

**FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST (FCUCC)
OF COLORADO SPRINGS
MINUTES OF THE COUNCIL MEETING**

August 10, 2017, Lisa Mason Residence

Council Members in Attendance:

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

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

Council Members Absent:

None

Guests:

Casey Scott - Search Committee,
Nancy Henjum - Leadership Cultivation
Committee (LCC)

Grace, Dinner and Devotional - thanks to Lisa

Meeting called to order - 6:40 pm

SEARCH COMMITTEE - CASEY SCOTT:

The Search Committee has three candidates and two that have come for a discernment visit and the third is upcoming. Casey described a typical discernment weekend which includes individualized tour of Colorado Springs, quasi interview oriented dinner, church tour and a second more focused interview/ dialogue with the Search Committee. It also includes a neutral church setting for a Sunday sermon by the candidate. Rev. Sue Artt (Conference Minister of the Rocky Mountain Conference) arranges the neutral church setting. Connie B. and Jacque F. continue to be included in this. Casey still anticipates getting a minister settled by the first of the year. Connie went on to discuss the approximate format of the Candidating Weekend. Connie, Chris, and Alyce are the Hospitality Committee to organize the Candidating Weekend. Search Committee continues to receive applications but are in a holding pattern for reviewing them.

LCC COMMITTEE - NANCY HENJUM:

Nancy and Connie brought the following names to the table as those being considered for positions which will need to be filled at the beginning of next year:
Trig Bundgaard (for Mission Giving & Outreach)

Adam Gibbs (for Worship & Spiritual Life)

Lisa Mason (remaining for a second term as Secretary)

These are strong possibilities to fill those Council positions which, having them in place, is much earlier than usual for having those positions filled. Regarding the process of onboarding new Council Members, Nancy suggested another question in the "Meeting Evaluation" Section of Council Meetings that we could ask is how are the people/new Council members feeling. Nancy also initiated a discussion regarding how the LCC has been perceived and their position currently in the church culture (as contrasted to when they were the Nominating Committee).

JULY MINUTES

Motion to approve the Minutes. **Approved by consensus.**

OUTREACH - ALYCE MORGAN:

Alyce shared that the list of grantees for MG & O was just received (for instance, \$5k went to All Souls Unitarian Universalist for putting in showers) and a request for donations for the Sanctuary Coalition was received.

Ruth Roland:

We have a new structure of staff teams (staff teams gives great opportunity to: break down silos and foster high level strategic visioning. It uses people's inherent abilities better due to less of a silo effect/Less focus on the person and what they do and more focus on the ministry topic being done. It lets each staff person be more creative). Ruth is on the Outreach Fellowship Staff Team. The other four teams are Worship Staff Team, Faith Formation Staff Team, Multigenerational Staff Team and the Administration Staff Team. The Outreach Fellowship Staff Team's focus is, better connections with our visitors. Council did some brainstorming on what it would take to do an Inquirer's Class every week due to visitors not being available to wait for a monthly Inquirers class. To solve some of this Ruth introduced the "Connections Café" which would be available for visitors and new members (and anyone else interested) to connect to Café "staff" - church volunteers available to engage people one-on-one to answer questions. The Connections Café will start on Rally Sunday during Faith Formation Hour in the Upper Elevator Lobby (which will be decked out as a *bistro*).

Vice Moderator - Scott Tetrick:

Scott summarized a Safety Task Force report. Chris, Connie, Ruth, and Nayiri have also been involved. Our biggest exposure is from a domestic violence incident (as opposed to a "stranger danger" which is much less likely). Our facility is a 19th century Sanctuary with a 20th century education/admin wing and 21st century incidences. Some of the general topics in the report are: *Shelter in Place* = windows would be shuttered and locked and doors locked and go hide in a corner. The preacher may be the first one to see a threat in the Sanctuary due to them facing the entrance. The report also included a proposal for a new position for Sunday security. There may be

confidentiality issues so it may need to be someone who is not a church member. They would be the "Sanctuary Keeper". Their position should not be used as a runner who would take a child to their classroom. There will be an article in The Communicator for further info. Implementation - get the hardware and equipment we need and then look at the staff position because that'll take a fair bit of review to get in place. It was suggested we may need a Facilities Manager again. Implementation of these topics involves first putting a timeline together and develop the numbers/costs associated with it. It'll be a cultural shift too!

Mike Gemm moved that we accept the recommendations of the Safety Task Force as presented. Motion seconded by Alyce Morgan. **MOTION passed by voice vote.**

Treasurer - Mike Gemm:

We are \$100k in the positive giving us a large reserve. Mike sent out handouts. Discussions with various folk regarding what the key priorities for our budget are creates a large collection of ideas requiring discernment for which topics would/should rise to the surface. Now it's time for Council to be a discussion group. Ruth presented the Engagement tool that is a tool for one-on-one interactions with the congregation. This introduces the first iteration of our 2018 story of why we want funding. We will also be going out to foundations that we want to talk to especially highlighting the OWL program - for instance, "How do we make a difference in our community by modeling healthy human sexuality via OWL and to do more around that curriculum we need to expand that out into the community because we are now physically maxed out". Ruth mentioned several foundations that she believes will be very interested in OWL. The Engagement tool starts any of the above discussions at a high level- "we set the table for all who hunger and thirst" - and then it lets people finish off the rest of that statement with their vision, especially in the context of having a new minister. In 2018 we will have a full year's financial impact of our Organist/Admin. Assistant position and a full year's impact of our Congregational Nurse's position. Other topics that could be budget pieces: international and multi-generational Mission Trips; Offering Hospitality; Connections Café; Sanctuary Keeper needs/costs connected to this; deferred maintenance for our facility is about \$100k minimum (Historical Alliance and Historical Fund foundations could help with that). Connie recognized Ruth and Mike for their vision and how much we appreciate their work!!

DIRECTOR OF FINANCIAL MINISTRIES - RUTH ROLAND:

Ruth reported regarding the topic of us providing Sanctuary, in a letter of inquiry, that the need for new bathrooms for sanctuary would cost approximately \$32-34K to make it ADA because, for example, putting it in the West building would require moving a wall, etc. The RMC MUD grant to help defray those costs was not granted. The next step is to request the RMC to fund a grant request for \$8500 and then seek community foundations to fill in the remainder (Most foundations need the Boards/Councils showing motions approving this).

Mike Gemm moved we make the above grant request and authorize Ruth to do so. Chris seconded the motion. **MOTION passed via voice vote.** Council went on to state that if the full amount can't be funded via the above method then Ruth will come back to us to let us know that the project has not been fully funded.

INTERIM LEAD MINISTER - REV. NAYIRI KARJIAN:

Nayiri discussed the new staff teams. Annual Performance Reviews (APR's) have been done for everyone except one. Nayiri shared concern about some staff issues. As transition time to new pastoral leadership approaches, she will prepare the congregation further by addressing transition issues from the pulpit. Del Hokanson will take February through May, 2018 as time away. Nayiri is working with Del to fill the needs of the position.

MEETING EVALUATION:

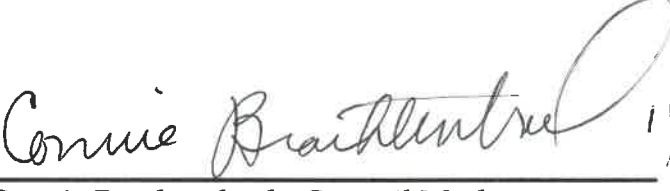
We were reminded to keep in mind the dates for candidating weekends. Casey going through the candidating process was very useful. Hearty meal and hearty conversation. Next meeting back at the church. Ruth leads it.

Adjournment at 8:46 pm. **Approval by consensus.**

Respectfully submitted
- Lisa A Mason, Secretary



Lisa A Mason, Council Secretary

 11/7/17

Connie Brachtenbach, Council Moderator