

# Flossmoor Community Church

## Meeting Minutes from the

### February 22, 2022 Governing Board Meeting

#### Call to Order

The meeting was called to order at 7:01 PM.

#### Attendees

The following FCC Governing Board (GB, Board) members were present: **Anna Carvalho, Rebecca Courington, Larry Kane, Kenny Maxie, Kris McManus, Jackie Riffice, Mike Rogers, Terese Thrall, Donica Van Voorhees**

Staff Present: Rev. Julie Van Til, Jamie Ford, Betsy Hanzelin

#### Opening Prayer

The opening prayer was shared by Pastor Julie Van Til.

#### Approval of Minutes

***Minutes from the January 18, 2022 Governing Board meeting were not available for approval. Kenny stated that these would be sent for review before the next GB meeting.***

#### Treasurer's Report

Anna Carvalho briefly discussed the Church's current pledge totals in Bob Norby's absence. Those numbers are as follows: There are currently 126 pledges totaling \$529,576.94. Anna also mentioned that \$4,000.00 has been raised to assist in purchasing the remainder of the Children's Ministries curriculum.

#### Pastor/Head of Staff Report

Pastor Julie began by informing the Board that FCC has seen "significant visitor activity (including repeat visitors)" in recent weeks. She also mentioned that she has had the opportunity to have a discussion over coffee with some of these visitors. Pastor Julie believes that it is a good idea for Governing Board members to interact with visitors, and she welcomes any "bashful" visitors to speak with her (i.e. these visitors should be directed to her). Anna reminded the GB that we serve as informal hosts for visitors.

Pastor Julie stated that Ash Wednesday is approaching and discussed its service. There will be no communion during this service. She also mentioned the upcoming Maundy Thursday experience.

Regarding the State of Illinois's upcoming easing of its COVID-19 restrictions, Pastor Julie stated that attendees of FCC services will continue to wear masks. An assessment of the decision to make masks optional will be conducted four weeks after the State's mandate has been lifted.

#### Personnel Committee Report

Mike Rogers began his report by stating that FCC's search for a Music Ministries Director is complete. The Church is ready to officially hire its Music Ministries Director as well as its Organist/Pianist. He continued by sharing the news of Katie Van Heel's resignation. In the short term, Katie will serve in a paid, transitional role and will volunteer after its completion as she is needed.

Mike stated that Flossmoor Community Church is taking a purposeful approach to having more diversity in its music. He provided a description of the Music Ministries Director position. He informed the Board that Rob Calhoun, who grew up in the area, has been hired for the position. (It should be noted that Rob's duties do not include ministering Children's music),

Anna called for a motion to approve the salary of \$27,000.00 for Rob Calhoun. The motion was carried unanimously.

Mike continued his report by discussing the hiring of Jeff Hambrick as the Church's Organist/Pianist. He provided a description of the position to the Governing Board. He stated that Organist/Pianist is contracted for 48 Sundays as opposed to the 26 Sundays previously required for the position. Jeff's salary is to be \$14,000.00. The GB's approval was not needed for this allocation as it is an associate position of the FCC.

Mike stated that the job descriptions of five of Flossmoor Community Church's Staff members have been revised. The descriptions were rewritten for "aspirational and collegial" purposes. The job descriptions now incorporate the four following areas:

1. A primary objective of the position
2. The areas of responsibility of the position
3. The ancillary duties of the position.
4. The miscellaneous duties of the position.

The revised positions are to be reviewed throughout the year to determine if the proper amount of hours are allocated.

Pastor Julie explained the necessity of the revisions. She felt that more structure of staff was needed. The supervisory tasks of the Staff will be allocated to another Staff member. This will result in a much more efficient execution of the tasks.. The allocation of supervisory duties will allow Julie to focus more on Worship, Pastoral Care, the "Vision of the Church", and the FCC Preschool.

The five revised/new positions are as follows:

- Executive Director of Church Operations (Full Time) – Jamie Ford
- Executive Director of Church Ministries (Full Time) – Betsy Hanzelin
- Communication & Connection Director (Part Time) – Brooke King-LaBreck
- Youth Ministry Director (Part Time) – Rev. Travis Adams Travis will report to Betsy.
- Children's Ministry Director (Part Time) – Leslie Maxie Leslie will report to Betsy. The hours of Leslie's position will also be reduced from 30 to 25. The corollary is a reduced annual salary. It was stated that this is "not a comment on Leslie's performance."

All positional revisions are to begin on March 01, 2022.

Mike expressed his gratitude for the work of the FCC Personnel committee.

---

Betsy Hanzelin stated that we are in the Church's season of committee pre-nominations. She provided a document detailing the current state of committee positions within FCC (i.e. the document lists current members, those who have resigned, and those who will be leaving committees). The Flossmoor Community Church Constitution determines the required number of members for at least some of the committees.

The question was asked: Is Christian Education board needed? Rebecca, the chair of this committee, provided feedback. She suggested that it may not be necessary to have this committee. In light of this, Pastor Julie and Betsy praised Rebecca for her efforts, presence, and contributions.

Betsy solicited information about the various committees to determine the best approach of informing potential members.

### Stewardship Committee Report

Kris McManus provided FCC's most recent pledge totals. (These were also provided by Anna earlier in the meeting. The numbers as follows: There are currently 126 pledges totaling \$529,576.94.

Kris believes that her group needs to expand in the form of more collaboration with other committees. The participation of the Stewardship in the activities of other FCC groups is an example of this committee's philosophical adjustment as suggested by Kris.

Pastor Julie announced that Flossmoor Community Church's participation in PADS, as an emergency site, will be ending. The Church will continue its association with PADS through our involvement with Bethel Community. An example of this involvement is our distribution of Easter "gifts."

How the news of the adjustment, of our relationship with PADS, will be received by FCC members, is currently undetermined.

### New Business

No "New Business" topics were broached during this meeting.

### Old Business

Anna provided an update on the upcoming Systemic Racism program at FCC. She stated that there are 6 – 8 spots still open. Anna stated that it would be ideal if a representative from each committee were present for the workshop.

Anna provided an update regarding the Church's *Strategic Priority* on families and seniors. (need additional information on this from Anna).

Pastor Julie mentioned Rachel Held Evans (need additional information on this from Pastor Julie)

Anna stated the Governing Board's upcoming discussions will revolve around the following books: *Jesus and the Disinherited* and *Whole Hearted Faith*.

### Announcements

No Announcements were made at this meeting.

### Closing Prayer

The closing prayer was shared by Anna Carvalho.

### Adjournment

The meeting adjourned at 8:51 PM.