

# Tahoma UU Board of Trustees

## Meeting 11/20/2025 (6:30p at TUUC)

**Start:** 6:37    **End:** 8:45

### Membership Attendance

Board Member	Present	Attendee	Attendee
Benjamin Holquist (Board term ends 6/30/27)	X	(Sean Chitty, Administrator)      X	
Paul Hartford (term ends 6/30/28)	X	(Shawn Pruitt, DRE)	
Andrea Frickelton (term ends 6/30/27)	X		
Dave Hackett (term ends 6/30/26)	X		
Debbie Ramsey (term ends 6/30/28)			
Staci Kopcha (term ends 6/30/26)	X		
Remi Tallo, Secretary for FY25 (BOT term ends 6/30/27)			
Rev. Margo Rinehart (ex officio)	X		
Thomas Oliver (Treasurer)	X		

#### Key Topics:

- Add Thomas to Vanguard Account
- Logo use and church engagement in social action

Board Meeting 11/20/2025 Agenda (Continued)

## Agenda

Item	Action	Secretary's Notes
Welcome and chalice lighting (3 min)		
Check In (5 min)		
Recognizing Visitors (if any are present)		<p><b>Janee Cox:</b> Expected (Presented a letter to the church, requesting that the choir director position be funded, Change for Change)</p> <p><b>Lauren Bisplinghoff:</b> Expected (Payments for speaking (regardless of church status), Winter Formal 1/31, Bring action to the Tribal community for our church, Work on increasing diversity, Bonus for staff)</p> <p><b>Nancy Slocum:</b> Expected (How do we decide what social action to do)</p>
Approval of minutes from 9/25/25 meeting (2 min)		Paul Moves, Andrea Seconds, Unaminous
Anything else for today's agenda? Anything for the "parking lot"?		<p>From Prior Meeting: How can we be more involved in the current political climate? (Discussion Item today)</p> <p>Review the Volunteer Drive- Thomas</p> <p><b>Andrea has requested that we look for a new Board member to complete her last year.</b></p> <p>Discussion around funding of positions.</p>
<p>President's report – including recap of routine business conducted since last BOT meeting</p> <ul style="list-style-type: none"> <li>● Use of TUUC Logo at Events (November Board Meeting) (Delayed till after TDOR)</li> <li>● January Congregational Information Meeting                             <ul style="list-style-type: none"> <li>○ January 25th</li> </ul> </li> <li>● Stewardship Committee/Pledge Drive</li> </ul>		

*Board Meeting 11/20/2025 Agenda (Continued)*

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<ul style="list-style-type: none"> <li>○ Pledge Drive Sermons (1/18, 3/15, 4/9)               <ul style="list-style-type: none"> <li>■ How to communicate what we do?</li> <li>■ Could we have recipients of church help speak?</li> <li>■ Board Sermon: Here is what we want to do?</li> <li>■ 1/18: Pictures, what are we doing?</li> <li>■ Appreciative Inquiry                   <ul style="list-style-type: none"> <li>● What do I appreciate</li> <li>● What would add the most to my appreciation</li> </ul> </li> </ul> </li> <li>○ Potential Team Lead?</li> <li>○ Church Membership</li> <li>● Program Council Meeting 1/18               <ul style="list-style-type: none"> <li>○ Tech, Reportout</li> </ul> </li> <li>● Board Training/Job Description/Documentation               <ul style="list-style-type: none"> <li>○ Ben requested board members bring a short list of key topics for the January board meeting.</li> </ul> </li> <li>● Becoming more engaged in the current political climate/Usage of TUUC logo/banner etc.               <ul style="list-style-type: none"> <li>○ Requested Social Justice Committee come back with a proposal on how to make decisions: Hands/Time/Money work, Public action events, urgent/short turn around events</li> <li>○ Discussed gathering church feedback during January informational meeting..</li> </ul> </li> </ul>		

*Board Meeting 11/20/2025 Agenda (Continued)*

Item	Action	Secretary's Notes
<ul style="list-style-type: none"> <li>Absent in December</li> </ul>		
Minister's report (up to 20 min) – See Minister's Report in folder.		
Admin report (up to 5 min) <ul style="list-style-type: none"> <li>Clergy Financial</li> </ul>		<p>Clergy Financial transition is going well, hope to fully hand off before Christmas. Question regarding how are we checking their work? Still in transition but looking good, expect weekly meetings for now, possibly changing at somepoint.</p> <p><b>Moved:</b> Sean Chitty and Thomas Oliver to consult with clergy financial regarding whether we should remain accrual accounting, or go to cash accounting, and then report out to the executive committee for final decision. Paul Motion Staci Second Unanimous</p> <p><b>Motion:</b> Thomas Oliver be added as the second person on the vanguard account. Staci Motion, Paul Second. Unanimous</p>
HR discussions		
Treasurer's report Financial report and discussion <ul style="list-style-type: none"> <li>October Data</li> <li>Vanguard Account Representatives (Add Thomas)</li> <li>Cash or Accrual Accounting Question</li> </ul>		
Committee Reports <ul style="list-style-type: none"> <li>Health and Safety: Door Monitor Duties</li> </ul>		Concerns around how the volunteer drive was structured that it didn't result in volunteers in critical areas.
Committee List (no agenda time needed, except as indicated above for HR, RE, Finance, and Health & Safety)		<p><u>Committee on Ministry:</u> (reports to BOT; vacant)</p> <p><u>Human Resources Committee:</u> (reports to BOT)</p> <p><u>Nominating Committee:</u> (reports to BOT; Cindy Hackett, Chuck Hall, Kristin Grace)</p> <p><u>Finance Committee:</u> (reports to BOT; vacant)</p> <p><u>Stewardship:</u> (VACANT)</p> <p><u>3rd Friday Potluck:</u> (Fran McLaughlin, Maria Figueroa, Janee Cox)</p>

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Item	Action	Secretary's Notes
		<p>Trans Relocation Committee: (Karna Holquist)                      Worship Team: <a href="#">Lauren Bisplinghoff</a>-Interim                      Auction: (Sheila Whybrow)                      Building and Grounds Committee: (Bob Hays)                      Coffee and Hospitality: (Cindy Hackett)                      CUUPS: (Chuck Hall)                      Endowment: (<b>VACANT</b>/Loretta Skochenko-Dhaese)  <b>Library:</b> (Eurydeus Fitzgerald)  <b>Health and Safety Committee:</b> (<b>vacant</b>)                      Lay Pastoral Care: (Dave Hackett)                      Art Gallery: (Patty McPhee)                      Membership Committee: (Susan Kunkel)                      Nursery/Child care: (<b>vacant – is this staff instead?</b>)                      RE Committee: (<b>vacant</b>)                      Safe Parking Committee: (Cindy Hackett)                      Tech &amp; Communications Committee: (Teresa Hall)</p>
Review of Action Items (10 min)		

Action Items (*Carry Forward*)

Google Drive Transition and Google Workspace trainings	Tech & Comm & Administrator	Underway	
Facility agreement and building use policy review	Need workgroup	ON HOLD	
Endowment committee	Need workgroup	Just added	Endowment committee members should be elected by the congregation (much like

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			nominating committee) but this hasn't been done in recent years. Loretta is listed above; who else has been elected/appointed?
Seek 501(c)3		ON HOLD	Not likely needed given what we've learned about and pursuing re: Google for Non-Profits