

People's Church Board of Trustees
December 6, 2022 Minutes

Trustees: Bolar, Hampel, M. Johnson, R. Johnson, Lewis, McClurkan, Peters-Sparling, Bair,

Minister: Rev. Rachel Lonberg **Ex Officio:** Allan Hunt, Treasurer

Regrets: Hackley, Emrich

OPENING

1. Chalice lighting/opening words – Bolar read Ralph Waldo Emerson's "What is Success"
2. Check-in: Attendees shared stories about gifts given or received.
3. Affirmation of covenant, mission and vision
COVENANT: We convene, bringing our best selves - prepared, listening and open - as we work together to further the Mission and Vision of People's Church.
MISSION: A beloved community embracing and serving our diverse world.
VISION: Aligning with the Principles of the UUA while growing in love, People's Church:
 - Builds a diverse and inclusive loving community
 - Freely searches for truth and meaning
 - Provides solace and rejuvenation
 - Embraces equity and pursues Social Justice
 - Cares for our planet Earth, the home we share with all living things
4. Board members approved minutes of November 1, 2022.
5. Board members approved agenda.

MONITORING & OVERSIGHT

6. Financials Review-Hunt reported:
 - a. Oct pledges \$15K over budget 140% of pledges now, \$26K ahead of this time last year.
 - b. Expenses – \$36K overall surplus ytd.
 - c. VanSlambrouck noted concern at Committee meeting
 - i. Investment funds include donations we don't own (e.g. refugee funds, minister's fund, RE funds for a total of approximately \$45K) has led to church overstating wealth;
 - ii. Funds designated in accounting but not stored in a way that allows for easy retrieval/disbursement;
 - iii. Preliminary recommendation: create separate account called Fiduciary Funds;
 - iv. Exploration continues and will be reported on again at a future board meeting.
 - d. BC/BS increase of 11% for 2023 premiums for 3 employees.
7. Staff & Committee reports - Rev. Rachel highlighted:
 - a. DRE sabbatical for 6 months through June, 2023.
 - b. Kalamazoo Climate Crisis Coalition (KCCC) support letter for creation of Climate Adaptation Coordinator at County level; church is an affiliate and supports being signatory for this grant funded initiative.

PLANNING FOR THE FUTURE

8. Housing Allowance for 2023 – "At the request of Rev. Rachel Lonberg, we designate \$36,000 of her compensation to be paid as housing allowance beginning January 1, 2023.
As long as Rev. Lonberg is the called minister of People's Church, the above amount of housing allowance shall apply to all future years until modified."

9. Racial Justice in UU Congregations / ARAOMC report - McClurkan
 - a. McClurkan, Hackley (with D. Hartsough) to develop recommendation to board by February meeting.
10. Policies under revision
 - a. Board - Lewis reported target February for Board review after one final pass at edits.
 - b. Safety – Bolar reviewed Committee report dated 11/29/22.
 - c. Other - M. Johnson reported preliminary edits resulted in 6 pages of deletions; remainder of content to be edited by McClurkan, Emrich and Rev. Rachel for January board meeting review.
11. Article III Planning for May, 2023 Annual Meeting
 - a. Rev. Rachel reported goal by February board meeting is to have met 1:1 with everyone that expressed concern about current bylaws language
 - b. Lewis asked to be added to the list of ~12 to meet with Rev. Rachel

CLOSING WORDS - Bolar read a poem from Robert Louis Stevenson's "A Child's Garden of Verses"

ADJOURNMENT 7:45 pm