



4980 Gordon Avenue N.W. Cedar Rapids, IA 52405 | [www.peoplesuu.org](http://www.peoplesuu.org) | 319.362.9827

## **PCUU Board of Trustees Monthly Meeting Minutes**

October 20, 2019

Mike Meshak, President, called the meeting to order at 4:32 PM.

**Present:** Mike Meshak, President; Kathy Juba; Charlie Cizio; Jude Johnson; David Miessler-Kubanek; David Wise DFF

**Absent:** Samie Wilson, Rev. Rebecca

**Chalice Lit:** Chalice lighting by Mike Meshak about hope that we as a board can focus on the greater good and decisions.

### **I. Staff Reports**

- Director of Faith Formation: Reviewed. \$1,057 profit after expenses. Affinity groups: couples, mens, parents group already starting on Oct. 13.
- Faith Formation – Boston trip; did two intensive programs Coming of Age and OWL and delayed Boston trip to 2021; 7th and 8th grades; tourism and service; to talk to Laura and other chaperones; “So many UUs in Boston.” Congregation was getting burned out on fundraising for the trip and the church ended up paying for the majority for the last trip; seeing this as a trend at other UU churches. FF will continue to do fundraising.
  - Gift and education for young children. Gary—we may end the year with a surplus as an opportunity for the board to consider adding to the list. FF didn’t spend their entire budget so we could transfer money to the fund. Mike--or a formula to transfer money over. Needs to be well-organized.
  - Kids with skin in the game maybe with sweat equity. Needs to be sustainable. We could use the Youth line item on the balance sheet for these funds—Gary.
  - Charlie made the motion: To accept the principle of funding the majority with children having skin in the game and go back to the finance committee; Kathy seconds; passes.
- Operations Coordinator: Reviewed.
- Minister: Reviewed.



4980 Gordon Avenue N.W. Cedar Rapids, IA 52405 | [www.peoplesuu.org](http://www.peoplesuu.org) | 319.362.9827

## II. Regular Agenda Items

- Minutes of the Sept. 15 Board meeting: to revise Gary's absence with changes accepted; motion to approve minutes: Charlie; Kathy second; passes.
- Treasurer's Report: September was fantastic in terms of what was brought in.
  - \$23,000 with income. Doesn't count the neg from sesq. \$9,700 net. Sanguine about end of year. Credit to staff. 88% of pledges for year. In the black by a few thousand dollars for end of year. Question on Social Justice amount: thought they didn't have any money left? Need to track down expenses for Social Justice. \$1000 on the balance sheet. Need to ask Marcia and Bev.
  - Gift to the Church: Decision needs to be made. Congregants who are no longer, John and Cynthia Johnson generous donors for many years who moved away from CR; parting gift: \$20,000 donation. Finance Committee perspective: put it into the endowment advocate. ~\$21,000 for building improvements needed. What pre-solar light fixing? Want to make progress towards solar. Charlie—endowment money as future insurance and energy reduction costs can help. Building and Grounds team for scheduled maintenance and upgrades. Discussion. Be more self-sustainable. Board makes a recommendation to the Minister to focus on improving the lighting in specific rooms and replacing the furnace; and to wait and see on the Johnson gift after assessing needs and furnace inspection.

Question: Who's locking up the building? Last people here.

## Budget

- Gary--High level things, outline: income side, Charlie's \$155,774 canvas sets pledge income; Sunday collections, unpledged, room rentals \$9,000, \$2,000 fundraising, endowments to tap into as 4.5% with \$34,000 out of the endowment. 2 endowments with Greater CR Found and 1 with UUCEF. We've typically been taking 3.5 to 4%. Philosophically on the expense side: staff, building, and utilities (rate increases). Staff increases recommended as 4% to keep them. Inter-church custodial work to share? New position as a choir director/accompanist combination. \$6,000, \$5,000, \$4,000 or steeper ramp of \$7,000, \$5,000, and \$3,000 from Chalice Lighters. Minister 3%. UU pledging to UUA, fair share is 7% of your income. We've been doing doing 3.5% and shooting for 3.75%. Gary to send PDF with what was discussed before November BoT meeting.
- Board to vote on recommending budget for the December meeting.



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

## Perpetual Calendar

- Working on the Perpetual Calendar (Policy and Bylaws, one each per month) — we decided to catch up and did the July and August ones.
  - September, 2019
    - Gov. Policy #2.5 Secretary's Role: Reviewed
    - Bylaw #9: Bylaw #9 – The Minister: Discussed current vs. proposed. Take out “in good standing” and “a” before “75%”
  - Final review of all By-law changes before the Congregational meeting in October.
    - VII Board Authority: changing the five-year plan to End Statements.
    - Under NEW VI. 1. b. Meeting first full weekend in December to avoid the Thanksgiving Holiday weekend conflicts.
  - Once approved at the Oct. 13 meeting the version will be posted on our website.

+ Perpetual calendar – Please have looked this over before the meeting so it goes quickly.

[Add date to copy]

+ Review October Board Governance Policy #6

2.6 Board Member's Code of Conduct – approved

+ And Bylaw #10 – Dissolution – approved

## III. Other Business

- Think about and give feedback on info from Jo. Operations Handbook creation based on bylaws, policies, etc. Mike to email Jo.

## IV. REMINDERS

- Next Monthly Meeting: Nov. 17 @ 4:30pm

**Adjourned:** 6:18 PM

Respectfully submitted,  
David Miessler-Kubanek  
Secretary