

Board of Trustees 24 Feb 2026 Meeting Minutes

Use Democratic Rules of Order & BOT meeting protocols policy.

(*) annotates items BOT members must review prior to meeting

1. **Chalice Lighting:** The President called the meeting to order at 6:40 pm with a [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.

BOT Covenant: With love, joy, and mutual respect, we promise to come prepared, listen with empathy, communicate with honesty, and collaborate for the good of our community.

Attendees: On-line: Miranda Ellsworth, Robert Hovermale In-person: Geoff Moore, Glen Day, Lynn Hughes, Linda Nicks, Gay Harrison, Stan Kidder, Sue Neufeld, Julie Cabbalero, Dale Young. Everyone in attendance, both in person and online, did a brief check-in.
2. **Consent Business Items**
 - a. *The BOT discussed and passed the past month minutes.
 - [December minutes](#)
 - b. Social media updates were reviewed.
 - [Report](#)
 - c. RE gave a written report
 - [Report](#)
3. * **Minister's Report:**
 - a. [Report](#)
 - b. Rev Ron represented us in MN as part of a faith leaders "soul force"
 - c. Ron is at a meeting in ABQ this week
4. **Council updates**
 - a. Linda discussed the loss of Kate Crow as Council Secretary. Kate is moving.
 - Sponsoring process: A Team needs to sponsor anyone using the Church.
 - Policy already says a sponsor needs to be present during events.
 - Care Team Updates
 - [Report](#)
 - Lay Pastoral Ministries Team
 - January [report](#)
5. **Congregation Committee updates**
 - a. A Right Relations (RR) update was given to the BOT by Lynn. She met with Ron, the Team on Ministry, and the Leadership Development Committee. There was some confusion about the newsletter announcement that members can take the RR training that, by taking the training, you were on the RR team. That is not true. Nominees for the RR Team will be voted on by the congregation at the next Congregational Meeting.
6. **Task Forces**
 - a. Bylaws Task Force
 - Bylaw Reviews are on pause while the many new policies just created solidify.

- b. Ministerial Evaluation and Agreement: Dale, Lynn and Julie make up a task force reviewing how the new UUA Agreement impacts our Minister's Agreement. The Minister's Evaluation process is going well. .

7. Committee Reports

- a. * Treasurer Stan Kidder discussed the request to accept Geoff (in attendance) as our new Finance Committee Chair. Geoff's qualifications were discussed and admired!
 - Treasurers [Executive Summary](#)
 - Geoff Moore has volunteered to become Finance Committee Chair.
 - The Finance Committee Charter says, "The Finance Committee Chair is nominated by the Treasurer and approved by the Board." After discussion, **Stan moved "that the BOT approve Geoff Moore as Finance Committee Chair."** Sue seconded the motion and the vote passed the motion. Motion is #84 on the BOT Motion Tracker. Welcome Geoff!
- b. Finance committee reports were reviewed. The Pledge Drive for 2026-2027 is underway!
 - Finance committee [update note](#)
 - [Line-Item Aspirational Budget](#)
 - [Final Aspirational Budget](#)
 - [Pledge letter](#)
- c. * Building and Grounds finished a major installation in the small hall.
 - The acoustic tiles are up and the improvement is noticeable
 - [Meeting notes](#)
 - Paver update [file](#)
- d. Governance Committee/P&P: Dale discussed business needing BOT attention.
 - Nike would like parameters for rentals– the new policy isn't enough.
 - Glen and Ron gave assent for hosting 12 people from *Nazareth University Alternative Breaks for a week in March*. At the time, no one was sure what the approval process was so we now have a draft policy. The group now needs to have a Council Team sponsor, and a rep to work final details for their stay at ASUUC. Gay volunteered to head this. It is expected that the Building and Grounds Team will sponsor them and B&G has many tasks the guests can do to repay us for housing them.
 - It was requested that Nike have power over checking the church calendar and giving approval rather than having a confused process where it's unclear who to ask or slow to get resolution?
 - a. Dale and P&P committee will help with policy update on Use of Church Space Policy
 - b. Private Guest Space [Policy Draft](#)
 - c. Private Guest Room [Agreement](#)
- e. Rentals Committee: Dale explained the new rental forms since the current one is from 2014. After review of the forms, **Lynn moved "that the BOT accept the Rental Agreement Form and Package & Rates Documents as presented by Dale". Sue seconded the motion and it passed unanimously by vote. Motion is approved. Gay moved that "the BOT approve the Private Guest Space Policy draft, as presented, as our policy."** Lynn seconded the motion and it passed in voting. Motion is approved and is listed as motion #85 on the BOT Motion Tracker.
 - As membership grows it highlights the need to review and update policies

- New files from Nike and Dale
 - [Rental Agreement Form](#)
 - [Rental Agreement Draft](#)
 - [Rental Packages and Rates](#)
- f. Personnel Committee activities were presented by Dale.
 - Hiring Team progress is constantly getting refined.
 - We're already paying FAMILI (paid family leave) for employees
 - BOT debated how to ensure staff know of all benefits we provide and whether we should extend the offer of longcare disability to employees. Some have asked for the coverage already.
- g. Safer Congregation Committees: Dale discussed the need for a back up for Molly in RE.
 - Had a policy around safety and RE– review them for completeness.
 - Plan was to expand to update and help with investigations but, now that we have a Governance committee, this may be redundant
 - Dale will put together a task force to determine whether to end this and determine detailed elements and how best to document the procedures.

8. Communications

- a. Updates
 - The Church Calendar has been added to BOT folder and linked in agenda
- b. Needs
 - Help with folder organization on Google drive– BOT to ask Nike to head this.
 - Open spaces on Google Drive are needed for better organization:
 - A place for old Teams documentation
 - A place for reports
 - Templates

9. BOT [Calendar](#)

- a. Glen is adding a calendar note to review contracts annually and a CSV file will update BOT calendars.

10. New business

- a. Social Activity Committee: Miranda requested BOT input on some new ideas.
 - Explained a planned Open Mic Nights and asked for thoughts on how to fund them. **Gay moved that “the BOT allow the Social Activity Committee to put out a donation basket at their special events.”** Dale seconded the motion and it passed unanimously in the vote. Motion approved. This is motion #86 on the BOT Motion Tracker.
 - The BOT requested more details on an Ice Cream Social the Social Activity Committee would like to host.
- b. Town Hall notes
 - The Town Hall came together nicely with help from Linda, Lynne, Dale, Mark, Nike and Matthew
 - It was quick—about 40 minutes including statements and Q&A
 - The attendees overwhelmingly supported BOT visioning priorities—particularly our efforts to end deficit spending and our desire to gain exposure for ASUUC
 - Here's a [link to the video](#)
- c. Lynn mentioned QPR training

- Question, persuade, refer (QPR) training is an on-line suicide prevention program that Lynn will pass out to everyone. The program will run on 14 March from 2-4 pm, MST. Stand by for more details on how to log onto this program.

11. Final Comments: Glen ended with thanking the many folks doing good things.

- a. Acknowledgement and thanks to:
 - John D'alesandro and the B&G team for leading the effort and installing acoustic panels in the small hall. A small but mighty group came in over the weekend to hang the new panels. This improvement is much appreciated!
- b. Next meetings
 - **Council: February 10**
 - **BOT: February 24**
 - **BOT: March 31 (later in the month to accommodate Spring Break)**
 - **Congregational Annual Meeting: June 7**
 - **General Assembly: [June 14-21](#)**

Glen adjourned the meeting at 8:15 pm.

Minutes respectfully submitted by BOT Secretary, Gay Harrison.