



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

Minutes from monthly Board of Trustees Meeting – July 22, 2021

Called to order at 6:30 PM

Present: Marion Patterson (President), Sue Davis, Marcy Mattison, Steve Hershner, Gary McGraw, Kris Davis (acting Secretary), and Rev. David Wise.

Guest: Kathleen Mavity

Absent: Erin Ogle

Chalice Reading – Kris Davis

Approval of minutes from June 24 board meeting Sue moved, Marcy seconded

Regular Business

I. Staff Reports Highlights

- Faith Formation/Technology:
 - RC Tech is expected to install video equipment Aug 9. Volunteer training and practice is scheduled for August 14. No staff person hired yet.
 - The roof has been replaced and the solar panels are to be installed next week, followed by a Dedication August 3 at 10 AM.
- Operations Coordinator: Electrical use is already dropping due to lighting changes, even prior to solar installation. One air conditioning unit is down but scheduled for repair. Christine has created a maintenance and cleaning job list and Manny is recruiting helpers.
- Minister's Report: Rev. Rebecca is on leave through July and David Wise will start as Interim in August
 - Treasurer's Report presented by Gary.

II Regular Agenda Items

- Policy Governance, Sections 2.0-2.8 & 3.0-3.4: governance process and relations between the board and minister

Kathleen Mavity reviewed policy governance for Board members. Handout "How Policy Governance Works at Peoples Church" (**attached to minutes?**). Linkage with congregation: Church members need to be directed to the website for the complete policies.

Kris commented that the interim ministry period is a good time for the Board to review policies and determine if any revisions or additions are needed. Marion will add to August retreat agenda. Marcy offered to put Kathleen's overview into electronic format and include in a new Board packet.



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III Other Business for the Good of the Church

- Settled Search will begin this summer; Robyn Miessler-Kubaneck has volunteered to lead. Other members include Steve Hershner, Laura McGraw, Susan Petersmith, and Kathleen Mavity. Possibly 1-2 more. David reported that the UUA is requesting that we schedule workshop/worship weekend program Beyond Categorical Thinking before January. This program focuses on addressing any biases in the congregation before choosing ministerial candidates. Electronic versions of the workshops are available and in-person components can be added for a cost. **We need to start the application ASAP.**
- Social Justice Update –8th Principle task force will arrange for two services and a forum to education the congregation on the 8th Principle prior to a congregational vote to be taken in December.
- Chalice Lighting Themes for 2021-2022. **Please sign up for Sept, Oct, Nov.**
 - Steve-August 2021
 - Sept: Embracing Possibility 2021
 - Oct: Cultivating Relationships 2021
 - Nov: Holding History 2021
 - Dec: Opening to Joy 2021
 - January: Living with Intention 2022
 - February: Widening the Circle 2022
 - March: Renewing Faith 2022
 - April: Awakening 2022
 - May: Nurturing Beauty 2022
 - June: Celebrating Blessings 2022
- Board Retreat– Scheduled for August 28, 9am-1 pm **Need to check w Erin? MJP did. Awaiting reply.** Tentative agenda: Policy and End Statement review, review Developmental Ministry Evaluation for what needs to be done this year, 5-minute reports from Board members on Leadership book chapters—3 main points and how applies to PCUU

IV Sharing – Pets Chalice Extinguished

Next Board Meeting See Retreat
Meeting Adjourned at 8:15 PM



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How Policy Governance Works at Peoples Church April 2019

The *nested bowls* concept describes key relationships for our congregation:

Values underlie **Mission** underlies **Ends**.

Our Values: community, compassion, justice, spirituality

Our Mission: Living compassionate lives through spiritual growth and just action.

Our Ends:

1. We partner with others to create a just and fair world.
2. We create a spiritual home that welcomes all of good will.
3. We articulate our UU faith, teach it to our children, and live it in the world.
4. We support our Mission through compassionate presence, engaged participation, and financial resources.
5. Together we create transformative worship experiences that awaken our compassionate action.

Policies are put in place to support making Mission and Ends real!

The *buckets* of Policy Governance are four broad categories of policies that describe the work of the Board and how it conducts that work.

The Ends Statements are also known as Ends Policies; they are Policy Bucket #1.



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The Board Governance Process is Policy Bucket #2, and it:

- \$ addresses how the Board does its work
- \$ identifies what that work entails

The Board-Minister Relationship is Policy Bucket #3; it addresses the Board's relationship with the Minister as we delegate achievement of the church's Ends *to* the Minister.

The Minister Limitations comprise Policy Bucket #4, and they:

- \$ set clear boundaries for the Minister
- \$ acknowledge that the Minister has free rein *within* these boundaries

Bylaws are self-imposed "rules of law" resulting from an agreement between the church and its members to conduct the church's business in a particular way. Bylaws are drafted by the Board and approved by the congregation. They basically describe "what" we do as a church.

Policies are crafted by the Board to provide clear guidance for actions taken by the Board and the minister. They describe "how" we govern ourselves.

Policies that are well crafted and honored by the Board:

- \$ are a living, breathing expression of the Board's values
- \$ are the first thing the Board turns to when a question arises
- \$ liberate and empower congregants