

People's Church Board of Trustees Meeting

February 6, 2024

6:30-8:30pm

Agenda

Present: Joe Hampel, Dan Bair, Cindy Pietras, David Issacson, Brian Lewis, Donna Kaye, Gordon Bolar, Laura Bultman, Rick Johnson
Rev. Rachel Lonberg, Tom Hackley, Melissa Emrich

Stewardship Beta Test (45 minutes): Board Grateful Gathering (Rev. Rachel and Tom Hackley)
Question to ponder: When have you felt grateful to be part of People's Church?

Board Meeting Business

1. 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
2. Review and approve minutes of January 2024 meeting (Joe Hampel)
3. Review and approve agenda of February 2024 meeting (Joe Hampel)

Church and Staff Updates:

1. Financials Report (Tom Hackley)

Our investments are up (good news!). The income side of our budget is above where it should be, though that may not be sustained since some things are front loaded. Some fall pledges have not been paid but we are trusting they will come in. Expenses: our planned operation is high because of snow removal from December and the elevator repair. We have paid our promised denominational support.

On Sunday mornings we generally collect between \$200 and \$500, more when there's a special collection.

2. Staff and Committee Reports (Rev. Rachel)

No questions.

3. Preparedness Committee Update (Gordon Bolar)

We have an emergency action plan that has been reviewed by the staff, board, and preparedness committee. The safety team had their first training last Sunday (2/4). There were 16 people at that training. Later on this month there will be more training on CPR, defibrillators, and first aid. This will be on Sunday the 25th. Gordon is looking for options to provide food during this training. They are still looking for more training for dealing with inappropriate behavior. On March 3rd we expect to have two designated members of the safety team on duty for the first time. On April 7th we will have a shelter in place drill.

Cindy asked if there would be special training for the RE teachers. Gordon will follow up with Diane about this.

Board Business:

1. Anti-racism Policy (Brian Lewis)

As a reminder, we acknowledge in our anti-racism policy that we have work to do to become the community we want to be. We need to think about this and how we can be accountable to that goal.

How do we want to start? What do these things look like in action?

Rachel will upload the anti-racism policy to our March Board Folder and we will review it at the next meeting. Rachel suggests we pick a part of the policy that we feel important to implement.

2. Assessment of Ministry (Laura Bultman)

We voted to conduct an assessment every three to five years on Rachel's contract. Laura, Joe, and Rick will meet and discuss how to start, looping Rachel in afterwards and before we present to the board.

3. Rev. Rachel's Sabbatical (Spring/Summer 2025)

Sabbaticals need to be approved a year in advance; Rachel would like to take April - August of 2025. Her last sabbatical was four years ago so she can take four months. She'll be applying for a grant to help cover the cost of sabbaticals. The grant asks the congregation to take on a project during the sabbatical; Rachel suggests taking on the next chapter of the video series about the history of People's Church.

Rachel is planning on having a sermon writing class so there would be graduates of that class who could preach in her absence. Last time she put together a team to handle pastoral care. Diane and the RE assistant took on some of the administrative work, but there is no more RE assistant. Last time it cost the church about \$10,000, the Eli Lily grant is for up to \$60,000.

Rachel will prepare a rough budget of the sabbatical for our next month's meeting and we will vote at that time.

Upcoming Events of note:

February 4-18: Silent Auction

March 3-31: public phase of the stewardship campaign with grateful gatherings (with a few weeks of following up with folks afterwards)

April: budget finalizing (mostly by staff & treasurer with some input from finance & board. A rough sketch might be available by the April board meeting)

May 7: May board meeting – congregational meeting agenda set, including approval of draft budget

Mid-May: some events for congregation to learn about the budget and anything else on the congregational meeting agenda

May 19: congregational meeting (probably – the board will set the date by end of April)

June 4: transitional board meeting - final meeting of 2023-24 board & first meeting of 2024-25 board

Other?

Closing Words: Donna Kaye