**4980 Gordon Ave NW Cedar Rapids IA 52405 • www.peoplesuu.org • 319 362-9827**

**MINUTES, December 4 Congregational Meeting**

**12:10 pm in the Sanctuary**

1. **Attendance: Quorum** met with 41 members attending in person, five by ZOOM, and one by proxy for a total of 47 of 124 members.
2. **Call to Order** by Board president, Steve Hershner
3. **Reports:**
   1. **Board President:** Steve welcomed everyone
   2. **Faith Formation:** Ryan Roth-Klinck, Interim Director of Faith Formation reported that FF is going well in the three months since he started at Peoples. The volunteer base is excellent and the cooperative activity time with Lovely Lane Church is thriving, with 7-15 children participating. The nursery is well staffed – please thank Maia, Jordan and Faith when possible. He’s thankful for staff and congregational support of and commitment to FF activities and innovation
   3. **Minister:** Interim Pastor David Wise expressed thanks for the time, talent, dollars and preparticipation in all aspects of church activities, as well as for important upgrades and innovations for safety, security and Wi-Fi connectivity. A Membership Team is forming to focus on post-pandemic membership-building for a strong future.
   4. **Search Team Update:** Robyn Meissler-Kubanekreported that our ads and the Congregational Record are available for review by prospective candidates both within and outside the UU community. Applications will be received by the team beginning in January, followed be interviews and reviews of candidates.
4. **Vote on 2023 Budget:** Gary McGraw, Treasurer
   1. A recap of the **current year’s finances** showed that income was ahead of expenses.
   2. **Endowment status**: 16% of our income supports the critical endowment funds – “eternal support” for Peoples. The various types of funds were reviewed, with a note that Rich Patterson is available for more information on directing support to endowments.
   3. **Factors in 2023 Budget**: the church is increasing upgrades, initiatives driving long-term growth, and actions to improve the demographics to reduce a decline in membership and pledges, such as investing in full-time FF director, funding for a strong music program, enhanced online exposure, and social media outreach. We are setting the stage for growth by investing in the facility, activities and leadership. A modest deficit at this point is not fiscally risky but is part of the growth initiative underway.
   4. Questions/Comments:
      * What happened to the $15K UUA Midwest Region’s Chalice Lighters Fund Peoples received in 2019? It saw limited use during the pandemic, and $11K remains. $8500 is budgeted for 2023 music programming.
      * What’s different about the new fire alarm system? The system now extends beyond the building to the Hawkeye Alarm (and the fire department), the minister and Christine.
      * Support Faith Formations!
   5. **The Finance Committee recommends approval of the budget as presented.** **Members voted unanimously to approve the budget.**
5. **Social Justice:** Marcia Swift, chair

**Votes** for **2023 Social Justice *First Sunday Plate* recipients** were collected and will be tallied and reported this week.Past recipients were appreciative and sometimes surprised at receiving our funds; we’ll invite new recipients attend or provide a video on the First Sunday to establish strong partnerships and relationships in the community.

1. **Other business:** 
   1. Thank you to the staff and volunteers for all they do for Peoples!
   2. Gather now in the Andre Room to enjoy cake as a thank you from the Finance Committee.
2. **Closing/Extinguish the Chalice** -12:50 p.m.

Submitted by Marcy Mattison