



Board Meeting – Feb. 16, 2022

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 Siljenberg, Joe Lobl, Molly Dingel, Brianna Berg and Walt Rothwell, Members at Large; Rev. Luke Stevens-Royer, ex officio.

Absent: Dave Siljenberg, Brianna Berg, Members at Large.

1. **Call to order.** Ann called the meeting to order.
2. **Chalice Lighting & Reflection.** Greg reflected on the theme of Widening the Circle, and he lit the chalice.
3. **Motion to approve agenda and previous meeting minutes.** Walt moved, and Kim seconded, approving the agenda and previous meeting minutes. Approved.
4. **Financial reports.** Rob said finances are sitting well. Even though the auction, typically held in autumn, has been put off until spring, we have a healthy buffer. Year-to-date, we've spent about \$85,000 less than we've taken in.
5. **Minister's report.** Rev. Luke likened planning for the church in these times to making plans in the winter – "depends on the weather" – and that we make plans in an environment of uncertainty. He said that in-person services will resume next Sunday. He also expressed hope that Wednesday dinners could resume before too long. He reported that staff will take part in the Transforming Hearts curriculum. Regarding the budget, he proposed a 3% staff salary increase, with some variances to reflect UUA guidelines and job description shifts. He also showed board members a grid of re-gathering guidance for this spring, showing 4 levels of re-opening activities related to a sliding scale of COVID data/risks. Board members offered support to the grid, offering a variety of tweaks and suggestions to consider.

Old business

6. **Re-Opening update.** Joe, who is on the group considering re-opening guidelines, said he's looking forward to in-person services this Sunday. Regarding a renewal of Wednesday dinners, he said the thinking is that COVID numbers should be "down and down for a long time," before that happens. Rev. Luke said choir will return to rehearsals in the coming week. Joe said the re-opening team is reluctant to have any rules requiring congregants to demonstrate vaccination status, and instead would rely on encouragement and expectations to be safe.
7. **RASA – Rochester Arts and Science Academy.** Kim reported that RASA has found another building that will meet their needs – at the former Minnesota School of Business, and is no longer looking to rent space from First UU. Kim said it's a great opportunity for RASA, and that this process opened up our eyes to the possibility of a partnership. Ann thanked Kim, Amy Nelson, Erika Fetterman and Rev. Luke for their time and efforts in looking at possible options with RASA.
8. **Building Our Future/Beyond Ourselves.** Greg and Walt, who are involved in BOF activities, presented information on efforts with Locus Architecture to provide a comparative analysis of the general costs of remodeling at our current site versus building new. Walt said this would give congregants a reasonable estimate of what would need to be done and the options. They explained that Locus would charge \$5,800 for this analysis, plus \$350/hour for any additional time they may need to spend in presentations and meetings. Rob said there is plenty of money in dedicated BOF funds to cover the cost. Joe said some congregants have asked if we could

demolish the current building and build new on our current site. Walt said we have been told that if we stay on site and our congregation grows and we would need a parking structure, that would be a very expensive undertaking. Board consensus was to ask for the analysis, and provide for a possible 4 hours of additional consulting, as well as asking if Locus could include a high-level demolition estimate within the approved expense. Rob move, Molly seconded. Approved.

9. **Pledge Team.** Joe said the ball is rolling for this year's pledge drive and that the pledge team is "super-creative." He said there will be an all-new variety show (on video) as part of the pledge drive. There will be a display in the church building showing progress toward our goal.
10. **Financial Stewardship.** Rob said budget planning efforts are moving along. Included is about a 3% increase for staff salaries. He said the board will need to discuss the minister's salary soon. Joe said he hopes the pledge drive will raise about 7% more than last year, to account for our current high rate of inflation. Rob said if there's excess, some could go to Building Our Future. Rev. Luke said we could also increase support for items such as General Assembly and Boston Pilgrimage. Ann said minister's salary will be discussed at the March board meeting.
11. **Worship and Music.** Ann said that everyone on this team was willing to continue their membership. She also said that all worship associates have indicated a desire to continue.

New business

12. **Annual Meeting – June 12.** Ann said consideration is being given to how to conduct the election for church officers – the last 2 years, with the pandemic, we have opted for Survey Monkey. Consensus supported. She also wondered how to conduct the annual meeting – live or streamed.
13. **June 12 Sunday service with the theme: *Celebrating Blessings* – Board roles.** Ann and Rev. Luke described a "This I Believe" service for June 12. Ann asked that board members let her or Rev. Luke if they are not available for that date; otherwise, Ann and Rev. Luke will consider which roles various board members could play.
14. **General Assembly:** June 22-26 in Portland, OR. Ann said the GA's are well-managed with small-group breakouts. The assembly will be multi-platform.
15. **Boston Pilgrimage, tentatively Aug. 9-16.** Rev. Luke said that part of unspent money from the past budget year could be spent on supporting attendance by staff and church members at this pilgrimage.

Other / Announcements

16. **None.**

Next meeting: Via Zoom, Wednesday, March 16, 6:45 p.m. check-in and 7:00 p.m. meeting.

Reflection theme: Renewing Faith – Joe

Respectfully submitted, Greg Turosak, secretary