

# December 2025

#BOT

Meeting Start: 15-Dec-2025 1800

## Attendance

Trustees: Jones B, Kal F, Michelle M, Kurt T

Staff / Public: Sue M, Kwame J

## Acceptance of Minutes

*Kal motions to approve the NOV meeting minutes, Kal Second, Unanimous Approval*

## Public Comments / Staff Update

- Kwame James - Public
    - Has drafted a policy for flagpole use at the church and will distribute
    - Draft is presented as bylaw addendum but could be extracted as a separate policy
    - Clarifies that the flagpole is dedicated to GSA causes
    - Has clause for other uses pending board vote
    - Board agrees that this is more fitting as a policy vs bylaw addition
    - Policy Text
      - Harbor UU Gay Straight Alliance Flagpole
        1. Whereas the Harbor UU Gay Straight Alliance saw fit to raise funds and erect a flagpole located at the building's main entrance, on the corner of Montgomery Av. and McGrath Av., to recognize and celebrate LGBTQIA+ individuals, communities, and their causes,
        2. and whereas, Harbor Unitarian Universalist Congregation is, and intends to remain, a Welcoming Congregation, in accordance with the guidelines set forth by The UUA,
        3. the board shall ensure that the flag flown is of a type befitting the purpose for which the pole was first erected, examples being the Rainbow Pride Flag, the Progressive Pride Flag, the Transgender Pride Flag, or other similar flags,
        4. except by advance written request to the board, and subject to its approval by majority vote for the specified purpose and time frame requested.
  - Sue - Music
- Michelle motions to accept the above text as policy, Jones Second, Unanimous approval*

- Coffee house went smoothly, well attended
- Choir is planning to do caroling at a local nursing home (Lake Woods)
- Newly installed monitor speaker is working well and helpful to those up front
- Anna - Religious Education
  - Still looking for Sunday RE teachers, has good volunteers coming through
  - Have age divided classes with the new curriculum
  - Collecting personal care items for donation to the community
  - Multigenerational service planned for 28 DEC 2025
  - New RE assistant seems to be working well
- Barb - Sanitation
  - No report

## **Committee Reports**

- Finance - Kurt T.
  - Cash on hand is looking good, finances looking as good as ever.
  - CD account is growing.
  - Vanguard account is in full effect.
  - A check came from church mutual, Sue is continuing to shop around for insurance
- Worship - Sue M.
  - Everything going smoothly
  - Scheduled out into March
  - Folks are still very interested in having a professional Minister
  - Sound team should consider a refresher training
    - Also plans to formalize each week needing two technicians
- Space and Grace - Jim S.
  - Janet M will be working on small projects in DEC 2025
    - Addressing outdoor lights, sound board wiring cleanup
  - Boiler has been fixed
  - Motion lights in the back need addressing, one is out.
  - Dan M asked how the board feels about hiring snow removal on an as needed basis
    - If someone is available the board doesn't see an issue
    - Board leaves it to Space and Grace
    - A refresher training on the church's snow blower would be a good idea as well to have more bodies able.
- Membership and Caring - Sue M.
  - Carolyn H. ready to give a new member class, just need attendees
- Fun Committee - Christine C.

- Thanksgiving potluck was successful
- Tea party had great turnout, big success
- Service Auction
  - Theme: Get Hygge With Us
    - Coziness
    - Warm foods, board games, comfy activities
- Social Justice - Marcia H.
  - Pride Planning - We should start this process early
    - Identify point person, start organizing
    - Anna E has started a doc with some ideation running
    - Get info on deadlines (booth, parade, etc)
    - Kal will announce
- Leadership and Development - Nancy S.
  - No Report
- Endowment - Jones B.
  - 8 requests funded in full, 3 requests split remainder of available funds evenly.
  - Total Distribution Recommended: \$9257.71
  - Christine - Stove
    - Board recommends full electric based on safety (Carbon monoxide, potential to be left on)
    - Confirm requirements (power, plug style, space) with Space and Grace
  - Jones - Love, Inc.
    - A member was recently turned away from volunteering due to their religious position
    - Jones will have discussion with Love Inc regarding if they will accept a donation when they turned away a member for volunteering
      - Board chooses to table this individual request until the discussion is had
    - \*Kal motions to approve the Endowment committee's recommendation with the above stipulations.
  - Kurt T - Aye
  - Michelle M- Aye
  - Kal F - Aye
  - Jones B - Aye
  - Motion Passes\*
- City of the Dead - Anna E.
  - No Report

## Business

- Information centralization
  - Need to identify policies we have currently and where gaps are
  - At one point there was a binder of policies
  - Kwame will begin to gather what information is available for policies and bring findings to JAN 2026 meeting.
- Board Meetings Structure
  - Jones will attempt to gather committee reports and distribute them prior to the next meeting in an effort to more efficiently use discussion time on site

## **Board Commitments**

- Newsletters
  - January - Michelle
  - February - Kurt
  - March - Christine
  - April - Robin
  - May - Rebecca
  - June - Kal
  - July - Robin
  - August - Michelle
- Sermons
  - January - Rebecca
  - February - Kurt
  - March - Michelle
  - April - Christine
  - May - Robin
  - June - Jones
  - July - Kal
  - August - Rebecca

Meeting End: 15-Dec-2025 1935

## **Carry Over to Next Meeting**

Building use form and phone discussion

Is Barb receiving them? Is this the best process currently

Building lockup procedure

Next Meeting: 19 JAN 2025 1800