



PEOPLES CHURCH
UNITARIAN UNIVERSALIST

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

PCUU Board of Trustees Monthly Meeting Minutes

November 4, 2018

Kathleen Mavity, President, called the meeting to order at 6:18 PM.

Present: Kathleen Mavity, President; Kathy Juba, Co-Secretary; Jude Johnson; Mike Meshak; Rev. Rebecca Hinds; Gary McGraw, Treasurer.

Absent: Geoff Johnson; David MK

Board secretary for this meeting: Kathy J.

Chalice Lit: Rebecca: healthy thoughts!

Professional development video from Unity Consulting

- Main takeaways: Reflecting on times the church has really pulled together to complete a project and what made it work:
 - Mike: moving church: democratic process. Sanctuary improvement: democratic process, communication, options listed
 - Rebecca: chili cook off: high level of cooperation, team spirit, good communication
 - Kathleen: Developmental Ministry: transparency, limitations (what is doable and what is not), Board is delegating
 - Gary: walls at old church: communication, people volunteering, leadership of Board and committees organizing
 - Kathy: Choosing developmental ministry and identifying goals
- Principles of good governance from Carver Model
 - Board governs on behalf of the Moral ownership of the congregation
 - Board speaks with one voice or not at all
 - Board primarily governs through policy
 - The Board has to take their vision for the future and values for the present and pin them on someone (delegate)
 - Distinguish ends from means
 - The Board controls means through executive limitations.
 - Develop policies as nested sets.
 - Boards need to monitor executive performance effectively.
 - Boards must commit to discipline themselves.



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Regular Agenda items:

September Board business meeting minutes:

Motion to accept: Kathy. Second: Mike. Passed.

Treasurer's Report

Gary reported we have enough cash on hand to keep things going. On income side, still lagging expenses. October will be a good month because we have a pledge payment and 2 endowment distributions that came in. We are on track to meet our budget which of course has a deficit. With the recent market volatility, the endowment went down but we should still be okay.

II. 2019 Budget

In order to retain our DFF David Wise who has been offered a contract for a different job, Rebecca requested that David be compensated for his Masters in Divinity which would be \$21,825 salary (w/additional taxes, etc. would be roughly \$23K) for his half time position at Peoples. This would cost approximately \$3000 more than his current contract with the church. In honoring David's wonderful contributions to the church in his time with us and wishing to maintain continuity and momentum, the Board approved the increased amount after agreeing that the cost of the increase could not be added to the 2019 budget but would have to come from additional donations, fundraising, or eliminating Unity consulting services in 2019.

Rich Patterson has agreed to lead a task force to come up with recommendations on how to get out of the deficit status.

III. Plan for Annual Meeting

Room set-up: Kathleen, Jude & Kathy

Make drinkables: David MK

Take down: Mike & Gary

Kitchen afterwards: Kathy

Updates presented to the congregation at the meeting: Gary McG. (budget), Rebecca, Kathleen, David Wise, Social Justice, Aesthetics, Sesquisentennial.

IV. Facility Study Group

People who have agreed to serve on it: Bill Hart, Jo Wasta, Scott Gay, (Charlie Cizio will answer questions)



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Board members were asked to think of people who would be interested in leading the group. Kathleen pushed the start date of the group back from this month to January to avoid the holidays.

V. Staff Reports

Director of Faith Formation (DRE): Reviewed.

Minister: Reviewed.

Operations Coordinator: N/A due to vacancy.

VI. REMINDERS

- Next Meeting: Dec. 9@ 6:15 **Please note date change.**
- Congregational Meeting: Dec. 2 @ 12:00. Notices need to go out Nov. 16.

Adjourned: Motion made by Kathy. Passed. 8:57 PM.

Respectfully submitted,

Kathy Juba

Co-Secretary