

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

February 8, 2018, Gregg Library

Council Members in Attendance:

Connie Brachtenbach (*Moderator*)
Lisa Mason (*Secretary*)
Gloria Latimer (*Education*)
Adam Gibbs (*Worship and Spiritual Life*)
Lynne Stefonik (*Care and Fellowship*)
Mike Gemm (*Treasurer*)
Wayne Bland (*Outreach*)

Council Members Absent:

Scott Tetrick (*Vice Moderator*)

Ex Officio in attendance:

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

Ex Officio Absent:

Rev. Jacque Franklin
(*Minister of Pastoral Care*)

Guests: none

Dinner was provided thanks to Alyce Morgan and Chris Reimer, outgoing Council Members with grace and devotional thanks to Connie Brachtenbach.

Meeting called to order - 6:45 pm

BY-LAWS CHANGE:

A Special Meeting of the Congregation, to allow the Congregation to review and vote on changes to the bylaws, is set for March 11, 2018 at 12:15 PM, in the Sanctuary. The Gender-Inclusive changes to language of the Bylaws are being done to be consistent with our "Open and Affirming" stance as a church. Each specific article of the Constitution/Bylaws to be changed, as outlined in the "Proposed Amendments to the Constitution and Bylaws of First Congregational Church", must be reviewed and approved, via a vote by Council prior to the Special Meeting of the Congregation:

- Adam Gibbs moved to amend Article 4 as outlined and Lynne Stefonik seconded. Discussion ensued. Article 4 was approved unanimously by Council via voice vote.
- Lynne moved to amend Article 7.6e as outlined and Gloria seconded. Discussion ensued. Included in the discussion was a proposal to change word "course" to the correct word "core" resource area. This correction can be completed by Council according to the provision outlined in Article 14 of the Bylaws. Article 7.6e, with the additional correction, was approved unanimously by Council via voice vote.

- Wayne moved to amend Article 8.1 as outlined and Lynne seconded.
There was no discussion.
Article 8.1 was approved unanimously by Council via voice vote.
- Gloria moved to amend Article 10.1(c) as outlined and Adam seconded.
There was no discussion.
Article 10.1(c) was approved unanimously by Council via voice vote.
- Gloria moved to amend Article 10.2 as outlined and Wayne seconded.
There was no discussion.
Article 10.2 was approved unanimously by Council via voice vote.
- Gloria moved to amend Article 10.4 as outlined and Wayne seconded.
There was no discussion.
Article 10.4 was approved unanimously by Council via voice vote.

With approval by Council, these amendments to the Bylaws will be e-mailed to the Congregation by Emily Bond (Communications Coordinator) so that Council can satisfy the 14-day time frame, outlined in our bylaws, to act based upon a Congregational directive, in this case, per (FCUCC member) Bill Kemp's motion from the Annual Meeting on January 28, 2018. The Bylaws, as approved by Council, will also be published, along with the meeting notice, on the church website, included the worship bulletin announcements, and published in the March edition of "The Communicator".

In response to concerns that were raised at the Annual Meeting of the Congregation on January 28 regarding "Robert's Rules," Scott Tetrick wrote an informational article that will be published in the March edition of "The Communicator." Additionally, time will be set aside during the upcoming Leadership Retreat on February 10, to allow lay leaders to ask questions/express concerns regarding issues that arose from the Congregational Meeting concerning gender inclusive language changes to the Bylaws. Rich Law and Steve Brown, will also provide opportunities for the Congregation to ask questions during Faith Formation in the late February/early March time frame, utilizing a "Just Peace" framework for these conversations.

CONFLICT OF INTEREST POLICY:

Ruth reviewed the "Conflict of Interest" policy with Council, including securing signatures from all members of Council, that each member has read and understands the policy. This is an annual activity of Council.

JANUARY COUNCIL MEETING MINUTES:

It was moved by Gloria and seconded by Lynne that Council accept the January 2018 minutes as written. The motion was approved unanimously by council via voice vote.

CORE RESOURCE AND MINISTRY AREAS:

Lisa proposed having the Council reports of each of the Core Resource and Ministry Areas be submitted to a central location for record keeping. Discussion ensued with the

last view being that these reports should be e-mailed to Council first for review. Once reviewed by Council at the monthly Council meeting, the reports will then be e-mailed to Emily to be posted with the appropriate Council Minutes. This process will begin after the March 2018 Council meeting.

FINANCIAL REVIEW:

Ruth invited the Council to participate in a March Thank-a-thon, scheduled for March 19-23. She also mentioned that the annual financial audit will take place the last week in April. Pastor Heather invited Council and Staff to participate in reviewing and updating the existing Strategic Plan for our Church. The goal will be to update the current strategic plan, providing outline for the "path forward" for the next five years. These updates to the Strategic Plan will be instrumental in determining and driving decisions related to programs, staffing and funding initiatives, as Pastor Heather continues, in partnership with the Congregation, to lay the groundwork for her ministry. This work will be the central theme of the upcoming Council/LCC/Staff Strategic Planning session, which is set for April 21, 2018.

LEAD PASTOR:

The Council/LCC/Staff Strategic Planning meeting will take place on April 21. Staff will do some vision casting in March, including the creation of new branding and logos for the Church. Pastor Heather discussed the Lenten schedule and gave Council members a "homework assignment", which is for each member to create a 30 second "elevator speech", focused on the ministry/resource area(s) that they serve. These "elevator speeches" will be shared at the March Council meeting. Pastor Heather also stated that she will start submitting monthly written reports for Council, beginning in March.

DIRECTOR OF FINANCIAL MINISTRIES:

Ruth shared the generational demographics of our Congregation. The largest group are the Baby Boomers, followed by "active young families", many of whom have Gen-X and Millennial children, with our elders/seniors comprising the third largest contingency within the Congregation.

MODERATOR:

Connie discussed the upcoming Council/LCC/Staff Strategic Planning Meeting, which is scheduled for April 21. She also discussed how we, as Council Members, are ambassadors for each of our ministries and for the Congregation. During the upcoming Leadership Retreat (this Saturday-February 10), she plans to create an opportunity to debrief/ventilate about the feelings that came up at the Annual Meeting regarding "Robert's Rules" and the process for the making gender-neutral language changes to the Bylaws. Nancy Henjum and Connie plan to do this via a fishbowl type exercise. The Leadership Retreat starts with breakfast at 8:00 AM, followed by an 8:30 AM call to order.

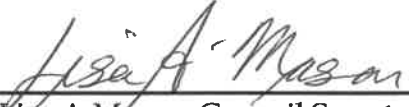
MEETING EVALUATION:

Devotion time to connect with each other around the table was valuable. It was helpful to process some of the events and feelings from the Annual Meeting. Council Meetings and Annual Meetings were a little intimidating for new Council Members. Gratitude was expressed for people being willing to connect, share and get vulnerable.

The Closing Prayer was given by Connie.

Adjournment, with approval by Council consensus, occurred at 8:06 pm

Respectfully submitted
- Lisa A Mason, Secretary



Lisa A Mason, Council Secretary



Connie Brachtenbach, Council Moderator