



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

Board of Directors Meeting Minutes March 27, 2024 7:00 PM

Present: Kim Reid, President; Paul Trewartha-Weiner, Vice President; John Helmers, Treasurer. Aleta Borrud, Brianna Berg, Jodi Edmonson, Rod Milbrandt & John Tacinelli, Members at Large, Rev. Luke Stevens-Royer, ex officio; Ruth MacKenzie, Sabbatical Minister

Absent: Kimberly Edson

1. **Chalice Lighting & Reflection - Transformation** Rod M, shared a reading and reflection (Let Mystery have a place for you by Henri-Frederic Ariel)
2. **Check In/On Our Hearts**
3. **Approval of agenda, February meeting minutes, and March 20 joint BOFBO/Board minutes**

Minutes approved as amended by consensus.

4. **Minister's Report** (Luke)

Cookies of gratitude were shared by Luke in appreciation for all the Board has done in preparation for his sabbatical. Details were discussed, the sabbatical team has met, and the worship schedule is set.

Ruth introduced herself to the board and reviewed her schedule. She will be here on Wednesdays and Sundays. She will be off one Sunday a month and will take the corresponding Wednesday off as well.

The Board, Sabbatical Team and Staff are available to manage administrative concerns. Ruth will be available for pastoral concerns.

5. **February Church Financials** (John H.)

John reported the expected Insurance premium is going up 880%. Wells Fargo Cash Sweep account was used to pay the insurance bill. As of this meeting date Stocks were sitting at 11%. The Apple stock will be sold when the price goes up.

As is known by the Board our insurance company (Church Mutual) dropped us as an account recently. Connie and the financial team have been looking at options. Policies are hard to get and extremely expensive. Our budget will be impacted significantly by the rise in insurance payments.

6. Updated draft budget for next church year (Luke)

The budget is projected to be 5% of 23-24 (\$565,000.00. This is projected by Connie based on anticipated pledges.) There are still 168 homes who have not pledged yet. Luke's current draft is anticipating the 5% increase. He asked the Board to look at all opportunities for financial stewardship, including another ask of the congregation, review and use of reserve funds and other alternatives.

Luke stated his priorities for the budget are: 1. Maintain the cost of living for the staff excluding the minister. 2. Maintain the line item for hiring an additional minister. 3. Music program increase.

Further discussion on the Budget:

- a. Mortgage
- b. Isaiah line item of support. It is of value to the church, and the suggestion is to keep it in the budget
- c. Suds Squad. Volunteers to wash dishes instead of spending money for paper.
- d. Support for the church's facilities person. What do they not have time to get done?
- e. How do we manage the insurance concern? Suggestions for bringing it to the congregation, discuss at May forum? Maybe not because of the capital campaign

7. Shared Ministry Governance

- a. Team Updates (Board Liaisons for teams report on recent team meetings)
 - i. Financial stewardship meets tomorrow
 - ii. SJ Immigration funds
 1. Aleta reported meeting with the IJ team who reported disbursement of funds using a consensus decision making process and prior to disbursement, it is discussed with ministerial staff.
 - a. There currently is \$13,000 in our budget for the refugee support program. It is not the church's money, but we house the funds.
 - b. These funds will cover the expenses for the family we support for the next 7 months
 - iii. The Faith Dev team continues to look at ways of engaging middle schoolers in the service, and how to involve Faith Development programming towards the new church land.

Approximately 20 children currently attending faith development activities. 6-10 youth are also in attendance.

Faith Development raised around \$1200.00 from the Valentine's dance. Approximately 800 was raised for the family from Nicaragua we support.

Creature Camp (This year's Chalice Camp Theme).

is coming this summer to a UU congregation near you!

- b. Shared Ministry Team policy term limits discussion (Paul)
 - i. Current policy towards term limits is not consistently followed. Some Shared Ministry teams have limits; others do not.
 - ii. The board discussed changing the policy to include the following: "Shared Ministry teams shall consist of two to four church members who serve a two-year term, renewable once unless the board authorizes an extension."
 - iii. John H. moved to change the language in the shared ministry policy to the new language above. Aleta B. seconded. Motion Carried.
 - iv. Each staff member will be asked to make the announcements to their teams. Paul will double check with staff to see if assistance is needed.

c. Policy updates (Kim)

- i. Approve recommended policy changes on current Administration Team policies (G-2 Building and Furniture Use and G-3 Keys and Access Devices)

Rod M. Moved that the Board make changes on administration policy G-2 Building and Furniture use. Jodi seconded.

Discussion: What is the definition of building use? Movie nights vs. Special Events vs. Weddings, vs. Dedications, vs. Community activities. Returned to the Administrative team for clarification.

Kim moved that the Board approve change to administration policy G-3 Key distribution and building access devices. John T. seconded. Change was approved.

- i. Jodi E. moved that the Board dissolve Administration Team policies that are no longer needed (G-9 Directory Use and C-5 Communications)
John T. seconded.
Discussion:
 - 1. Directory: Directory use is covered under policy T-1.
 - 2. Communications: Tasks are now part of Erika's job, except 4 and 5 which were combined and became part of the Administration Shared Ministry Policy.

Motion approved

- ii. John H. Moved the Board approve common language for shared ministry sub-teams/work groups (the leaves on the tree).
John T. seconded.
Discussion: None
Motion Approved.

- iii. Aleta B. Moved to approve changes to the History Team policy
Rod seconded.

Discussion:

- 1. Name Changed to history interest group
- 2. Duties to remain the same

3. Remainder of the language is the proposed common policy language for all SMT teams

Motion approved

Link to Changed Policies [HERE](#)

2. Ongoing Business

- a. Bylaws changes draft (Kim)

Kudos to Kathy Brutinel for her work reviewing and recommending changes/edits to the bylaws.

There are two recommended changes

1. Under Article XI, Section E: Update MN Statutes that refer to what happens to funds in case of the dissolution of the church.
 - a. 317A out of compliance statute out for 30 years
 - b. Rec changes to be current statute: 317A.735
2. Under Section 7.8/President/New Item F: Signatures: It is recommended that the board be allowed to delegate other members of the church to sign documents besides the president. This delegation can happen with Board approval for a specific situation within specific timelines.

Motion to approve these changes made by Rod M.

Jodi seconded

No discussion.

Motion approved.

- b. Insurance update (Kim, John H.)

See above discussion.

- c. Article II - congregation and delegate communication (Luke, Kim, John H.)

Discussion occurred regarding the upcoming Article II decision at GA this summer. Luke shared Information about GA. It was noted that folks in the congregation have concerns about wording in the Article II documents.

There will be a forum on May 15th to discuss the GA, article II changes, and the delegate process.

Current practice is to allow delegates to vote their conscience and not vote by congregation recommendations.

Currently we send 9 delegates to GA. Typically, they request to go by speaking with the minister.

A concern about choir participation during forums. Forums typically occur during choir practice. We need to look at other options, particularly when there is valuable information to share with the congregation.

The Board will discuss this issue in greater detail in the April meeting.

- d. Immigration LLC update (John H)

See above discussion.

3. New Business

For Sale sign is ugly. Will give feedback to realtor about it.

4. **Other Topics/Announcements?**

None

5. **Adjourn**

Meeting was adjourned at 9:30 pm

Next meeting: April 17 - Topic: Interdependence (John H.)