



4980 Gordon Avenue N.W. Cedar Rapids, IA 52405 | www.peoplesuu.org | 319.362.9827

PCUU Board of Trustees Monthly Meeting Minutes

June 14, 2017

Called to order at 7:04 PM.

Present: Robyn Miessler-Kubaneck, President; Kathy Juba, Board Secretary; Gary McGraw, Treasurer; Geoff Johnson; Scott Mansfield; Kathleen Mavity; Mike Meshak, Rev. Rebecca Hinds

Absent: None

Regular Agenda items:

I. Regular Agenda

May Minutes: Reviewed. Motion made to accept: Scott; Second: Kathleen. Accepted.

Treasurer's Report: Reviewed. Nothing "sticks out." Gary would like the balance a little higher. Cathy has researched various church databases to figure out which one would be best. Robyn said the Board would not be voting on which database to choose because it is an administrative decision.

II. Board Officers

Moved: Scott; Seconded: Geoff. Unanimously passed.

Vice President: Kathleen Mavity

Secretary: Kathy Juba

III. Record Retention Policy

Reviewed changes. In regards to keeping a copy of the church membership list, Robyn thinks it makes the most sense to use the list as it stands at the time of the May Congregational meeting. In the future, we may implement a cloud sharing program for keeping/sharing documents. Motion: Kathleen; Second: Scott M.; Unanimously accepted.

IV. Director of Religious Education Position

Rebecca met with Deb Maynard and Amber Todd, RE Council chairs yesterday to plan for the immediate future for RE. It was decided to cancel the OWL Training this summer. Only one person had registered and we need 10 people registered to break even. The whole council is excited about offering Suuper Hero camp this summer on Sundays, July 9, 16, 23, 30 for 2 hours.

In hiring a new DRE, Rev. Rebecca shared that there are a couple of avenues to pursue. First Option: the church can advertise locally and also with LREDA (UUA religious educators group) for a DRE. Option 2: Hire an Interim DRE. These people come for one



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year and they are highly trained to come in to help with transition to a new person. It would assist Peoples in figuring out why the church has had so many DREs. Rebecca contacted the Guild of Interim Religious Education and was told that a halftime DRE position will not be that attractive. Option 3: Hire a local person who could be a "coordinator of RE" (like Jamie was the first year) with a consultant from the Guild supporting him/her.

Rebecca stated that the RE Council wants someone who is flexible and will stick around. They were not thrown off by the idea of an interim. They understood that Rebecca hires them and not the RE Council, which has been done in the past. Rebecca will bring in a council member or two for the second interview.

Rev. Rebecca said she will go to GA next week and promote this position with all interim religious educators there.

Robyn asked what people want RE to look like. Discussion covered the 3 topic cycle from years ago (UU/Judeo-Christian heritage/other world religions), whether having children in service every week is important, and how to ensure an adequate number of teachers.

Next steps: Rev. Rebecca will get an interim job description together and try to find someone between now and August, looking simultaneously for both an interim and a local person. Complicating the search process is the fact that Rev. Rebecca is off in July. Rev. Rebecca will post the job as well as publicize our vacancy at GA next week. She will have two different job descriptions prepared depending whether the person is looking for an interim DRE position or a local coordinator position and share those with Cathy (operations coordinator). Cathy could then respond to requests for information and collect names, saying Rebecca will be in touch in August.

A discussion followed regarding what the Board wants in a DRE: Gary: someone who is organized and has some educational/child development background. Kathleen: someone who knows how to think strategically and has a clue about how to implement. Robyn: someone who can do a budget. Rebecca has received one resume.

Robyn shared that RE is not one of our developmental ministry goals and we may need to rethink that. Kathleen said that development of RE plays into membership.



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V. Board Meeting Housekeeping for Coming Year

Regular business meetings: Wednesdays work for all Board members. We will try for 4th Wednesdays @ 6:15 PM. For the next three months the dates are July 26, August 23, September 27.

Board retreat: The purpose will be for the Board to get away and talk specific topics in depth. The Board agreed that 9 AM to noon on either Aug. 19 or 27 would work. Suggestions for a location were the library, Kathleen's house, Prairiewoods, and Indian Creek NC. Robyn will confirm date and location later.

Changes to regular agenda items: Staff and finance reports will be moved to the end of the agenda. In addition, Robyn asked staff to send reports earlier in the month for people to review and ask questions ahead of time.

Ways to keep focus on big picture: Robyn encouraged Board members to think about the questions listed in this month's board agenda for the Board retreat.

Move reflection/work time for Developmental Ministry topics to the beginning of Board agendas: Rebecca and Robyn discussed moving DM topics to immediately after approval of the previous meetings' minutes in the agenda. At the Board retreat, we will talk about topics we want to research and learn about. Robyn will have some sort of reading and some framing questions.

VI. Updates

Mission Team Activities: Robyn reported that the Mission Team is meeting tomorrow. They will be talking about the party at the end of the month where people are to envision our church in 2027. They will also continue their work on the values the church wants to focus on.

Staff Reports: Both the Minister's report and the Operations Coordinator reports were reviewed.

Adjourned: Motion made by Scott M. at 8:45 PM.

Respectfully submitted,
Kathy Juba
Secretary