



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

## **Board of Directors Meeting Minutes – July 19, 2023 5:00 PM**

**In attendance:** Kim Reid, President; Paul Trewartha-Weiner, Vice President; Kimberly Edson., Secretary, John Helmers, Treasurer. Aleta Borrud, Brianna Berg, Jodi Edmonson, Rod Mildbrandt & John Tacinelli, Members at Large, Rev. Luke Stevens-Royer, ex officio

**Absent:** Aleta Borrud

### **5:00 Gathering Together and Welcome**

- Breaking Bread (dinner from Nupa)
- Chalice Lighting, Kim R. called the meeting together with a chalice lighting.

### **Board Planning for 2023-24 Church Year:**

1. Motion to approve the amended agenda made by Paul, seconded by Rod. Motion carried
2. Motion to approve the amended May minutes, moved by John T., seconded by Bri. Motion carried.
3. The mechanics for using Google Drive for Board meeting agenda and meetings and other documents was discussed and the board plans to use this for board meeting materials.
4. The Board Covenant was read and signed. It will be posted and shared with the congregation.
5. A draft of the Board Responsibilities Policy was shared, reviewed, discussed and edits were recommended. This will continue to be reviewed and brought back to the board at the next meeting.
6. Board Goal Setting for 2023-24 Church Year. A draft of the goals was discussed and modifications were suggested. It will be updated and brought back to the next meeting.
7. Board Member Assignments to Shared Ministry Teams (22-23 assignments shown)
  - a. Shared Ministry Leadership - Paul T-W
  - b. Administration - Kim Edson
  - c. Congregational Life - Jodi
  - d. Faith Development - John T.
  - e. Financial Stewardship - John H. and Kim R.
  - f. Social Justice - Brianna
  - g. Worship & Music - Paul T-W
8. Monthly Board Meeting Dates and Reflection/Chalice Lighting Assignments using Soul Matters Themes:
  - a. August 16, 2023: Delight – Kim E.
  - b. September 20, 2023: Welcome – Kim R.
  - c. October 18, 2023: Heritage - Paul
  - d. November 15, 2023: Generosity - Aleta
  - e. December 13, 2023: Mystery - Brianna
  - f. January 17, 2024: Liberating Love – John T.
  - g. February 21, 2024: Justice and Equity - Paul
  - h. March 20, 2024: Transformation - Rod
  - i. April 17, 2024: Interdependence – John H.
  - j. May 15, 2024: Pluralism - Jodi
  - k. June (TBD): Renewal -
9. Identify Grace Notes authors
  - a. Fall (due September 22) Kim R.
  - b. Winter (due December 15) John

- c. Spring (due February 23) Kim E.
- d. Summer/Annual Report issue (due May 20) Paul

## **July Board Meeting**

### 1. Ministers Report (Luke)

We are in a growing, exciting time. With that, especially among leaders, comes hard decisions, deadlines, timelines, feelings and figures and the messiness of being in community.

With a growing church, we are always striving to live in between – moving ahead, being present, and honoring where we've been.

If you feel that, and the gravity and blessing of it, you are in the right circle of folks.

As we begin this year, here are a few quick notes as lead administrator, as well as a few hopes, in the realm of spiritual leader.

First, notes:

We had over 30 campers, including many newly returning families, for Chalice Camp – a thriving  
We are in a growing, exciting time.

- and hope-filled week here last week.
- We are planning multiple ways to engage members this fall through our Realm database, printing a classic picture directory through that, sign-ups for small groups and classes and volunteering, to kick off the fall.
- Since approving our risk reduction policy, I have needed to engage it, at some level, three times. I will keep the Board aware of any concerns or needs related to it, holding the balance of transparency and confidentiality. I have no concerns at this time.

Second, hopes:

- As we move into this year, keep in your mind these practices to model as leaders:
- Be creative and flexible, knowing there will be many paths forward – not just one.
- A colleague reminded me recently that the job of the Board is the long game – casting a vision into the future; while the job of the staff is to lead the short game: current program leadership and implementation. As a growing mid-size to large church, we are still living into that.
- Finally, an invitation we receive as clergy leaders: try, as best as possible, to be a minimally anxious presence – lean toward listening more than defending, lean toward healthy hopes more than disgruntled critique, and always keep in mind the well being of the whole rather than falling into the many traps of individualistic thinking and action. It is hard, important, holy, messy, work. And you're up to it. And I'm with you.

In faith,  
Luke

2. Review financials (John H.)
  - a. 2022-23 Year end report

- b. June financials
  - o An overview of the financial reports was shared and discussed.
  - o Selling oil and gas stocks sales is proposed and then putting those funds in the building our futures funds. This aligns with our values for environmental justice and there will be financial needs for the building project. Motion to empower John and Connie to sell the gas and oil stocks and move the proceeds to the Building our Futures fund. John T. moved, Paul seconded, Motion carried.
  - o Annual Audit: John is preparing for an audit in alignment with UUA guidelines.
- 3. Building Our Future Beyond Ourselves Update (Kim, John, Jean Murray, George Huston)
  - a. The roles and responsibilities of the assistant treasurer were defined. Motion to approve roles and responsibilities of the assistant treasurer and to approve Jean Murray as the assistant treasurer for BOFBO. Moved by John T., Rod seconded Motion carried.
  - b. Approve setting up separate accounts at F&M Bank for BOFBO. Motion to approve the creation of a BOFOBO account with Kim R., John H. and Jean M. as signatories. Moved by John T., seconded by Jodi. Motion carried. Friendly amendment to this motion was made to move the building our futures funds in the current budget to this account. Kim R. moved, John. H seconded. Motion approved.
  - c. The assistant treasurer will provide financial reports for BOFBO to the board. Jean provided a sample report to get feedback from the board. Jean, Connie, and John will be drafting a projection of the estimate of expenses prior to taking out a building construction loan and a draft financial cash flow plan that also identifies funding/loans for covering those estimated expenses prior to the building loan.
  - d. Meetings with civil engineers and architects – annexation. There are a lot of conversations about the issues related to annexation – the ponds and the bike path which is part of the development agreement are the most significant issues right now. There are the options for a partial or full annexation. Negotiations are on-going.
  - e. Possible Interfaith Power and Light partnership <https://interfaithpowerandlight.org/> This organization provides some options to fund Solar at a reduced cost. These partnerships are being explored for this project.
  - f. Design meetings and survey input have concluded and have shared their input with Locus. On Sept. 10 we expect to see some designs and a model.
  - g. Sale of current building - easements and timing, appraisal in the fall. There are easements that need to be addressed in order to prepare for the sale of this building. In order to get a construction loan, the bank wants a strong capital campaign with at least \$1,000,000 and have the current building on the market or sold.
  - h. Infusing our values and mission in the process. Luke encourages us to keep our inspiration and aspirations which guide our vision as we move through this process.
  - i. Upcoming dates - Sept. 10 with Locus / Sept. 17 Site dedication (Luke)
- 4. Shared Ministry Updates <https://uurochmn.org/shared-ministry-team-meetings/>
  - a. Shared Ministry Leadership – Paul and Kim R. will be putting a plan together for a Sept. 24 shared leadership meeting. A goal will be to help increase engagement and help the congregation to learn how they can participate in our new structure and

promote healing for those who are struggling with the change in our structure. How can your leadership team help to support the mission and vision of the church.

- b. Administration - Kim Edson - The team is thinking about what may be needed to prepare the church for sale.
  - c. Congregational Life - Jodi This team may benefit from additional leadership to address the wide range of activities that fall under this team.
  - d. Faith Development - John T.
  - e. Financial Stewardship - John H.
  - f. Social Justice – Brianna - A team of about 10 UU members will start working with Isaiah related to goals for the next legislative session. The board is recommending both one-on-one and small group discussions.
  - g. Worship & Music - (Paul)
  - h. Fall gathering & Goal-setting for all Leadership Teams - Sunday Sept. 24 12:30 - 3:30
  - i. Any board suggested goals for teams?
5. Unfinished Business:
- a. Update on the work done on the west side of the current property. The tree work has been completed.
  - b. Information about the need to hire a civil engineer for the Viola Road property was presented to the Board during the May meeting. To allow for a timely decision prior to the July board meeting, proposals from Widseth Engineering and WSE Massey for civil engineering work on the Viola property was emailed to the board on June 8, 2023. The Board then conducted an electronic vote to approve the hiring of Widseth Engineering at an estimated cost of \$58,000. John Helmers moves to hire Widseth to complete the civil engineering needs on the Viola Road property. Kim Reid seconded the motion. The motion was passed unanimously by electronic vote.
6. New Business
7. Plan for working on policies and setting up a policy review cycle. Next month we will work on developing a small team to work on developing these.
8. Topics/Announcements?
9. Adjourn

**Next Meeting and Reflection Topic: August 16, 2023 7:00 PM – Delight Kim E.**