

## Church Council, Union Church, May 17, 2010

Present: Jean Boyce (immediate past Moderator), Steve Boyce (Properties), Kevin Burke (Community Life & Growth Board), Debra Catron (Clerk), Joan English (recorder), Carla Gilbert (Worship Board), Kent Gilbert (Pastor), Murphy Gilbert (ex officio), Betty Hibler (Vice Moderator & Chair of Church Council), Doug Hindman (Mission & Service Board), Nancy Hindman (Admin. Board), Sally Hindman (Stewardship & Finance), Wyndee Holbrook (Faith Dev. Dir.), Nora Ruth Jenkins (Nurture & Care), Marlene Payne (Moderator)

Betty opened the meeting asking all to observe a brief silence, then to share their hopes and fears after the Congregational Meeting yesterday (5/16), at which all 5 recommendations of Church Council were unanimously approved. Thanks were extended to Marlene, who presided over her first meeting as Moderator. 80+ voting members attended. Thanks extended to those who introduced motions: that spoke well to the Church Council's eagerness to capitalize on the wideness of the expertise of our members. Marlene has called Pearson & Peters to tell them it's a "go." We will deal with Josh, who is a LEED certified architect. With the contract she will send \$700 from the Living the Vision line item of \$5000. Jean has informed Darrell Copeland that we will hire them and we expect a formal contract soon. A first organizational meeting should happen soon, then teams identified, then we will begin in mid-August.

Betty reminded the group that it was one year ago this month that the Action Plans were generated, from the work of the Living the Vision Task Force. Suggestion that a timeline or graphic be generated and posted around the building. After the meeting Susana Lein and Katrina Rivers Thompson volunteered to help with design issues.

Minutes of April 19 and May 3 approved w/correction. Note for Staffing Report: weekly church attendance has been tracked at 152, not 200.

Currently needed: a Capital Campaign team, then a small group to pick up where the staffing work team left off, to make recommendations for capital campaign fundraising. This group would ideally have 4-5 members, who would come up with several job descriptions, salary figures, configurations of full/part time, and construct how the positions would interact.

Properties Board is concerned with a sustainable budget outside of the capital campaign. Discussion: more funds are needed to pay more staff, but more staff is needed to perform outreach efforts to add to the church family. It can take up to 2 years to release enough pastoral energy to increase the congregation size enough to pay for a position. Staffing questions to ponder: should we move to a consolidated music minister position, combining our 1/4 time, 1/8 time, 9-month contract, etc., positions, into a single 1/2 time job? John Courter has asked Kent to start a search committee to find his replacement (it's John's 25<sup>th</sup> year at Union Church). Same questions regarding a minister of education position. Perhaps a group of our retired ministers could form a ministry of visitation. All ideas welcome, as Kent warned the group that his current workload is back to 70-hour weeks and this is not sustainable for longer than a year, therefore solving the staffing situation is crucial for the health of the church and pastor.

Discussion of wording in the Properties minutes "*In summary, the Board believes the Capital Campaign Program must recognize that: future annual budgets must provide for increased funding for both annual maintenance and constant replenishment of the Capital Improvement Fund. These needs should take priority over highly desirable funding for additional staff.*"

Steve Boyce was consulted and concurred that the conversation didn't presume that it was a "this, but not that" situation, both uses of money are desirable and a visible building project can attract new people. We must also consider that the church's commitment to responsible environmental practices may not always allow us the cheapest option on some projects.

A proposal from the Design Team, with dollar figures attached, should be available in August. It will likely exceed what we are projected to raise in a capital campaign, our challenge as a Church Council will be to seek a balance.

Question for discussion: how do board reps feel the new structure is going?

Generally positive, a concern that some boards & staff may be unsure of how to direct questions, which board has responsibility for what. Hopefully with good communication through Church Council and with posting minutes on the board in the sanctuary, these answers will become clearer as time goes on.

Finance & Stewardship needs at least one more member, esp. one with experience in Finance, as we undertake a Capital Campaign. Marvin Jenkins was suggested, he will be asked to serve when able. Regarding youth mission trip: Mission is going to help them out with funds, they are renting Berea College vans for the trip.

Question of responsibility for kitchen – Community Life & Growth sets policies

Council should consider Sept/Oct workshops on Finances, there has been a good response to Dave Ramsay-type workshops

June 13 benefit concert for church, Atwater-Donnelly, Christmas School participants. We guarantee them \$400, then split any proceeds above that. \$10 tickets, \$20 daytime dulcimer workshop. Kent asked everyone to help with publicity – perhaps contact WEKU, newspapers, posters, etc. Community Life & Growth has that budget. We also might consider a publicity/advertising sub-committee. Rachel Lakes and Al White suggested as members.

Question from Finance: Sally asked if they should pursue a line of credit: yes.

Nurture & Care: Nancy Shinn baked muffins and has made 11 delivery visits to homes; 4 visits with soup. Communion has been blessed and brought to 6 households.

Great response to Brad Fletcher & Carrie Watson's need for help with their flooded home.

A group conducted a service at Luther Luckett prison. At the invitation, Doug Hindman became an associate member of their Disciples of Christ congregation.

Mission & Service empowered Kent to make a \$500 contribution to help the Kentucky Council of Churches to help with their revisioning and renaming process in the face of changing expressions of ecumenism and a dwindling endowment. Union Church is a founding member of the KCC.

Financial Reports indicate that we are somewhat ahead in income vs. expenditures.

Kent & Betty requested authorization to spend approx. \$350 on a large (4x8) white board that will be mounted on the wall & be very helpful for Council planning purposes, agreed.

Faith Development reported a good response to the Parents Lunch – good crowd, good feedback.

Something to mull – might the church want to sponsor a family camp weekend? Affirmed as a great idea. The Baltisbergers are hosting a parents' party on 5-22 with childcare at church, with an eye toward continuing fellowship opportunities. Important dates: 5/23 last day of Sunday School, 5/26 last WNL,

6/27, 28 & 29 – VBS, snack supper every day and on Sunday it begins with an inflated obstacle course on the lawn (yes, an inflated obstacle course!!!).

Rev. Kent dismissed the group with prayer.