



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
August 5, 2018

Kathleen Mavity, President, called the meeting to order at 6:15 PM.

Present: Kathleen Mavity, President; David Miessler-Kubaneck, Co-Secretary; Kathy Juba, Co-Secretary; Geoff Johnson; Jude Johnson; Mike Meshak; Rev. Rebecca Hinds; DFF David Wise; Gary McGraw, Treasurer.

Chalice Lit: Rev. Rebecca .

Visitor: Brenda McDole

Regular Agenda items:

July Board business meeting minutes:

Approved: Motion Jude Seconded: Mike Motion: passes.

Board secretary: David M.K. for August, 2018.

Treasurer's Report:

- Kathleen, had a question on page 2 regarding \$1,400 for guest music? Rev. R., focusing resources on worship (tuning piano, flowers, music). Gary, "We're more or less on plan."
- Regarding larger financial decisions, Gary will still like to get notice when financial things might happen. May be useful to have a list of projects--we have a que. Reference back to the list of projects.
- Discussion on the status of projects. Process update: We will tell the associated parties and get them involved in the timeline process.

I. Professional development video from Unity Consulting

Rewatch of video by Unity Point Consulting on end statements followed by reflection:

Q: What difference for whom (now--within, among, beyond)?

UUA Ends and explanation:

- Congregations unlock the power that transforms lives. (within)
- Congregations live in covenant with other congregations. (among)
- Congregations move towards sustainability, wholeness, and reconciliation, or congregations bless the world. (beyond)



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- Ends do not specify programs.
- Specifying outcomes rather than specific actions in pursuit of those outcomes is liberating and inspiring for your congregation. Creative ways to make the differences real.
- In the nesting bowls graphic, the flame represents your leaderships' connection to its sources of accountability and authority. Stay close to these sources.

The board's responses:

- Kathy, intimidating to actually write an ends statement. Kathleen, examples for UUA . Kathleen, "Don't get focused on the nuts and bolts." "Keep the how open--non-prescribed," Kathleen.
- Mike, "Accountability held to according to policies."
- Kathleen, Rev. R. has used framing for how volunteers can act. Rev. R. has said that it frees people up (quote read from email). Kathleen, "If we're talking about creating outcomes in a general sense, how might we apply or get ideas to generate end statements."
- Jude, "Listen to people. 'It feels like I came home.'"
- Kathy, "When we talk about DM Goals and what people want out of church. That sense of coming home."
- Mike, "the term DM and what do WE want, develops is based on needs over time. I think that it will develop. Figure out what each committee's job is and based on policies through natural development. People need to see the big need. To step up or support. Developmental part will develop."
- Kathleen, "Will take time to visit and revisit because of addressing the what instead of the how." Kathleen, "Social Justice addressing white supremacy and where we are going. We are feeling inspired and want to act. People want to be inspired to make the world better."
- Jude, "I think that we'd get more interest if we let people know more."
- Rev. R. "We have been doing this for a while. We don't have to start from scratch. We've had two MiA activities. We are in good shape. We have a lot to go on to make the Ends. The Mission Team did a lot of wordsmithing."
- Guest at church service today, Jeff Bruce, is Investigating UU churches. His home is Flint, MI. To get visitors noticed: encourage new or visiting people to take one of the specially colored cups." Discussion about cup policy with guest of what had been going on at Peoples. "Felt welcome on first day at Peoples."



II. Governance issues

End statements -- so what?

- Kathy, "How do we hold volunteers accountable?"
- Kathleen, holding people accountable to make it clear what it does and clear on accountability. The Board to possibly help guide decision-making.
- Faith Formation has a job description to help with the duties. Rev. R. hopes that all of the volunteer groups will have something like that. End statements + minister to help fulfill things as best as possible; teams filled around areas. Half of it is the go-to-person--in this case the minister."
- Kathy, "Involved with Good Neighbors. Not sure I do a good job. Someone else could do a better job."
- Rev. R. once End Statements are finalized, to help map committees to them."
- Kathy, "No clear expectations now. Who will complain."
- Liberating people for action -- Rev. R.

Wrestling with End Statements:

Format: What difference, for whom, with what priority?

- Jude, "Had a problem making it bigger. Focusing on we."
- Kathleen, "End statements more feeling based." Kathy, Laura counsels people on End Statements (from GA).
- Rev. R. Laura will be connecting with us during the retreat.
- Kathleen, in terms of End Statements, they need to be able to change when the congregation changes.
- DMK to send Rev. R. summary of MiA to help Laura.
- Mike, the End Statements will provide the goal for us to design the how towards. Board's responsibility to create the End Statement.
- Rev. R. can be the second pass on the how matches for us to Live into the Mission.
- December meeting to have End Statements ready. Board to help get the End Statements shared with the congregation.
- The Board to think more about this.

III. Getting on the same page

1. How does each of us see the following relate to each other? Mission, values, nested bowls, within/among/beyond focus, developmental ministry, Covenant of Right Relations.
 - a. How do these things connect to one another? Mission Team, info shared already.
2. Relationship between Minister, Board, end statements.
 - a. Workflow: Tricky or complicated to come to Rev. R. Board will get reports from Minister. Minister will work to get the how for the End Statements.
3. What are our thoughts about the *Board Covenant*?
 - a. Board covenant--thoughts discussed. Kathleen, "As we go through the meeting, keep the board covenant in mind."
4. Shall we keep the BOT bulletin board? If so, do we want to keep the same format and focus?
 - a. Bulletin board keep: yes. David and Kathleen to discuss ideas for updates.
5. What would be good to include in "job descriptions" for Board candidates/members?
 - a. Board covenant.
 - b. Term year status.
6. Imagine we're at the last meeting of the current "school year" (6/2/19). What specific accomplishments do we most want to be celebrating?
 - a. How do we measure accomplishments we most want to be celebrating? Baseline versus change in success? How do we measure it? Annual report, stewardship through a narrative report. Annual report to include end statements.

IV. Staff Reports

DFF: Reviewed.

- FFC at 9:45 AM is on the way. David and Rebecca are looking at how to create/manage adult RE programming that does not exceed his current contract hours which are already at capacity for children and youth FF.
- What might it look like. Oversight, etc." send to Kathleen and Rev. R. within a week.

Minister: Reviewed.



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- Alcohol policy and adult faith formation ideas. If someone wants to pay the Dram policy to consume alcohol at church events, they can. Or if a wedding was here and they wanted alcohol, then they would have to pay. We don't plan to police the policy. Include the licensing fee for providing alcohol at an event on the facility rental agreement.

V. MISCELLANEOUS

- Governance Policies: VVG is moving forward on replacing the dishwasher and doing the plumbing. Communication of gift was not clear to the board president. Rev. R., "We need to teach people how to understand the changes in financial roles." Gary, "What are the limits with this new model?"
- Ecumenical Community Center Foundation report by Brenda. They are looking for a program coordinator for Helping Hands.

VI. REMINDERS

- Board retreat on August 11 at Prairiewoods, 9am-1pm
- How to add agenda items: Email Kathleen.

Adjourned: Motion made by Kathy. Passed. 8:37 PM.

Respectfully submitted,

David Miessler-Kubanek

Co-Secretary