

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

May 10, 2018, Gregg Library

Council Members in Attendance:

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

Council Members Absent:

Gloria Latimer (*Education*)

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: Nikki McComsey
(*Pikes Peak Community Foundation*)
Alison Gerbig
(*Leadership Cultivation Committee*)
Candace Woods

Dinner, Grace and Devotional was
provided thanks to Scott.

Meeting called to order: 6:21pm

Connie gave a "good" goodbye to Scott Tetrick with many thanks from all Council members. Lee Lemkuhl will take over Scott's term.

Nikki McComsey presented the history of PPCF, a 501(c)3. Originally a trust, now a community foundation, PPCF connects people/organizations to PPCF's leadership, expertise and capital resources to help those organizations/individuals fulfill their philanthropic goals. FCCUCC has one of our endowments located there. Nikki explained that America is currently in the midst of the greatest wealth transfer in history due to the Baby Boomer generation. Most non-profits don't think of growing their endowments, they usually just focus on meeting their budget from year to year. She explained that by focusing on growing the number of endowments an organization has, that leads to more sustainability and less reliance on current year funding. PPCF offers workshops, open to anyone, to elevate the endowment conversation within the non-profit organization. PPCF also holds a symposium on the topic of Planned Giving. Charitable Planned Giving focuses on the benefit to the donors rather than focusing on the benefit to the recipient of the funds.

APRIL COUNCIL MEETING MINUTES:

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

CANDACE WOODS (FORMERLY CANDACE DATZ): as Director of Youth and Adult Ministry, Candace came to discuss and seek alignment between her current job demands and her seminary training at Iliff School of Theology in Denver. She is finishing her 2nd year of a three year Master of Divinity seminary program. Master of Divinity requires an internship. She was approached by the new chaplain at Colorado College (CC) who asked her if she wanted to be the first intern in their new internship program. Candace and Pastor Heather have had extensive conversations about this. Candace has accepted the internship position and wanted to bring that information to this Council. She sees the internship as being in conjunction with her youth/adult ministry at FCC. CC is our neighbor and we are historically strongly related. The HR Committee reviewed this topic and their concern is they didn't see how 20% of her workload could be cut in order to accommodate the internship time commitments. Heather and Candace are reworking that concern of the HR Committee. FCC has not established any covenants regarding seminarians. Pastor Heather suggested that FCC should consider itself to be a "teaching" church since FCCUCC has sponsored / supported many seminarians. Heather created a covenant to cover this internship period for Candace and for future theologians/seminarians. Candace also explained her vision/plan for the focus of her youth ministry by creating and engaging youth ministers/leaders/facilitators within the youth congregants which also allows Candace to shift her time commitments in order to accommodate her work and seminary schedule. She also will disconnect herself from her current commitments to Sanctuary Coalition in order to readjust her schedule. Council asked various questions. In reviewing some of the wording of Pastor Heather's newly created covenant, it was suggested that some wording may need to be rephrased by HR in order to fit compliance issues.

CORE RESOURCE AREAS:

FINANCIAL MINISTRY

Ruth stated we completed the audit, but the final analysis that contains suggestions for improvement has not been released to us. Other financial information/details were not available at the time of this meeting due to technology issues. Ruth did summarize that we do have money in the bank.

MODERATOR:

Regarding the June Council meeting, we usually don't meet so that the UCC Rocky Mountain Association's Annual Celebration doesn't conflict but Connie offered that we could meet to have the auditors give Council their review. Mike suggested that the auditors could meet instead with the Financial Advisory Committee (FAC). The

consensus was to not hold a Council meeting in June. Council members were free to attend the FAC meeting instead and should just send in a monthly report of their core area in June. Connie also reported that she had reached out to the last Council meeting speakers Glenn Pressman, Trig Bundgaard and Fred Martin with the questions Councilmembers had about the homeless managed campground issue. Connie had not heard back from them. She thinks this topic is important to address from both a due diligence standpoint and with how this fits into the Just Peace focus of FCC. Connie raised the topic that Lee Lehmkuhl needs to be formally approved to replace Scott as Vice Moderator and that Christine Ray, nominated to be on MG&O, needs to be formally approved.

Mike Gemm made the motion to formally appoint Lee Lehmkuhl as Vice Moderator to replace Scott Tetrick. Wayne Bland seconded it. The motion was approved unanimously by Council via voice vote. Wayne moved to approve Christine Ray for MG&O. It was seconded by Mike. The motion was approved unanimously by Council via voice vote.

LEAD MINISTER

Pastor Heather summarized that the Church Staff will be responsible for developing how the Just Peace themes and issues, that came up during the Leadership Retreat, will be addressed and then be presented for children vs youth vs adult ministries, etc. Pastor Heather suggested that in July and August that we, Council, should elevate the conversation of what Just Peace is and be able to communicate that with the congregation. Pastor Heather expressed that each Council member meeting with your corresponding core area's staff person is supportive but that a Council member's more significant job is to show up at this meeting and stay on high level topics.

MEETING EVALUATION

We joked about whether we should grill Scott and make him do an exit interview. Connie ranked the meeting a 4.5 on a scale of 1-5 with 5 being good.

ADJOURNMENT - 8:31 pm.

Respectfully submitted by
Lisa A. Mason, Council Secretary



Lisa A Mason, Council Secretary



Connie Brachtenbach, Council Moderator

