

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

July 12, 2018, Gregg Library

(Lead Minister)

Council Members in Attendance:

Connie Brachtenbach (*Moderator*)

Lee Lehmkuhl (*Vice Moderator*)

Lisa Mason (*Secretary*)

Julia Nace (*Treasurer*)

Adam Gibbs (*Worship and Spiritual Life*)

Wayne Bland (*Outreach*)

Lynne Stefoniak (*Care and Fellowship*)

Gloria Latimer (*Education*)

Rev. Jacque Franklin

(Minister of Pastoral Care)

Ruth Roland (*Director of Financial
Ministry*)

Ex Officio Absent:

None

Guests: Tiffany Schmid

Council Members Absent:

None

Dinner, Grace and Devotional was provided thanks to Wayne & Pam Bland.

Ex Officio in Attendance:

Rev. Heather Haginduff

Meeting called to order: 6:46pm

Tiffany Schmid (FCC member & graphic designer of the FCC logo) has been asked to create a new logo for FCC.

- Tiffany has reviewed church logo history for the last 12 years.
- Tiffany explained the process behind the creation of the new logo:
 - o how the pieces of the logo visually represent FCC's mission and values statements and our energy.
 - o the symbolism of the various parts of the new logo.
- The new logo will not be revealed to the congregation until Rally Sunday (Sept 9); Council should only say "we will have a new branding" but, no specifics should be revealed.
- Postcard preview will be sent to the entire congregation
- Full unveiling on Rally Sunday - to include a video of the history of our logo and the evolution of the process leading to this current logo.
- FCC Staff suggests including some *church swag* with the new brand/logo on it in addition to a large banner.

MAY COUNCIL MEETING MINUTES:

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

CORE RESOURCE AREAS:

TREASURER:

FINANCIAL REVIEW - Julia explained that the Financial Advisory Committee (FAC), which is composed of former FCC treasurers, has reviewed the audit. The FAC discussed the topic of cash reserves as a longer-term goal for FCC. Julia shared that FCC is now mid-year in the 2018 fiscal year. The church goal was to secure \$64,000 in additional pledges but, so far, we have only raised \$22,000. Additionally, we need to start discussing our funding raising strategy for the 2019 budget.

FINANCIAL MINISTRY (RUTH)

- Landscaping proposal phases as suggested by the landscape team.
 - Phase 1 (in front of Atrium entrance) will cost \$15,000:
 - o includes sprinkler system, tree, bushes, mulch, limited sod area in front of the atrium entrance
 - o \$11,000 still needed.
 - Ruth needed approval of the fundraising plan which will be for congregants to “adopt” each of the above elements; The Colorado Historical Foundation has reviewed and approved of the plan.
 - Council approved of Ruth’s plan to move forward as explained.
- FCC hasn’t operated with significant cash reserves in the past (see Treasurer’s report).
 - What we have had is restricted/dedicated to specific expense accounts, which limits flexibility in covering financial needs.
 - This is a significant area of concern that needs to be addressed, especially in light of the shortfall related to the \$64,000 additional pledges goal.
 - Securing a line of credit (LOC) could solve this cash flow problem. An LOC is a working solution to cover temporary needs that many non-profits use.
 - For example, during the Elevator Construction Project, the Church secured an LOC and it worked well.
 - Gloria moved that we pursue a line of credit at KirkPatrick Bank for up to \$100,000. It was seconded by Lee. The motion was approved by Council via voice vote with Wayne abstaining due to conflict of interest since he works for KirkPatrick Bank.
- Ruth is generating a letter to go out in August to explain that we have lost, through job changes/moving/health issues etc., about 10 significant donating families that routinely donated funds that provided about \$50k of our annual budget.
- The average congregant pledge is \$1200 per year.
- Ruth previewed a written tool which can be used during one-on-one visits with potential pledgers to engage in conversations to increase pledging activity. This tool provides a transparent, proactive communication so that congregants are predisposed to be proactive about their giving.
- There will be a “Joyful Experiment” mentality when presenting FCC’s Annual Appeal. - The Annual Appeal will include:
 - Landscaping Phase I plans.

- Pastor Heather's "pre-disposition" letter mailed as School District 11 is returning to school on approximately 8/15.
- Congregation "Education" Budget.
- Epiphany-themed 2019 Annual Appeal.
- Joyful Experiments from the Financial Ministries will include a new timeline for the Annual Appeal.
- This Fall will be the kickoff of a six year campaign of "150 Gifts for 150 Years" to increase Planned Giving.

MODERATOR:

- Connie emphasized, regarding the pledging needs, that Council needs to lean into this effort.
- Council needs to think about how we can partner with Ruth as well as how we can imbed this conversation in our ministries and within the congregation.
- Council needs to help the congregation understand that their support drives the missions and results that we all agree on as being significant.
- Connie reminded Council that an informal 6-month feedback session for Pastor Heather would take place July 17. The Executive Officers and Jill Robinson will perform the feedback session. The format will be via a "3x3" template covering 3 areas of strength/3 areas of accomplishment/3 areas for improvement.

LEAD MINISTER

- Pastor Heather discussed the transition of her temporary cabinet/ advisors (who have mostly come from the Pastor Search Committee) to the Congregation Clergy Relations Committee (CCRC).
 - As delineated in the Bylaws, there are to be 6 CCRC members with 3 being appointed by Council (but proposed by Pastor Heather) and 3 nominated directly by the pastor.
 - Council acknowledged those on the current list that will be her first round of 6.
 - Council will make the final appointment of Pastor Heather's CCRC at the August Council meeting.
- Pastor Heather presented the reworked covenant that would address FCC's role as a teaching church in the process for Candace Woods.
 - The covenant will also be included in The Communicator so that congregants can know how to be part of a seminarian's process.
 - Council suggested that this covenant might be turned into a template for use with future seminarians.
- Pastor Heather discussed the privilege of the FCC lead pastor being included on the ESM Board of Directors.
 - However, ESM is struggling.
 - The ESM Board is currently composed of pastors, who are quite busy integrating and fundraising for their own churches.

- Based on the struggles with this current board structure, it has been suggested that the board be transitioned to a “members at large” structure instead.
- ESM is requesting that names for at large board members be suggested so that if ESM votes in favor of this new board structure, there will be names available for whom to put on the board as members at large.
- Pastor Heather will be submitting a letter to the Congregation on Aug 1 regarding her divorce. The letter will include names of people who can be contacted who can talk about this transition for Pastor Heather. Connie will be identified as one source for more information. Council should direct any inquiries from congregants to Connie to support the Haginduff’s privacy as they transition through this process.

MEETING EVALUATION

exceptional location and food thanks to Wayne and Pam. Open sharing tonight of confidential issues was valuable. The new logo is energizing and cool. Ruth was given honors for all she does.

ADJOURNMENT - 8:55 pm.

Respectfully submitted by
Lisa A. Mason, Council Secretary



Lisa A Mason, Council Secretary



Connie Brachtenbach, Council Moderator