



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

December 15, 2019

Mike Meshak, President, called the meeting to order at 4:34 PM.

Present: Mike Meshak, President; Kathy Juba; Charlie Cizio; Jude Johnson; Sami Wilson; David Miessler-Kubaneck; Gary McGraw; David Wise DFF, Rev. Rebecca

Chalice Lit: Chalice lighting by Rev. Rebecca to be faithful to the community to which we serve and to do good work.

I. Staff Reports

- Director of Faith Formation: Reviewed. \$1,057 profit after expenses. Affinity groups: couples, mens, parents group already starting on Oct. 13.
- Operations Coordinator: Reviewed.
- Minister: Reviewed.
 - Kathy Juba: What does success look like? Rev. Success for Interfaith service: close to capacity, 125+ people. Good space and tone.
 - Kathy Juba: When Minister gone, then what process?: access to or emergency in building — what's the process (phone tree—safety plan in progress—for now call Mike Meshak); spiritual — pastoral care. Rev. Rebecca —> “President” number/email; to publish the whole board’s number.
 - Custodial: 3-month probationary period. Potential to do light repairs and go up on the roof for extra hours.

II. Regular Agenda Items

- Minutes of the November 17 Board meeting: to revise the dates at the end with changes accepted.
- Treasurer’s Report: Expecting to be in the black, about \$4,000 + 6,500 = ~\$10,000 + UUCF
 - Discussion of moving money for the Boston trip and search fund.
 - Faith Formation to save costs and raise money. Would like to get to the stage of paying teachers.
 - Mike Meshak: Would like to promote food brought in from others. Kathy Juba: Leftovers brought in. People have tried to pay Jill Jones for her food service.



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- Perpetual Calendar (Policy and Bylaws, one each per month) — we decided to catch up and did the July and August ones.
 - Governance Policy
 - Gov. Policy #2.8 Governance investment
 - Gov. Policy #2.8.1.1 Training discussion — to add to the Perpetual CAalendar via President and Rev. Orientation, and address training. Mike and Jude are participating in paid training now. We may not be monitoring effectively.
 - Gov. Policy #2.8.1.2 Note to add a member satisfaction survey [from Laura Park].
 - Bylaws
 - Bylaw #XIII. Endowment Fund. Address 11-13, needs a 12.

III. Other Business

- Brief discussion of a possible website redo. Tyler Owen was mentioned as Rev. Rebecca has experience working with him on another project.
- PCUU Board Training was briefly discussed again.
- Facilities Priorities and Recommendations
 - West-side door is done
 - Sump pumps — talk with Christine about plumber who checked
 - Interior lighting updates — 2 ways to approach: Add \$ signs, or prioritize (with sensors). Lighting to do through Aliant. May need to work on solar power depending on talk with Rich Patterson and Dick Woodward. To have someone check on roof. Interior Design Report: Painting of Andre Room, painting of Sanctuary, ADA compliance, children's board moved to Andre Room
 - Carpeting \$30,000
 - One furnace needs to be replaced, \$5,000-6,000; rerouting ductwork bids.
 - Judy is working on exhaust bids — Van Vechtenguild \$500 gift, maybe to help with ventilation.
 - Solar Energy: Dick Woodward talked to Rich Patterson after congregational meeting. Tax credits, sponsorship with monthly repayments.
 - South Wall bill was \$28,000 bid. Curb appeal issue.
 - Add 2 more unisex handicap bathrooms by taking upstairs kitchenette and FF office. Coffee aisle in room to accommodate needs. Gary McGraw: shower facility? In Paint Room to possibly be repurposed?
 - Landscaping: gutters, drainage towards church near wall. Playscape, meditation, labyrinth if enough space?



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- Review Retreat Goals
 - Share the PDF of the bulletin board; post contact info: Purpose of the BoT, members with word limit, show linkage where possible through Developmental Ministry.
 - Get BoT on the website
 - Create and use the survey
 - Developmental Ministry Report success, when done, etc.
 - Report Card, annual report — linkage
 - Outline to help gather information; discuss importance at meetings
 - Share goals document

IV. REMINDERS

- Next Monthly Meeting: Jan. 19 @ 4:30pm

Adjourned: 6:17 PM

Respectfully submitted,
David Miessler-Kubanek
Secretary