



Board Meeting – February, 2023

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

Meeting Minutes

Board: Kim Reid, President; Paul Trewartha-Weiner, Vice President; Kimberly E., Secretary, John Helmers, Treasurer; Brianna Berg, Molly Dingel, Jodi Edmonson, John Tacinelli & Walt Rothwell, Members at Large, Reb. Luke Stevens-Royer, ex officio

1. **Call to order.** Kim R. called the meeting to order.
2. **Chalice Lighting & Reflection.** Paul shared a reflection on Love.
3. **Motion to approve agenda and previous meeting minutes.** Approval of the Jan. 12 special meeting minutes moved by John H., seconded by Molly, Motion carried. Approval of the amended Agenda and Jan. 18th regular meeting minutes moved by Molly, seconded by Walt carried.
4. **Financial reports.** The financial reports and Connie's financial notes were sent out prior to the meeting. John reviewed the highlights.
5. **Minister's report:**
Off we go is the phrase I've been holding in recent days. The church feels full of energy, movement, and possibility. There are days when it becomes a bit overwhelming – thinking of all the details and logistics and calendars balanced and working well. Mostly, that is a desire to keep people connected, adjust practices to feel like there is good flow to program schedules and spaces, and more.

I also feel that we have been slowly entering a more “typical” church life in recent months, where things are not “back to how they were” pre-pandemic, but are in more of a plateau of what is to be expected: Sunday in-person attendance varies (as it always had) and is usually still lower than pre-pandemic numbers, but online attendance remains consistent, and much higher than anything pre-pandemic; forums and small groups are almost entirely in-person, with online options more easily provided. We've continued to offer Wednesday forums, so far, online, though I can count online participants (of non-building forums) from the past two months as under 10 total. I feel we're in a stage we'll be in for a while, which makes it a bit easier to plan, but also a generative time of fine-tuning our program structures, practices, and already beginning to imagine how to take all of this into account moving into kick-off for next fall. We're considering how to place and manage tables in the Commons for effective engagement, how to build community and commitment into registration practices, and more.

All of this, of course, in addition to the extraordinary vote on our building – from which I am grateful, energized, daunted, and hopeful.

In the near term, this means shoring up our practices and policies, including preparing the budget for the coming fiscal year to begin in June. In preliminary drafts, the UUA has offered a new salary guideline structure, which is a significant change from previous years. Each year changed, but this new structure categorizes positions by general responsibility levels (executive level, director level, manager level, etc.), as well as takes an equity-based budgeting approach to lessen the earning gaps between the highest and lowest ranges. I *love* this encouragement to greatly increase the lowest wage ranges in our staffing. As a preview, I believe we'll be asking for a staff salary increase of near \$40,000 for the coming year, which includes (intentionally) no increase for ministerial compensation. This is something I strongly support, and we'll continue to live into overtime. I will share more details with the Board Officers and Finance Team in the coming weeks, and then the Board for discussion.

Mostly, I'm grateful to have a church that feels alive, healthy, and hopeful. I believe those values will serve us well into what promises to be an extraordinary time, and already is, in the history of our congregation.

In faith,
Luke

2024 Sabbatical Plans were shared at the January meeting. It is the intent of the board to honor and encourage the sabbatical time indicated in the employment agreement. The 2024 Sabbatical plans were moved by Paul, seconded John. H., Motion carried.

Old business

6. Risk Reduction Policy

The 3 year history of the work done on the Risk Reduction Policy was discussed and the draft of the policy was reviewed. There will be a forum in March to re-engage with the congregation regarding the draft policy.

7. Shared Ministry Team Updates: for the full reports go to:

<https://uurochmn.org/shared-ministry-team-meetings/>

- Shared Ministry Governance Team (met 1/31)
Reviewed the proposed bylaws work. A subcommittee made up of Kathy Schwartz, Kathy Brutinel, Allen Bishop, & Ann Hutton was created to review and revise the bylaw recommendations. Their charge is to complete the work by April 1.
- Administration (met 1/15)

In addition to the minutes listed above, there is a new leak in a different part of the roof. Merit has been into evaluate the issue.

- Congregational Life (met 1/25)
- Faith Development (1/8 meeting postponed and has not yet met.)
Kim R. shared her experience using the guides that have been created that make it easy for someone to step in without prep. Sign-up is in the enews and you are encouraged to give it a try.
- Financial Stewardship (met 1/20)
The endowment policy is being developed. (It was removed from the by-laws as it was determined it needed to be a policy. The current policy is the part that was removed from the bylaws. It is being reviewed and revised.
- Social Justice (met 1/25)
- Worship and Music (met 1/11)
Worship spaces where discussed. Best practices were discussed. New worship associates have been added and are being trained.

8. Building Our Future Beyond Ourselves

- **Reflections on the 2/5 meeting and forum**
The forum did a great job of encapsulating the information for the meeting with Rachael.
- **Approve Stewardship for Us Agreement for Consulting Services with Rachel Maxwell.**
The contract with Rachel Maxwell was moved by Walt, seconded Molly, Motion carried.
- **Gratitude, Creativity and Generosity Team**
A property team (Creativity) is working with realtors to get some information ready for the March property forum.
Potential leaders for these teams were discussed and people will reach out to invite team members.
Leaders are encouraged to meet on the 2nd Sunday of each month.
- **March property forum**
Planned for the week if March 22

New Business

9. Approval to move accounts at Wells Fargo to F&M Bank.

Motion to move Wells Fargo funds to F&M Bank moved by Molly, seconded by Brianna. Motion Carried.

10. 3/15 NDSU choir will be performing in lieu of a forum.

11. Other

Meeting adjourned.

Next Meetings: March 15, 2023 6:30 pm

Reflection theme: Vulnerability, Kim E.

Respectfully submitted, Kimberly Edson, Secretary