it.

To that end, I have suggested a meeting with Becky, Linda, Bart, Robert, and myself in order to address those lingering feelings and heal what wounds remain. I was always struggling to understand why the Board (or Robert for that matter) was brought into this negotiation at all as it seemed like the Rental team's purview. But that was before Robert let the events of 2022 be known regarding the BoT giving him the authority to negotiate with Black Rose. That was a valuable bit of information, the lack of which I think is the root of the conflicting senses of authority which amounted to the stepping on of toes.

This board appropriately made no decisions that I am aware of regarding this year's issue and, additionally, is not a right relations team. And while it is the fiduciary agent of the church, it has in practice delegated pricing (appropriately) of rentals in general to the rental team. That said, this episode has revealed that we need more clarity - policies - on that). Clear policy would have prevented this whole thing.

I think every name I've listed above is a genuinely good (wonderful), but not infallible, person trying to do right by their understanding of their role. My hope is that by meeting's end we can all say, "Oh! Now I understand. I see why you were doing that. Okay, so in the future...." And then move on and let it go.

Summer Solstice
The Climate Justice team has taken the lead on designing a Summer Solstice service. They are exploring outside venues and non-traditional times. We will stream the UU General Assembly closing service at our regular church time in the large hall.

Significant Dates
June 3-9 Vacation (final week of the allocated 4 weeks. 4 weeks of study leave already used). This changes from my last report.
June 17-25 General Assembly in Baltimore. I do not think I will be attending in person. I do not want to fly right now. But it will not be a normal week.

Attachment 2: Treasurer's Report

9:45 AM
04/06/25
Cash Basis

All Souls Unitarian Universalist Church
Balance Sheet
As of February 28, 2025

	Feb 28, 25
ASSETS	
Current Assets	
Checking/Savings	
Ent Bank Accounts	
General Fund Savings 00	201.12
Operating Acount 10	10,247.59
State Historical 13	36,823.10
Total Ent Bank Accounts	47,271.81
Total Checking/Savings	47,271.81
Other Current Assets	
Endowment Long Term Investment	1,323,366.65
Total Other Current Assets	1,323,366.65
Total Current Assets	1,370,638.46
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	3,861,638.46
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	5,660.38
20005 · Child RE	492.65
20006 · Youth RE	3,029.93
20007 · BuildingGroundsFund/Donations	
20007.1 · Plant Sale	178.86
20007 · BuildingGroundsFund/Donations - Other	558.16
Total 20007 · BuildingGroundsFund/Donations	737.02
2200 · Payroll Liabilities	6,862.35
Total Other Current Liabilities	32,578.68
Total Current Liabilities	32,578.68
Total Liabilities	32,578.68
Equity	
Retained Earnings	47,659.55
30000 · Opening Balance Equity	3,575,272.32
32000 · Unrestricted Net Assets	203,358.21
Net Income	2,769.70
Total Equity	3,829,059.78
TOTAL LIABILITIES & EQUITY	3,861,638.46

9:49 AM
04/06/25
Cash Basis

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

	Feb 25	Budget	Jul '24 - Feb 25	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
Fund Raisers					
3210 · Church Rental - General	377.00	750.00	3,494.00	6,000.00	9,000.00
3420 · Grocery / Scrip Cards	0.00		316.11		
3440 · Auctions	150.00	0.00	20,938.42	13,000.00	13,000.00
3450 · Other Fundraisers	0.00	333.00	-262.14	2,668.00	4,000.00
Total Fund Raisers	527.00	1,083.00	24,486.39	21,668.00	26,000.00
Regular Contributions					
3110 · One Time Online	293.34	0.00	1,167.34	0.00	0.00
3115 · Pledges Payments					
3115.6 · Pledges 23-24	0.00		3,996.46		
3115.7 · Pledge Payments 24-25	13,715.28		151,837.21		
3115 · Pledges Payments - Other	0.00	17,287.00	0.00	138,299.00	207,447.00
Total 3115 · Pledges Payments	13,715.28	17,287.00	155,833.67	138,299.00	207,447.00
3120 · Non-Pledge	250.00	1,000.00	6,058.66	8,000.00	12,000.00
3320 · Collection Plate	1,235.63	885.00	6,975.46	7,522.00	11,500.00
Total Regular Contributions	15,494.25	19,172.00	170,035.13	153,821.00	230,947.00
3115.8 · Pledge Payments 25-26	7,790.66		7,790.66		
Total Income	23,811.91	20,255.00	202,312.18	175,489.00	256,947.00
Gross Profit	23,811.91	20,255.00	202,312.18	175,489.00	256,947.00
Expense					
Board of Trustees					
4542 · Discretionary Fund	3,000.00	0.00	3,121.47	0.00	0.00
Total Board of Trustees	3,000.00	0.00	3,121.47	0.00	0.00
Employee Expense					
Payroll Expense					
4805 · Payroll Taxes (Employer FICA)	740.43	529.00	5,424.38	4,233.00	6,349.00
4825 · Workers Compensation Insurance	0.00	101.00	981.50	806.00	1,210.00
4835 · Payroll Processing					
66000 · Payroll Processing	116.35	70.00	818.70	562.00	842.00
Total 4835 · Payroll Processing	116.35	70.00	818.70	562.00	842.00
Total Payroll Expense	856.78	700.00	7,224.58	5,601.00	8,401.00
Senior Minister					
4110 · Salary	2,566.66	2,566.66	20,533.28	20,533.36	30,800.00
4115 · Housing Allowance	4,766.66	4,766.66	38,133.28	38,133.36	57,200.00
4120 · Retirement	733.32	635.00	5,866.56	5,081.00	7,621.00
4125 · Medical, Dental, Life Ins.	2,027.96	2,253.00	15,603.82	18,020.00	27,032.00
4130 · Disability	95.33	87.00	762.64	701.00	1,049.00
4135 · Professional Expense	525.05	733.00	1,976.60	5,868.00	8,800.00
4145 · FICA Reimbursement	561.00	561.00	4,488.00	4,488.00	6,732.00
Total Senior Minister	11,275.98	11,602.32	87,364.18	92,824.72	139,234.00
Total Employee Expense	12,132.76	12,302.32	94,588.76	98,425.72	147,635.00
Fundraiser Expense					
4724 · Event Coordinator	125.00	100.00	125.00	800.00	1,200.00
4730 · Rental Expense	26.88		43.88		
4740 · Auction	177.30	167.00	1,358.51	1,332.00	2,000.00
Total Fundraiser Expense	329.18	267.00	1,527.39	2,132.00	3,200.00
Outreach					
4732 · Social Justice Team	0.00	331.00	1,314.08	2,645.00	3,969.00
4733 · Communications	0.00	167.00	0.00	1,332.00	2,000.00
Total Outreach	0.00	498.00	1,314.08	3,977.00	5,969.00
Religious Exploration Expense					
4153 · Adult Programs	0.00		7.88		
4154 · DRE Professional Expenses	0.00	125.00	820.00	1,000.00	1,500.00
4156 · Nursery Care Providers	270.72	271.00	2,165.76	2,164.00	3,248.00
4158 · DRE Salary	1,081.26	1,081.00	8,650.08	8,651.00	12,975.00
4241 · RE Supplies	25.92	183.00	133.99	1,468.00	2,200.00

9:49 AM
04/06/25
Cash Basis

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

	Feb 25	Budget	Jul '24 - Feb 25	YTD Budget	Annual Budget
4251 · RE Activities	0.00	117.00	167.92	932.00	1,400.00
4254 · OWL Expenses	269.70	42.00	582.95	332.00	500.00
4255 · OWL Lead	529.26	532.00	4,234.08	4,253.00	6,381.00
4257 · Navigating Adulthood	380.30	500.00	1,951.75	4,000.00	6,000.00
Total Religious Exploration Expense	2,557.16	2,851.00	18,714.41	22,800.00	34,204.00
Resource Development					
4717 · Stewardship Drive	0.00	42.00	0.00	332.00	500.00
Total Resource Development	0.00	42.00	0.00	332.00	500.00
Service Expense					
4710 · Guest Ministers	0.00	317.00	1,956.44	2,532.00	3,800.00
4711 · Liturgical Supplies	0.00	100.00	398.28	800.00	1,200.00
4714 · Fellowship / Hospitality	0.00	25.00	541.66	200.00	300.00
4725 · Choir Music & Supplies	0.00	128.00	0.00	1,023.00	1,535.00
4726 · Special Music / Musicians	0.00	50.00	710.00	400.00	600.00
4739 · Production Expense	20.99		20.99		
4807 · Accompanist Salary	1,061.66	1,062.00	4,246.64	8,492.00	12,740.00
4820 · Music Director Salary	1,865.62	1,866.00	14,924.96	14,924.00	22,388.00
4821 · Music Director Retirement	0.00	153.00	0.00	1,229.00	1,841.00
4823 · Sunday Service Coordinator	2,275.00	1,820.00	15,925.00	14,560.00	21,840.00
4824 · Production Assistant	150.00	103.00	930.00	818.00	1,230.00
4827 · Music Staff Prof Expense	0.00		1,356.51	525.00	525.00
Total Service Expense	5,373.27	5,624.00	41,010.48	45,503.00	67,999.00
Soul Care					
4700 · Caring Team Expense	5.38	8.00	5.38	68.00	100.00
4713 · Membership and Visitors	0.00	108.00	204.85	858.00	1,290.00
Total Soul Care	5.38	116.00	210.23	926.00	1,390.00
Sustaining Operations					
Property and Office Related					
4410 · Waste Disposal	0.00	117.00	793.80	932.00	1,400.00
4411 · Safety Team	0.00		17.59		
4420 · Utilities	956.65	1,083.00	5,901.57	8,668.00	13,000.00
4475 · Government Dues/Fees	0.00	8.00	10.00	68.00	100.00
4490 · Contracted Building Services	467.64	592.00	3,741.12	4,732.00	7,100.00
4531 · Telephone & Internet	86.42	92.00	754.11	732.00	1,100.00
4532 · Office Supplies	0.00	125.00	868.52	1,000.00	1,500.00
4534 · Technology Fees	314.90	116.00	1,901.47	929.00	1,393.00
4550 · Bank and Credit Card Fees	0.20	8.00	0.70	68.00	100.00
4551 · Merchant Fees	251.97	125.00	1,239.33	1,000.00	1,500.00
4727 · Technology	0.00	25.00	20.00	200.00	300.00
4801 · Subscriptions and Memberships	0.00		914.07		
Total Property and Office Related	2,077.78	2,291.00	16,162.28	18,329.00	27,493.00
4430 · General Maintenance	1,798.38	550.00	4,021.80	4,400.00	6,600.00
4450 · Custodial Supplies	36.35	46.00	444.62	366.00	550.00
4460 · Structure and Liability	1,025.04	1,031.00	7,175.28	8,251.00	12,375.00
4610 · UUA Fairshare	1,025.00	1,025.00	8,200.00	8,200.00	12,300.00
4803 · Administrator Salary					
4803.2 · Administrator Retirement	259.50	162.00	2,070.01	1,290.00	1,938.00
4803 · Administrator Salary - Other	2,595.00	2,595.00	20,760.00	20,760.00	31,140.00
Total 4803 · Administrator Salary	2,854.50	2,757.00	22,830.01	22,050.00	33,078.00
4804 · Administrator Professional Exp	0.00		100.00		
4808 · Accounting / Bookkeeping	798.00	727.00	6,342.00	5,818.00	8,726.00
Total Sustaining Operations	9,615.05	8,427.00	65,275.99	67,414.00	101,122.00
64700 · Miscellaneous Expense	0.00	0.00	215.00	0.00	0.00
Total Expense	33,012.80	30,127.32	225,977.81	241,509.72	362,019.00
Net Ordinary Income	-9,200.89	-9,872.32	-23,665.63	-66,020.72	-105,072.00
Other Income/Expense					
Other Income					
Net Realized/Unrealized Gain/Loss	-5,196.46	0.00	65,374.73	0.00	0.00

9:49 AM
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Cash Basis

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

	Feb 25	Budget	Jul '24 - Feb 25	YTD Budget	Annual Budget
Other Revenue					
Interest Income	0.00		24.65		
State Historical Income	0.00		48,694.00		
3810 · Other Income					
Interest Income	1.85		19.34		
Total 3810 · Other Income	1.85		19.34		
Total Other Revenue	1.85		48,737.99	0.00	0.00
Total Other Income	-5,194.61	0.00	114,112.72	0.00	0.00
Other Expense					
Other Expense					
3824 · State Historical Expense	0.00		80,029.90		
3825 · 30 Yr Project	366.02	0.00	5,273.25	0.00	0.00
3826 · Infrastructure - B&G	0.00	0.00	1,760.00	0.00	0.00
3827 · Infrastructure - AVTech	0.00	0.00	614.24	0.00	0.00
Total Other Expense	366.02	0.00	87,677.39	0.00	0.00
Total Other Expense	366.02	0.00	87,677.39	0.00	0.00
Net Other Income	-5,560.63	0.00	26,435.33	0.00	0.00
Net Income	**-14,761.52**	**-9,872.32**	**2,769.70**	**-66,020.72**	**-105,072.00**

UNITARIAN UNIVERSALIST

UU Common Endowment Fund (UUCEF)

July 01, 2024 Through February 28, 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	50,131.15
Ending Balance • Close of Business Feb 28, 2025	$1,323,366.65

Asset Details

Asset Description	Shares	Market Price	Market Value	Net Cost	Unrealized Gain (Loss)
UUCEF_POOL	104,767.1815	$ 12.631500	$ 1,323,366.65	$ 1,071,532.57	$ 251,834.08
		Grand Total	$1,323,366.65	1,071,532.57	251,834.08

Cash Clearing Detail

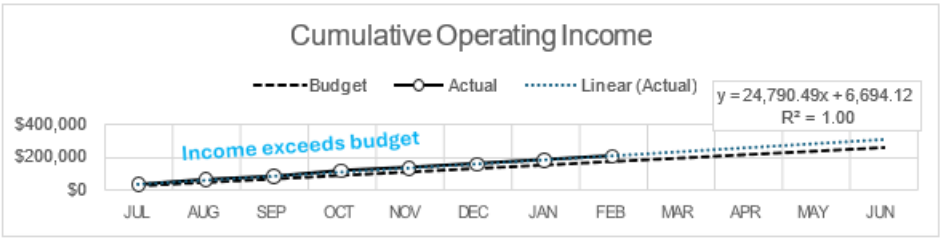
Description	Date	Amount
Sold UUCEF Shares	07/01/2024	$46,239.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist C	07/03/2024	(46,239.00)
Sold UUCEF Shares	08/01/2024	30,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist C	08/02/2024	(30,000.00)
Sold UUCEF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

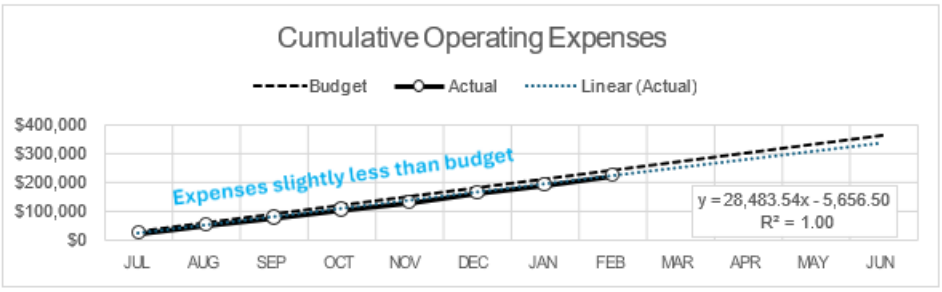
Transaction Details

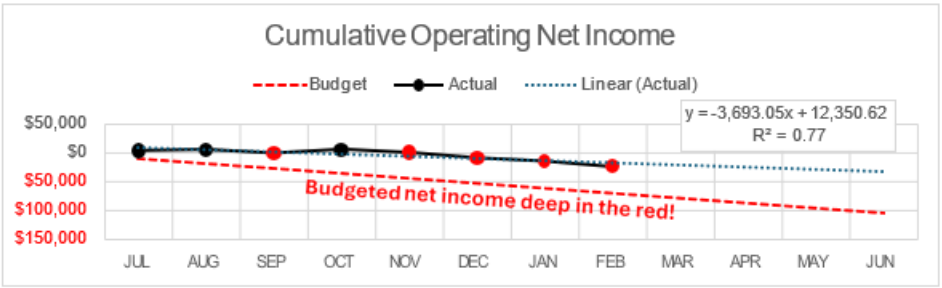
Sale Details	Date	Price	Shares	Amount
UUCEF_POOL	07/01/2024	$ 12.017700	(3,847.5748)	$46,239.00
UUCEF_POOL	08/01/2024	12.196000	(2,459.8229)	30,000.00
UUCEF_POOL	09/01/2024	12.408600	(1,611.7854)	20,000.00
	Total Sales			$96,239.00

The Report

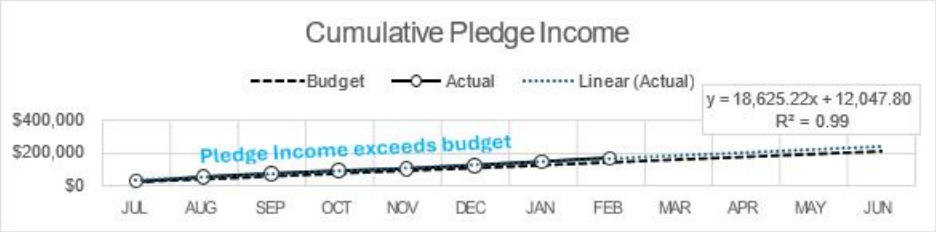
1. First, this month's UUCEF statement was very late due to processing problems in Boston. It was received on April 4, 2025. Therefore, this Treasurer's Report is also late, being filed on April 6, 2025, rather than on or before the March Board Meeting date of March 25, 2025.
2. Eight months into the fiscal year, the Operating Fund remains near balance. Expenses exceed income by about $23,400, whereas the budgeted deficit is more than $70,000. Extrapolating to the end of the fiscal year (June 30, 2025) the operating fund deficit is projected to be $32,000, or about 30% of the budgeted deficit of $105,000. On the other hand, last month the projected end-of-year deficit appeared to be only $24,000, indicating a slightly worsening situation.



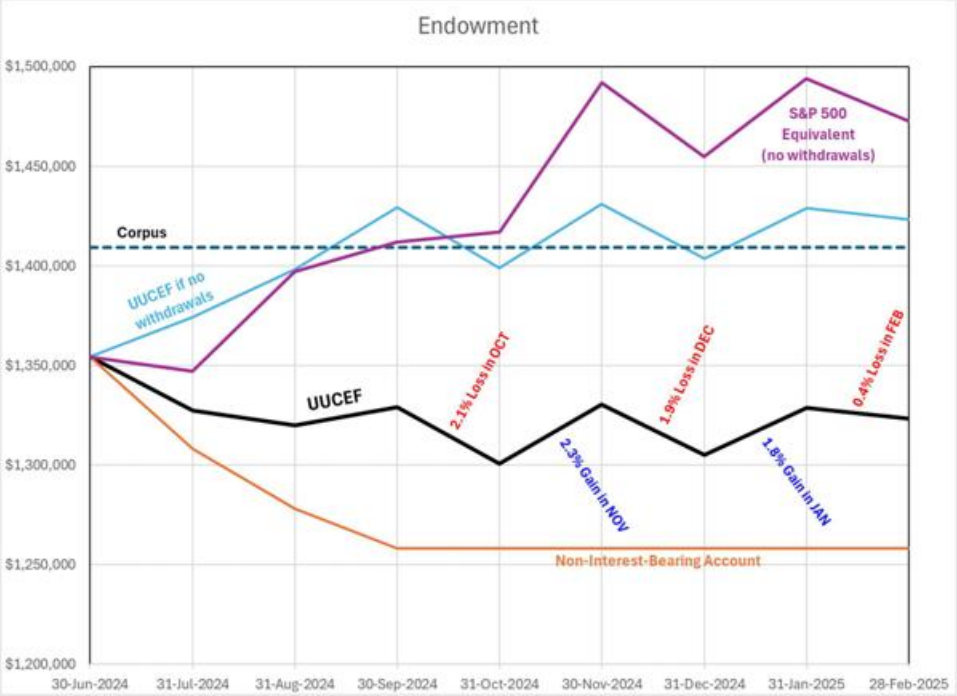




3. Pledge income through February is 18% above budget. Extrapolating to the end of the fiscal year, it appears that we may have $236,000 in pledge income versus a budgeted $207,000.



4. The Endowment lost 0.4% in February, continuing the up-and-down behavior of late. There were no withdrawals in February. "Corpus" is here defined as the sum of all deposits into our account in the UUCEF.



Respectfully submitted April 6, 2025, by Stan Kidder, Treasurer.

Attachment 3: Building and Ground's Monthly Report:

NOTES

All Souls B&G Team Meeting

5:30 PM March 6, 2025

LIBRARY/NEW MEETING ROOM

Project Lists & Finances

1. Financials for FY25 - fund balances (Jan 31)

   B&G Maintenance 4430 $2,500

   Custodial 4450 $ 141

   Souls for Solar ~ $15,000

2. Projects completed in February
   1. Reorganized music/chancel storage room - Kate, Dan, Gary, Jenn
   2. Repaired window in music room - Dan
   3. Patched holes from asbestos tests - Gary
   4. Restored original electrical panel from ca. 1900 - John
      1. Need to decide where/how to display
3. March Tasks
   1. Snow schedule: 2/23 - 3/8 = Henry; 3/9 - 3/22 = Gary; 3/23-4/5 = Dan
   2. Building walk-thru: Jenn
   3. Reset time on thermostats for daylight savings; clean thermostats as needed - Done
   4. Reset clocks for DST, clean as needed - Done
   5. Maintain/replace gardening tools, hose, fertilizer, mulch as needed
   6. Draft annual report - Jenn
   7. Pre-emergent weed control on lawn
   8. Change garden lights to 7:00-11:00 pm
   9. Replace furnace filters (4)
   10. Hang hose for central vac in music room
4. FY24-25 final projects/budget planning (With max. estimated cost)
   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

5. Big projects
    10. Accessibility lifts - Gary - amazing new option to build lift inside, across from toilets, in library and RE director office. $40,000 for equipment, maybe $70,000 total first rough estimate. Jenn to notify the BOT.
    11. SHF grant - exterior doors and porches - Gary - Project expected to cost around $100,000, ASUUC share would be $20,000 at least; grant application due Oct. 1.
    12. Both projects are pending decision on how the congregation will fund projects (finance team proposal).
6. Grounds Update - Pat
    1. Lance from CSU to visit 3/12 at 5pm to discuss converting our lawn to water-wise option
        1. Everyone welcome to attend as able
        2. Need full proposal
        3. Council/BOT presentation
7. Relocation of Minister's Study
    1. Door framing plan - John et al.
    2. Door finishing plan - Gay
    3. Ordering window shades - Pat
8. New Meeting Room/Library - ON HOLD pending Board decision
9. Interior painting - downstairs
10. Emerging process and expectations - BOT and Council - Jenn
11. Stained glass art proposal - Jenn - no updates
12. For/From Council (March meeting anticipated)
    1. New meeting time: 5:30 pm, first Thursday of each month.
    2. Draft policies - attic storage; purchasing
    3. **Town Hall on April 6 after service to discuss 8th Principle.

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
Garden Team	Pat Zeddies, Janice Black, Becky Harrison, Jenn DeWoody, Charmaine D'Alessandro, Heather Ashbee
Friendly Copy	Kat Lane

Attachment 4: P&P: Complaint Resolution and Grievances

Complaint Resolution and Grievance Policy and Procedures

1. **Purpose**: All Souls recognizes that despite good intentions, complaints and grievances may occur in the workplace. Consistent with our values, we recognize the importance of direct and respectful communication by addressing complaints in the workplace in a clear, orderly and expedient manner.

2. **Policy Statement**: All employee complaints will be taken seriously. A formalized process for making and responding to a complaint or grievance will be implemented as expeditiously as possible without fear of prejudice or retaliation.

3. **Definitions**

   A. **Staff:** All regular full-time or part-time employees, including the Settled Minister, who serves as Head of Staff.

   B. **Supervisor:** Any person on staff who supervises another member of staff. At All Souls the Board of Trustees (or the Board) in effect serves as the Settled Minister's Supervisor.

   C. **Level I Grievance:** Any complaint brought forth by a staff member concerning the workplace, which may include, but is not limited to, hours, compensation, benefits, working conditions, performance, policies, and procedures. Complaints may be related to co-workers, supervisors, Members or Friends of the Congregation, or any other person that the employee encounters while doing their job.

   D. **D. Level II Grievance:** If after making every effort to resolve the complaint, or if an egregious violation of law or conduct has occurred, an employee has the right to file a Level II Grievance, which involves a written statement and full investigation to follow.

4. **Grievance Procedures**

   A. **Level I Grievance Procedures:**

      a. The employee should present any complaint to their supervisor.

      b. The supervisor should reach out to the employee within three working days of receiving the complaint and make every effort to resolve the issue,

      c. The supervisor will document in their files a summary of the complaint, resolution and dates thereof, including any subsequent performance plan or corrective action.

      d. The employee will be informed, in writing, of any corrective actions and/ or plan.

      e. If the employee feels as though their complaint is not resolved, it involves egregious violation of All Souls policies or state and federal law, or, for whatever reason, they are unable to address the issue with their supervisor, they may then engage in the Level II Grievance process.

   B. **Level II Grievance Procedures:**

      a. After all attempts to resolve the complaint have been made between supervisor and employee, or, when an egregious violation of law or conduct has occurred, an informal resolution is not warranted or appropriate and the employee may file a Level II Grievance.

      b. Employees should submit their complaint in writing to the Settled Minister who serves as Head of Staff. If the Level II Grievance involves the Settled Minister, the written complaint should be

addressed to the Board of Trustees President.

c. The written statement should document the situation, any evidence to support the complaint (including violations of church policies or law), the names of individuals involved in the events, correspondence, dates and any other relevant information.

d. The complaint will be acknowledged in written form back to the employee making the complaint, by the Settled Minister as Head of Staff and/or the Board of Trustees President.

C. **In the instance of a Level II Grievance involving a staff member (excluding the Settled Minister)**:

a. The Settled Minister as Head of Staff shall immediately inform the Board of Trustees of the complaint and together will form a Task Force to conduct the investigation.

b. The members of the Task Force will be determined on a case-by-case basis. Expert services may also be engaged, including but not limited to legal, human resources, or mediation.

c. An investigation shall be conducted and completed as quickly as possible after receipt of the written complaint. The investigation will be governed by our Unitarian Universalist principles and values and based on objective weighing of the information collected and whether any laws, policies, and/or professional codes of conduct have been violated.

d. In the instance of a complaint against another employee, including the Settled Minister, that employee may be placed on paid or unpaid leave until the investigation is completed.

e. The Task Force will present the results of the investigation to the Settled Minister and Board. Together they will decide how to intervene and determine the appropriate response(s) to the written complaint. (see the Destructive and Disruptive Behavior Policy and Procedures for support).

f. Information about the complaint and the investigation will be kept appropriately confidential and will be stored in Personnel files.

g. Information will be shared as necessary beyond the Board with, for instance, the congregation and investigating parties.

D. **In the instance of a complaint involving the Settled Minister**:

a. The staff member will submit their complaint in writing, directly to the Board President.

b. The Board President will notify the Board of Trustees who will then form a Task Force. Expertise may also be engaged, including but not limited to legal, human resources, or mediation.

c. The Task Force will present the results of their investigation to the Board and then the Board will determine the appropriate response to the written complaint.

d. The Task Force will use the Ministerial Agreement and UUMA Guidelines as foundations for an appropriate response.

e. If all internal and external resources for resolution have been exhausted, the Board at their discretion may involve assistance from the Unitarian Universalist Association and the Settled Minister may involve assistance from the Unitarian Universalist Ministers Association. If it is determined through investigation that clergy misconduct has occurred, the UUA's Office of Ethics and Safety complaint intake person Heather Bond, can be reached at safecongregations@uua.org or (617) 948-6462 to offer confidential listening and can explain the process for filing a complaint.

Attachment 5: Lay Leadership Development Endowment Contract (Excerpt)

All Souls Lay Leadership Development Fund

To fulfill my desire to support and broaden lay leadership development within All Souls Unitarian-Universalist Church of Colorado Springs (hereafter, "ASUUC"), I propose to irrevocably donate $100,000 to the ASUUC Endowment (hereafter, the "Endowment").

1. The donation shall be named the "All Souls Lay Leadership Development Fund" (hereafter, the "Fund").

2. The Fund shall be an independent, self-sustaining part of the Endowment, not interacting with other parts of the Endowment. All gains (or losses) in the Fund's value due to its investment in the Endowment will accrue to the Fund.

3. The primary purpose of the Fund is to provide scholarships for lay leaders (not paid staff) to participate in leadership training or activities. Examples include (in order of priority but not limited to) Our Whole Lives Facilitator Trainings, Unitarian Universalist Association (UUA) workshops, webinars and trainings and General Assembly expenses.

4. Annually, amounts in excess of the original investment will be allocated for use as scholarships. Unused portions will either not be withdrawn from the Fund or kept in a separate Fund liability account for future scholarships.

5. In the unlikely event that ASUUC will cease to exist as a church, the Fund will be transferred to the Unitarian Universalist Association for use in continued development of the Our Whole Lives Comprehensive Sexuality curriculum or its successor.

6. The ASUUC Board of Trustees (or its designee) will decide on a case-by-case basis who shall receive scholarships and for what training or activities.

7. Others are invited to donate to the Fund with the identical restrictions stated here.

Attachment 6: P&P: Animals on Church Property:

Policy and Procedures for Animals on Church Property

1. **Purpose:** The purpose of this policy is to detail the guidelines and responsibilities of the All Souls community and animal Handlers when animals are present on church property. This is for the safety of the congregation, church property, Handlers, and their animals.

2. **Policy:** Service and Companion Animals (and sometimes pets) are welcome to be in the church if their Handlers maintain control over their animals and take responsibility for them. All Souls UUC observes the Americans with Disabilities Act (ADA) requirements on allowing the presence of service animals in our building. Only Members of the Safety Team or Church Staff can ask any of the permitted questions of the Handler about their animal.

3. Definitions

A. **Handler**: The person in control of a Service and/or Companion Animal, or any other animal.
B. **Church Staff:** Paid Church staff or members of the Board of Trustees acting on behalf of the staff.
C. **Pet:** A domesticated animal allowed in El Paso County, or by Minister's invitation, to be indoors.
D. Service Animal: A service animal is defined by the ADA as a canine (or miniature horse) trained to perform specific tasks for a person with disabilities.

a. Service animals are <u>not required</u> to wear a vest or identifying item.
b. Service Animals are <u>not required</u> to be registered or have certification.
c. Service Animals are <u>not required</u> to have documentation of training.

4. Procedures for Animals on Church Property:

A. Service Animals

a. The Handler may only be asked two questions according to the ADA: Is the animal a service animal, and what task is the animal trained to perform?
b. Handlers are <u>not to be asked</u> to demonstrate what their animal can do <u>nor</u> are they to be asked what their disability is.
c. They should not be requested to show documentation of the animal's training or certification.
d. It is illegal in Colorado for a Handler to misrepresent a pet as a service animal. Service animals are required to wear current rabies tags and/or such licenses required by the city/county in which the animal resides.
e. The Handler is responsible for always maintaining control of the animal.
i. The animal should be tethered.
ii It should not be fed nor petted by anyone but the Handler.

iii. The Handler is responsible for ensuring that the animal is not aggressive or disruptive.

B. Companion Animals
Companion animals, therapy animals, or emotional/ psychological support animals are not defined as service animals by the ADA and are not required to receive the same privileges.
All Souls believes that these animals fulfill critical functions to the wellbeing of their Handlers and the church will allow these animals the same privileges as service animals. The Handlers of Companion Animals will have the same responsibilities as Handlers of Service Animals.

C. Pets: All Souls' services where pets are invited to accompany their Handler, requires that the Pet Handlers observe the same responsibilities as described above for all Service and Companion Animals.

D. Responsibilities of the Handler: When a Handler and their animal (whether Service, Companion or Pet) is on Church Property, The Handler must:

a. Ensure that the animal is not aggressive or disruptive to church proceedings or meetings.
b. Be confident that their animal is housebroken and will not cause damage to church property.
c. Be responsible for cleaning up or repairing any damage to church property caused by their animals.
d. Agree that, should their animal not comply with these guidelines, they will be asked to leave the building and may not be able to return.

E. Enforcement: ASUUC Safety Team members or church staff members are the only ones who may ask the two allowed questions of any animal Handlers and will be responsible for enforcing the guidelines and requesting the removal of the animal if it does not meet behavior standards. Congregants are requested to refrain from intervening and instead refer to a Safety Team member or staff member in the event of behavior issues.

Attachment 7: Beth Elliot Ordination Update

Email update from Becky Harrison and Ordination Team Leads, Kathleen Brannan and Lynne Casebeer:

"We met with Beth and the Albuquerque folk Sunday evening:

1. Schedule for May 17:
   Noon - Sit-down luncheon with Beth, her family, and the ministers. Lynne and I will take care of food for this.
   2 p.m. - Ordination Service
   3:30 p.m. (approx) - Reception in the Small Hall

Questions? Is there a way to set up an email link that goes to my personal email (mtndrmr73@gmail.com), so that if All Souls people want to volunteer they can let us know? Something like BethOrdinationVolunteers@asuuc.org? We do not want to do a Sign-up Genius yet because we don't know the exact tasks we will need help with on the day or ahead of time. We can do a "Sign-up Genius" after the congregational vote but would like to know now, in writing, who is out there to help. This link go in the e-letter? member lounge on the website? special e-blast to members? Thanks.

2. All Souls Aesthetics team (Kate Harrison and Kathleen primarily) will be in charge of the environment for both the Great Hall and Small Hall. The color theme is sage and eucalyptus.

3. Accommodations for out-of-town guests: Lynne is coordinating this but we think it will only be one or two guests that will need this.

4. To **the Board: Beth** will be using the stole All Souls gifted her at the end of her intern year with us (multicolor) for her ordination. There is no need to gift her with another stole. Albuquerque is giving her a stole from Rev Christine Robinson. There will be no formal exchange of gifts at the ceremony.

5. To **the Board: Is** the donation link ready to go live? When will there be an announcement regarding how to donate so that we have a budget to work with? Please let us know its status.**

6. Tech/Music: We **need an answer from the Board regarding how to pay Michael/Kai regarding this extra service. Lynne asked Kat and we believe Kat contacted Dale to ask if it is in their contract or do we need to arrange a separate honorarium from Beth's ordination fund.** Please let us know.
** Michael is open to being the tech wizard who works with the Albuquerque folk. The Ordination will be Zoomed for both Albuquerque and All Souls. All things tech will be left in his capable hands as well as some very capable tech hands from Albuquerque.
***Kai is also open regarding being a part of this service. Albuquerque's music director/accompanist will be driving up for the service. Other details are in the works. Beth takes care of all the service details.

Before we can finalize, we need to know from the Board what Michael's and Kai's contract obligations vs. a service fee for this event.

5. Albuquerque UU held their congregational meeting today (Sunday, March 23rd) and approved Beth's ordination.
6. Albuquerque is handling the invitations to go out to the Front Range ministers. Kathleen sent a Front Range ministers contact list to Beth.
7. Anyone know a good wholesale florist in Colorado Springs?

We think that is all for now. We will stay connected with you, Becky, if there is anything else that needs to be addressed before your April board meeting. Submitted by: Kathleen and Lynne

Attachment 8: BOT Motion Tracker

All Souls UU Church Board of Trustee (BOT) Motion Tracker

Updated 8 APRIL 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:	Motion Passed			BOT Names/Positions:
	Motion Tabled for later			2024-2025: P=Linda Nicks, VP=Glen Day, Past P=Becky Harrison
	Motion Failed	Purple = Online BOT Motion Vote		T=Stan Kidder, S*=Gay Harrison, At Large= Sue Neufeld, Andy Walker and Dale Young
		*Document maintained by BOT Secretary	Link to Doc:	2025.1.31 BOT Motion Tracker.xlsx

27	1/30/2025	Approval of Immigrant one--time guest	Andy/Glen	Move to approve immigrant mother and child to stay in ASUUC sanctuary room per the proposal and rules presented to BOT. Catholic Charities is in charge of finishing this immigrant's legal paperwork. This is NOT a sanctuary	Vote On-line = Motion Passed
28	2/25/2025	Accept Updated Membership P&P	Dale/Becky	Move that BOT Accept the new membership P&Ps as presented	Motion Passed
29	2/25/2025	Private Signs in Church	Dale/Glen	Move that ASUUC put up "Private: signs on all sensitive areas in the church	Motion Passed
30	2/25/2025	Voting Member at 2025 UUGA	Becky/Sue	Move that BOT approve Glen Day as our voting member at the UU General Assembly 2025	Motion Passed
31	2/25/2025	Beth Elliot Ordination Funds	Sue/Glen	Move that ASUUC set aside up to $1500 from our Treasury, minus any personal donations collected, for Beth Elliot's ordination	Motion Passed
32	2/25/2025	BOT Kitchen Duty	Linda/Gay	Move that the BOT sign up for Kitchen Duty one Sunday of each month (First Sunday selected)	Motion Passed
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 toallow 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 responsfrom : 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