



Board Meeting – April 21, 2021

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 Brianna Berg, Members at Large; Rev. Luke Stevens-Royer, ex officio.

1. **Call to Order.** Ann called the meeting to order.
2. **Chalice Lighting and Reflection.** Molly addressed the theme of Becoming with inspiration from a poem “Preparing for a Hike” by John Mercer.
3. **Agenda and previous meeting minutes.** Motion by Kim, second by Molly to approve the agenda and the minutes from the March 2021 meeting. Approved.
4. **Financial reports.** Rob said expenses were higher than income in the past month, as is expected at this time of year. Overall, we’re at 104% of projected income and 86% of projected expenses.
5. **Minister’s report.** Rev. Luke spoke of the continued times that we all are languishing through because of the pandemic – feeling in between, a bit aimless, not at full energy or motivation. The future is uncertain, he said, but there are glimmers of hope in a weary world. Let’s celebrate what we can, find relief when we can, he said, and know that we are named and known as beloved. Regarding Building Our Future, Rev. Luke reminded all to save the dates for May 9-16, when UUA-affiliated consultant Rachel Maxwell will help our congregation gauge whether we are ready for a capital campaign. Her final report will be delivered to the congregation following Sunday service on May 16.
6. **Old business.**
 - a. **Shared Ministry.** Kim said the original plan was to give the Shared Ministry model a one-year trial before deciding whether to revise bylaws and continue the new model. She said it has been an unusual year with the pandemic, and that the teams are still finding their way. She said that the Shared Ministry team is recommending extending the trial by another year. Joe said this makes sense because we’re still early in the process. Motion by Greg, second by Joe to extend the trial by another year and suspend any consideration of bylaws changes for another year. Approved.
 - i. **Administration.** Greg said there hasn’t been a recent meeting, but that there was a good email exchange regarding what to do with garlic mustard on the property, how to address issues as they arise, and how to be inclusive in involving people in the team’s work. Dave said we’re still learning our way and we’ll have more questions such as were raised in the email string going forward.
 - ii. **Congregational Life.** Joe said there has been no team meeting since the last board meeting; subcommittees seem to be operating fine. Ann thanked the board for a thoughtful discussion last month regarding a congregational covenant regarding “right relations”, and related issues. She said the executive team and Rev. Luke met with Sharon Dittman of Midwestern UUA regarding these issues.

Dittman related that issues such as this are common in UU congregations and that they require an ongoing commitment to address. Rev. Luke said that Sharon Dittman helped us figure out some good next steps.

- iii. **Faith Development.** Kim said the team has not met since the last board meeting.
 - iv. **Financial Stewardship.** Rob said we're coming to the end of our annual pledge campaign, and we need to make some decisions regarding salary.
 - v. **Social Justice.** Molly said the team has not met since the last board meeting.
 - vi. **Worship and Music.** Ann said the team has not met since the last board meeting, but it continuing to have email discussions about how worship services might look this summer and fall.
- b. **Stewardship campaign.** Joe and Rev. Luke addressed the campaign. Rev. Luke said we're now \$8,000 above our pledge campaign goal. There are a few outstanding pledges that Connie is working on. Kim and Greg suggested that Ann assign to various board members congregants to be contacted regarding pledges.
 - c. **Ongoing 2021-22 budget discussion.** Discussion revolved mainly around salaries. The proposed 2021-2022 budget includes a 3% across-the-board salary increase for staff, with some getting more, all with the intent of adjusting in line with UUA guidelines. Board discussed Rev. Luke's salary (with Rev. Luke not present). When Rev. Luke was hired, our congregation was mid-sized 2; now we've grown to mid-sized 3. Motion by Greg, second by Joe to get Rev. Luke well into the mid-sized 3 salary range for ministers. Approved. Ann said the board will vote to approve the 2021-2022 budget at the May board meeting.
 - d. **Re-gathering guidelines & activities.** Joe said UUA put out new gathering guidelines a week ago. Joe said the re-gathering team is focusing on the needs of the most vulnerable among our congregation, which trends toward older and more vulnerable. He said we hope to do more outdoors gatherings soon, but are holding off on more indoors meetings. "There's no reason to rush," Joe said.

7. New business.

- a. **Begin planning for annual meeting, elections, annual report.** Ann said that each team within Shared Ministry will provide an update for the annual report. Tentative date for the annual meeting is June 6, via Zoom. Election of officers will proceed as it did last year – virtually.
- b. **May reflection – Story.** Brianna Berg will provide the reflection.

8. Other/Announcements.

Addendum

In email voting between May 6 and 9, the board voted unanimously to approve \$8,550 to fix deteriorating pipes in the church organ.

Meeting adjourned. Next Board meeting will be May 19, 2021.

Respectfully submitted, Greg Turosak, secretary