

People's Church Board of Trustees
March 7, 2023
Minutes

Trustees: Bolar, Hampel, M. Johnson, Lewis, McClurkan, Peters-Sparling, Bair
Minister: Rev. Rachel Lonberg **Ex. Officio:** Hunt **Admin.** Emrich
Regrets: Hackley, R. Johnson **Guests:** Connie Ferguson, Pat Nelson

OPENING

1. Chalice lighting/opening words - M. Johnson read from To Those Who See (Gwen Frostic)
2. Check-in: shared interactions with a famous person or last time you laughed out loud
3. Affirmation of covenant, mission and vision - affirmed by all
4. Review & approve minutes of February 7, 2023 - approved as amended
5. Review & approve agenda - approved unanimously

ARTICLE III

6. Sharing - Connie Ferguson and Pat Nelson
 - a. Request for board action: lead process to change Article III language due to current language perceived as creed, doesn't belong in bylaws, flawed processes.
 - b. Board consensus: will not lead a process to change Article III; will invite folks to be part of the Article III policy creation. Bair to draft article for April newsletter by 3/24; article to be shared with Ferguson and Nelson prior to publication. Hampel to make pulpit announcement April 2.

MONITORING & OVERSIGHT

7. Staff & Committee reports - Rev. Rachel shared silent auction went well; stewardship campaign going well.
8. Financial Reporting - Hunt
 - a. Pledges ahead of budget and ahead of last year; financial highlights shared & overall we are close to budget in most areas.
 - b. Investment committee report
 - i. \$516K in endowment;
 - ii. opened additional savings account account for funds not "owned" by board (Afghan, minister, AV fund and memorial garden fund);
 - iii. Investments decreased about 18% which is consistent with market overall.
9. Safety - Bolar
 - a. Security walk through done & awaiting two quotes; first round of recommendations will be presented at April board meeting.

PLANNING FOR THE FUTURE

10. Policies under revision
 - a. Board - Hampel, Bair, Lewis - review and approve in April
 - b. Wage Structure - Hunt
 - i. Per UUA salary recommendations we are \$50K short with salaries and ahead with benefits by 20%;
 - ii. Committee activities and analysis were reviewed in detail;
 - iii. UUA recommended strategy: "stair step/gradient" wage increases to "B" level in 2023 and "C" level in 2024; Board in agreement with this approach.
11. Planning for May, 2023 Annual Meeting - Rev. Rachel
 - a. Annual meeting to be held Sunday, May 21;

- b. Format agreed upon: abbreviated service and then potluck celebration followed by business meeting (“theater style”);
- c. Pre-meeting required for board to review and discuss budget;
- d. Pre-meeting session in April: How does governance work at People’s?

CLOSING WORDS - M. Johnson read another segment by Gwen Frostic

ADJOURNMENT 8:30