



PEOPLES CHURCH
UNITARIAN UNIVERSALIST

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

Board of Trustees meeting – 11/16/23

1. **The meeting was called to order at 7 p.m. by the Board President.**
2. **Present:** in-person: Steve Hershner, president; Rev. Carin, Cate Sheller and Lu Wilcox Sue Davis; Zoom: Kris Davis, Marcy Mattison, secretary; Gary McGraw, treasurer.
3. **Chalice Lighting and Reading:** Rev. Carin spoke on generosity and abundance
4. **Check-ins:** What have you learned in your life about generosity?
5. **Approval of October Minutes:** motion by Sue, seconded by Cate, carried unanimously.
6. **Discussion of Launch activities:** the Board was positive and enthusiastic about the workshop's two-day program (Friday: a decade-be-decade recollections; Saturday: minister-by-minister recollections). The work deepened our appreciation of the struggles, sadness, resilience, joys – and the mutual pride and trust in Peoples' evolution as a congregation.
 - **Other thoughts:**
 - Recognized the huge impact of cultural changes, environmental disasters, the challenge of relocation, and COVID.
 - Intentional governance and behavior rather than the status quo.
 - We emerged more understanding of where we have been
 - A new appreciation of effective UUA tools for congregations.
 - Examine organizational baggage as we plan an steps together.
7. **Clarify Ministerial roles and responsibilities:**
 - **Develop ministerial expectations and priorities** – the Board chose the top four in order of importance from a list of six roles ("The 5 Ps"):
 - Personnel,
 - Preaching,
 - Pastoral Care-giver, and
 - Promoter of Congregational Life.

The remaining two items, Plumber and Prophetic Witness, can be delegated to or fulfilled by lay leaders, staff and/or members.
 - At the December 14 meeting the Board will finalize roles & responsibilities and discuss a covenant between the minister and the Board.
8. **Develop a process to determine church priorities:** Steve spoke with Rich Patterson about previous project planning, The Board agreed that small group conversations – via Zoom but preferably in forums or organized settings – would be valuable for sharing visions, setting priorities, and deciding how to achieve them directed by majority opinion. The Board agreed on the following priorities:
 - Membership
 - Accessibility
 - Exterior improvement

9. Treasurer's Report:

- Notes from budget: annual meeting materials mailed yesterday to members. No significant changes from last month's report.
- Clarification sought on staff vacation/holiday pay policy.

10. Minister's report

- Building: siding has been repaired and electrical work completed.
- Seeking a volunteer to attend Inter-Religious Council meetings on behalf of Peoples Church.
- New furniture in minister's office; her old furniture looks fine in the Welcome area.

11. **Board Training:** *Leading in Alignment with Your Mission* – identify “accidental values,” and build an intentional culture through covenant, mission and goals.

12. **Policy Review** tabled until the December meeting.

13. Annual meeting prep:

- Confirm Social Justice *First Sunday Plate Sharing* nominees;
- Annual meeting materials mailed yesterday to members.

14. New Business:

- **Pfflag** sent a request for submission items/stories of historical significance for an upcoming exhibit on the history of LGBTQ+ in cooperation with the Linn County Historical Society
- The **Voices of Christ** rental contract expires in December. Are modifications needed? Gary and Steve agreed to consult with Rev. Carin. She continues to build a relationship with Pastor Oswald.
- **Banned Books Project:**
 - Kris announced that Swamp Fox Books is offering a 20% discount to Peoples from their Banned Books shelf to build our library.
 - There are plans to build a Little Free Library this spring featuring banned books.
 - Rev. Carin suggested a **Charge to the Board** on the Banned Books Project to authorize, identify and delegate responsibilities and people in those roles.

15. Upcoming Calendar:

- **December 3: Congregational Meeting**
- **December 14: Board meeting**
- **Saturday, April 27 – Our Installation**

Extinguish the Chalice/Reading

Adjourn at 8:40 p.m.

Respectfully submitted

by Marcy Mattison, Board secretary