



## Board Meeting – Feb. 19, 2020

*Our Mission: To be a compassionate, welcoming community that nurtures spiritual growth and practices justice.*

### Meeting Minutes

**Board:** Gail Bishop, President; Ann Hutton, Vice President; Rob Harveland, Treasurer; Greg Turosak, Secretary; Kim Reid, Dave Siljberg, Joe Lobl, Molly Dingel and Sarah Hayes, Members at Large; Rev. Luke Stevens-Royer, ex officio

**Absent:** Joe Lobl, Members at Large

1. **Call to Order and Chalice Lighting:** Gail called the meeting to order and the chalice was lit. Ann provided the reflection on this month's theme, Resilience.
2. **Consent Agenda:** Motion by Ann, second by Dave to approve Consent Agenda and minutes from January. Approved.
3. **Financial update:**
  - a. **Overall report.** Rob reported that income is exceeding expenses. No surprises.
  - b. **Sanctuary ramp overview.** Rob: A lot of discussion last week at Finance Committee about the ramp in the sanctuary. The bid came in and the board approved via email; the information that we had at the time was that the contractor had a window and we had to act. The policy that we have is that we go to Connie and Finance for recommendation on where to spend the money.
  - c. **Sanctuary ramp discussion.** Linda Thompson, Finance Committee chair, attends this portion of the meeting and walks through written policy. Gail states that Finance is supposed to recommend where the money comes from, but does not have authority to approve or disapprove of a project. Ann states the project was discussed at Design Committee and at AIM, and that communications have been as they should have been. Design saw the designs in November. Linda states that communication did not occur with members of the Finance team. Gail states that the board felt it was valuable to move forward. Linda states that the board did not follow policy. Ann states that the discussion last week at Finance was nearly unanimous to take the funds from the Memorial Fund; construction had already started. Gail states that the policy was not followed exactly and that there could have been better communication; also that the policy should change so that the board can move on items like this in future. Kim states the policy should be revised. Molly says the policy should allow for cases where there is time pressure.
  - d. **Minister's salary.** (Rev. Luke leaves during this portion of the board meeting.) Rob recommends an increase in ministerial salary. This would bring Rev. Luke's total salary and housing package up to \$95,000. Gail states that the church budget is in really good shape. Kim moves, Rob seconds. Salary increase approved.
4. **Minister's Report:** Rev. Luke focused his minister's report with updates on staffing and on congregational life.
  - a. **Staffing.** Connie Schuelka will retire from her position as co-director of music at the end of this program year. Connie is flexible to accommodate a transition. Rev. Luke is working with Joe Mish on best approaches for the future. Connie will continue her role as congregational administrator for at

least another year. Rev. Luke expresses gratitude for Connie's many years of beautiful and meaningful music.

- b. **Congregational life.** This past Sunday, our church welcomed eight new members, bringing current adult membership to 387. Sunday attendance is up; Wednesday evening activities are warm and lively. Our church is strong. Rev. Luke acknowledges that discussions of change in governance (shared ministry) and the building are difficult for some, and that his hope is that we all approach this with compassion, clarity and appreciation.

## 5. Old Business.

### a. Liaison reports:

- i. **Personnel:** Kim reports that main item is staff changes and communication with Rev. Luke on these changes.
- ii. **Property:** Greg reports nothing new beyond the sanctuary ramp, progress on which the board will inspect after this meeting.
- iii. **Stewardship. Sanctuary:** Joe reports (via email) that campaign is on schedule. Reminder of kickoff event on Feb. 29. Pledging runs from March 1-22. May need board help calling people who haven't replied by that date. All people turning in form can submit names for lottery for Peter Mayer tickets.

- b. **Sex offender/risk reduction policy.** Rev. Luke mentions more forums are coming up; board will look at latest version of proposed policy at March meeting. Next forum on March 22. Gail mentions board will plan to vote on policy in April.

- c. **Shared ministry.** Rev. Luke reports that meeting with Hospitality went well. Shared Ministry team is continuing to meet. Another forum is this coming Sunday (Feb.23). Meeting with Finance Committee is next Wednesday (Feb. 26).

- d. **Building & Visioning.** Ann reports that the team met the previous Friday (Feb. 14) with architects from the Twin Cities who have focused on church and similar projects. They took a tour of the building and will provide a summary to the team. Upcoming building forums on March 1 and 4.

Meeting adjourned.

Respectfully submitted, Greg Turosak, Secretary