

Minutes, Board of Trustees
Unitarian Universalists of South Bend
29 June 2026

Present: Gail deSomer, Fern Hamlin, Anne Hoewing, Justine Backus

On Zoom: Eli Williams, David Mayfield, Karen Dickson

Absent: Francisco Gomez-Dossi

Incoming Board Member: Cat Rambo

No Visitors.

The meeting was called to order by Gail deSomer, board president, at 7pm.

I. Introduction

A. Chalice lighting

B. Check-in

C. Covenant

D. Approval of minutes from the June 10, 2026, meeting. Motion to accept the minutes made by Ann, seconded by Eli. **Motion carried.**

E. Set agenda. No additions.

II. Reports

A. President's report--Gail. No written report. Her information concerns the New Minister Moving Expenses, discussed under Old Business.

III. Old Business

A. New Minister moving expenses--Gail. At issue, as Gail and Karen had explained in an e-mail to the board, was the fact that we are told it is now common UU practice to pay incoming ministers their relocation funds before they arrive and without receipts, in other words, this is no longer a reimbursement. But this is not what is in our contract with Rev Jennifer Gray-Gracen. Gail is requesting that the board authorize this change to the contract. Discussion was long and strong. Points covered included the question of why, since we were using the UUA template for the contract, this now common practice was not part of the template; what would happen if our incoming minister did not actually come or came and left well before the end of the two-year contract; was it a matter of trust or a matter of responsible stewardship for and fiduciary duties to our congregation. Ultimately, Fern moved, and Ann seconded, Gail's suggested amendment to the contract: **The congregation will pay \$15,000 in advance for expenses related to relocating the minister to a residence within 15 miles of the principal location of the Congregation. All payments of moving expenses will be fully taxable under federal law and may be taxable under applicable state law. Motion carried with 6 in favor, 1 opposed.** A check for the \$15,000 will be requested to be available once the new fiscal year begins July 1. It will probably be picked up from the church next week.

B. Personnel Policy Review. The remainder of the meeting involved working through the proposed Personnel Policy. We will resume this work at the July board meeting, at the bottom of page 20.

IV. New Business

A. From Admin Committee--Sexual Harassment Policy. Tabled to July meeting.

V. Other Business. None

VI. Privilege of the Floor. No takers

VII. Adjournment.

The meeting was adjourned at 9:35pm.

The next monthly board meeting will be Monday, July 13, 2026, 7pm in the conference room.

Fern Hamlin
Board secretary