

## **DRAFT**

### **First Unitarian Church of Des Moines**

Board of Trustees Minutes | Tuesday, January 21, 2024 at 6:00 PM

**Board Members in Attendance:** Natalie Mason, Walter Pearson, Ann Mowery, Kevin Boeckholt, Elaine Imlau, James Williams, Kathryn Sutton, Crystal Loving

**Excused absence:** Kerry George

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

The meeting was called to order at 6:00 p.m. by Vice President Walter Pearson.

Timekeeper & Process Observer: Elaine Imlau

### **Public Comment**

- No public comment

### **Consent Agenda**

- Approval of Board minutes from 1/21/25
  - Ann Mowery's name misspelled at one point
  - Motioned by Elaine Imlau; seconded; all voted in favor

### **Minister's Report**

- All pre-candidates have spoken with Rev. Garmon and he "likes all of them!"
- Rev. Garmon shares his feelings of optimism
- They'll be visiting starting this coming weekend
- Invitation on what to hear from the pulpit in the coming months

### **Administrator's Report**

- Moving some cash to a 3-month CD
- \$390k (72% of giving has come in)
- UUA's certification (membership numbers) is completed
  - 282 members
  - 106 Friends

- 56 enrolled in RE (nursery – high school).
- Service attendance is going well; welcomed 4 new members recently
- 6 Realm professional training sessions with staff
- Training to be rolled out to the congregation

## Financial Report

- Negative amounts in January's statement of activities
- Some overages in some departments / line items

## New Business

- 24-25 budget (additional payment to Faith in Action partners)
  - \$2000 — to be spent, adopted at the annual meeting
  - Motion to spend the budgeted \$2000 on a donation to our current Faith in Action partners (Kathryn Sutton)
  - Seconded by Elaine Imlau
  - Motion was adopted unanimously
- 25-26 budget
  - Forum Debrief
    - Tweaks to RE line items so they present more user friendly
    - Tweaks to messaging to clarify capital campaign vs. building funds
  - Compensation
    - Move Tracy to “UUA Midpoint” salary recommendation in the draft budget
  - Next Budget Forum
    - March 9; take in final feedback from congregation
    - Revisit a date for a Zoom-only budget review in late March
- Nominating Committee request to attend 3/8 leadership gathering
  - To help nominations committee build a network to fill its needs
- Griffin Hall
  - Proposed plan for acoustic issues in Griffin Hall
  - Good to move forward to review a formal proposal next month
- Ministerial Review Update
- Capital Campaign Update
  - Elevator forum debrief (can we afford one? do we want one? is it worth it?)
    - Overall came to consensus with forum that if we can afford an elevator, we would go for it
    - \$2.7m estimated cost
  - Fundraising for leadership gifts is underway at the moment
  - Endowment committee proposal request for \$100k
  - Seeking prices & guidance for putting a bed in the creek

- Other New Business
  - Tentative dates for the Board to meet the ministerial candidate:
    - Monday, April 28
    - Tuesday, April 29
  - Stewardship speaking — Crystal Loving

### **Checkout & Assignments**

- Tracy — Adjustment of compensation in budget
- Tracy — \$2k to Faith in Action 2024/2025 budget
- Crystal — Ministerial Review / nominations / leadership

### **Announcements**

- Next Board Meeting: Tuesday, March 18th, 6:00 PM
- Leadership Gathering Saturday March 8th, 9 am
- 2nd BOT 25-26 Budget Forum Sunday, March 9th
- BOT staffing Showcase table Sunday, March 16th

Meeting was adjourned at 7:10pm by Walt Pearson

Submitted by Kathryn Sutton, Secretary