



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 9, 2018

Kathleen Mavity, President, called the meeting to order at 6:15 PM.

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

Absent: Geoff Johnson

Board secretary for this meeting: David MK

Chalice Lit: Rebecca: healthy thoughts!

Professional development video from Unity Consulting

- Linkage: Making intentional connections with a specific purpose.
 - Reminder of how we used to run board meetings.
 - Kathleen: Before – move on w/ goal of marking off agenda item; after – lady “if” / checking to see if she understood
 - Mike: Before – BoT’s job to solve problem.
- Roles: Articulating, Monitoring, Linkage. [Delegation]
 - Kathy: Finance committee doing the work and coming back to the board.
 - Kathleen: Differing opinions w/out battles of position.
 - Rev. Rebecca: Before – spinning wheels; after – work to do after. Avoid burnout.
 - David W: Finance Committee vs. Finance Ministry Team.
 - Gary: What’s the difference?
 - David W: Beyond the numbers and how things are affected holistically.
 - Kathleen: Strategic view and tactical implementations.
 - Mike: Ministry vs. committee.
 - Rev. Rebecca: Accountability questions of who the finance team is in conversation with and who they are accountable to for PCUU. Not sure yet. Maybe more with Laura this Winter.

I. Board Business - Meeting Minutes: November, 2018

Motion to accept: Mike. Second: Jude. PassedCUU.



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II. Treasurer's Report

Gary stated that October was good month with a surplus. He guessed we were about \$5-6,000 in the red. The cash balance is fine. Gary noted that we could move money over from money fund for construction bills. The budget was approved at the congregational meeting, with two more (late) pledges arriving after the meeting to help. We now have a \$68,000 deficit.

There were questions about the sanctuary work and costs, however, Rebecca has kept us within budget. Rich Patterson is working with a group to raise money to bring us into the black after the holidays. It will not be fund-raising or canvassing. Think of it more as high-level brainstorming, hopefully to turn the corner financially at PCUU.

III. Facility Study Group

The process for the Facilities Planning Study Group starts in January, 2019. Members: Bill Hart, Jo Wasta, Scott Gay, Charlie would answer questions. Mike Meshak volunteer to join and lead the group. Jo to jump in in March.

IV. Staff Reports

Director of Faith Formation (DRE): Reviewed. First few months, gone back to basics of PCUU and UU; 2019 starting monthly themes. Put upcoming curriculum in report.

Minister: Reviewed. Doing good work; selling furnishings; any leftover money to line item. Kathy had a question about communication of feedback, such as how to get feedback about move and change at church? Plan for feedback. Kathleen suggested that we live with the changes for a while and follow up with the congregation if needed. Kathleen and Rev. Rebecca to discuss. Rebecca to work with interiors team.

Operations Coordinator: N/A due to vacancy.

V. Short But Important

Rev. Parental Leave: 6-weeks paid leave, middle of May through June.

- Services: May 19th (David Wise to help with services). Andrea and others to possibly help. Colleagues in state of Iowa – pulpit exchange.



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- Pastoral Care: Steven left, Diane interim to help maybe, taking ideas; paraministers first, then lay people; other churches; hire a counselor; hospice/hospital chaplain; wait until Rev. comes back/phone check-ins.
- Options: Triage priority list for congregants for March meeting. Have a minister on call for a small stipend to answer phone help connect people to resources or listen/Facetime. Gary mentioned that we could pull money from our funds for a Search for a new minister or pass the hat to cover the costs. Rebecca to talk to people.
- Board: Place it on the March 2nd meeting agenda item.

David Wise PTO

- Policies to be in place to help determine limitations of Rev. managing staff, with a legal personnel policy. Shifting direct oversight from BoT to minister. Rev. would do: talk about it, take 2-weeks, carry over 8-12 hours; make sure you take the time off; job of minister to make sure.
- Mike made a motion, yes to DW to exceed 36hrs into 2019 only. Kathy second. Passed.

VI. Developmental Ministry

Reviewing Our End Statements

- BoT be conversant of what the End Statements are
- “Which of our Ends would this relate to?” – conversation
- BoT to quiz themselves on End Statements

Policy Picnic

- Friday evening, Sat. day March 1-2, 2019, Prairiewoods
- Invite Nominating Committee (Robyn, etc.)

DM Bulletin Board

- Activities → Means
- BB discussions; branding/icons
- BoT w/ pictures; members to talk with Scott Gay, maybe after board meeting
- Photos for Goals
- Icons for End Statements



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VII. Other

Office Manager Search Update

Hiring options: 2 new applicants; hope to move forward and hire someone soon.
Coverage from Kath Juba and Judy Price.

Minutes from Congregational Meeting

Figure out how to thank Shuttleworth and Ron McGraw for help with sanctuary project.
Event, press release, etc. funnel ideas to Rev. for 150th celebration.
Motion: Mike; second: Jude; passed: yes

Social Justice Votes Results from Congregational Meeting

RISE got most votes, St. Mark's African Ministry, NAACP, and Academy for the Advancement were the others.

Staff Appreciation

Gift cards from church fund. Small Gift from Board for David Wise and Rev. Rebecca; gift cards for custodians/cookies; something for child care providers. Cathy Fisher was also given a Christmas bonus.

VIII. REMINDERS

- Policy Picnic: Friday evening, Sat. day March 1-2, 2019, Prairiewoods; Invite Nominating Committee (Robyn, etc.)

Adjourned: Motion made by Jude. Passed. 9:03 PM.

Respectfully submitted,
David Miessler-Kubanek
Co-Secretary