

Flossmoor Community Church
Governing Board Meeting Minutes
October 26, 2021

Governing Board Members Present

Anna Carvalho, Rebecca Courington, Susan Durkin (via Zoom), Josh Grenard (via Zoom), Larry Kane, Felton Maxie, Kris McManus, Robert Norby, Jackie Riffice, Michael Rogers, Terese Thrall, Donica Van Voorhees

FCC Staff Members present:

Jamie Ford, Betsy Hanzelin, Reverend Julie Van Til

FCC Foundation President, Lois Glasgow was present for the meeting (via Zoom).

Call to Order

The meeting was called to order at 7:30 PM.

Opening Prayer

The opening prayer was shared by Anna Carvalho.

Approval of Meeting Minutes

The minutes from the May 25, 2021 Governing Board (Board, GB) were approved without any additional corrections.

Treasurer's Report

FCC Treasurer, Robert "Bob" Norby presented his report to the Board. He stated that the Church's revenues, through the third quarter of this year, "are just about on track." He further offered that our expenses are also tracking their budgeted amounts. Bob informed the GB that our current, unrestricted, available cash is \$261,000. This includes the amount of our P.P.P. loan.

Pastor's/Head of Staff Report

Pastor Julie began her report by discussing the large scope of the Appreciative Inquiry project and, also, by mentioning one of its highlights. The highlight was when attendees met together in pairs, on the first night of the event (Friday, October 01, 2021), and shared their stories. She continued by mentioning that there were 15 attendees present for the follow up, A.I. Questors meeting. Those in attendance for this follow-up meeting, shared stories in the manner of the first night of Appreciative Inquiry.

Pastor Julie stated that she has been meeting with the Stewardship and Music Ministries, ultimately discussing some pending, minor changes for FCC.

Pastor Julie has met with several Flossmoor residents in the quest to build community relationships. She mentioned that many of those present at the Good Gourd festival expressed an interest in attending the Church.

Part of FCC Staff development is being facilitated by a webinar titled "Oh, God, What Now?" This webinar discusses present-day Christianity in America. She presented statistics reflecting recent, slight declines in the number of attendees of Evangelical churches, while there has been a slight growth in mainline churches, for the first time in about forty years.

New Business

Michael “Mike” Rogers, Chair of the Personnel Committee, stated that there are areas of Music Ministries that must be settled. His immediate priority is to hire an interim Organist, a position that could become permanent, once the Director of Music Ministry is hired. (It should be noted that the Director of Music Ministry job description has been drafted and posted).

Mike has consulted several national organizations for assistance in the search for the Director of Music Ministry. The person hired needs to be skilled in the areas of leadership, recruitment, rehearsal, and imagination. The Director of Music Ministry is to discover the “song” of Flossmoor Community Church and help to develop the Church’s musical story. An expectation exists for a mix of musical genres including Spiritual, Choral, Ensemble, Contemporary, Jazz, Gospel, and Praise. Although it would be preferable to have one person who is capable of all that is expected, two people would be considered to fulfill the duties of the position.

There are three applicants for the interim Organist job. Two have been auditioned. The remaining applicant is to be auditioned next week.

One person has expressed interest in the position of Director of Music Ministry with “a possible second person on the horizon.”

The question was asked, “What happens to Katie Van Heel?” Mike offered that “her life will be better as a result of hiring a new music staff.” Mike stated that Katie is valued and he expressed sincere appreciation for all of her efforts.

Anna stated that we have expanded our methods in recruiting persons to fill roles at FCC in order to be able to draw from as rich and diverse a pool of candidates as possible. Our goal remains to find the person we think is best equipped to fill the positions as they have been newly envisioned.

Lois has volunteered funds from the FCC Foundation’s Clark fund to assist in the effort of finding music personnel.

Transformation via Appreciative Inquiry

Anna Carvalho led the discussion on the Church’s transformation via Appreciative Inquiry. The conversation essentially revolved around the question, “How does FCC make the most of Appreciative Inquiry?” Anna began the discussion by listing several highlights of A.I. Among these were its high level of enthusiastic participation, the core competencies of the congregation, the number of ideas presented, and the aforementioned Friday night stories. Some ideas are “low hanging fruit” that we can act on immediately, others will need additional development, focus and/or testing. Some ideas were “left on the table” and will need to be recaptured. Anna stated that the Governing Board will be responsible for seeing that we incorporate A.I. ideas, and for communicating regular progress to the Congregation.

During the course of conversation, Lois mentioned that Flossmoor Community Church had just received a donation of \$80,000. This gift will be added to the Clark fund which facilitates the Church’s Ministries.

Discussion of Case Study

Anna presented a case study to the attendees as a potential model for how FCC could conduct future activities in a way that incorporates the themes that surfaced during A.I. These include service, multi-generational activities, story-telling, investment in community partnerships, inclusiveness/anti-racism, openness to community/community engagement, relational, using technology to promote stories/activities, and spiritual foundation.

The model proposed that any major activity launched by FCC should be structured as a collaborative effort, with responsibilities shared by as many different committees and age groups as possible. This approach could have multiple benefits: the engagement of more members in the work of the Church, facilitation of relationships across age and interest groups, incorporation of more themes that A.I. identified as important, and a reduction of the burden on any one leader or committee.

Jackie shared the story of Faith in Action's efforts on Bethel from last year, offering it as a test case for implementing the proposed model in the current year. She provided details on the group's efforts for Bethel, presently, and how the new model might allow for more collaboration and extension of the services provided.

Anna stated that the Long Range Vision committee is available to assist in the "thinking" and organization of Church projects if needed. The Committee can facilitate mini-Appreciative Inquiry sessions, or other forms of brainstorming and planning, as long as each project has a content champion who will carry the project forward. Echoing sentiment from earlier in the meeting, it was shared that there is a necessity (and benefit) of spreading the work of projects over committees as all groups will contribute and no one group will be overwhelmed.

Lois mentioned that the Foundation should not be forgotten when projects are being put into action.

Anna asked how can we ensure that people, who expressed interest in particular ideas developed during Appreciative Inquiry, get incorporated into those projects as they move forward? Jackie noted that the process needs to be organic; that we go to the lists (as well as extend more broad invitations to the Congregation) as we are trying to staff up projects or further develop new ideas. Anna conceded that the whole Congregation needs updates and invitations but asked that we remember to invite those who expressed particular interests,

The case study discussion concluded with following:

- We will draw from the interest list as we are developing projects.
- We will use the Angel Tree project as a test/model for a more expansive, collaborative approach to completing projects.
- We will launch already established projects early to allow the time required to expand participation and collaboration.

Old Business

Anti-Racism Committee update

- Anna stated that this committee's work has begun.
- She also mentioned that Derrick Dawson will join us in a meeting via Zoom on December 07, 2021

Prayer sign-up for Governing Board meetings for the remainder of year

- Anna passed around a sheet for attendees to sign up for opening and closing prayers.
- She also stated that attendees could sign up by using a Google Doc that she has created.

Devotional

The Devotional portion of the meeting was not conducted.

Closing Prayer

The closing prayer was shared by Rebecca Courington.

Adjournment

The meeting adjourned at 9:03 PM