

People's Church Board of Trustees Meeting

April 2, 2024

6:30-8:30pm

Minutes

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

Opening:

1. Chalice Lighting and Words: Cindy Pietras
2. Check-in: Share a moment of joy and abundance you experienced this month.
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 the minutes of the March 2024 meeting.
 5. Reviewed and approved agenda of the April 2024 meeting.

Church and Staff Updates:

1. Financials Report (Tom Hackley)

Current status: we continue to do fine on our operating budget. Our income has been higher than anticipated. That should even out soon. Expenses are also looking good with the exception of the elevator repair cost and the plowing expenses.

Expenditures are also on track. Investments have increased by 4.3% this quarter.

- Stewardship Update (Rev. Rachel and Tom Hackley)

We had 15 grateful gathering events. 103 people attended which is about 37% of our current membership. It was nice to be with people and gather together, especially people who were not pre-built groups. People asked great questions and were engaged with the process. Gordon congratulated people who put this together because having small conversations with so many people is a feat. The rainbow sheet was well-received and a great guide.

As of 4/1, we have received 90 pledges for \$253,465. At this point we're pivoting to reaching out to the other pledging units (approximately 40-50). Our goal is \$345,000 for next year.

We need volunteers to reach out to some people - Brian, Rick, Joe, Dan, and Laura volunteered to help.

Some members will give automatically through Vanco and not fill out a pledge form so it can be tricky to predict.

- Preliminary Budget Discussion (Rev. Rachel and Tom Hackley)

The Finance committee will be reviewing the budget numbers in April and will provide a preliminary budget to the board for the May Board Meeting.

All the budget requests are in. The personnel piece is dependent on pledges so we won't set salary increases until we know how much we have. We should have enough data by the middle of the month to create a budget.

Dan asked if our investments were socially responsible and in keeping with our values. Several years ago someone asked this question and some money was moved. At the moment, 25% of our money is in socially responsible investments, but the rest is not screened. Half our money is in stocks and half is in bonds. If we decide to invest in more stocks in keeping with our values, we would probably see lower returns. The Board wrestled with this 5-6 years ago and in the end they left it as is. There is also the question of where we spend our money on a more regular basis (such as buying from Amazon). There is a UUA investment fund where we could put all our money and then everything is screened.

2. Staff and Committee Reports (Rev. Rachel)

Dan knows someone who may have a piano and will reach out to Jennifer Drake.

Board Business: (Joe Hampel)

1. Assessment of Ministry

From article 2.7 of the Minister's letter of agreement we need to do an assessment of the ministry every 3-5 years. We want to involve the congregation so we will circle back during our retreat to plan this more. We want to recognize the good work of our church and staff and appreciate what's being done.

2. Anti-racism Policy

Joe and Brian reached out to the anti-racism committee and will have more updates at the next meeting.

3. Policy handbook updates

A year and a half ago we looked at the policy handbook and assigned some sections to update. Some sections weren't looked at and need to be updated now. The committee section is very out of date. Rachel will draft a new version of this committee section and bring it to the board at the next meeting.

4. Preparedness Update (Gordon Bolar)

We have enough members for both the safety and the medical teams. We will have a shelter in place drill (tornado, extreme weather) on April 7th. RE will be in specialty classes; Gordon has spoken to Diane to coordinate how this will happen. This will happen at the end of the service. When everyone is in place, the leaders will knock on doors to let people know that the drill is over. Brian thanked Gordon and the committee for their hard work.

5. Annual Meeting agenda review

Joe asked about the President's report - Melissa will send Joe some examples. The board approved the agenda for the annual meeting.

- Schedule meetings for congregation to learn about budget/Congregational Meeting agenda

The budget will be approved at the May board meeting and the congregation will vote on it just a week or two later. We want to give the congregation a chance to ask questions as needed.

It's a good idea to have a refresher on how we vote.

We want to make sure to provide a zoom option.

We're going to move the May Board meeting to April 30th and have the congregational questions on Sunday, May 5th after the service. We'll take a quick break after the service (10 minutes) and then have the budget briefing. Rachel will also share the video of Barb Davis explaining the voting procedure.

The congregational meeting will be on the 19th and we'll have a potluck. The service will be the regular length so the meeting will probably start around 1pm. The commons will be set up for the potluck from the start.

Upcoming Events of note:

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

April 30th: May board meeting – congregational meeting agenda set, including approval of draft budget

May 5th: Congregational Budget Briefing

May 19: Congregational Meeting and potluck

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

Other?

Closing Words: Cindy Pietras