

FLOSSMOOR COMMUNITY CHURCH

MINUTES OF JANUARY CONGREGATIONAL MEETING

SUNDAY, JANUARY 26, 2020 AT 11AM

CALL TO ORDER & OPENING PRAYER (Anna Carvalho, Governing Board Chair)

11:05 am Anna called the meeting to order, acknowledged quorum, and opened with a prayer.

ANNUAL MEETING OF THE FOUNDATION: (Richard Davis, FCCF Board)

Richard called the Foundation Meeting to order. Motion to approve the minutes of the January 27, 2019 minutes of the Foundation Annual Meeting was moved and carried. Richard reviewed the Foundation purpose, activities and 2019 contributions for church preservation and outreach. Motion to approve the annual report was moved and carried. Foundation Annual Meeting closed at 11:08 am.

- In Fiscal Year 2019, FCCF's total reimbursement for FCC was \$147,148 for outreach/benevolence, facilities maintenance, and additional facilities projects. (see list attached to original Annual Meeting agenda)
- The Fiscal Year 2020 reimbursement is budgeted for \$128,806
- Two changes were highlighted
 - Significant increase in portfolio due to the strong stock market enabled the Foundation to move more money into restricted funds
 - The residential property donated by Otto and Elsbeth Thilenius was liquidated this year. Although it was a lower real estate market when sold, and needed some repairs, it still was a worthwhile investment.

JANUARY CONGREGATIONAL MEETING:

- Motion to dispense with the reading of the June 23, 2019 Congregational Meeting minutes was made and approved.
- Motion to approve the June 23, 2019 Congregational Meeting minutes was made and approved.

Treasurer's report (Bob Norby)

Bob presented a fiscal year end summary which included the following:

- Reminder that the fiscal year is now the same as the calendar year
- FCC ended fiscal year 2019 with a surplus, boosted by a very strong 4th quarter
- Plate offerings ended up over \$26,000 above revenue projections
- Bob commended FCC staff for their diligence in tracking spending and costs

Bob reported on the following Budget Notes for the Fiscal Year 2020 Budget:

- Pastor Wage & Benefit Package same at 2019 Budget
- 3% wage increase for church Staff
- Staff Development Professional Expenses reinstated
- New Program Expenses to support first full year for Director of Communications & Community Engagement position
- Increase in program expenses to support expanding activity base for Children's Ministries program

- Assumption of new Youth Director start date of March 1st
- Assumption of new Praise Director start date of July 1st
- One-time expense for Pastor Sabbatical & Vacation earned compensation
- Suspension of 6% contribution from Pledge Collections to Mission grants (due to drop in 2020 pledge revenues)
- Application of sabbatical reserve funds to partially offset one-time expense for Pastor earned compensation

Bob stated that the Fiscal Year 2020 budget prioritizes staff and programming over mission grants this year. However, if pledges hit 2019 levels, we will be able to get back up to our 6% level of mission grants. Every dollar over what we budgeted for pledges will go toward mission grants (up to the 6% level).

Motion to adopt the proposed Fiscal Year 2020 budget as recommended by the Finance Committee and approved by the Governing Board was made and carried. Motion to grant ongoing authority to continue spending at the budgeted levels from now through the next Congregational Meeting was moved and carried.

Congregational discussion around planning for benefits for staff in future years, and also the value that the Bargain Box brings to local nonprofits. Also, mentioned that the Bargain Box is struggling to find volunteers for the Saturday afternoon (1pm-4pm) shift.

Stewardship Committee Update (Rick Hanzelin)

Rick discussed the importance of thinking of stewardship not as seasonal, but rather as year round. FCC pledges currently stand at 142 (about \$545,000), which is about \$100,000 behind where we were at this time last year. The drop in pledges affects our ability to be the kind of church we want to be, including for this year being able to grant mission grants (as stated in the Treasurer's Report). Rick said that the Stewardship Committee is looking at strategies for continuing to increase pledge commitments throughout the year, and encouraged all present to evaluate their current giving and consider if that level could be stretched.

Nominating Committee Report (Terese Thrall)

Theresa presented the recommended nominations of the following individuals:

- Gailyn Howell, for Diaconate Board, replacing Beth Samargin for a three year term
- Valerie Litchfield and Karen Hoag for the Weekday Preschool Directing Committee, filling open positions for three year terms

Motion to approve these nominations was made and carried.

Personnel Committee Update (Anna Carvalho in lieu of Committee Chair Sharon Dobben)

Anna reported that the committee's has candidates in the pipeline for a Director of Youth Ministries. For Praise, we are in the process of hiring a pianist first, and then will continue our search for a Praise director.

Pastor Search Committee Update (Chris Dolan)

Chris thanked members of the Search Committee for all their hard work and remarked that they were a fabulous team. Chris reviewed the Committee's process including congregational surveys and small group meetings; putting out the call in mid September, and reviewing applicants. We have had about 50 applicants; 4 are still in process, one in the early stages but the other three are farther along. The committee has read all the materials, received the candidates' responses to questions in writing, had phone interviews, listened to their sermons and are now scheduled for in person interviews. For in person interviews – there will be a tour, gathering time for staff to ask questions, breakfast with Anna and one or two members of the Search Committee. The Committee is hoping that in the next 1-3 months it will be abundantly clear who God wants for FCC.

Governing Board Chairperson Comments (Anna Carvalho)

Anna thanked all the members of the Pastor Search Committee for their work in this process and their willingness to step out in faith to find the right candidate to lead our church into the next phase of growth and development. She talked about how she has been struck by all the “quite work” that goes on in support of our church and that we are truly blessed. Anna discussed that the Governing Board wants to start a conversation about how we will remain vital in the years to come. We are experiencing local and regional challenges and changes – many churches are – and while our average pledge has increased by 17%, our number of pledges has dropped by 40%. She asked the question “What is God asking us to do and who are we as a church?” In response, the Governing Board has charged the Long Range Vision Committee to explore these questions and there will be more to come from that in the future. In the meantime, Anna expressed gratitude for FCC's many blessings.

Senior Pastor Comments (Pastor Fred Lyon)

Pastor Fred confirmed that his last Sunday will be 4/19/20. He thanked the congregation for their support during this time and during the extended period that he and Jan (his wife) have been living apart as she pursued another career opportunity. Pastor Fred talked about his experience at a recent conference that addressed churches in transition. Transitions are constant; churches are always transforming with is consistent with the transformational nature of God – from chaos to creation, dark to light, last to first. He encouraged the congregation to align our transformation with God's, to direct our energies to the many transformational things we do – community outreach, music, PADs, youth ministry and so much more. Asked the question of “how is this church going to resonate the gospel not just in 2020, but in 2050 and beyond?”

Closing Prayer (Pastor Fred Lyon)

Pastor Fred asked the staff to stand to be recognized for all they do for the church; then closed by asking the congregation to rise and sing “Spirit of the Living God”

Motion to adjourn was made and carried. Meeting adjourned at 11:55am