

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
(FCUCC) OF COLORADO SPRINGS
Minutes of the Council Meeting
September 8, 2016, Gregg Library

Council Members in Attendance:

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

Guests: Rich Law - Facilitator of the Just Peace Initiative

Council Members Absent:

Lee Lehmkuhl (Moderator)

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

Dinner thanks to Judy, and Grace and Devotional thanks to Alyce

Meeting called to order - 6:40 pm

Rich handed out a summary and presented info about Just Peace Pronouncements progress. He needs our blessing and support in order to continue on with the process of our church being designated a Just Peace church via voting during the Annual Meeting in January. Just Peace is how we engage with each other. It is not "anti" military or police, etc. Discussion ensued.

MOTION: To accept the August Minutes.

Chris moved to accept the minutes with an amendment per Ruth Roland.

Seconded by Judy. Approved by voice vote

John asked questions about sabbaticals. Ruth clarified that they are written into the terms of call, not established in the policy book.

Core Resource Areas Reports:

Chris:

Highlighted the issue of hiring an organist. Council would need to approve a new position of a Musical Associate (more than just an organist). Also if that new position exceeds 24 hours/wk there would need to be benefits added and that would increase the budget by approx. \$22,000. Mandy should present this information to Council in November in order for us to consider putting it in to the budget in order to present at the Annual Meeting to be voted on. There is also a need for a Congregational Nurse and an Office Manager position. Staff can also present, In November, requests for new job positions (of a Nurse and Office Manager). Jacque is having a function on September 30 at 6pm. LCC is having a function on Sept 30 at 4-5:30pm at **Jill Robinson's** house.

Nayiri:

Welcome and introduction from her. She had 3 things to report:

1. The church bulletin has received a facelift. The previous one needed updating size-wise and style wise. It is now trifold and no additional inserts are needed.
2. Nayiri is concerned that the staff is exhausted. She suggested a 24-hour Retreat in October and they need a retreat location that has more TLC than a location like La Foret. The Council agreed to her initiative on that.
3. We need to prepare the congregation for new leadership. It's simple but not easy- see her handout.

Nayiri - Search Committee:

There are 22 that are interested in being on the committee but 2 are not members (**Allison Gerbig** and **Barb "BJ" Reichert**) and the search criteria said they must be members according to UCC guidelines. No more than 9 is recommended. We need to decide if we should have a separate Search committee and Church Profile Creation committee or just a Search Committee that also creates the church profile. We eliminated, from the candidates list, the ones we agreed on as being "not likely" candidates.

Annual Campaign update: see Ruth's report

Mike Gemm- Financials:

Ruth is prioritizing and focusing on the one-on-one visits.

Chris – Worship & Spiritual Life:

If we don't spend funds (ie., our missing organist position), where does the money go to? Ruth explained that if it's not restricted money, then the funds get reshuffled and reprioritized into operational funds. i.e. Guest organists and other income gaps being covered.

Meeting Evaluation:

- It was HOT in the room.
- Nayiri felt it was good cooperation and good dialogue.
- She also believed we started too late, that it would be more efficient to take your meal and get started right away.
- Connie was given kudos on substituting for Lee.
- The update on the Just Peace Initiative was a good addition.
- We were missing the Broncos game!

Adjourned by consensus at 8:35 pm

Respectfully submitted- Lisa A Mason, Secretary

Lisa A Mason, Council Secretary

Lee Lehmkuhl, Council Moderator
