



## Board Meeting – March 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 Siljeborg, Joe Lobl, Molly Dingel, Brianna Berg and Walt Rothwell, Members at Large; Rev. Luke Stevens-Royer, ex officio.

1. **Call to order.** Ann called the meeting to order.
2. **Chalice Lighting & Reflection.** Joe reflected on the theme of Faith, and Ann lit the chalice.
3. **Motion to approve agenda and previous meeting minutes.** Joe moved, and Walt seconded, approving the agenda and previous meeting minutes. Approved.
4. **Financial reports.** Rob said \$500 is being paid to the Locus architecture firm as they work to provide us with better estimates of making building changes on site versus building new elsewhere. He said expenses exceeded income in February, as is usual at this point in the budget year. He said that we'll see a boost to our coffers once we hold the annual auction in the spring, which was postponed from last fall.
5. **Minister's report.** Rev. Luke said that spring is a time of both regeneration and uncertainty, and that's the case in our church. He said he's hopeful that April and May can feel like a re-gathering/re-awakening of our church, with a lower COVID risk and with people back in the church, several social and service events, the auction and return of the Maypole. Rev. Luke also asked the board to form a subgroup on ministerial evaluation to begin in the coming months. Ann said she would work with Rev. Luke, and Brianna volunteered to be involved as well. The effort could involve a survey as well as in-person meetings.

#### Old business

6. **Executive session to discuss FY 2023 salaries and benefits.** Rob explained that in the proposed budget for 2022-23, staff salary increases are generally in the 3-percent range. He also explained how Rev. Luke's salary and housing package compares with the UUA midpoint for congregations of our size. He also pointed out that last year, with the pandemic limiting travel, the minister's budget line for professional development was cut below 10 percent of salary plus housing, lower than it has been. This coming year's budget would restore that. Walt said he strongly supports getting professional development back to 10 percent and getting Rev. Luke's salary plus housing to the midpoint of congregations of our size. Several board members expressed support. Greg moved, and Kim seconded, these actions. Approved. Ann explained that this represents the board's intentions should this year's pledge drive be successful.
7. **Re-Opening update.** Joe, who is on the group considering re-opening guidelines, said it's good that the COVID numbers are going down and he is continuing to have discussions, but is mindful of not opening back up too quickly. We want to be intentional, Joe said. Rev. Luke said there's a sense of gradualness in bringing people back together in person.
8. **Pledge Team update.** Joe said the pledge drive officially ends on March 17. Overall, the drive has gone well, he said. He said that about 50% of the church's pledge units have responded during the drive, pledging about \$359,000, about 65% of the goal. Typically, a lot of pledges come in late, Joe said. And, the numbers that he mentioned do not include sustainers, people whose pledge levels continue automatically unless they change them. Ann said the sustainer numbers will be added in later.

9. **Social Justice Team, 2/23.** Brianna said the team met in February, talking about the team's role. Molly said it was a good meeting. She also reported that the Afghan family whom our church is helping out is doing well. The dad has a job, the kids are doing fine in school, and the mom is in a family class. She said that Catholic Charities, which has been coordinating support of refugee families is suggesting that our efforts should be winding down.
10. **Administration Team, 3/3.** Greg presented highlights of the team's meeting earlier in March. The team discussed meeting structure, meeting 3 times a year and reducing the number of board members on the team from 3 to 1 or 2, and choosing/recruiting congregational representatives for the team. The team also discussed how to stagger terms for team members. On an issue related to the Administration Team, Walt reported the latest regarding the Historic Preservation Commission and the status of our church building. He said staff has acknowledged the letter that our church sent asking to have our building removed from a list of buildings being considered for historic status. The question, he said, is when the commission might schedule a public hearing on the issues our church raised in the letter. Greg provided a brief update on an upcoming visit by the Locus architectural firm, which is preparing estimates on the cost of remodeling/rebuilding on-site versus on a new site.

**New business**

11. **Leadership / Shared Ministry Survey.** This was covered earlier in the meeting.

**Other / Announcements**

12. **None.**

**Next meeting:** Via Zoom, Wednesday, April 20, 6:45 p.m. check-in and 7:00 p.m. meeting.

**Reflection theme:** Awakening – Rob  
Respectfully submitted, Greg Turosak, secretary