

People's Church Board of Trustees Meeting

April 8, 2025

6:30-8:30pm

Minutes

Present: Joe Hampel, Brian Lewis, Laura Bultman, Amy Meyer, Juli Ginn, Teresa Klan, Gordon Bolar, Donna Kaye, Cindy Pietras, Tom Hackley (treasurer), and Rev. Rachel Lonberg

Opening

1. Chalice Lighting and Words: Gordon Bolar
2. Check in: How are you?
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 March 2025 meeting
 5. Review and approve agenda of April 2025 meeting

Church and Staff Oversight:

1. Staff and Committee Reports (Rev. Rachel)
2. Preparedness Committee update (Gordon Bolar)

Rev. Rachel did a training for safety/medical teams on de-escalation. We need to better prepare our greeters at the entrance who were specifically not called on to be part of the safety/medical team but who could benefit from de-escalation training as well.

3. Personnel Manual Update (Rev. Rachel)

In partnership with Eli and using UUA resources, Rev. Rachel has re-written our manual to be in line with our current policies and practices. Our policies require the Board to be informed of changes to this manual.

The Board reviewed the new manual changes and asked pertinent questions. Rev. Rachel will make some edits based on the comments. Some edits will be easy to do quickly and some are larger questions which will be addressed when she returns from sabbatical.

4. Rental agreements (Rev. Rachel)

The Board discussed rental agreements with our renters: how the agreements are made, which groups are allowed, and how separations are done when groups no longer fit in our church structure/values. Eli is working on new rental agreements as far as costs. A more formal rental agreement set-up may also be needed going forward.

5. Sabbatical Planning (Rev. Rachel)

There are last minute things, always, but Rev. Rachel has passed on as many batons as possible and the people receiving them are ready and feeling confident.

6. RE Taskforce Update (Teresa Klan, Cindy Pietras, Juli Ginn)

We are planning a grand experiment in the fall with a reorganization of classes and teachers where volunteers are needed for fewer Sundays a week.

Board Business:

1. Budget Update (Tom Hackley)

Investment report was the same in March that it was in December, but it has been bouncing and it's unclear what will happen in the future. The committee is looking for a different investment company.

Snowplowing was over-budget because of the wet winter - we had budgeted \$8500 and have spent \$21,000. It's an issue and Tom has re-allocated funds for next year's budget to try to avoid this situation going forward. This will put our budget in deficit for the year which may require us to draw from the Palmer fund.

As Tom is building the budget for next year there have been some extra expenses that were unexpected (request for an RE assistant, refurbishment of bells, etc.). These decisions will be made next month when the full budget is presented.

There are some people who have not yet pledged for next year. The Board will help in contacting these people. The current pledge rate is approximately 4% more than last year.

2. Personnel Policy Update (Rev. Rachel)

The Board voted to include the new policy in the personnel manual that a board-appointed committee speak to church staff/employees every two years about compensation, job satisfaction, etc.

3. Signal App (Gordon Bolar)

Joe will be the admin during Rachel's sabbatical until the new president is appointed.

Other

Closing words: Gordon Bolar

Adjournment