

**Board of Trustees Meeting Minutes**  
**Tuesday, December 16, 2025**

*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 6:31pm with a Holiday Season [Blessing](#).
2. **Attendees:**  
  
BOT members: Glen Day, Lynn Hughes, Linda Nicks, Stan Kidder, Dale Young, Sue Neufeld, Julie Caballaro, Gay Harrison; Reverend Ron Phares  
  
Guests: Rae Blaisdale, Bry Brannan (on-line), Sonya Bergeron, Phyllis Dunn, Dan Hall, Jo Wynn and Jenn DeWoody
3. **Consent Business Items.** Sue moved to accept all consent items as delivered to BOT. Lynn seconded the motion and all BOT voted “aye”—the motion passed. A few minor updates to the Nov minutes were shared prior to this vote and all were approved.
  - a. \*Past month minutes approved
    - [November minutes](#)
  - b. Council meeting updates were given by Linda.
    - [Meeting minutes](#)
    - [Meeting notes](#)
4. **Dismantling Racism Team**
  - a. Root and Reckon proposal unanimously adopted by the Leadership Development Committee (LDC)
    - Bry Brannen, of The Juniper Formation shared info on the Root & Reckon Community of Practice previously approved for use at ASUUC. The program will start March 21<sup>st</sup>, on the equinox, and goes through September. What is the history of the land we are one. Who are our ancestors? Those answers reveal themselves in community and will guide us in living the 8<sup>th</sup> principle. We’ll develop a “land story” that is unique to All Souls. What makes this community of practice unique is that we’ll have monthly meetings with community experts and will layer that in with practice training in the congregation. What they will learn will be applicable across the congregational missions. We’ll be reaching out to First Congregation Church who are also starting a discernment process. We hope for conversation and synergy with them.
5. \* **Minister’s Report:**
  - a. Ron sent out his report the day of the meeting. It is attachment #2 to these minutes.
6. **Team and Committee Reports**
  - a. **Ministerial Annual Review Evaluation Taskforce**
    - Linda Nicks provided an update on progress—it is going well!
      - [Report](#)
    - Committee includes Kathleen Brannen, Linda Nicks, Dale Young, Alex Toleson and Ben Ellsworth. They will present to Rev Ron no later than end of January
  - b. \* Treasurer
    - Stan Kidder discussed his Treasurer [Report](#)
    - A subset of the Finance Committee, consisting of Geoff Moore, Nike Meyer, and Stan, worked with the Personnel Committee Chair, Dale Young, to draft an Aspirational Budget for use in the

upcoming pledge drive. The BOT was asked to have a look, and to be sure to investigate the Deficit Reduction tab, where you can put in pledge totals to see how it reduces the deficit--or doesn't! Our top goal is to eliminate our budget deficit.

- The Lay Pastoral Ministry Team didn't get a budget this year. Their request for a 2025-26 budget somehow got missed. Sonya Bergeron came to ask the Board to remedy this problem. Sonya shared that they requested \$500 for use in the “voices of grief” workshop (\$300) and the rest for printed materials for different events. Glen considered that request to be reasonable. The question was asked WHERE would funds come from? Stan suggests we use the Board Discretionary fund that can cover budget mistakes/unexpected changes. Gay asked if using this fund followed the guidelines approved in the Annual Congregational Meeting. Stan clarified that it is a small adjustment to the withdrawal from the endowment that was approved and can be covered by approved endowment withdrawals. Glen explained the discretionary fund also covers items missing. Glen recommended we broaden the language to more clearly include its use for missed budget needs. Stan moved to approve \$500 for the Lay Pastoral Ministry Team budget. Sue seconded the motion. All voted “aye” except Gay, who voted “nay”. The motion passed. This is motion #X on the BOT Motion Tracker, attached.
  - Kai Brown needs an iPad for services. The BOT brainstormed ways to do this. It was decided that we needed more specifics on the exact iPad and all costs.
  - BOT needs to set a date to meet to finalize next year’s budget recommendations before the Town Hall meeting.
- c. Finance committee
- [December 2025 notes](#)
  - The Finance Committee has been busy. On December 10 we approved a draft of the Lay Leadership Development Fund Policies. Stan reminded us of the restrictions for using this endowment fund.
    - **Stan moved “that the Board adopt the Lay Leadership Development Fund Policies as written”.** Linda seconded the motion and a vote was called. The motion carried. It is #81 on the BOT Motion Tracker.
    - [Proposed policies](#)
  - [Aspirational budget](#)
- d. \* Building and Grounds
- There was an 11% adjustment on the cost to do Small Hall soundproofing.
    - B&G has placed the materials order and expects delivery next week.
    - Installation will be done over for a couple of days in January.
    - Money for this project is coming from the 30-year fund.
  - The BOT discussed our Rapid Response Safety Plan and how to deal with ICE.
    - [Copy of plan](#)
    - Phyllis Dunn shared info on different types of warrants (ICE or Judicial Warrant) and our options under the law. Jen DeWoody recommends we designate volunteers to specific duties should we have an ICE raid.
- e. Governance Team/P&P: Dale shared current projects’ status.
- Working with Finance on gift, Leadership Development Committee (LDC) and our endowment policies.
  - Working with Nike on childcare form. Nike worked fast to complete payment requests. *Thank you, Nike!*
- f. Bylaws Task Force
- Bylaw Revision Team taking a pause while new Bylaws take effect.
- g. Care Team Updates (Linda Nicks): Meets quarterly so no monthly report.
- Great Thanksgiving potluck held—nearly 50 folks joined in!

- h. Membership & Welcoming: No new report**
- i. Digital Ministry/IT team status report, e-news; process: [Social media report](#)**
- j. Personnel**
  - Ron and Nike have agreed on the following responsibilities for adoption by Nike as Church Administrator (Admin). Dale will update the job description.
    - Admin can monitor inventory for office and custodial supplies and keep that inventory supplied.
    - Admin can also order supplies that are team and committee specific and debit their budget line.
    - Admin can straighten hymnals, manage tissues and pencils and seatback tidiness.
  - Dale and Stan have been in discussion on COLA for staff salaries
    - Have figured out second service costs and will share that soon. If we go to 2 services permanently, we must adjust staff salaries.
    - If ASUUC is going to two services permanently—BOT will have to approve new salaries. Expect full report in January.
- k. Nominating/Leadership Development Committee (LDC)**
  - Angela gave a briefing at the Council meeting that was a 15 min exercise on “The attributes of leaders”.
    - Jo will come to speak with the BOT
      - a. \* Jo recommended that BOT members take this [Brene Brown inventory](#) in advance of this meeting
      - b. Workshops coming in March on church leadership
  - New LDC integrations with adult programming is coming in spring
- l. Hospitality Team**
  - We have been making food and coffee to be served after second service
  - Based on report findings from Ben Wallace, “social hour between 1st & 2nd service (10-11am) will include food; social time (30 min) but 2nd service should be limited to drinks only”
    - [Two Service Impact Survey Results](#)-December 2025

## 7. New Business

- a. \*Request for support of GA proposals**
  - Link to [email message](#) about interim and developmental ministries.
  - Lynn moved “that we add our support for these GA discussion items. BUT ASUUC will not head the research/action.” Stan seconded the motion and a vote was called. The motion passed and is motion number 82 on the BOT Motion Tracker.
- b. Ministerial agreement**
  - Will need review and update by a taskforce. Dale shared that we must review and update the Ministerial Agreement every 3 years. Dale will help, but needs others to volunteer to be on this TF. Dale, Lyn, and Julie volunteered.
- c. Planning the Town Hall for January 11.** Glen and Linda are creating the script now.  
*Post-meeting update to December minutes:* The ASUUC Town Hall was postponed until 25 Jan to allow ASUUC to support an “ICE out” rally at Colorado Springs’ Town Hall.
- d. Development of a Right Relations Team**
  - Will report to the congregation
    - Lynn has been undertaking training and will help set it up but will not be running it because she’s on BOT and doesn’t want that to be a conflict
      - a. Will be looking for participants and wants a mix of people who have background with ASUUC and High Planes
      - b. Right Relations is NOT mediation.

- c. Per 2025 Congregational Meeting the LDC will nominate members to the Right Relations Team for members to vote on at the 20256 Congregational Meeting.

**e. Climate Justice Group Proposal**

- Propose getting composting bins at ASUUC in partnership with Food to Power
  - Katie Phares explained how program works. Education and pickup or compost is provided by Food to Power. No charge for churches to participate by being a drop off site. Goal is to reduce our carbon footprint. For small monthly fee members can join to receive compost.
  - BOT awaiting MOU for reference.
  - If insurance is needed, Katie will confer with B&G.
  - BOT agreed to continue researching the project and Katie will finalize a request for the Board to vote on.

**8. Final Comments (President, Glen Day)**

- a. Glen gave acknowledgement and thanks to:
  - The Welcome Team leaders
    - Ben Wallace, Patty Wiley and Gaye Wollard
  - The Christmas Tree “Lumberjack Team”
    - Benn Elsworth and Alyx Shilling
- b. Next meeting(s)
  - **Town Hall on 25 January 2026**
  - **BOT January 27**
  - **Council February 10**
  - **BOT February 24**

*The meeting was adjourned at 8:30 pm.*

*Minutes submitted for approval by Gay Harrison, Board of Trustees Secretary, 16 Jan 2026*

Attachments

1. BOT Motion Tracker
2. Minister’s Monthly Report

**Attachment 1: Board of Trustees' Motion Tracker**

All Souls UU Church Board of Trustee (BOT) Motion Tracker					
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:		Green = Motion Passed by BOT	BOT Names/Positions on 2026-2027 Board of Trustees (BOT)		
Orange=Motion Tabled	Yellow = Passed in Congregational Meeting	P=Glen Day, VP=Lynn Hughes, Past P=Linda Nicks			
Red=Motion Failed	Purple = Online BOT Motion Vote	T=Stan Kidder, S*=Gay Harrison, At Large= Sue Neufeld, Julie Caballero and Dale Young			
Version: Updated 17 Jan 2026 *Document maintained by BOT Secretary					
Motion #	Date of Action (MM/DD/YYYY)	Motion Title	Moved By/Seconded By	Motion Description	Outcome
78	69	6/24/2025 BOT Approval of Fundraisers	Dale Young/Glen Day	"that until a fundraising policy is written, all fundraising plans should be presented to the BOT for approval."	Motion Passed
79	70	7/14/2025 Approval to offer job of Church Administrator	Dale Young/Linda Nicks	Move that the BOT approve the hiring committee to move forward with offering the Church Administrator Position, with annual salary of \$58,240, to chosen applicant and, should 1st choice applicant not accept position, to the second choice applicant.	Motion Passed
80	71	7/14/2025 Approve use of ASUUC Visitor Space	Dale Young/Sue Neufeld	Move that the BOT approve use, should it be needed, of the ASUUC's visitor spaces by our newly hired Office Administrator from out of state, for a time not to exceed 2 months.	Motion Passed
81	72	7/22/2025 Approve Congregational Sponsorship	Stan Kidder/ Linda Nicks	ASUUC approved Congregational Sponsorship of Jenn Keating as aspirant	Motion Passed
82	73	7/22/2025 8th Principal Banner/Verbiage	Dale Young/Julie Caballero	Move that the BOT accept the 8th Principle banner verbiage and design as presented.	Motion Passed
83	74	7/22/2025 Plant Native Grasses	Gay Harrison/Lynn Hughes	Move that the BOT approve Building and Grounds proposal to replace Dale Street grass with native species	Motion Passed
84	75	7/22/2025 Prepare State Historical Fund request	Dale Young/Linda Nicks	Move the BOT approve Building and Grounds to hire a consultant to prepare and submit, to the State Historical Fund, our request for repairing church entrances	Motion Passed
85	76	7/22/2025 Update Letter of Hire for Nike Meyer	Dale Young/Linda Nicks	Move that the BOT approve updating the Letter of Hire for Nike Meyer to include the statement that we are offering the position of Church Administrator for a minimum of 2 years	Motion Passed
86	77	7/22/2025 UUA Treasurer Report lags 2 months	Gay Harrison/Dale Young	Move that the BOT accept the UUA treasurer reports from 2 months prior as what our BOT reviews at each monthly meeting.	Motion Passed
87	78	7/22/2025 Use of Church Space P&P	Dale Young/Stan Kidder	Move that the BOT approve the "Use of Church Space Policy and Procedures" with content as provided but to be reformatted by BOT Secretary	Motion Passed
88	note	Aug-25 No motions-- New Board met for a retreat			
89	79	9/30/2025 Sound Proofing of Small Hall	Gay Harrison/Lynn Hughes	Move that the BOT approve Building and Grounds to develop recommendations on moving ahead on sound proofing of Small Hall	Motion Passed
90	80	9/30/2025 Revised Policy and Procedures: Use of Church Space	Dale Young/Linda Nicks	Move that the BOT accept the revisions to the P&P on Use of Church Space	Motion Passed
91	81	12/16/2025 Lay Leadership Development Fund Policies	Stan Kidder/Linda Nicks	Move that the Board adopt the Lay Leadership Development Fund Policies as written	Motion Passed
92	82	12/16/2025 General Assembly (GA) discussion items we support	Lynn Hughes/Stan Kidder	Move that we add our support for these GA discussion items. BUT ASUUC will not head the research/action.	Motion Passed

## **Attachment 2: Minister's Monthly Report**

### **Minister's Report Dec 2025**

Happy Holidays everyone!

The biggest news item this month is a non-event. Weird, huh? Through some justice orgs I am connected to I heard that ICE would be targeting Spanish speaking churches in COS on Christmas Eve. Good gracious. In light of that, it occurred to me that Christmas Eve is not as big an event at ASUUC as it is in Christian Churches (or even other UU churches). Our attendance on Christmas Eve has been less than on a typical Sunday the last two years. Given that, I thought it would be the ultimate Christmas Spirit gesture for ASUUC to show up at a targeted church to bear witness and vigil. Of course we would want to be invited, rather than just show up.

I reached out to two churches and one immigrant organization plugged in to a number of churches to see if they had heard the same and if they would like our bodies and eyes. So far, no one has gotten back to me with a request. Further, as the folks I had heard this from did more research they found they could not substantiate the possible targeting.

And so, for now, we continue as we would have otherwise with a regular Christmas Eve service.

Along the way I shared this idea with service leaders, bone story collective, and choir. Everyone was quite enthusiastic about the plan. It remains a possibility. If we were needed, we would still host a paired down happening at ASUUC for children and folks who do not want to (or cannot) participate (it will be cold!). But for now... bring your chalices and good cheer!

There's not a lot of other news that you all do not know about already. One fun thing to note is our attendance. You can see our weekly attendance in the e-weekly (no rhyme or reason for why the greater number keeps flipping time slots!). But linked [here](#), you can see the year to year attendance in graph form (yay graphs! yay Nike!). Have a look.

In January, I will be away for the better part of a week at a professional development gathering called The Institute. I've never been (it's a yearly UU professionals thing) and so, beyond connecting with colleagues (valuable in itself) I'm not entirely sure what to expect. But since GA is online this year and the Institute is in Albuquerque, it seemed like a good year to find out!

#### **Upcoming Dates to Note:**

Christmas Time Off: 12.26.25 - 1.4.26

UU Institute: 1.26-1.30

Spring Break: 3.21-3.27