

KEWEENAW UNITARIAN UNIVERSALIST FELLOWSHIP

BOARD MEETING

Date: September 21, 2025

Present: Julie Badel, Cindy Enderby, Trista Gersie, Elen Maurer, Lora Repp, Lori Swanson, Melissa Williamson; Rev. Bruce.

Absent: John Gale, Rosemary LeVeque

Preamble

Chalice lighting

Agenda addenda/changes-none at this time

Fiduciary and Regular Business

Meeting Minutes for 8/8/25 reviewed

- Brief note that 8/8/25 was an abbreviated meeting as our board retreat was also held. No changes to minutes needed.

Enderby/Maurer motion to approve minutes as presented unanimously approved

Treasurer's Report (Swanson)

- Hooker CD: Following last month's discussion, \$25,000 was moved from the general checking account to a CD for the Hooker account.
- Interest: \$853.71 interest from the prior CD was still showing in the checking account as of August 31; it has since been moved and will appear next month as added to the Susan Hooker checking fund.
- Account status: All other account balances are current as of August 31.
- Budget alignment: Income and expenses are in line with budget. Some categories (e.g., insurance) appear high due to one-time annual payments while budgets are spread across 12 months.
- Payroll/Benefits: Work continues with UUA contacts to finalize Rev. Bruce's

payroll/benefits setup; weekly pay is otherwise on track.

Gersie/Enderby Motion to accept the Treasurer's report unanimously approved.

Emergency Loan Fund

- Background: Historically a small loan program administered by a committee; inactive for some time.
- Clarification from Bill Leder: Given confidentiality practices and current usage patterns, it is appropriate to consolidate these funds into the Minister's Discretionary Fund (MDF).
- Banking: The Emergency Loan Fund is an open, standalone bank account (approx. \$4,000?). Harriet is a signer and can request transfer/closure.

Enderby/Repp motion to transfer the Emergency Loan Fund balance to the Minister's Discretionary Fund and close the Emergency Loan account unanimously approved.

- Note: Board affirmed MDF practices (payments made directly to vendors; historic working limit ~\$500 per need, adjustable with increased balance). Winter need (heating/rent) anticipated.

Strategic Work

Building Business

- Community Room leak report: A member reported ceiling leaking. Melissa and John inspected; roofer (Greg) also checked. Floor runner near coat rack was wet, but no active leak or ceiling moisture was found. Will monitor during the next rain event to trace source if it recurs.
- Exterior stair/walkway safety: Recent fall occurred off the end of the walkway (beyond current code-compliant stair rail). Consensus to add a matching railing extension along one side to the end of the walkway for safety/visual cue. Melissa's contact (certified metal fabricator) to assess and quote; if cost is reasonable, proceed without a formal vote. Board consensus in favor.

Safety & Exit Drill

- Member concern received regarding emergency egress, prompted by recent news events.
- Plan: Develop practical evacuation/assist plan, designate able-bodied helpers/positions, and conduct a real drill (weather-permitting; avoid snow/ice).
- Committee: Lora to lead; Trista will assist. May consult local public safety if questions arise.

Technology/AV Upgrades

- Prior “wish list” (e.g., four speakers) recalled; need to locate earlier minutes/notes and pricing research (TechSoup and other sources).
- Jane would like a small tech group; Board will first locate prior discussion/decisions and then re-engage Juxta/Sandra to identify highest-impact, near-term purchases within available funds (e.g., Chalice Lighter grant proceeds allocated in budget, if any).

Seasonal/Holiday Décor

- Aim to reflect seasons/holidays with tasteful, inclusive décor by December 1.
- Trista to meet this week with the member who volunteered to propose a plan; Melissa volunteered to assist with decorating.

Minister’s Report (Rev. Bruce)

- Soul Matters small groups: ~9–10 people signed up; initial sessions will sort in-person vs. online preferences. Groups will remain open through the second/third meeting, then close to foster trust.
- Targeted Saturday workshops: Plan to hold something most Saturday mornings (topic may vary). First workshop proposed on Henry David Thoreau; Rev. Bruce will submit copy for this week’s Digest and a Facebook post; Publicity committee may share more broadly.
- General framework for ministry: Four interrelated areas—Caring Community (pastoral care), Worship/Celebration, Religious/Lifespan Education, and Social Justice—supported by necessary administrative work.

Sunday Services Updates

- October: Bucky to lead an Animal Blessing service (third Sunday).
- December: Bucky is willing to lead a Christmas Eve service at a flexible time. The last Sunday of December likely an open-mic style service; Jack to be asked to MC (alternate MC if needed).
- Gap coverage: To fill several remaining Sundays, the team will pilot high-quality written sermons (e.g., UUA/Soul Matters selections) delivered by capable readers, with suggested honoraria to original authors. Aim is to spur discussion while managing costs. Guest speakers remain possible later in the year; committee-led services are also welcomed.

Personnel – Accompanist/Piano Support

- Sherri: May be available in January but schedule is uncertain due to travel assignments. Sandra is comfortable remaining autonomous and supports hiring a pianist if possible to improve accompaniment quality.
- Actions: Follow up with Sherri on winter availability; explore local talent (e.g., Dan, MTU community). If a suitable pianist is interested in limited Sundays, consider flexible engagement.

40th Anniversary Acknowledgment

- Brief remarks planned next weekend: gratitude for sustaining KUUF over 40 years and a look ahead to board-led initiatives aligned with the strategic plan. Idea for a children's birthday card activity for KUUF to present at cake cutting.

Strategic Priorities & Actions Discussion

Membership & Families- To attract and support families/younger adults

- ACTION: , prioritize restarting Children's Religious Exploration. Trista to create a Religious Exploration (RE) Coordinator role and begin recruiting/hiring process.

Badel/Enderby motion to create RE Coordinator role at \$30/hour, up to 5 hours/week (3 weeks/month excepting months with 5 Sundays) with required Sunday presence unanimously approved.

Volunteer Engagement-Increase volunteers in number and involvement

- ACTION: Lora, Lori. and Rosemary to Plan a Volunteer Sunday & Fair (tables for each committee, sign-ups, small giveaways, 'visit-all' door prize). Pre-work: convene committee chairs to articulate needs/roles and reduce duplication. Target date discussed: Sunday, January 25 (or February as backup), with 1–2 member witnesses sharing meaningful volunteer experiences in the service. Melissa also interested in participating even if virtually.

Caring Committee-expand and reorganize/systematize

- ACTION: Shift from primarily reactive to proactive care while honoring confidentiality. Consider naming a co-chair for Linda. Committee to bring back recommendations on scope and process. Melissa to explore simple request pipeline (website form and/or Slack channel) that can route to Caring leads, Heidi (Pastoral Care), and/or Rev. Bruce as appropriate,

Justice Ministry- Strengthen membership and activity

ACTION: leverage the Volunteer Fair to recruit and coordinate. T-shirts

Communications, Website & Tools

ACTION: Website content audit (Trista will divide sections among board/volunteers; send consolidated updates to Martha or empower limited-edit access by agreement. Melissa to collaborate and also explore creating a 'Request Support/Services' link (rides, visits, assistance, MDF referrals). Explore Slack as the primary internal comms platform (channels per committee; printed 'how-to' at the Volunteer Fair). Coordinate with Martha on Facebook and calendar postings; avoid duplicative/unsanctioned updates.

Thank-You Notes

- No specific assignments this month; continue regular appreciation (e.g., grounds, flood remediation, tech help) as appropriate.

Next Meeting & Adjournment

Next regular meeting: Sunday, October 19, 2025.

Adjourned after chalice extinguishing and expressions of thanks.