



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

NOTICE OF CONGREGATIONAL MEETING

The Peoples Church Board of Trustees has called a meeting for **Sunday, December 8, 2024** after the worship service in the Sanctuary and on Zoom.

This meeting is open to all members and friends; however, only members may vote on agenda items.

According to our bylaws, notice of the meeting shall be sent to congregational members at least 14 days prior to the meeting. The notice shall include a statement of the purpose and business to be taken up at the meeting. Our agenda will be as follows:

AGENDA

- Call the meeting to order
- Light the chalice
- Reports
 - Minister
 - Director of Faith Formation
 - Board of Trustees
- **VOTE ITEM: 2025 Budget**
 - Finance Council will present the budget and answer questions.
 - Congregation will vote on the budget.
- 2025 Social Justice Focus Areas
 - Social Justice Council will present the 2025 focus topics for Peoples Church and answer questions.
 - Congregation will complete 2nd Sunday donation ballots.
- Other business for the good of the church
- Closing Words
- Adjourn

SOCIAL JUSTICE RECOMMENDATIONS FOR 2024

The Social Justice Committee recommends three areas of just action for 2025: Trans and Nonbinary rights; Immigration; and Iowa Water Quality.

Trans and Nonbinary Rights

Trans and nonbinary individual's rights have been attacked and seriously eroded in the state of Iowa and across the country. This is expected to continue and even intensify. In Iowa there is a sports ban; a ban on gender-affirming care for minors; books by LGBTQ+ authors have been removed from school libraries; teachers are prohibited from mentioning LGBTQ+ people to students K-6; and kids are barred from using bathrooms and locker rooms that match their gender identity.

One action planned thus far is to join in the UUA Common Read- Authentic Selves: Celebrating Trans and Nonbinary People and Their Families. Conversations about the book and understanding gender identity will take place in the winter of 2025. There are three copies of this book located on the shelves in the Ely Room. These books are available for church members to borrow.

Immigration

People of color (documented or not) will be subject to detainment and deportation if the incoming federal administration carries through on its campaign promises. Many immigrants and refugees from African, Central American, South American, and Asian countries live in Iowa and in Linn County. Iowa has passed a law making it a state offense for people to enter our state after being deported from or denied entry to the US, or failing to deport when ordered. This law is currently being challenged in the courts. Iowa's agricultural and food processing economies will be greatly impacted by deportation efforts.

Just action related to immigration issues may include education, witness, and advocacy in siding with immigrants and refugees in our community and state.

Water Quality in Iowa

Iowa is faced with a myriad of water quality issues which can be traced to poor soil health, excessive application of agricultural chemicals and leaks from commercial animal feedlots. The Iowa DNR has limited its testing of the state's waterways.

One action will be to provide education on this issue, in particular its impact on marginalized communities.

SECOND SUNDAY PLATE COLLECTION

2025 Ballot | pcusocialjustice@gmail.com

Vote For Any Four Non-Profits From Our 2025 Designated Priorities: Immigration, Trans & Nonbinary People & Water Quality In Iowa

- Iowa Driftless Water Defenders: Iowa's newest clean water advocacy non-profit. Educates Iowans on how to protect and restore the quality of the state's water. Advocates and litigates issues to improve Iowa's waters. www.driftlessdefenders.com.
- Iowa Environmental Council. The largest environmental coalition in Iowa. Advocates for policies that reduce water pollution and are science based, sustainable and effective. Advocates for funding for watershed planning and monitoring. www.iaenvironment.org.
- Iowa Migrant Movement For Justice: Provides advocacy and legal representation for immigrants & refugees in Iowa with a Cedar Rapids office. Client cases include Family-Based Immigration; DACA; Green card Applications; Special Visa's for Afghans; Asylum; TPS; and VAWA Benefits. www.iowammj.org.
- Iowa Refugee & Immigrant Voices in Action: Founded in 2012 by and for refugees and governed by refugees. Provides cultural and linguistical support and assistance for job readiness and navigating health care system. Website provides information in 35 languages. www.rivaiowa.org
- Iowa Safe Schools: Provides support, victim services, resources and events for LGBTQ+ and allied youth in Iowa schools. Provides education and support to school personnel. Programs include the GSA (Gay Straight Alliance) Network which empowers students to create safe spaces in their school and community. www.iowasafeschools.org.
- Lavender Legal: Provides legal representation for LGBTQ+ people in areas of adoption, name & gender marker changes; wills & testaments; advance directives; and Trans health care. www.lavenderlegalcenter.org.
- National Immigration Project: A national program pursuing policies, litigation, administrative and legal advocacy to try and undo some of the worst harms of the criminal, detention, and immigrant enforcement systems. Provides support and training to grassroot organizers and attorney members. www.nipnlg.org.
- Trans Mutual Aid Fund: Provides financial assistance to Trans, Nonbinary and Gender Diverse Iowans for gender affirming care. Since 2021 has dispersed \$100,000. Aid provided includes transition specific clothing, HRT, co-pays for medical and therapy treatment, name change fees. www.iowatransmutualaidfund.org.

Peoples Church UU Proposed 2025 Budget

A detailed budget summary is shown on the next page along with financial projections for the current year (based on information through October 2024).

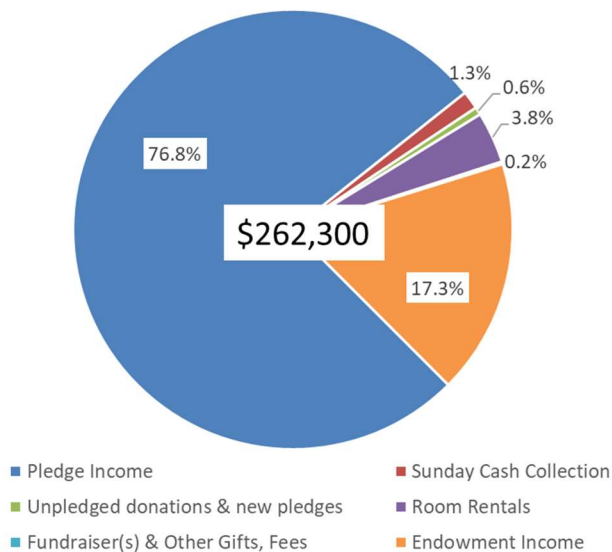
Current Financial Summary

- Due to the generosity of our members, we expect to meet our pledge income budget. Thank you!
- We expect to finish 2024 with a budget surplus in excess of \$25k. This is due to not having a Director of Faith Formation for several months, along with lower-than-expected costs in several other areas, such as Worship & Music and Faith Formation.
- The surplus will be directed to our Building & Accessibility Project funds, as seed money for those efforts.
- There were a number areas where we are seeing large growth in expenses, such as insurance and water/sewer. Our solar system provides essentially all of our electrical needs, making us less susceptible to the effects of rate increases.
- We have strong cash reserves in our accounts.

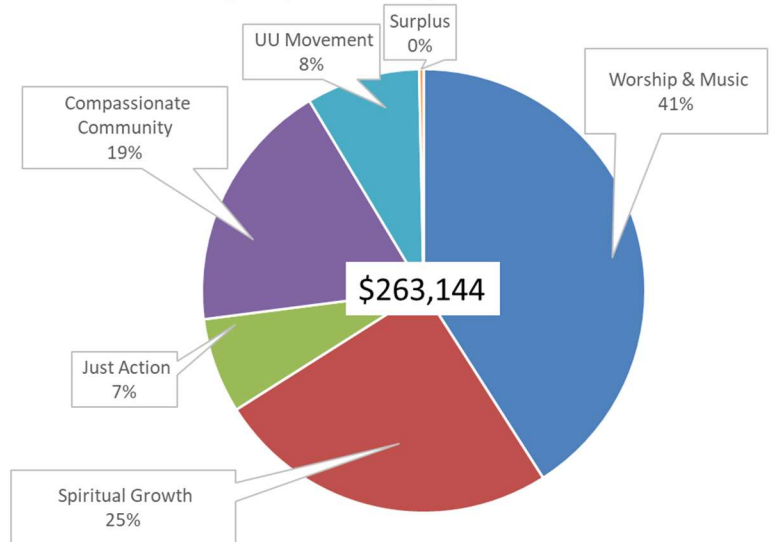
2025 Budget Overview

- Our Stewardship Campaign yielded an increase of 1.5%. On the surface this might appear to be modest, but due to deaths of long-time congregants we lost more than \$10k of pledges, so kudos to the Stewardship Team and the generosity of our congregation for making progress with these headwinds!
- Based on current year pledge income, we can conservatively project \$45.4k in endowment income.
- We have set recommendations for the Minister, Director of Faith Formations and Church Administrator that meet UUA compensation recommendations and also built in raises for media, custodian, childcare to keep them meeting these guidelines.
- To continue our journey towards improving music programming, we are adding additional funding for a "Choir Accompanist" allocation to the Guest Musician item under Worship and Music.
- Other expense categories have been adjusted to reflect projections based on this year's spending with inflation adjustments.

2025 Budget Income Summary



2025 Budget Expense Summary



If you have questions that you would like to discuss prior to the meeting, please feel free to contact our treasurer, Gary McGraw, at: email – pcuutreas@gmail.com, phone – 319.210.9707

Peoples Church 2025 Budget					
	Est. 2024	2024	2025		
Income	Actuals*	Budget	Budget	% Chng	Notes
Canvass Amount	\$199,797	\$199,797	\$202,805	1.5%	73 pledges
Pledge Income	\$200,000	\$195,000	\$201,500	3.3%	Assumes ~99% Collection Rate
Sunday Cash Collection	\$3,800	\$3,300	\$3,500	6.1%	Back to normal services
Unpledged donations & new pledges	\$1,800	\$1,500	\$1,500	0.0%	
Room Rentals	\$9,600	\$9,600	\$9,900	3.1%	12 mos of VOC rental @ \$825/mo
Fundraiser(s) & Other Gifts, Fees	\$300	\$1,000	\$500	-50.0%	
Endowment Income	\$44,000	\$44,000	\$45,400	3.2%	~4% of average 12qtr holdings
Total income	\$259,500	\$254,400	\$262,300	3.1%	
Expenses	Est. 2024	2024	2025		
Actuals*	Budget	Budget	% Chng		
Staff	\$155,442	\$174,251	\$178,819	2.6%	
Wages	\$133,564	\$133,564	\$136,516	2.2%	
Minister Salary & Housing	\$72,126	\$72,126	\$75,011	4.00%	
Faith Formations Director	\$11,000	\$20,800	\$20,800	0.00%	
Congregational Administrator	\$22,000	\$21,840	\$21,840	0.00%	
Music Staff	\$5,200	\$6,000	\$5,720	-4.67%	Budget adjusted to actual proposed rate
Nursery	\$1,600	\$4,230	\$2,625	-37.9%	Reduced staff from 2 to 1.33
Custodian	\$5,616	\$5,616	\$5,720	1.9%	
Digital Media Specialist	\$3,200	\$2,952	\$4,800	62.6%	Moved social media outreach here
Taxes	\$3,700	\$4,700	\$4,705	0.1%	
Benefits	\$24,000	\$26,707	\$28,050	5.0%	
Professional expenses	\$7,000	\$9,280	\$9,548	2.9%	
Facilities	\$32,110	\$31,250	\$34,670	10.9%	
Building Maintenance	\$3,000	\$3,000	\$3,000	0.0%	
Utilities	\$16,000	\$16,000	\$16,570	3.6%	
Contract Services B&G	\$2,000	\$2,500	\$2,500	0.0%	
Insurance	\$10,110	\$7,750	\$10,600	36.8%	Reflect rate increases
Furniture & equipment	\$1,000	\$2,000	\$2,000	0.0%	
Administration	\$14,385	\$13,500	\$14,800	9.6%	
Office	\$1,000	\$1,000	\$1,000	0.0%	
Copier Lease/Service	\$1,500	\$1,500	\$1,500	0.0%	
Communications	\$3,000	\$2,800	\$2,800	0.0%	Advertising, etc.
Payroll service/bookkeeper	\$7,885	\$7,200	\$8,500	18.1%	Increase to \$700/mo in 2025 (est)
Finance Fees	\$1,000	\$1,000	\$1,000	0.0%	Vanco & Stock fees
Worship & Music	\$7,630	\$10,490	\$10,060	-4.1%	Increase for musicians, licensing
Worship Supplies	\$700	\$1,230	\$1,230	0.0%	Increase to cover music materials
Worship-Guest Musicians	\$5,500	\$6,400	\$6,600	3.1%	3 guest musicians/mo. + choir accomp.
Worship-Guest Preachers	\$630	\$1,260	\$630	-50.0%	2X / year @ \$315
Worship-Licenses	\$800	\$1,600	\$1,600	0.0%	
Spiritual Growth	\$2,500	\$3,900	\$3,900	0.0%	
Youth Faith Formation	\$1,400	\$2,400	\$2,400	0.0%	
Youth Trip Savings	\$1,000	\$1,000	\$1,000	0.0%	Funding for future trips
Adult Faith Formation	\$100	\$500	\$500	0.0%	
Compassionate Community	\$500	\$650	\$650	0.0%	Membership, Archives
Membership	\$300	\$450	\$450	0.0%	
Archives	\$200	\$200	\$200	0.0%	
Just Action	\$2,700	\$3,200	\$3,200	0.0%	SJC, Helping Hands contribution
Outreach	\$2,200	\$2,200	\$2,200	0.0%	ECC (\$2k), IUJWAN, IRLC
Social Justice	\$500	\$1,000	\$1,000	0.0%	
UU Connections	\$13,643	\$13,643	\$14,845	8.8%	UUA fair share dues + GA Registration
Leadership	\$1,950	\$2,200	\$2,200	0.0%	BoT, Leadership development
BoT Discretionary	\$1,200	\$1,200	\$1,200	0.0%	BoT expenses + staff appreciation, etc.
Leadership Development	\$500	\$500	\$500	0.0%	Training, etc.
Stewardship	\$250	\$500	\$500	0.0%	
Expenses Total	\$230,860	\$253,084	\$263,144	4.0%	
Operating Surplus/Deficit	\$28,641	\$1,316	-\$844		
Transfer from Balance Sheet	-\$28,641	-\$1,316	\$844		From/To Unrestricted Reserves
Net Balance	\$0	\$0	\$0		

* Thru October 2024 Month End