Minutes, Board of Trustees
Unitarian Universalists of South Bend
13 May 2026

Present: Gail deSomer, Karen Dickson, Fern Hamlin, David Mayfield, Justine Backus, Francisco Gomez, Eli Williams, Ann Hoewing
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 April 8, 2026, meeting; record e-mail vote. Motion to accept the minutes, moved by David, seconded by Justine. **Motion carried with one abstention.** Fern added the following record of the board's e-mail vote, May 5, 2026, carried with one abstention: David moved to approve the amendment of our current Employer Participation Agreement with the UUA to align it with the minister's contract. This changes our base retirement percentage from 5 to 10. It also changes the health insurance percentage for dependents from 50 to 60. All else stays as is. David will inform our employees of the change 30 days before the July 1 effective date and will send an amended EPA 45 days before July 1 to satisfy UUA process requirements.
E. Set agenda.

- David--discuss continued COVID fund money
- Gail--remaining money in the Teen Project Fund has been spent, as directed by the board, and can be removed from the list of Special Accounts, effective July 1. Fern will inform Finda of this change.
- Francisco--repaving of parking lot; Committee on Ministry members
- Eli--Welcoming Congregation vote. She will present this at the annual meeting.

II. Reports
A. President's report--Gail. As written.
B. Vice President's report--none.

C. Treasurer's report--David. Seeks board approval to clear out the $500 COVID fund. **Motion to move this money to the unrestricted funds** made by David, seconded by Ann. **Motion carried.**

D. Office report. Gail noted that she gets a weekly update on projects planned for the additional 10 hours a week.

E. Committee/Task Force reports.

- Francisco. Reminding that Committee on Ministry will require new members on a staggered basis: He goes off the committee as of July 2027, Ann goes off as of July 2028, Cat Rambo goes off as of July 2029. Gail will check that this is on the Perpetual Calendar.

III. Old Business

A. Report from Personnel Policy Task Force--David. There is a draft but he hasn't received feedback from the Task Force members. It will be on the June agenda and the board can either deal with it or appoint new task force members.

B. Designating General Assembly Delegates. Motion to appoint Dr Louise Williams and Karen Dickson as our GA delegates made by David, seconded by Justine. **Motion carried.**

C. Endowment Grants. Gail noted that the listed total of the grants recommended by the Endowment Committee had changed, but not the amounts of the individual grants. This appears to have been an arithmetic error in the committee report, and the board has no problem with the corrected total figure.

IV. New Business

A. Endowment Committee Annual Report questions. Discussion. **Motion to submit the report of the Endowment Committee as corrected and amended by the board for the Annual Report** made by Fern, seconded by David. **Motion carried with one abstention.** Gail will get this to the office tomorrow, for inclusion in the annual report, and will also notify the committee of the amended version.

B. Recommendation to the congregation on repayment of Endowment. Motion to move $150,000 from the Boyd legacy to the Endowment Fund made by Fern, seconded by Eli. **Motion failed with 4 in favor and 4 opposed.**

Motion to repay, using money from the Boyd legacy, the $126,268 borrowed from the Endowment Fund for building purposes made by Gail, seconded by Francisco. **Motion carried with 5 in favor, 2 opposed, and 1 abstention.**

C. From the Perpetual Calendar. Gail--items have been done.

D. From Admin Committee--Building Use Committee description, Nominating Committee description--Gail.

- **Motion to approve the Building Use Committee description as presented** made by David, seconded by Francisco. **Motion carried.**
- **Motion to approve the Nominating Committee description as amended** made by David, second by Francisco, **Motion carried.** Amending consisted of adding "Endowment Committee members" to the list of which positions the committee is responsible for nominating, and changing the word "such" to "the annual" at the end of the first bullet.

E. Scheduling Start Up Retreat with Midwest District--Gail. See explanation in her written President's report. She will indicate to the district which of the dates would not work for us due to scheduled events here, then they will let us know which dates they will be coming. This will be a Friday evening and Saturday day event, with the entire congregation invited for Friday, and leadership people for Saturday.

F. Annual meeting, May 17. Discussion of agenda.

- Modifications proposed for Resolution to Implement the Endowment Fund. Discussion of how accepting proposals and awarding grants twice a year, instead of the current once a year, may impact the size of the grants awarded, plus the need for a second congregational meeting to approve the grants.
- Parking lot repaving--Francisco. For 4 inch topping and drywell work, repainting, etc., estimate is now $68,625. Board will request congregational approval of a maximum of $69,000 for this work, and Francisco will attempt to get two more estimates.
- ADA doors and security. There is already a $3800 Endowment grant for this purpose. Board will request congregational approval of a maximum of $20,000 including this grant for these projects.
- Gail queried where the money for these projects will actually come from. Answer: When the Rainy Day/Building Fund is exhausted, anything more will have to come from the Boyd legacy.

G. **Change in Dr Louise Williams' hours, currently August 1.** Tabled to June.
H. **"Guardrails" for Barbara Boyd money.** Tabled to June.

V. Other Business. None.

VI. Privilege of the Floor. No takers.

VII. Adjournment. **Motion to adjourn** made by Eli, seconded by Justine. **Motion carried.** Meeting was adjourned at 9:15pm.

The next board meeting will be Wednesday, June 10, 2026, 7pm, in the conference room.

Fern Hamlin
Board secretary