

Minutes of FCUCC Board Meeting

April 14, 2024

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST OF ASHEVILLE



Board Members: Chris Cain, Larry Burke, Peggy Grant, Eric Barbour, Carol Austin-Janssen, Joanne Roudebush, and Cara Pollard

FCUCC's mission is to

1. **Embody a forward-thinking, courageous, and diverse Christian community.**
2. **Follow the ways of Jesus the Christ as a grace-filled, spiritual congregation.**
3. **Practice affirming and radical hospitality.**
4. **Engage our local and global community with acts of love, mercy, peace, and justice.**

FCUCC's vision is to be an embracing community, public sanctuary, and prophetic Christian voice.

Moderator: Chris Cain

Start Time: 12:30 PM

Location: Room 204 at FCUCC

Note Taker: Kathleen Carter

Agenda:

12:30 Welcome & Facilitation – Chris Cain

The meeting was called to order at 12:30. The following were in attendance: Chris Cain, Larry Burke, Peggy Grant, Eric Barbour, Joanne Roudebush, Cara Pollard, and Rev. Derryberry.

12:35 Devotion – Larry

Input from Members / Teams

12:40 Noreen Bania – concerns regarding bylaws revision

Before the Annual Meeting, Noreen had discussed with Joanne whether the clerk was necessarily a member. In the version of the bylaws that was attached for the annual meeting, Article VII Section 8 said the clerk is “a congregant (member)”. The official published bylaws simply say “congregant”, which is what the Board intended but not what was voted on.

The Board is preparing a glossary. When that is ready, the Board will send it to the congregation, will mention this edit, and will encourage the congregation: “Please review. If you have questions or comments, please contact Chris Cain or any other Board member.”

The bylaws are in multiple places on the website and do not match.

12:50 Search Team – update to the Board

The Search Team has been getting pressure from the congregation to speed up the process.

The message the Search Team members try to convey in response is: We’re looking for someone specific, someone who can grow this church. We’re using the criteria that was developed by the Transition Team based on input from the congregation.

The Search Team asked the Board’s opinion on how often they should update the congregation. The Board suggested once a month – more often if they have something special to share. Maybe give the congregation some specifics – in the last month, we’ve conducted x interviews and reviewed x profiles (and by the way, it takes about two hours to review a profile).

The Search Team noted that the new Behavioral Covenant has scared some candidates. The church needed it long ago and things went bad because we didn’t have it. We don’t need it now – it’s proactive – but candidates have been concerned that it indicates that something is going bad right now.

What can the Board do to support the Search Team? Some members of the Transition Team need to work with the Search Team to create a speech/document to help them respond when pressed by members.

If someone comes to the Search Team with questions they can’t answer, feel free to direct them to come to the Board; the Board will express its support of the team.

Consent Agenda (if a report is provided)

1:00 Approval of Minutes from Board Meeting March 2024

1:05 Pastoral Report

1:10 Plans and Proposals for Ministries calendar sheet and annual action plan

1:15 Approval of March Financial Report

1:20 Personnel Committee Report

1:25 Approval of April Building and Grounds Report

Doug is working on the floor in the narthex – much more damage than was expected.

A hole in the ceiling near the choir room needs attention.

Discussion Agenda

1:35 Behavioral Covenant – Do we need to reflect on the meeting last Sunday? What worked, what were our challenges, what lessons did we learn?

Since Carol wasn't present, this was largely tabled, except to say: Thank you, Carol!

1:40 What is the information on pricing for an upcoming audit? Chris C and how to pay for the audit

Do we have extra money in the budget because of not having a pastor yet, and if so, can we use it for the audit?

The operating budget has \$5 K for the audit. The operating budget is based on our having an interim minister for one quarter and a settled minister for three quarters, which is clearly not going to happen, so there may be surplus funds. However, Building and Grounds needs significant funds, some of which must be paid this quarter – so we just don't know.

1:45 Chris – Graphic Design and Computer Tech students update

Two people from the university want to help with redesign of the church website. One estimated \$15K, so will not be considered. The other suggests using WordPress to make it easier for us to update, and completely redoing the login section.

What did Land of the Sky use? They use WordPress (per the candidate). What did they pay? Who did they use?

Joanne will do some research about the current website, confirming how much it cost, etc.
Kathleen C is willing to talk to the candidate about what he proposes.

1:50 Joanne – Update on cash investments

Currently looking at just savings account, not CDs, to keep liquid for the many unpredictable expenses.

Joanne has some additional questions to find out about the accounts mentioned in her attachment – e.g., how often is interest accumulated?

How much to put in?

The recent heating project cost about \$3K more than anticipated. The estimated amount was above the limit that requires congregational approval, and was approved by the congregation. We need to mention in the newsletter: This is the work we approved at this amount; the project has been completed with this additional work; this was the final cost.

2:00 Review survey sent from Admin for possible priorities – How can we support these ideas as the Board?

- 1. Programming Size Church**
- 2. Member Involvement**
- 3. Update the Website / Communication**

Item 3 is moving forward.

Item 2: Kathleen S sent info on member involvement – about 50% of membership are involved in something more than worship.

Item 1 is essentially stalled until we have a settled minister.

2:15 Policies on Policies – Review and Approval

The Board discussed some basic changes to the “Policy on Policies”, and particularly to the list of policies included in that document.

Kathleen C captured the changes and sent a draft to Carol. Carol is to rework the document, then return it to Kathleen C for editing and formatting as needed.

The policies webpage currently includes the following categories:

- Financial, Personnel, and Building, each including a single policy
- Board & Church Policies/Procedures, containing all remaining policies

Possibly the content should be restructured; for example, separating policies and procedures, or gathering all the building-related documents together.

The date last revised should be added to each link on the webpage. (The Financial Policies and Personnel Policies links already include their dates.)

The “Board Nominations” policy is out of date. It will be referred to Eric Lyons and the Nominating Committee to update, then the Board will review the updated version.

2:30 Discussion of email from the Search Committee and our next steps (elected board members only)

2:35 Any other items?

Devotion next meeting: Joanne

Closing next meeting: Peggy

The next meeting will take place at 5pm May 14 via Zoom; Chris will set it up.

2:40 Closing Prayer and Adjourn: Cara

Respectfully submitted,

Kathleen Carter