



Board Meeting – Dec. 16, 2020

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

Meeting Minutes

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

Absent: Kathy Schwartz, Member at Large

1. **Call to Order.** Ann called the meeting to order.
2. **Chalice Lighting and Reflection.** Molly reflected on the topic of Stillness, and the chalice was lit.
3. **Agenda.** Ann asked that two items be added to the agenda: (1) An open spot on the Personnel Committee and (2) Martin Luther King Jr. Day as a paid holiday for staff. Motion by Rob, second by Kim to approve the agenda as amended. Approved.
4. **Approve minutes.** Ann said minutes from the November 2020 meeting will stand as approved.
5. **Review financials.** Rob said financial health continues to look good, with assets exceeding liabilities. The annual auction exceeded fund-raising goals (over the \$25,000 budgeted) even after \$4,035 going to Project Legacy. Stocks are high, so some sold to keep below the 10% threshold. For cash, we have about \$251,000 in relatively liquid assets. For November, income exceeded expenditures. For budget year to date, income exceeds expenditures by about \$98,500. One expense was \$992.50 for re-tuning the organ. Ann asked how often that is needed; Rob: about every 3-4 years.
6. **Minister's report.** Rev. Luke said he hopes that we're about the midpoint of most building activities being closed because of the pandemic, and that we can gather again in September 2021. He mentioned recording for 4 services during the holiday season, reflecting while sitting in the sanctuary, and that he is so grateful to be doing this work.
7. **Old business.**
 - a. **Shared Ministry.** Kim talked about overall approach across teams regarding broad topics for quarterly meetings and approach to the budget – “having a framework.” She said the Shared Ministry Team is coming up with guidelines for the individual teams. She also discussed filling team vacancies, changes to bylaws and changes to policies. Rev. Luke said staff will be working on communications after the first of the year.
 - i. **Worship and Music.** Ann: Team met in November.
 - ii. **Faith Development.** Kim: Nothing new.
 - iii. **Congregational Life.** Joe: Team met in November.
 - iv. **Social Justice.** Molly. A team member resigned, so there is a vacancy. Need to start planning for some Wednesday evening forums. Ann reported that 21 people showed up for the UU Common Read on “A Good Time for the Truth,” a collection of essays by Minnesota writers about race in Minnesota.

- v. **Financial Stewardship.** Rob said activity is starting on the annual budget. Joe said stewardship is doing some preliminary planning.
- vi. **Administration.** Dave said the group met in November; topics included the boilers and stairs from the main parking area to the Memorial Garden.
- b. **Re-gathering guidelines and activities.** Joe said access to building still being limited. Group will meet in January to revisit the latest; until then, status quo.
- c. **Building Our Future.**
 - i. **Next Steps Weekend proposal.** Ann said she was looking for board approval for Next Steps Weekend, an effort by Rachel Maxwell from the UUA to assess our congregation's readiness for a capital campaign prior to the congregational vote this coming spring on whether to move to a new site. Rev. Luke said it's very important that we communicate with the congregation because if we move, we're still likely to be in this same location for a few years. Ann asked the board to authorize an expenditure of \$2,500 to proceed with Next Steps Weekend. Motion by Molly, second by Sarah. Approved.

8. New business.

- a. **Board vacancy.** Kathy Schwarz has resigned from the board due to a need to focus on other things. Ann said she has had discussions with Mark Brutinel of the Nominating Committee regarding recruiting a candidate. Ann and Mark have some names in mind, none of whom has been contacted yet. Ann suggested further discussions with Mark, contacts with potential candidates and further board discussion at the January 2021 meeting.
- b. **Opening on the Personnel Committee.** There's a vacancy on this committee. Some discussion about the future of this committee. Ann said this issue will be added to the January 2021 board agenda for further discussion.
- c. **Martin Luther King Jr. Day as a paid holiday for staff. Joe said doing this is symbolic.** Kim said that approving this would live our values. Motion by Rob, second by Dave. Approved.

Meeting adjourned. Next Board meeting will be Jan. 20, 2021.

Respectfully submitted, Greg Turosak, secretary