

# First Unitarian Church of Des Moines

Board of Trustees Minutes | Tuesday, April 2, 2024 at 6:00 PM

Virtual Meeting via Zoom

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**Board Members:** Kevin Boeckholt, Jeremy Guenther, Crystal Loving, Kathryn Sutton, Natalie Mason, Heidi Lackmann, Walter Pearson

**Staff:** Tracy Aukes, Rev. Meredith Garmon

**Guest:** Eileen Jackson, FOC

The meeting was called to order at 6:07 p.m. by Board President Kevin Boekholdt.

**Timekeeper & Process Observer:** Kathryn Sutton

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## New Business

### Budget

- \$5000 increase in building maintenance
- \$12k increase in capital maintenance reserves
- Total for payroll increases to go with a full-time faith formation and congregational life position total more than \$60k
- UUA funding increased
- AMOS dues restored to where they're supposed to be
- Salaries — Tracy and Meredith discussed keeping compensation at an appropriate level for non-senior staff, at a minimal level. The idea is that they will grow into their salaries and positions over time.
- Professional development — Confirm whether it's layered in the budget or not, we favor adding it in somewhere
  - \$1600 PD for existing staff — would be in the status quo budget; should be plugged in the "compensation & benefits" budget
  - PD for new staff — would need to be added to the aspirational budget
- Kevin's message for the forum: If/when we exceed our status quo pledge, where do we prioritize and allocate those extra resources?
- Leadership development budget — Let's add some in!
- Goal is to have ranked-choice ballots available for folks to provide feedback on

### Ministerial Search

- Guidelines for Nominations:
  - Do not serve on the Board once the new minister starts, for about 2 years

- Make the search committee your first priority, and if it conflicts with other priorities, put the search ahead of it. Step back from leadership roles.
  - Ask people to write a letter sharing what they have to offer, how they're willing to serve, why, etc.
  - Approach the folks on the list, but fill in other skills, values and backgrounds that may not be on the list.
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## **Announcements**

Coffee with the Board: Sunday, April 7th 8:30 AM

Budget Forum: Sunday, April 7th 11:00 AM

Board Meeting: Tuesday, April 16th 6:00 PM — check in with Nominations

Budget Forum: Sunday, May 5th 11:00 AM

Board Meeting (Annual Meeting Packet): Tuesday, May 7th 6:00 PM

Public Annual Meeting Packet Review Session: Tuesday, May 21st 6:00 PM

Board Meeting: Thursday, May 30th 6:00 PM

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Meeting was adjourned at 8:07 PM by Kevin Boeckholdt.

Submitted by Kathryn Sutton, Secretary