

**FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST**  
**(FCUCC) OF COLORADO SPRINGS**  
**MINUTES OF THE ANNUAL MEETING**  
**January 29, 2017 | Sanctuary**

Council Members in Attendance:

Lee Lehmkuhl (Moderator)  
Connie Brachtenbach (Vice Moderator)  
Lisa Mason (Secretary)  
John Beavers (Education)  
Chris Reimer (Worship and Spiritual Life)  
Judy Kort (Care and Fellowship)  
Mike Gemm (Treasurer)  
Alyce Morgan (Outreach)

Council Members Absent:

None

Ex Officio in Attendance:

Rev. Nayiri Karjian (Interim Lead Minister)  
Rev. Jacque Franklin (Minister of Pastoral Care)  
Ruth Roland (Director of Financial Ministries)

Ex Officio Absent:

None

Parliamentarian:

Nora Gustafson

*GATHERING SONG: Hymn # 308 - At the Font We Start Our Journey*  
Organist- Linda Cummings

**Meeting Called to order- 9:59 a.m.**

*Establish Quorum - 72 needed and exceeded with approx. 170 members attending.*

*OPENING PRAYER - led by the 2017 Class of confirmands*

*WELCOME - Lee Lehmkuhl*

*HONORING THE SAINTS - FCUCC members and friends who passed away since the 2016 Annual Meeting- recognized by **Rev. Jacque Franklin***

*APPROVAL OF MINUTES OF JAN 31, 2016*

**MOTION:** To approve Minutes of the 2016 Annual Meeting. Presented by **Lisa Mason**.  
No second was required however discussion was invited for corrections or amendments. No discussion. Approved by unanimous voice vote.

*MINISTRY AND MISSION HIGHLIGHTS - A COUNCIL'S PERSPECTIVE:*

**Chris Reimer** - Worship and Spiritual Life:

Spiritual Reassurance, Thanks for Staff and Ministry Teams,  
Themes: Celebrate!, Music!, Art!, Dance!., Spirit!

**John Beavers** - Education:

Teaching Adults and Welcoming Children builds congregations. Adult Education and

Youth Education overseen by Candace Datz. Children and Family Education overseen by Del Hokanson.

**Judy Kort - Care and Fellowship:**

Care Ministries- A "Crossword Puzzle" of words of Love, Respect, Share, Growth, Relationships, Compassion, Awareness, Humility, Courage, Risk, Empathy, Transformative and Awareness

**Alyce Morgan - Outreach:**

A year of Thanksgiving. Gratitude for service, generosity, Just Peace, and volunteers and staff

**Connie Brachtenbach - Vice Moderator:**

Facility Core Resource Area: Ruth Roland Director of Financial Ministries, The Facility Team, Grounds Team, Audio/Visual Team, Kitchen Witches, Safety Task Force

**Lisa Mason - Secretary:**

Leadership Cultivation Committee, Clergy Congregation Relations Committee, Risk Reduction Team, Human Resources

*MINISTRY AND MISSION HIGHLIGHTS - A Congregation's Perspective:*

Comments included - Thanks for: inclusiveness efforts, for our music, for advocacy work in homelessness, for **Trig Bundgaard**, for **Mandy Todd**, for **Candace Datz**; and thanks from those being supported in their ministry education and, appreciation for **Rev. Nayiri Karjian** leading us in transition.

*SONG - With God We Will.*

Mandy Todd - Director of Music and Arts Ministry, piano - Russ Ware.

*2016 FINANCIALS, 2017 BUDGET*

Mike Gemm (Treasurer): Context - 2016 budget predicted a budget shortfall.

Perspective - priority areas for 2017 are current staff, current ministries, and our new strategic plan. December brought in strong pledges but we want to propose modest raises for existing staff and three new positions: (1) Hire an organist (2) Add an Office Administrator, (3) Pay the current volunteer position of Congregational Nurse.

Doing this will create a deficit budget.

**MOTION:** To adopt the recommended 2017 Annual Budget as presented to the Congregation on January 29, 2017. Presented by **Mike Gemm**. No second was required. Discussion was invited for information, corrections or amendments.

Discussion ensued. **Janet Carpenter** moved to amend the above motion as follows:

"I move to refer the 2017 proposed General Fund unbalanced budget to the Financial Advisor Committee, requiring them to develop a balanced General Fund budget for 2017 no later than Sunday March 12. Upon completion, this revised balanced General Fund budget for 2017 shall be presented to the new Council for binding approval and implementation on behalf of the Congregation. Thereafter the new budget text will be

made available on-line and in the April issue of The Communicator.” Seconded by **Steve Brown**.

- **Casey Scott** asked for clarifications on the deficit and suggested staff positions.
- **Sara Groh-Correa** asked what scales were used to determine salaries of the proposed positions. **Janet Carpenter** moved to amend the 2017 unbalanced budget motion budget (see above) Seconded **Steve Brown**.
- **Steve Stedwick** does not want to have an unbalanced budget and rationale believing its unrealistic.
- **Paul McNeill** cited a multi-year history of not getting 100% of pledges and thus it is not wise to go into deficit spending.
- **David Bribach**- speaks against the amendment as he believes we need a vision for growth and to be a community of faith and trusting God that we will materialize our needs to have a balanced budget with new staff in place. Its 5% that he believes this congregation can cover.
- **Janet Carpenter** requests a line item of the budget and to then ask for sponsors to specifically cover those position shortfalls.
- **Nancy Forgy**- supports the motion to have a balanced budget and in July see where we are.
- **Susan Tetrick**- respects concerns, but speaks to the need to support the new positions and to walk forward in faith.
- **Nancy Henjum**- how might we hold this vision/ we won't spend it if we don't raise it.
- ?? supports balanced budgets.
- **Jerry White** disagrees. His non-profit predicted a negative 5% deficit but the organization routinely survived. They used the budget deficit as an aspirational document. The question is what we want to do in 2017.
- **Chris** - respects the cordial nature of the discussion. And explained how the organist position could be affected but also added that the position won't be filled/thus money not spent if we don't actually have the funding.
- **Marcie Meyer** challenged 7 other people to give \$5k each. Organist is not negotiable- we gotta do this.
- **Connie Brachtenbach** - this has been a difficult discussion for Council and that we could have brought a net zero budget to the meeting.
- **Steve Brown** - previous life as pastor, aligns with **Nancy Henjum**. If we vote to go forward with a deficit, we must pay attention to the need, embrace it and resolve to close that gap.
- **Steve Fehl** - 5% deficit within the context of our \$ 1 million is not really that big a deal but if your budget is normally \$1K, any cuts become destructive and so speaks against the amendment.
- **Kathy Beck**- asked when a new pastor comes in and would a new pastor have different ideas about staffing which **Rev. Nayiri** answered.
- **Julia Nace** - previous treasurer, this is a profound issue and respects our grappling.
- **Jill Robinson** - as a small business owner she understands risk but she believes in our capacity to grow and we need to grow.

- **Connie Raub**- we need to be open for line items as well as set a time in March/April for reassessing.

Call the question by **Burl Kreps; Paul McNeil** seconded it.

Vote to stop discussing was unanimous by hand vote. Vote on the amendment (after it was reread) failed to pass (by a large majority) by show of hands.

Original motion- further discussion - **Ruth Lehmkuhl** asked to have the Office Administrator position described. Rev. Nayiri answered.

- **Nancy Henjum**- we are in transition. Let's call in the best lead minister with putting our best foot forward and let's find the way to accept this budget but also make sure we close the gap.

Call the question by **Joe Pickle; Burl Kreps** seconded. Vote to terminate discussion- none opposed via show of hands.

Vote to accept the original motion of accepting a budget with a deficit passed with approximately 10 hands raised against and the remainder for.

#### *THE JUST PEACE INITIATIVE: BY-LAW CHANGE*

Presented by **Rich Law** -

**MOTION:** FCUCC adopts the "Just Peace Pronouncement" and claims the designation of a Just Peace Church. Seconded by **Alyce Morgan**

Discussion:

- **Janet Carpenter** thanked **Rich Law**.

- **Sue Scott** - as a church, we should take a stand on more than just Open and Affirming. She supports it.

- **Casey Scott** - A Just Peace designation helps bring a focus around justice and peace issues.

**Jerry White** quoted Amos 5:24.

Motion as presented carried unanimously by hand vote.

#### *APPROVAL OF NEW CHURCH COUNCIL AND LEADERSHIP CULTIVATION COMMITTEE MEMBERS*

**MOTION:** To elect the following slate of candidates for the Church Council and Leadership Cultivation Committee:

**Connie Brachtenbach** -Moderator

**Scott Tetrick** -Vice Moderator

**Lynne Stefoniak** - Council Member for Education

**Lee Lemkuhl, Alison Gerbig, Jill Cameron** - Leadership Cultivation Committee (LCC)

Motion presented LCC

No second was required. There were no nominations from the floor.

The motion passed unanimously by hand vote.

#### *COMMISSIONING OF THE NEW LEADERS - Rev. Nayiri Karjian*

LCC recognition of out-going members: **Blake Pelton, Sue Taylor and Beth Garrison-Kemp**

**Rev. Jacque Franklin** thanked and gave accolades and a gift to **Judy Kort** for her service as Council Member for Education.

**Rev. Nayiri Karjian** thanked and gave accolades and a gift to **Lee Lehmkuhl** for his service as Moderator, and dubbed him as Moderator Emeritus.

*SEARCH COMMITTEE UPDATE:*

**Jan Johnson** and **Jill Robinson**, Search Committee Co-Chairs, presented for the Search Committee that they guide the process to represent all of us. Conversations have included a broad representation of the congregation even including the children in Sunday School classes. Jan and Jill showed a word cloud of the words that have so far surfaced - *Leader, Insightful, Compassionate* and *Intelligent* were the biggest words. A Process packet was handed out. The Profile Development first draft is due to be done by the end of Feb. March they will submit it to the Rocky Mountain Conference (RMC) and RMC will start matching with that profile with their pool of candidates. By late 2017 or early 2018 we anticipate a new pastor.

*HONORING WONDERFUL VOLUNTEERS*

- **David Doman** presented to **Oscar Ridings** thanks, accolades, and a plaque for serving as an usher for 14 years.

- **Emily Bond** presented to **Andy Kort** thanks, accolades, and a gift for 7 years as Sanctuary Steward.

*FINAL THOUGHTS FROM CONGREGATION MEMBERS*

- **Sue Scott** recognized **Rev. Jacque Franklin's** gifts.

- **Charles Barber** moved for a half-minute laugh. It was seconded and the congregation participated.

- **Jerry Jordan** recognized **Rev. Nayiri Karjian** for her exceptional shepherding of this congregation through our transition.

*CLOSING SONG: What does the Lord Require of You.*

**Mandy Todd** and **Candace Datz**.

*BLESSING: Rev. Jacque Franklin*

**MOTION TO ADJOURN:**

Moved by **Eric Ridings**; seconded by **Burl Kreps**.

Motion passed by unanimous voice vote.

Adjourned at 12:25 pm.

Respectfully submitted- Lisa A Mason, Secretary

Lisa A Mason, Council Secretary

Lee Lehmkuhl, Council Moderator

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