

People's Church Board of Trustees Meeting

January 9th, 2024

6:30-8:30pm

Agenda

Present: Gordon Bolar, David Isaacson, Cindy Pietras, Dan Bair, Brian Lewis, Laura Bultman, Donna Kaye

Rev. Rachel, Melissa Emrich, Tom Hackley

Regrets: Joe Hampel

Opening:

1. Chalice Lighting and Words: Gordon Bolar
2. Check-in: Share a rose, a thorn, and a bud. (Something that brings you joy, something that is challenging, and something that you're looking forward to.)(Laura)
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. Review and approve minutes of December 2023 meeting (Brian Lewis)
 5. Review and approve agenda of January 2024 meeting (Brian Lewis)

Church and Staff Updates:

1. Financials Report (Tom Hackley)

Budget is looking positive; we're seeing more income and less expenditures. We're looking at a possibly smaller deficit than we thought so we may not need to draw as much from the Palmer fund. Our budget at the beginning of the year was 60 grand short with 40 to come from the pledge drive and 20 to come from the Palmer fund. Pledges were higher than 40 and we have other income that is higher than expected (plate collection, rental fees) and expenses are below expected in almost all cases.

The financial snapshot includes the end of year investment report. They are up 8% from what they were at the end of the last quarter. Our draw will be a little bit higher than last year.

The budgeting process has started for next year. Payroll taxes are higher, water and electric services are higher, and the UUA has asked for a larger amount of denominational support (last year we paid half of what they asked for).

David asked about elevator repairs and the money needed for that.

2. Staff and Committee Reports (Rev. Rachel)

Brian asked if the extra money from Ian Webster's Eagle Scout project can go to the piano fund instead of the operating fund. The board discussed it and decided to follow Rachel's plan to roll the money into the operating fund.

Board Business: (Brian Lewis)

1. Earmarked Gift

Gordon asked about the \$3000 and whether it would be their budget for the next ten years or whether they would be given the money to spend as they see fit. Laura said the library needs to update a lot of their RE books. Rachel suggested they might name a shelf after Kay or some other way of honoring.

David moved that we establish a library fund and the board approved it.

2. Finance Policies Review (Tom Hackley)

Reserve fund is no longer needed because of electronic transfers which make the fluidity of our funds much easier.

Dan moved to approved the policy as presented by the Finance Committee and the board approved it.

3. Board Publicity (Rev. Rachel)

People in the church don't know who is on the board (including people in the nominating committee). This is a problem.

Ideas:

Bulletin board with pictures (Melissa will print, Laura will put the pictures up)

Blurb in the newsletter or Friday blast (Melissa will gather from our board bios)

List of names at the bottom of the Friday emails (Melissa)

Slideshow of the board in the foyer (Melissa)

4. Minister's Letter of Agreement Review (Brian Lewis)

The Board discussed point 2.7 and the evaluation of ministry. Rev. Rachel suggested a board retreat or special meeting to create the first evaluation/plan. David would like the congregation

to be involved as well. Rev. Rachel suggested a potluck where the Board members each sit at a table and facilitate the discussion at that table.

There was a question about the Committee on Ministry which was disbanded and whether this would be their responsibility. Rev. Rachel said this committee was useful when she was first starting out, but since then the committee's evaluative function was redundant/unnecessary.

Rick moved to approve the Minister's Letter of Agreement as amended. The board approved.

Update on our year's goals:

- Preparedness emergency action plan (Gordon)

Gordon presented the Emergency Action plan draft. Drills will be held for most of the emergency situations but not for active shooters. It's important not to disclose the plan to outsiders, but it needs to be told to the congregation. We also cannot run a drill because it's impossible to know what would be happening or where so the plan presents the run, hide, fight plan.

David asked if we have a way to quickly contact all the cell phones. Gordon said there would be a chat with the safety team, but we don't currently have the technology to text all congregants simultaneously.

Brian asked about a speaker system that would communicate with everyone in the church. We don't have that set up.

The board was asked to send any further questions to Gordon by Friday 1/12/24.

Upcoming Events:

Board involvement in the January 28th service (Rev. Rachel)

Dan and Gordon will help by speaking briefly about the joys of Board membership and taking a leadership role in our church.

Other?

Closing Words: Gordon Bolar