



PEOPLES CHURCH
UNITARIAN UNIVERSALIST

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

PCUU Board of Trustees Monthly Meeting Minutes

May 16, 2018

Kathleen Mavity, Vice-President, called the meeting to order at 6:18 PM.

Present: Kathleen Mavity, Vice-President; Kathy Juba, Secretary; Scott Mansfield; Geoff Johnson; Rev. Rebecca Hinds: Acting DRE David Wise. (Board candidate Jude Johnson was also in attendance.)

Absent: Robyn Miessler-Kubaneck, President; Gary McGraw, Treasurer (Written report submitted); Mike Meshak.

Chalice Lit: Rev. Rebecca lit a candle in a spirit of gratitude for the year of good work and welcoming new members.

Regular Agenda items:

April Board business meeting minutes:

Approved: Geoff Second: Scott Passed.

Treasurer's Report: Reviewed. The following is Gary's summary for the previous month:

- In April we received a large pledge gift and an endowment distribution giving us strong income for the month: \$24,046.07
- Expenses were typical, \$14,863.78, giving us a surplus for the month
- For YTD, income is running ahead of expenses, with a current surplus of \$17,433.70
- We continue to have a strong cash balance in our checking and money market accounts.

II. Windows & Aesthetics Teams Proposal

The Board reviewed the proposal from the Windows and Aesthetics Teams for installing the rose and star stained glass windows from our previous church building into our current building.

With updated information, the cost estimate is \$39,404, which is about \$600 less than the previous estimate. Rebecca shared that this amount is within the guidelines for the Board to approve without putting it to a congregational vote.

The Board approved a construction budget of \$40,000 toward the interior wall repair projects for a RFNP. Geoff moved. Scott seconded. Passed.

III. Reflection

During the current church year, the Board read Gilbert Rendle's Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders, discussing a chapter a month. For



PEOPLES CHURCH
UNITARIAN UNIVERSALIST

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

this meeting, Kathleen led a reflection of the entire book. She asked Board members to share something actionable they took away from the book. Responses from various Board members included the following: Change can be a good thing. If there is a change, let the congregation know ahead of time and the rationale for the change. It is good to keep in mind the bell curve of emotions around change. The energy for one change needs to be maintained while a new cycle of change is begun or momentum drops off. (p.110) The roller coaster of change is good to remember. The Force Field analysis: there are driver forces and resister forces. Change is best facilitated by addressing the resisters rather than explaining the benefits of the change. The Board should not always “captain” the ship, but be more of the rudder and steer. A current example of “change” within Peoples would be for our upcoming capital campaign.

Board members felt that it was a benefit to read the book. Kathleen asked Board member to come up with what concepts shared in the book would look like at Peoples. The next topic that the Board will study will be communication.

III. Developmental Ministry Update

Kathleen led a discussion reviewing the church’s current status in relation to our Developmental Ministry. It was felt that because the goals have not been quantified, it is hard to ascertain how far along we are. Also, since the goals are background for more visible aspects of church (e.g. Religious Ed.), it is harder to recognize what is changing as a result of work being done.

The Developmental Ministry goals fit with the mission and our values in that a church doesn’t exist without money and governance but they allow us to do our mission. Kathleen referenced Maslow hierarchy of needs in how basic needs must be met before higher order endeavors can be addressed.

Kathleen suggested that we should work on both the developmental ministry goals and other mission based initiatives simultaneously. Working on end statements like we are currently doing is working on the governance goal of Developmental Ministry.

IV. Governance Renewal

Members of the Board practiced writing end statements in preparation for writing end statements for the church in the future.

IV. Updates

A. Staff Reports: Reviewed.



PEOPLES CHURCH
UNITARIAN UNIVERSALIST

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

B. Mission in Action Retreat: June 9, Robyn, David, Rebecca, and Kathleen are developing content and activities. The congregation will be asked for input on who we are and who we want to be, which in turn will help with writing end statements.

E. June Board meeting: June 27.

F. Congregational Meeting: Sunday, May 20 after service.

Adjourned: Motion made by Scott. Passed. 8:22 PM.

Respectfully submitted,

Kathy Juba

Secretary