

## **UUCSC Board of Directors' Meeting**

December 11, 2025

**Present:** President Amber Collins, VP Russell Stokes, Treasurer Karen Ellsworth, Clerk Mary Fulton, Directors Donna Caldwell, Chris Johnson, April Ruedaflores, Rev. Denis Paul

**Guest:** BetsyDalton

**Call to Order:** 10:05 am by Amber Collins

**MOTION: Amber moves to ratify the November minutes.**

**PASSED unanimously.**

**Staff and treasurer reports are appended.**

### **Bylaw changes:**

Letter of Agreement: It was determined that a policy, not a bylaw change, would best define the process for writing the minister's letter of agreement, which is similar to a contract. Donna and Karen will draft a proposed policy to be presented to the Board in January. It will include a collaboration of stakeholders that includes representatives from the Board, the Finance committee, the Personnel committee and the Committee on Ministry (COM). The COM will be designated to both convene and finalize the process.

Directors' terms: The bylaws require the three directors' terms to end in the same year, but currently one term ends in 2026 and two terms end in 2027. The Board proposes that the terms be changed to three years so the directors can serve staggered terms. A transition provision will have to be added to the bylaws. Donna Caldwell volunteered to work with the nominating committee to clarify what Board positions will need to be filled next year.

Other notes on by-law changes were reviewed with the goal of finalizing all by-law changes at the next Board meeting, in preparation for a congregational meeting to be scheduled at the next Board meeting.

### **Treasurer's report:**

More details in a monthly financial report require that Excel spreadsheets be shared with the treasurer on a regular basis.

Mary Alice Kimball is still meeting weekly with the bookkeeper, Amenata Botus. More people on the Finance committee have taken on other aspects of the financial tasks that Mary Alice did as the past treasurer but her retirement is not complete.

The Finance committee agrees that a Venmo account would be useful. Kari Kurto has agreed to work with Finance to set up an account.

### **Communication with the Congregation:**

Feedback indicates that congregants are reading the minutes. The Community on Ministry (COM) will be holding regular conversations, an evolving dialogue called "Roots and Wings," beginning after the holidays. They will take part some Sundays, in place of regular worship, as opportunities to discuss our past and our future, the things we love deeply and the things we'd like to do to be stronger, healthier and to live out our mission more fully.

Danielle Bilecki on the COM will also be hosting a separate book group to read and discuss *The Dawn of Everything*.

### **Fundraising:**

More support is needed, especially for the Auction that is planned in January. Other events such as a Scrabble tournament, another concert, Bingo, a plant sale, a Zydeco dance and a sober dance were mentioned as possibilities.

### **Rental Requests:**

The rental agreement will be reviewed again in January. A revised intake sheet that will be both in print and online will be part of that review.

Adjourned 11:17am.  
Respectfully submitted,  
Mary Fulton, Clerk

## Appendix

### Treasurer's Report Staff Reports

Minister's Report to the Board of Directors  
UU Congregation of South County  
Rev. Denis Paul

December 5, 2025

Dear Members of the Board of Directors,

Following are my thoughts on different areas of ministry since my last report:

#### Worship Life

11/9/25 "Learned Helplessness"

11/16 The Page, Stage and Screen," with Penny Hall

My fall study week was incredibly fruitful. The Thanksgiving holiday made the week very quiet, allowing me to map out worship through April, complete with titles, blurbs and resources in the early script drafts.

Inspired by the success of the annual Tenebrae service on Good Friday, the Worship Committee is devising an easily replicable high-participation, text-based service without music that can be presented each year on the Sunday between Christmas and New Years, when the choir is off and many people are away.

Chalice Days (December 7-14) will be bookended with two great intergenerational services packed with new traditions, including a New Member ceremony, a hand blessing ritual, a song Ami wrote, and a dance Lee choreographed with the youth. We're decorating the sanctuary for Chalice Days, and introducing a tree on Christmas Eve Eve, which will remain up through Epiphany, the twelfth day of Christmas.

#### Congregational Life

Just when people seem to need it most, UUCSC is a place of joyful hospitality. We're having coffee hour every single Sunday, so folks are sticking around and getting to know each other and welcome newcomers. Dinners like the upcoming Chalice Days feast welcome everyone. Two of the three new Reflection Circles are underway, and deeply appreciated by newer members. In fact, we have three new members being celebrated in December, and more than a dozen considering joining officially.

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### Community Life

The sanctuary has been getting a lot of use this fall, for movie screenings, group meetings, concerts, and even the Holiday Fair. All of these events are bringing in neighbors new to our faith, curious about who we are, and what we uphold.

We are responding to our neighbors' needs for food assistance in light of inflation, unemployment, and SNAP benefits being withheld. UUCSC folks have been bringing their donations to the sanctuary, and this week we delivered 178 pounds of nonperishables, plus some cash.

Meanwhile, our congregants continue to be involved in local protests and actions, in ways that shine a light on us and who we do. Not only are they exercising faith in action, they are evangelizing the ways in which UU can be a pro-democracy force for good in the world.

### Housekeeping

Monday is my regular sabbath.

My next furlough week is December 24 - January 1, during which time I will be at home and available by phone or email in the case of an emergency. Since my last report, I have made no disbursements from the Agape Fund.

In Peace,  
Rev. Denis Paul



