

**People's Church Board of Trustees**  
**April 4, 2023, 6:30-8:30pm Room 19**  
**Minutes**

**Trustees:** Bolar, Hampel, M. Johnson, R. Johnson, Lewis, McClurkan, Peters-Sparling, Bair, Hackley  
**Minister:** Rev. Rachel Lonberg      **Ex. Officio:** Hunt      **Admin.** Emrich  
**Regrets:** Rev. Rachel      **Guest:** Barb Davis

**OPENING**

1. Chalice lighting/opening words - M. Emrich shared *Roads Go Ever On* by JRR Tolkien.
2. Check-in: stories about planting something, or flowers or spring were shared by all.
3. Affirmed covenant, mission and vision.
4. Approved minutes of March 7, 2023
5. Review & approve agenda - re-allocated time allotments approved

**ARTICLE III**

6. Policy creation team volunteers: M. Johnson, Lewis, Hampel (maybe)
7. B. Davis reviewed parliamentary processes, quorum requirements, amendments and church policies for annual meetings & special meetings to prepare for May 21, 2023.
8. In response to concerns about inaccurate language in April newsletter, M. Johnson, McClurkan to draft correction for review by Rev. Rachel and Exec. Committee
  - a. Correction to be included in April 14 weekly email and May newsletter.
  - b. Hackley to draft message for Peters-Sparling to send to C. Ferguson and P. Nelson as a courtesy before congregation-wide correction

**MONITORING & OVERSIGHT**

9. Staff & Committee reports - noted in Bultman's report funding for childcare will not last to end of fiscal year.
10. Financial Reporting - Hunt
  - a. Pledge campaign - yesterday we \$258K in pledges from 130 parties. 53% increased pledges, still missing 44. Out of 174 solicited pledging units, 130 responses.
  - b. Treasurer's report: 113% pledges ahead of last year so \$24K ahead of budget. Non-pledged contributions are way up. Fund-raisers have bounced up. Total operating income is at 128% of pledges.
  - c. Expenditures: Staff salaries are overall at 89% of budget (difference may help with childcare shortfall); Total op expenses are \$2K above budget. That means we have about \$14K surplus.
  - d. NET: \$40K to the good.
  - e. Announcement - Allan stepping down at the end of this fiscal year.
11. Safety - Bolar
  - a. Reviewed the committee's work to date; will follow up on questions raised by trustees + recommendations for 2023-24 budget at May board meeting

**PLANNING FOR THE FUTURE (60 min.)**

12. Budgetary Priorities - moved to May agenda
13. Policies under revision
  - a. Board - Lewis reported on policy revisions; unanimously approved.
  - b. Wage Structure - Hunt reported on "step" system, which reclassifies the positions by level of responsibilities; \$ increases by position reviewed per Profiles B and C.

- i. Recommendation: Profile B (cost about \$25K extra for salaries + likely address increase sought by accompanist). Intent is to target Profile C as pledge levels and/or use of reserve funds allow. After discussion it was agreed to incorporate Profile B into budget and vote at May board meeting.

14. Planning for May, 2023 Annual Meeting

- a. April 23 at 12:30 B. Davis will offer congregational meeting process refresher; light lunch will be offered
- b. Budget pre-meeting date?

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**CLOSING WORDS** - M. Emrich shared the poem *Let's Take the Road and Follow April* by Annette Wynne

**ADJOURNMENT 8:56**