

People's Church Board of Trustees Meeting

September 2, 2025

6:30-8:30pm

Minutes

Present: Martin Sauter, Elizabeth Huff-Willis, Tim Kieffer, Amy Meyer, Cindy Pietras, Teresa Klan, Laura Bultman, Donna Kaye, Tom Hackley, Reverend Rachel

Regrets: Juli Ginn

Opening

1. Chalice Lighting and Words (Laura Bultman)
2. Check-in: What is a time that you were especially proud of People's Church?
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. Approved minutes of June 2025 meeting
 5. Approved agenda of September 2025 meeting

Church and Staff Oversight:

1. Financial Report (Tom Hackley)
 - Surplus of approximately \$7,400 for FY 24-25 Operating Fund.
 - Approximately \$100,000 of pledges has already been collected.
 - Legacy Giving discussion to be held this month.
2. Staff and Committee Reports (Rev. Rachel)
 - Eli, Diane, and Rachel have started a conversation about the possibility of having a certain Saturday of each month when we cluster church activities, things like garden and building and grounds workdays, religious growth and learning opportunities for adults, new member classes, and possibly committee meetings or other events. The idea is to have two blocks of programming – morning and afternoon with a potluck lunch in between. People could come for the whole day, just one piece, or none at all. People engaged in different ways at the church would mix over lunch and we could possibly cluster childcare, as needed. This would also present the added benefit of intergenerational gatherings.

- Rental increases: No known pushback regarding increase in fees. Organizations are becoming aware that we are an affordable option.
- Sadness expressed our RE assistant is leaving, but congratulations on finding a job in her field.
- There is a discussion about running the Bazaar raffle differently. Considering whether we should sell tickets in advance or continue with selling tickets the day of. There are different regulations for each.

Board Business:

1. Review our covenant (discussion led by Rev. Rachel)

- Covenants are living documents and can be amended or changed at any time. No recommendations to change/amend at this time.

2. If we are to address justice at People's, at the end of the year how would we know that we are a church of justice, or what does it mean to be a church of justice? (discussion led by Rev. Rachel)

- There has been a shift over the years toward People's involvement in justice initiatives.
- A space where people can come together and express themselves freely.
- You see something wrong and you fix it. An example is when People's approved a living wage for our employees.
- Openness to new ideas.
- Treating others fairly.
- Not tolerating intolerance.
- Create a safe place to have conversations and ideas.
- How to approach the least among us.
- Money should go toward justice-seeking activities. "Put your money where your mouth is."
- As individuals and as a church how do we measure when we have met a justice goal?
- Inventory of our outreach – where do we as individuals, and as a church, spend time, money, energy?
- At an organization level is the board committed to allocating specific funds to specific justice initiatives?
- Consider an intentional committee that advises the congregation regarding involvement in justice activities.
- A definition of justice for our church may be found in UUA Values (for UUA organizations)

3. In five years what does a good, realistic, successful, sustainable church financial picture look like? (discussion led by Elizabeth)

- Divesting investments from companies that don't share our values.
 - Ask the Finance Committee to pursue investing in funds that reflect our values.
- Have discretionary funds available to use toward activities that support our values.

- Tom agreed to prepare information regarding our fixed line items and items that are more discretionary.
- Have enough money to be comfortable, creative, take risks, no one loses sleep over our financial situation, replace things that are broken rather than fix it with duct tape.
- Create a legacy for generations to come.
- Have a budget that requires that we have only one fundraiser and one request of members for funds each year.
- Reconsider how we ask for money – for individual projects versus from the general fund.

4. How do we take on the task of evaluating the ministry and programs? (discussion led by Laura)

- Rachel's contract (a product provided by the UUA) requires an assessment of the ministry every three years.
- A wage assessment was conducted last year. Alan Hunt gathered information that indicated that our wages seem to be commensurate with other churches of our size. It was recommended that this should be repeated on a regular basis.
- How can we as a board assess our staff and determine if we are acting appropriately?
- Does the UUA have guidelines to assess a ministry? UUA has a Congregational Self Assessment template.
 - Laura and Amy to further research whether and how to assess different aspects of our ministry every several years rather than trying to assess all in a year's time.

Other: None.

Closing Words: Laura

Adjournment

Opening and Closing Words for October's Meeting: Amy Meyer