



**Board of Trustees
MINUTES
Hybrid Meeting
April 14, 2025**

Present: Betty Burgner, Mike Brand, Ruth Bujanda-Moore, Donna Pereira. Sheri Phillabaum, Polly Noel, Paul Phomburg, Dr. XK. Social justice committee members present: Becky Brenner, Mary Barad, John & Kathy Coronado, Jan Realini, Mike Phillips, Diane Duesterhoeft, Kathleen Fonseca, Joedy Yglesias, Members of the Transition team present: Martha Cooley, Bill Bush, Patricia Stout

Gathering, Establishing Quorum (8 minutes)

Sheri was assigned process observer and Paul, time keeper.

Guest Speakers Several guest speakers spoke to express their support for Dr. XK and their hope that a way forward can be found for him to complete his second year of interim ministry

6:50 Consent Agenda - Approval of Written Reports

Any objections for the items on the CA? Any corrections?

- Previous Board Minutes (Sheri)
- President's Report (not submitted this month)
- V. President's Report (Polly)
- Treasurer's Report (Donna)
- Minister's Report (Dr. XK)
- Coordinating Council Meeting (Dr. XK)
- LDC Report (Betty)
- Trust Fund for the Endowment Report (Ruth)
- CREF Report (Mike)
- Stewardship Report (Polly)
- Financial Report (Donna)
- Capital Campaign Report (Polly)
- Digital Communications Manager Report (Mary via Polly)

The consent agenda was approved with the exception of the minister's report, to be discussed in executive session.

Members of the social justice committee signed off at 7:15.

Business



- **Second Year of Interim Ministry:** Dr. XK summarized his perceptions of the current state of governance and board/minister relations. He is open to extending his contract, but not ready to commit at this point. Dr. XK and Polly agreed that they had had a productive meeting the preceding Friday. Amidst a conversation about communication between minister and board, several board members expressed a desire for Dr. XK to accept a second year. The need for a “positive forward message” was expressed. Ideas for moving forward were explored. It was generally agreed that moving forward, anti-racism training should be a requirement for leadership.
- **Finances**
 - **FY 2025-2026 Proposed Budget:** Donna said we got some extra money (retention credit) from the IRS. Donna suggests we use some of it to beef up the general reserves. Polly asked for 4-5K be used for removing a dead branch that poses a safety issue.
 - **Reserve Funds:** Donna plans to wipe out some of the very small reserve accounts that haven’t been used in years. She also addressed some funds that were transferred to worship and music in 2022 that are still there. She suggested moving them out unless there is a specific worship- or music related use for it. Dr. XK will ask the music and worship teams about it. She also mentioned that end of year accounting will have to address a \$30K previous issue in order to balance the books.

Due to the late hour, the following business matters were postponed:

- Capital Campaign Kitchen Renovation (Polly) 5 minutes
 - Question about unforeseen conditions / contingencies
- Governance (Mike & Betty) 10 minutes
- Proposed Healthy Relations Policy (Ruth) 10 minutes
- DRUMM Letter & Black UU Survival Guide (Sheri) 15 minutes
 - How can we be better allies?
 - How can we support BIPoGM leaders

Closing

- Process observation comments: Sheri said that the meeting achieved its primary goal of working to reach common understandings in covenant.

The meeting was adjourned at 9:10 pm.

Respectfully submitted,

Sheri Phillabaum,
board secretary

