



## Minutes from Governing Board Meeting December 6, 2022

**Present:** Janet Bolton (GB Chair), Chris Dolan, Jeff Groen, Larry Kane, Jackie Riffice, Mike Rogers, Shari Sweeney

**Absent:** Bradley Byrd, Karen Cheung, Donica Van Voorhees

**Staff Present:** Julie Van Til, Betsy Hanzelin

The meeting was called to order by Janet Bolton at 7:01 pm. Julie Van Til opened with a reading from our Advent Candle liturgy and asked us to think about what we need this season ... hope, peace, joy, and love. She then shared a prayer.

### Two-Minute Highlight | Hope | Story (Chairs)

Chris (Stewardship) – 102 pledges as of today for a total of \$452,000 which is 75% of our goal. Anticipate over next 60 days that folks will get their pledges in. Looking forward to seeing how many new pledges and how many have increased their pledges this year.

Jackie (Faith in Action) – **Green Together** efforts moving forward, and hoping to engage and invite people to learn how to make a difference! Knee deep in Yuletide Magic ... we were off to a slow spot, but have received some wonderful donations, and have also received late requests which we are hoping to meet. We look to wrap our arms around those whose needs are not being met, and we uplift our Board member Julie Johnson.

Shari (Diaconate) – Been busy with preparing meals for folks, and card writing as there has been significant activity on the prayer chain. Lots of folks need care! Board is working with Betsy to run the Cookie Project this year.

Larry (Connections) – The last event of this year is Christmas Movie Trivia night this Thursday, complete with prizes and a basket of gift cards from local businesses. Hope that success of fall events can be duplicated with our Spring calendar.

Mike (Personnel)– Hope that we can keep our staff throughout 2023! The committee is discussing the process of staff reviews, and how the process can be more encouraging and inspiring.

**Minutes** from October Meeting were unanimously approved.

### Pastor's Report (Julie Van Til)

- Very busy that last month, but have been glad to be in a number of exciting board and committee meetings, where we have been discussing the deeper needs of folks (LRVC).
- The anti-racism committee looked at dynamics around conflict and differences about how we are wired to approach conflict.
- Proud of interfaith service that we were able to bring it back to the community. I was asked to expand beyond faith communities, and the inclusion of non-faith folks was meaningful and healing.
- Twelve New members welcomed in November and we shared meaningful and tender conversations during our membership sessions.
- Twenty-somethings are in the initial stages of organizing themselves ... "secret" meeting is tentatively planned in January.
- Repeating songs in Advent, and experimenting with different ways to do communion during Advent ... as we tweak and listen to voices calling to do things differently.
- Pray for the folks who look at a season like this without joy.

### **Treasurer's Report** (Jeff Groen)

- Revenue has been steady over the last six months. Two Expenses higher – computer maintenance (needed to purchase three new machines) & repairs to organ pedals.
- Annual budgeting process has started. Meeting with ministry areas and leaders to review this year and discuss next year. Hoping to have a preliminary roll-up by Dec. 20, with updated stewardship numbers.
- Cash balance - \$270,000

### **Old Business - none**

### **New Business - Budget**

#### **Budget Meeting Dates** (Julie Van Til)

- Change of dates stimulated by the timing of Christmas and Winter Break this year.
- Budget Presentation – January 17 (Zoom Meeting)
- January 24 – Regular GB and approval of the budget
- Congregational Meeting to Feb. 5 after church

#### **Budget Process Overview** (Janet Bolton)

- Initial conversation about the budget should happen at Governing Board before Finance Committee begins creating the budget.
- Board should reflect on what we value, and how do we prioritize. (Document with Mission, Identity Statement, Vision Statement, Shared Vows, and Values from Appreciative Inquiry was shared with Board.)

Jeff reported that they have received large and small requests from boards/committees/ministries, but Finance also desires to cut our deficit. He asked what is the appetite for large deficits?

Board discussed last year's conversations related to passing a deficit budget, and the need to invest in the future coming out of the pandemic. We have a history of passing deficit budgets, but not at this level.

#### **Faith in Action Request** (Jackie Riffice)

FIA has asked Finance to consider setting aside a certain percentage of pledge revenue to go toward the outreach efforts of Faith in Action. Was part of past Long Range Vision to give a percentage of pledge revenue to outreach spending, to be increased each year, until we reach 10% (tithe). Since 2017, we have only been able to give funds as grants from funds given to us from Foundation contributions.

Jackie stated that FCC has two superpowers:

1. Being an **authentic partner** to community orgs that have basic needs that are not provided for. We look for what hurts God's heart and what helps the agencies in capacity building.
2. We **deliver when asked!** We appreciate giving money, food, gifts, etc. to meet needs. People do like to give to certain causes or specific needs. Are there other giving models we should consider (i.e. pick a giving project to collect for each month)?

Board discussed the proposal and all agreed this was an important budget line and ongoing goal to reinstate, as it closely aligns with our mission!

#### **Personnel Request** (Mike Rogers)

- Personnel believes there should be "cost of living adjustments" for salaries of 4.8%.
- Last year, we were able to give bonuses, because we were under budget on salaries, and staff had not had any salary adjustments for years. Bonuses were possible because they were a one-year commitment that we could do at the time. But we knew it shouldn't be just a one-year commitment.
- Proposal does not mean the same thing/amount for everyone, but we think it is equitable.
- Feel that staff is an important component of everything we do at church because the staff is on the front lines. Staff supports the laity in being able to do things, and bring things together. The staff does the work of gathering the faithful, equipping them for service, and focusing on ways to grow the congregation.

Governing Board discussed the proposal in general terms and there was agreement across the board that this was a fair and appropriate proposal at this time! All appreciated the work of the staff and expressed sorrow that fair pay and ongoing COLA adjustments have been neglected for many years.

**Foundation 2023 Funding** (Lois Glasgow)

Lois provided a narrative of Foundation funds and giving levels over the last few years. In 2022, the budgeted donation from the Preservation and Enhancement fund (PEB) equaled \$69,236.43 (based on specific guidelines from the fund document.) 90% was budgeted toward the building, 10% to Faith in Action (benevolence).

Because of changes in the market (decrease in fund amount due to recession), the Foundation should not be making any contributions in 2023 (according to fund documents). However, Lois (Foundation President) and Bradley (Foundation Treasurer) are making the recommendation to Foundation Board to give a proposed \$64,160 contribution from the PEB to the church. They feel this is important because projects that have been postponed due to materials shortage over the last two years are now ready to begin, and Foundation is committed to keeping our physical plant in good shape! (10% or \$6416 will go toward Faith in Action projects).

**Board Discussion of Budget Proposals from FIA & Personnel**

Be thinking about what our priorities are ... both proposals align with our mission and values, and Finance has to make decisions based on pledges received, and a determination of how much of a possible deficit we are willing to take on.

Pastor Julie shared her gratitude toward Governing Board for their willingness to wrestle with difficult challenges and make difficult decisions while still focusing on our values and priorities.

**The meeting closed at 9:08 pm with a prayer shared by Shari Sweeney.**

Respectfully submitted by  
Betsy Hanzelin