

**People's Church Board of Trustees Meeting**  
**September 3, 2024**  
**6:30-8:30pm**  
**Minutes**

**Present:** Joe Hampel, Brian Lewis, Laura Bultman, Gordon Bolar, Juli Ginn, Amy Meyer, Cindy Pietras, Rev. Rachel Lonberg, Tom Hackley

**Regrets:** Donna Kaye and Teresa Klan

**Opening**

1. Chalice Lighting and Words (Brian Lewis)
2. Check-in: *What's your hope for our church this year?*
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 June 2024 meeting
  5. Reviewed and approved agenda of September 2024 meeting

**Church and Staff Oversight:**

*1. Financials Report (Tom Hackley)*

We have returned our surplus into the investments. The savings account was turned into a money market account by the bank and is earning 4% now (it was earning 1/10 of 1%). We have a lot of money that comes in at the beginning of the year because of pre-paid pledges and so forth and we are hoping to hold it in this savings account to have it make money.

The piano fund is very close to being paid off - we only need \$105.20.

At the moment, ¼ of our pledges have come in totalling \$97,000. Several of our renters pay their entire year at once so we also have those monies.

As far as expenses, only RE is really making a dent in their budget which is expected because of the start of the year for them in the fall. We have also signed our first maintenance check for the elevator at \$2,700.

Tom has taken a look at the list of items that may need to be replaced that Mike Bultman made last year and a lot of the numbers need to be updated because of current costs. Mike projected we'd need to set aside \$5,000 a year on an ongoing basis. If we can get enough to buy the solar panels we'll be able to build our capital assets for the things that come next.

Tom suggested at the finance committee meeting that we should establish a building fund and try to fill it in whatever ways we can. Legacy gifts could go here, for example. Tom will bring a resolution about this to the next meeting; this will be written before the meeting and put in the drive so the board can read it beforehand. Juli recommended this be called the "Mortar and Stone" fund. The board got chills.

## *2. Staff and Committee Reports (Rev. Rachel)*

Recruiting people for RE has been hard this year; many of our regular teachers have asked for a break and new teachers have been hard to find. It always feels like this around this time of year, but it's still stressful.

## *3. UUA Retirement plan*

Right now we have a 10% retirement benefit and employees can elect to add more as they see fit. None of that would change with the adoption of this resolution. The board voted to approve the below. Melissa will contact the UUA.

*Whereas the Peoples Church is committed to assisting all of its employees 18 years and older prepare for their retirement years, and;*

*Whereas the Unitarian Universalist Organizations Retirement Plan (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore;*

*Be It Resolved that the Peoples Church hereby adopts the 2025 Restatement of the Unitarian Universalist Organizations Retirement Plan with an implementation date of January 1, 2025.*

*Be it Also Resolved that People's Church commits to complying with all the provisions of the Plan and the elections made by Peoples Church in the 2025 Employer Participation Agreement that we submit to the UUA Retirement Plan Committee.*

*Pursuant to adoption of both resolutions People's Church formally requests that UUA Retirement Plan Committee acknowledge receipt and approve via counter signature of same.*

## *4. Administrator Vacation*

After discussion, the board moved to change the administrator's furlough week to a paid vacation and it passed. All full time employees will get 3 weeks of vacation after 3 years of

service. Rev. Rachel will update the personnel manual so this administrator will receive three weeks of vacation going forward.

### **Board Business:**

#### 1. Logistical Updates (Rev. Rachel)

Does anyone want a mailbox in the mail room? Brian, Juli, and Gordon would like one. Would the board be interested in contributing a short paragraph to the newsletter each month? Yes, we signed up for a month each.

#### 2. Assessment Project Updates (Rev. Rachel)

The assessment team (Brian, Amy, Teresa, Rev. Rachel) have met. They will use a survey to get a benchmark of where we are, though the questions still need to be decided. The second part of the project will be the variation of the grateful gatherings from last year where we talk about aspirations, etc. There will be guidelines for these conversations to keep us on track. Timing will be tricky because of Rev. Rachel's sabbatical; if it can't happen before January or February then we will wait till she returns.

#### 3. Wage Assessment Taskforce (Joe Hampel)

Joe, Laura, Alan Hunt, and Pat VamSlambrouck are on this team. It's newly assembled and will meet before the next board meeting.

### **Learning and Growing**

#### 1. UUA History of Racism and Anti-racism (Rev. Rachel)

#### 2. Considering our Board Priorities for the year

1. Assessment of Ministries and Programs
2. Spiritual Preparedness
3. Hope

### **Other?**

### **Closing Words (Brian Lewis)**

### **Adjournment**