

People's Church Board of Trustees Meeting

February 3, 2026

6:30-8:30pm

Minutes

Present: Martin Sauter, Teresa Klan, Tim Kieffer, Cindy Pietras, Laura Bultman, Juli Ginn, Elizabeth Huff Willis, Tom Hackley, Greg Feldmeier, Rachel Lonberg, Diane Melvin, Amy Meyer, Donna Kaye.

Opening

1. Chalice Lighting and Words: Martin Sauter
2. Check-in Topic: What is warming your heart these days?
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 January 2026 meeting
5. Reviewed and approved agenda for February 2026 meeting

Church and Staff Oversight:

1. Financials Report: Tom reported that there have been some adjustments to People's operating expenses, including an unexpected increase in costs for plowing this winter.
2. Investment Report: Greg discussed financial reasons for moving investments from Mercer to Vanguard; provided positive investment results from moving investments into the FTSE Social Index Fund; described that the congregation is debt free; and agreed to present at Annual Meeting in May.
3. Assessment update: Laura Bultman announced that her team will attend a meeting discussing how UU churches do congregational assessments. Congregation members asked to participate on the assessment team have yet to be chosen.
4. Staff and Committee Reports: Rev. Rachel reviewed the positive aspects of the report she prepared for this meeting.

Board Business:

1. Quorum policies for congregational meetings: Laura explained how we do not have quorum policies. A motion was made and approved that there should be at least 25% of the congregation present to vote on bringing a measure to the entire congregation for a vote. Laura will consult with Barb Davis, parliamentarian, and will report back to the board.
2. Change in staffing in religious education programs: Diane discussed how she would like to reduce her hours to 30 hours/week in September, 2026. Rowan, the RE Assistant, is agreeable to increase her hours to 20/week. Discussion included the implications for the future of the religious education program, effect on employee

benefits and financial planning, as well as the positive impact these changes will have on the professional and personal aspirations of both Diane and Rowan.

3. Invitation to participate in stewardship leadership: Rachel reviewed how small grateful gatherings had been successful in the past in providing information to congregants about proposed changes to policies and finances. Many board members agreed to host a gathering related to the upcoming stewardship campaign (which would involve some offering of food). They include Laura, Martin, Tim, Cindy, Elizabeth and Amy. Juli will consider taking on the role of a facilitator.

Looking Forward:

1. How we have acted in support of our values over the last year and how we might act in 2026: It was agreed that the March, 2026 Board Meeting would begin with this agenda item, where the topic may be models of authoritarian resistance that can be pursued by People's Church.

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: Martin

Adjournment

Opening and Closing Words for March's Meeting: Juli Ginn