



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

Minutes November Board Meeting

November 19, 2020

Called to order at 7:00 PM

Present via Zoom: Marion Patterson (President), Sue Davis, Charlie Cizio, Gary McGraw, Erin Ogle, Marta Hershner, David Wise, Rev. Rebecca Hinds

Chalice Reading by Erin, theme was Healing

Approval of minutes from October's meeting

- Charlie moved to accept, Marta seconded, all voted to accept

Regular Business

I. Staff Reports

- Faith Formation:
 - Class is working through lessons in Anti-Racism
 - WiFi equipment move planned on 12/7
- Operations Coordinator:
 - Payout for siding from Church Mutual only covers repair on the west side, rather than replacing the entire side. Pushing back given that the extent of the damage will not be known until removal starts.
- Minister's Report:
 - Various bids have been obtained from roofing and siding contractors. The board gave Rev. Rebecca a vote of confidence in her choice of the siding company that has done work on the church building in the past. The board also advised obtaining at least one additional quote on the roof work before making a final decision.
- Treasurer's Report:
 - October ended slightly in the red, but anticipate ending 2020 in the black

II. Agenda Items

- 2021 budget was approved by the board at the Nov. 12, 2020 finance committee meeting and copies were mailed to the congregation in advance of the meeting in December.
- Review of Financial Planning/Budgeting (section 4.3 of the bylaws):
Rev. Rebecca presented evidence that she is in compliance with budgeting for building maintenance, capital improvements, and
 - With regard to compliance with section 4.3.5, Gary pointed out that monthly expenses have increased and thus the amount of the three-month reserve should likely be increased to \$52-54,000. He will raise the matter with the finance committee.



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- Discussion of Attendance Policy: Marion's rough draft was reviewed and there was considerable discussion on both wording and where in the bylaws it would reside. The intention of this to augment the current policy that allows for the removal of a member of the board of trustees by agreement of 2/3 of the board with guidelines that call for the removal, both voluntary and involuntary, of a board member who cannot be both active and present.
 - Final wording will be approved at December's board meeting and go in the policy manual
- Filling Vacant Position on Board: general agreement that the position should be filled for the next 18 months. Marion will check with the nominating committee and report in December what candidates they, and she, may have in mind.
- Evaluation Team update:
 - Sue reported that the team is prepared to present an introduction to the survey at December's congregational meeting. Rev. Rebecca asked that it be made clear that the survey is seeking information on the progress of the developmental ministry, not a referendum on her personally. Sue believes that the team will be able to communicate this to everyone.

III. Other Business for the Good of the Church

- Forward Thinking: As 2020 comes to a close and we look to 2021 how do we see ourselves living into the mission – much discussion had
- Photovoltaic project update: Rich Patterson will speak about it at the congregational meeting. The board supports Rev. Rebecca's decision to appoint Rich to lead a capital campaign to raise the \$10,000 needed to complete the project. Discussions confirmed that the board and Rev. Rebecca are on the same page with regard to the need to wait until the roof is repaired to proceed.
- Items for December meeting can be sent to Marion
- Notes on Annual Congregational meeting scheduled for December 6, 2020 following services
 - Erin will be present with membership list to take attendance
 - The number of people present in the sanctuary will have to be managed to maintain appropriate social distancing
- Marion has a saucer magnolia from the Arbor Day Foundation that could be planted on church grounds if desired.

Chalice Extinguished by Erin

Meeting adjourned at 8:21 PM



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Next Board Meeting scheduled Thursday December 17, 2020 at 7:00 PM