



Board covenant

As members of the People's Church Unitarian Universalist Board of Trustees, we promise to:

- Put the needs and overall good of People's Church above our own wishes and agendas.
- Actively engage in all Board activities, rather than going through the motions.
- With kindness and humility, hold each other accountable for adhering to these ideals.

Called to Order: at 6:32 PM

Present (Via Zoom): Marion Patterson, Gary McGraw, Steve Hershner, Kris Davis, Marcy Mattison, Erin Ogle, Sue Davis (joined at 7 PM), and Pastor David Wise

Lighting of the Chalice & Reading. Living With Intention, presented by Erin

Approval of December Minutes: Board approved of quick summary of short meeting held on December 12, 2021

I. Staff reports:

- Faith Formation: in -person meetings have been resumed. Choosing books that align with the 8th principle for reading during services.
- Operations Coordinator: passwords were updated for online accounts; a new snow removal company was hired
- Minister –
 - Review of insurance carriers is being conducted
 - Still having difficulty getting bids for repair of siding damaged in the December windstorm, but two companies have come to look at the roof
 - There has been greater engagement with the church's social media including Instagram
 - Two bids have been received for updates to the fire alarm system and a decision needs to be made very soon
 - Juneteenth was added to the list of holidays for employees and an update was made to the bereavement policy to increase the time off to three days and include an employee's in-laws as family members
 - RC Tech and Hawkeye Communications have put in bids for updated camera systems which are needed for security. RC Tech is offering a lease agreement which would include maintenance.

- David pointed out that the church will need a video policy
- Marion asked for a decision to be put off until February's board meeting
- Board had an extensive discussion on the use of Realm by the congregation, its pros and cons as opposed to a printed directory, and related privacy concerns. One suggestion was that a list of church members and their contact information be available to print, but that members may choose to opt out as the list was being compiled.
- Forums will be returning on February 20th.
- Treasurer:
 - Closed out 2021 with a surplus of around \$17,000. Around \$12,000 will be used for ministerial search and settlement costs. The board approved a plan to place the remainder of the funds into a building fund.
 - The budget line item related to the photovoltaic project was removed
 - The finance committee will be discussing the increased cost for the services of the church's current bookkeeper
 - The church's account at RBC will be closed and funds moved to Veridian Credit Union, in part due to their favorable CD rates. Kris asked whether they will be able to handle gifts of stock and Gary said he would find out whether Veridian could offer brokerage services.

II. Regular agenda items:

- Minister limitations Policy, 4.2 Treatment of Staff – Kris and Marcy presented the results of staff interviews. The interviews will be placed in the employees' respective personnel files. Overall, staff have reported that interaction with Pastor David and the congregation has been positive.

III Other business for the good of the church:

- Eighth Principle – Kris reported on behalf of the 8th Principle Taskforce
 - Principle was unanimously adopted by the congregation, but what will happen next to put it into action
 - The board asked the social justice committee to determine what other congregations are doing and bring some proposals to the board in February
- Credit Card Discussion – Pastor David summarized the situation necessitating obtaining a new credit card through Veridian credit union. He proposed transferring the title of "responsible party" from the pastor to the treasurer. Erin moved to accept, Steve seconded, and the board approved.
 - A letter regarding the application for the card, and issuance of physical cards to the pastor (David), the congregational administrator (Christine), and a member of the ministerial search team (Susan Petersmith) will be circulated for signatures from the board president, secretary, and treasurer.

- Finish *Leading Change in the Congregation*: Ch 5 Kris, Ch 6 Steve, & Ch 7 Marion
 - Discussion of life cycles of the church and the belief that PCUU is approaching the Re-visioning phase.
- Landscaping Improvements
 - Steve raised the topic of folks who have ideas about our property and church space but do not know how to share it. David pointed out that in the policy documents there is a building and grounds proposal procedure. Marion asked for submissions for a blurb and perhaps pictures that could go into the Eweekly to solicit ideas from the congregation.
 - Gary mentioned that sometimes gifts are given for non-specific purposes that reside in a non-transit account on their way to the endowment. The board discussed leaving these funds out of the endowment at the moment as they could be applied to landscape improvements and cosmetic updates to the building.
 - Marci and Sue volunteered to start gathering folks interested in working on landscaping ideas.

IV. Getting to know each other

Chalice Extinguished and Meeting Adjourned 8:01 PM

Next Meeting scheduled for February 24 at 6:30 PM