

Minutes FCUCC Board Meeting

April 16th, 2023: 1:30- (~)3:15

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST OF ASHEVILLE



Board Members: Chris Cain, Larry Burke, Peggy Grant, Maggie Thomas, Carol Austin-Janssen, Joanne Roudebush, Chris Nealis, and Other Participants: Rev. Derryberry

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.

PLEASE NOTE:

The Dropbox referenced in these minutes can be viewed at:

www.dropbox.com/s/clfoe1mpigu1byg0f3eixu5c2/h?dl=0&rlkey=aa8mf6gjs8ev6sfmos629iewy

Moderator: Chris Cain

Start Time: 1:30 PM

Location: Room 204 at FCUCC

Note Taker: Carol Austin-Janssen

Devotional: Rev. Derryberry

Attendance: Chris Nealis, Larry Burke, Gene Derryberry, Peggy Grant, Carol Austin-Janssen, Joanne Roudebush, Chris Cain, Maggie Thomas. Alice Martin-Adkins and Donna Olsen also attended, representing the Racial Justice Team.

Agenda:

1:30 Welcome & Facilitation – Chris Cain

The meeting was called to order at 12:34 p.m. Members had agreed to meet earlier than scheduled.

1:35 Devotion- Carol

Carol began the meeting with a short meditation and prayer.

Consent Agenda (if a report is provided)

1:40 Approval of Minutes from March 12, 2023, Board Retreat: Dropbox

Approved unanimously

1:45 Pastoral Report: Dropbox

The suggestion was made that the time-line framework outlined in this report be reviewed by the Personnel Committee prior to approving. Carol agreed to discuss it with Personnel. The request was also made that the congregation approve this change as well.

1:50 Plans and Proposals for Ministries:

Transition Team: The request was made that the Search Team be invited to attend the 4/30/2023 Congregational Conversation.

Search Team: This Team needs to appoint a chairperson. And a replacement needs to be appointed for Doug Williams' place on the team, especially someone who can be an objective observer of conversations and appointments.

1:55 Approval of March Financial Report:

Joanne reported that the bills have been paid and there is cash in the bank. We currently have a positive cash flow. Several members have paid their pledges for the entire year.

2:00: Personnel Committee Report: (none)

2:10 Approval of March Building and Grounds Report:

Approved unanimously. Discussion ensued regarding room rentals. FCUCC charges \$25/hour for most room rentals and \$10/hour for music lessons, which was previously approved by the Board. Larry also reported that they are still discussing other opportunities of spaces for rent at the church and education wing.

Larry also asked how we add tasks to Doug's to-do list, since some of the congregants are going to him directly to request them. It was suggested a "Work Order" form be developed for any requests, which would then be reviewed by the B&G Committee to determine its priority for the To Do List. It was also suggested that the Personnel Committee discuss and provide a solution. Also, it was suggested that we request a volunteer to take care of the pollinator garden. In addition, Jane Stouffer has been tending to the Memorial Garden and has requested that a volunteer team manage and maintain this garden.

2:15 Approval of March Transition Team Report / Meeting on April 30 at 9:00

Approved unanimously. Chris Cain stated that it is important that the Board members attend this meeting.

Discussion Agenda

2:20 Land Acknowledgement Statement from the Racial Justice Team: Dropbox

Alice and Donna reported that this item has been in discussion for 1-1.5 years and is still not resolved. Several drafts have been completed, yet not approved. The Faith Formation class is assisting in this process. They are looking to the Board for guidance in this effort. They want to include local Native Americans since they are the primary topic of this project (Cherokee, Occoneechee, and Saponi). They're looking at several resources such as "Platform for Further study and Action," "Doctrine of Discovery," "The Land is Not Empty," plus the potential for collaborating with other churches and other community groups.

2:25 Safe Conduct Policy and Procedure Review: Docs in Dropbox

Chris Nealis reported on the Security Policy, which needs the following:

- A Security Team: we may need to ask people directly to be on this team. The suggestion was made to include an article in the newsletter, requesting that those interested in being on this team reply as directed.
- Review the policy, which has not been reviewed since the Covid shutdown.
- Check with previous team members on their experiences and willingness to serve on the Team again.
- Do we need training or education? All Team members would get some training and orientation
- We need exit maps at every entrance and exit.
- Discuss with the congregation whether or not to have a "no guns/weapons policy." And should this be added to the Security Policy?

Chris also reported on the Sexual Offender Policy review and suggested we use the term "accompany" or "supervised" in place of "escort" or "escorted by" to identify those who accompany them to the church? We also have a Limited Access Agreement under this same policy. This needs to be renewed annually and the consensus was that we have not been doing that. We also need to make the congregation aware of this policy and the fact that we have one sexual offender who has been attending recently.

Chris agreed to talk to Sandy Clark (whose husband, Ed, is a Registered Sexual Offender) to re-review this policy.

The Board also discussed the issue of adults accompanying the youth on their road trips. Has the Safe Conduct Policy been followed during these outings? It was suggested that we review the current policy with Andrew, revise as needed, and discuss with the congregation. The final version of the policy should include an appendix of documents and/or policies that are also included. Discussion of this will continue at the next Board meeting.

2:30 Behavioral Covenant Discussion Continuation

Carol suggested that we continue our discussion of this topic at a future meeting due to the time restraints at this meeting.

2:40 Buildings and Grounds question - should be a standing committee – follow-up.

Approved unanimously.

2:45 By-laws Update – Roudebush

Joanne reported that she is still working on this and should have it completed within the next two to three weeks.

2:50: Security Team Revamp Discussion

[See Safe Conduct Policy discussion above]

3:00 Discuss / name delegates to conference and association meetings.

Gene reported that the next Southern Conference meeting is in June in Greensboro, NC. We need to have named these delegates by the end of May for inclusion in this meeting. Do we need to add this policy to our by-laws? Or get the congregation's approval? Who qualifies? How many delegates do we need? The suggestion was made that this be publicized in the newsletter and request volunteers.

3:15 Update on Gene's contract extension – Roudebush

The motion was made to extend Gene Derryberry's contract for another year. The motion was seconded. Gene requested more clarification on the study leave in his contract (2 weeks). He suggested that these be designated as one week in the summer and one week in January, which helps facilitate the necessary time and effort to plan for each six months of the year. The budget already includes enough funds to cover this extension. Once a Settled Pastor is called, the budget will need to be revised, requiring an additional pledge drive. The motion carried unanimously.

3:20 Any other items?

The Search Team needs another member due to one member leaving. Nancy Kniffen was suggested. Chris Cain will talk to her to see if she would be interested in this appointment.

Carol Austin-Janssen requested that we appoint a new note taker at our next meeting. Joanne also requested another member on the Finance Committee. She also requested that we need someone to count plate collections on Sundays.

At our next meeting, Joanne will provide the opening devotional and Chris Nealis will provide the closing prayer.

It was decided unanimously to have future meetings begin at 12:30 p.m. instead of 1:30 p.m.

Items to be discussed at the next Board meeting:

- 1. Should Buildings and Grounds be a Standing Committee?*
- 2. Review and discuss the weekly timeframe for the pastor's contract as suggested by Gene Derryberry in his monthly report.*
- 3. Should we have a no guns/weapons section added to our safe conduct policy? Should we post signs at the entrances?*
- 4. Review Sexual Offender Policy. Should we post this on our website?*
- 5. Identify delegates for the Southern Conference Meeting in June?*

3:25 Closing Prayer and Adjourn: Peggy

Peggy closed the meeting with prayer. The meeting adjourned at 3:11 p.m.