

Northwoods Unitarian Universalist Church

Board of Trustees Meeting

March 20, 2024

Minutes Submitted by Abby Hutchinson – Secretary and Courtney Thibodeaux

Location: Zoom meeting

Attended:

Beth Shively

Courtney Thibodeaux

Hal Meyer

Sara DaSilva

Reverend Sarah

Karl Mueller

Abby Hutchinson

Sara Moser

Welcoming Congregation

- Jerry will be resigning as the head of this committee
- Jaunetta Cooper is volunteering to take over
- Jerry suggested ways we could be more openly welcome to the LGBTQIA+ community
- Updating our LGBTQIA+ flag
- Adding signage around the church, including a bulletin board
- Larger pronoun stickers for name tags
- Having speakers give their pronouns when introducing themselves at the pulpit
- PFLAG wants to start meeting at our church. Jerry is a member.
- Youth group for LGBTQIA+
- Downstairs gender neutral restrooms

Treasurer's Report

- It is likely that we will not begin the next year with a deficit.

Stewardship

- Sara DaSilva: 10 people stayed after the service last week, plus 3 people on Zoom, to discuss ideas with the Stewardship Circle.
- Reverend Sarah asked what our cutoff date is for people updating their pledges. We discussed ways to communicate to people about updating their pledges.
- Hal, Sara D., and Jamie will talk more about the mission based budget that the board discussed previously.
- How formalized should our structure be moving forward? Discussion on how we need to establish the "Essential Functions" of our church first. How we carry out these functions is a matter of policy.
- Reverend Sarah says that when people show interest in forming a sociocratic circle, she wants to meet with them to discuss, but feels we need to develop a process for this.
- Annual meeting in May is coming up. We need to approve changes to Bylaws. Beth Shively will coordinate us starting to collaborate on the bylaws: what we think should be removed, and what we think should be changed.
- Karl updated us on the Gazebo project. Detailed notes posted in Slack on his conversation with Kim Prevost. We agreed that we need to get at least two more bids from other entities before proceeding with doing drainage work.

#### Pledging and Budget:

- Keep in mind: In future years we have the option to adjust cost of living for staff
- We are focusing on language: Monthly contributions, not pledges
- We are creating the budget for the church this time of year, we need to know what people are pledging so we can plan it
- Ideas from last month for goal-based budget
- Sarah Da Silva will get the stewardship circle involved on this
- Bylaws team has rewritten things, now includes floaty coordinated circle members
- Moving towards a more sociocratic flexible model
- Leaning towards writing less bylaws down, more room for change as seen fit

- We could have a list of essential functions for the church and circles
- This leaves room for flexibility in how we accomplish these goals
- What are our essential functions?
- To stay on track, the board will approve any changes to the bylaws at the next board meeting

#### Gazebo Project:

- Karl talked to Rusty and Kim about the gazebo project
- Connie Newkirk will be the project manager
- The draining problem will be addressed
- Connie will find a second opinion from contractor
- We should get several opinions on contract work over a certain amount
- Kim will come to next board meeting to discuss
  
- We are planning on revamping the safety policy
- Reverend Sarah will send the safety tabletop plan out

#### Adjourn meeting at 9:28 PM

Next Board of Trustees Meeting - April 17, 2023 at 7:00 PM over Zoom.