

People's Church Board of Trustees Meeting

January 6, 2026

6:30-8:30pm

Minutes

Present: Laura Bultman, Cindy Pietras, Martin Sauter, Juli Ginn, Rachel Lonberg, Elizabeth Huff-Willis, Tim Kieffer, Donna Kay, Teresa Klan, Tom Hackley

Absent: Amy Meyer

Opening

1. Chalice Lighting and Words: Teresa Klan
2. Check-in Topic: One thing you'll do in 2026 to bring you joy
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 December 2025 meeting
 5. Reviewed and approved agenda of January 2026 meeting

Church and Staff Oversight:

1. Financials Report: Tom presented a revised December 2025 Financial Snapshot.
2. Assessment update and brainstorm: Laura presented the idea of forming an ad hoc group of People's members who are involved in a variety of aspects of church life to begin the process of designing a long-term strategic plan. She solicited suggestions from board members of potential members for this ad hoc committee.
3. Staff and Committee Reports (Rev. Rachel)
 - a. General discussion about having an Affiliated Community Minister (see Minister's Report). Jill Terwilliger. Rachel entertained a variety of questions regarding this relationship. There would be a covenant that would be shared with the board. This affiliation requires board approval.

Board Business:

1. Tom presented information to advocate for a unified capital & operating stewardship campaign for spring 2026. At issue is raising \$800,000 over the next 20 years to maintain our facilities while avoiding a yearly deficit and also building a capital fund. The board agreed to a unified campaign to raise the base of pledge increases by a rate of 8-18% for this fiscal year. If

we reach our goal (and barring any catastrophes) the board agreed that for the next three years we would only ask for a 3% (or appropriate cost of living/inflationary increase). This COLA increase would be based on the 8-18% more figure that we are asking for this year: our hope is to raise the floor significantly this year and then only ask for minimal increases for the next three years.

2. A discussion was held to increase communications with the congregation about our finances. Perhaps consider a short story or description of how contributions are directly used.

Looking Forward – to Consider in February

1. How we have acted in support of our values over the last year and how we might act in 2026
2. Expectations for church leaders in our anti-racism policy adopted a few years ago

Other

Ongoing Goals:

1. Being a church of justice
2. Being intentional about finances
3. Evaluating the ministry and programs

Closing Words: Teresa

Adjournment

Opening and Closing Words for February's Meeting: Martin Sauter