

**First Congregational Church United Church of Christ (FCCUCC) of Colorado Springs
Minutes of the Council Meeting**

**December 13, 2018,
Gregg Library**

Council Members in Attendance:

Connie Brachtenbach (Moderator)
Lee Lehmkuhl (Vice Moderator)
Lisa Mason (Secretary)
Adam Gibbs (Worship & Spiritual Life)
Julia Nace (Treasurer)
Lynne Stefonik (Care & Fellowship)
Gloria Latimer (Education)
Wayne Bland (Outreach)

Council Members Absent:

Ex Officio in Attendance:

Rev. Heather Haginduff (Lead Minister)
Ruth Roland
(Director of Financial Ministry)

Ex Officio Absent:

Rev. Jacque Franklin (Minister of
Pastoral Care)

Guests:

Aaron Brown - incumbent Council
member for Education,
Paul McNeill - incumbent Council Vice-
Moderator,
Polly Strovink -incumbent Council
Treasurer,
Mandy Todd - Director of Music & Arts
Ministry,
David Acton - Organist / Office
Administrator
Del Hokanson- Director of Children &
Family Ministry

Dinner, Grace and Devotional was provided thanks to Lynne Stefonik.

Meeting called to order-6:20 pm

Pastor Heather Haginduff:

- The Church Staff has been invited to start attending Council meetings.
- Pastor Heather has invited staff to think more creatively about their positions.
- With this encouragement, Mandy Todd shared that she has explored a 6-month job sharing opportunity with Black Forest Community Church thereby reducing her FCC position to .8 FTE down from fulltime. While Council expressed gratitude to Mandy for sharing her proposal, all were in agreement that the proposal must be tabled until there is more clarity on the 2019 Budget.

NOVEMBER COUNCIL MEETING MINUTES

It was moved by Lee and seconded by Gloria that Council accept the November 2018 minutes with corrections submitted by Connie, Julia and Gloria. The motion was approved unanimously by Council via voice vote.

INTRODUCTION OF GUESTS - see above

CORE RESOURCE AREA AND MINISTRY AREA REPORTS:

VICE MODERATOR (LEE LEHMKUHL)

- Lee clarified that Capital Campaign funds would be used for \$3,000 of expense for landscaping.
- The landscaping to be done would be demolition/stump removal to smooth out an area between the curb and the sidewalk, as well as a curved area in front of the Sanctuary where junipers currently exist.
- This work will take place in January.
- Due to current financial concerns, Council agreed to table a decision on spending these funds until the January Council Meeting.

TREASURER (JULIA NACE)

- Julia stated that a year-end estimate of the church finances is not available at this time because year-end giving can lead to non-typical changes in Congregants' donations, therefore, making it difficult to estimate and creating the potential for misleading information.

SECRETARY (LISA MASON)

- Lisa shared that she had met with the staff person connected to her area of ministry, Emily Bond, in order to provide support during this phase of uncertainty about the 2019 budget.

CARE AND FELLOWSHIP (LYNNE STEFONIK)

- Can we change how the finances are depicted in the weekly bulletin; it currently shows we are not far off our budget projections which is a big difference from our significantly lowered income projections for 2019.
- The bulletin may be misleading to many congregants about the 2019 budget.
- Julia acknowledged that this is a challenge that Ruth is consistently working on to provide more detailed information to Congregants regarding the Church's financial status.

- Several Council members and guests shared that several choir members didn't even know that there were budget issues.
- Del Hokanson shared similar information regarding families of the church youth that she represents.
- Several Council members passed along that they have heard many people verbalizing that families want to increase their pledges.
- The phrase, "*Never waste a good crisis*" was offered as a way to reframe the difficulty of the reduced income side of the 2019 budget.

OUTREACH (WAYNE BLAND)

- Wayne stated that Archway Housing is making progress towards increasing affordable housing for the Pike's Peak region thanks to their association with Continuum of Care (The funding from the city of Colorado Springs that goes towards affordable housing is funneled through Continuum of Care.)
- FCC doesn't give to Archway Housing as Archway is a social enterprise. They receive developmental fees plus income from rent, etc., as their means of funding.

BY-LAWS TASK FORCE (GLORIA LATIMER)

- Gloria (member of the Task Force) summarized the document of current changes that the By-Laws Task Force has identified.
- Connie suggested Council address the changes that involve grammar, titling and spelling corrections (those changes that don't need congregational approval) with a vote to approve during the January Council meeting.

MODERATOR (CONNIE BRACHTENBACH)

- Rose Enyeart and Dot Semmens are the two replacements that will fill in the two upcoming vacancies on Pastor Jacque's CCRC.
- They need to be approved by Council in order to be added to Jacque's CCRC.
- Gloria moved to approve the aforementioned new CCRC members. The motion was seconded by Wayne. Approved via voice vote.
- Connie also reminded all Council members that Emily Bond needs the year-end summary for Council members' area of ministry by January 7, 2019.
 - o Slide information for the Annual Meeting due by January 17, 2019.
- Connie also stated that Nora Gustafson (FCC Parliamentarian) has reviewed the Annual Meeting draft agenda and submitted suggested changes.
 - o There will be a dry run of the Annual Meeting on Saturday, January 26 at 9 am.
- Connie reminded Council members about the Congregations Alive! conference at Plymouth UCC in Denver, February 7-9, 2019. Saturday, Feb 9 will feature Rev. Traci Blackmon from the national office of UCC.

FINANCIAL MINISTRY (RUTH ROLAND)

- Ruth has held pledging/donation conversations with many Congregants.
- There is a request to do a challenge match of any new pledges to be matched up to \$15,000.
 - o [This figure has been raised, as of Sunday, January 6, to \$20,000 but at the time of these minutes being recorded the figure was \$15,000] (so a total of \$30,000 [based on the original matching challenge] would be given).
 - o Ruth stated there is also a probable 5 figure, one-time donation that is likely to come in.
- Annual Appeal Pledge packets will be mailed early January.

- Packets contain information on how congregants can give via their time and their talents as well as monetary pledges.
- Ruth will then follow-up with phone calls.
- As a separate item of business, Ruth brought forward the need to have Council approve the specific church-designated allowances for housing for ministry. Lee moved to approve these allowances as read below. Julia seconded. Approved via voice vote.
 - 1) *Whereas, The Internal Revenue Code permits a minister of the gospel to exclude from gross income a church-designated allowance paid as part of compensation to the extent used for actual expenses in owning or renting a home; and whereas First Congregational Church compensates the Lead Minister for services in the exercise of ministry; Resolved, That the compensation of the Lead Minister is \$8,583.33 per month of which \$2,500 per month is a designated housing allowance; and Resolved, That the designation of \$2,500 per month as a housing allowance shall apply until otherwise provided.*
 - 2) *Whereas, The Internal Revenue Code permits a minister of the gospel to exclude from gross income a church-designated allowance paid as part of compensation to the extent used for actual expenses in owning or renting a home; and whereas First Congregational Church compensates the Associate Minister for services in the exercise of ministry; Resolved, That the compensation of the Associate Minister is \$6,424.17 per month of which \$3,583.33 per month is a designated housing allowance; and Resolved, That the designation of \$3,583.33 per month as a housing allowance shall apply until otherwise provided.*
- Connie requested that Council go into Executive Session. Council provided a unanimous hand vote in favor and guests exited.

MEETING EVALUATION:

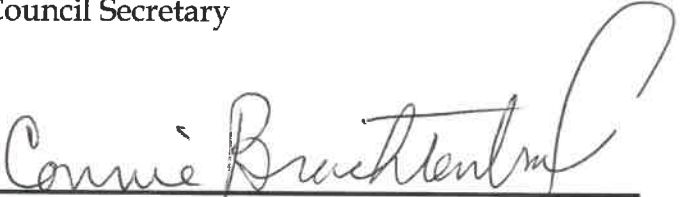
- Connie expressed gratitude for the composition of this Council.
- Lisa stated she was grateful for Connie's leadership.

CLOSING PRAYER: Rev. Heather Haginduff

ADJOURNED: 9:21 pm

Respectfully submitted by Lisa A Mason, Council Secretary


 Lisa A Mason, Council Secretary


 Connie Brachtenbach, Council Moderator