

**Monthly Board Meeting
December 18, 2025**

Meeting called to order at 5:30 pm

Present: Board Members: Dan Haskamp, Terri Duncan, Karla Pederson, Director: Angie Trulson.

Zoom: Carol Laudenbach

Absent: Al Neff, Barb Hamilton

Meeting Documents: Meeting Agenda, November Minutes, Statement of Activity- October 2025, Statement of Financial Position – As of October 31, 2025, USC Budget Expenditures Draft 2026, 2026 USC Budget Assumptions, 2026 Budget Revenue Draft, Director's Report, 2026 Initiative

Opening Prayer: Terri

Pledge: Member Attendees

Official Reports requiring acceptance

- Secretary's Report. Motion to approve by Karla. 2nd by Terri. Approved
- Treasurer's Reports. Two Qualified Charitable Donations coming. Motion to approve by Terri. 2nd by Karla. Approved

Director's Report

- Report reviewed
 - Workshop retreat shows where retreat money spent
 - Flower donations set at \$75 – order will be made by Angie for Barb and Al
 - White Stone company is discontinuing production. Angie will find new stone to use next year.
 - Carol will review Family Leave policy to implement in 2026
 - Holiday party potluck – Angie will manage the set up and clean up and have Cheryl reach out to hospitality team to assist.
 - John Denver Service cost will be reviewed in January and notes will be collected for next year
 - Review of alternative future Sunday service locations tabled to discuss in future after attendance review sees necessity.
 - Recognition made to Angie's continued Faith in Housing USC representation! Good job Angie!
 - Changes to shelter options will be announced soon.

Other Business

- Proposed updated budget is accurate. Terri motion to approve 2026 Budget, 2nd by Karla. Approved
- Bylaws modifications discussed. Karla motioned to approve with discussed changes noted below, 2nd by Terri. Approved
 - Discussion to add Minister/Director back to nominating committee
 - Final decision – add to the bylaws: The nominating committee will be verified by the Executive Director/Minister before the first official meeting
 - Minister/Executive Director shall verify membership prior to any candidate being encouraged to apply for the Board.
 - Under By-laws section 3.04a
 - Add "4. Actively participates in the community as well as possessing the skills and commitments as listed on appendix #1."
 - "Consideration for Board of Directors" document added as appendix to Bylaws as parameters of Board Member nominees
- Annual Meeting
 - Annual meeting will be held 1/18 and for future will be moved to the THIRD Sunday of the month to avoid scheduling conflicts with Atonement's annual meeting on last Sunday of the month.

- January Board Meeting will be moved to 2nd Thursday in January in 2026 and the future.
- Policy – Meal Expenses of events/fundraisers motioned to approve by Terri as noted below, 2nd by Karla. Approved.
 - Annual Meeting Meal will be catered.
 - Main Dish costs will be reimbursed for Unity Sponsored events (Thanksgiving and John Denver). Give receipts with reimbursement form to Angie.
 - Meals listed above funded by Hospitality Revenue.
 - Board provides Volunteer Appreciation Dinner
- Leadership Development Initiative for 2026 presented by Carol. Terri motioned to endorse initiative and present to congregation at annual meeting, 2nd by Dan. Approved.

Closing Prayer: Terri

Motion to Adjourn: Terri. 2nd by Karla. Approved

Meeting adjourned at 7:18 pm

Action Items	Owner(s)	Deadline	Status
Insertion of Board update in weekly newsletter	Dan	Ongoing	In Progress
Christmas Party	Board	Dec 29, 2025	In Progress
January Board Meeting moved to 2 nd Thurs in January on Calendar	Angie	Ongoing	In Progress
Annual Meeting	Board	Jan 18, 2026	In Progress
Leadership Development Initiative	Board	Ongoing	In Progress
FMLA implementation	Carol	January 18	In Progress

Next Board meeting January 8, 2026

Respectfully submitted,
 Karla Pederson for Barbara Hamilton, Secretary
 12/22/25