

People's Church Board of Trustees Meeting

March 5, 2024

6:30-8:30pm

Minutes

Present: Joe Hampel, Laura Bultman, Dan Bair, Rick Johnson, Brian Lewis, Donna Kaye, David Isaacson, Cindy Pietras

Rev. Rachel Lonberg, Melissa Emrich

Regrets: Gordon Bolar, Tom Hackley

Opening:

1. Chalice Lighting and Words: David Isaacson
2. Check-in: How have you experienced generosity?
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. Reviewed and approved minutes of February 2024 meeting.
 5. Reviewed and approved agenda of March 2024 meeting.

Church and Staff Updates:

1. Financials Report (Melissa Emrich)

Some renters paid their whole year upfront so we have 140% of our building use fees in.

Work done on fire extinguishers cost some money in Building and Grounds.

The auction brought in \$3,700 and most of the money has come in.

The White Elephant sale group hasn't met yet but will probably hold the sale sometime in June.

The original plan for the year was to take \$20,000 from our unrestricted reserves, but assuming things hold steady we will be withdrawing less.

Some general notes on the budget:

We sometimes have unpaid pledges, but not often or many. It's often balanced out by new pledging members.

For memorial services, we do not charge members for memorial services but we do charge them the cost of the food for the reception. People often give more at that stage.

As far as custodial expenses, we do not pay mileage for the custodian's commute.

2. Staff and Committee Reports (Rev. Rachel)

Board Business: (Joe Hampel)

1. Assessment of Ministry

Rick, Joe, and Laura met to discuss how to interpret that section of the letter of agreement. They will meet with Rachel to discuss further before presenting to the Board.

2. Anti-racism Policy

We have written the policy and now need to decide how to live into it. There are multiple ways to approach this. Coordination with the Dismantling Racism team is important since they are experts on the subject and their perspective is valuable. Joe and Brian are going to reach out to the Dismantling Racism team to discuss further actions. We are already doing some of these things, but we'd like to have it be a more concerted and intentional plan rather than piecemeal.

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

Rev. Rachel put together a draft budget for her sabbatical which will span two fiscal years over the summer of 2025. She is working on a grant to help fund this sabbatical which is due next week. The grant requires a congregational project; Rev. Rachel suggests making the next chapter of the church historical documentaries. Ella Swift-Redding is a church member who also makes films and has a production company who could help.

Brian moved to approve Rev. Rachel's sabbatical in the spring/summer of 2025 and it was approved.

4. Living wage discussion

If we honor our living wage commitment, we will need an extra \$3,500 next year to cover that gap. No decisions will be made at the moment; we will wait to see what the stewardship campaign will bring in and what the finance committee will put together.

5. Congregational Meeting planning (date setting)

Proposed date: May 19th. It is also the Coming of Age service, so we will have a full service, lunch, and then the meeting. Possibly a potluck lunch.

Upcoming Events of note:

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

March 16th: Me and White Supremacy livestream discussion with author

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

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

Other?

Closing Words: David Isaacson