

Minutes of FCUCC Board Meeting

December 10, 2023

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST OF ASHEVILLE



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

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, Maggie Thomas, Carol Austin-Janssen, Joanne Roudebush, Chris Nealis, Rev. Derryberry.

12:35 Devotion – Joanne

Consent Agenda (if a report is provided)

12:40 Approval of Minutes from Nov 12, 2023

After discussion, Kathleen C sent an updated version of the minutes to the Board.

12:45 Pastoral Report

12:50 Plans and Proposals for Ministries calendar sheet

Chris N talked to the ministry teams about identifying how each of their activities connects to particular goals of church.

Staff and ministry teams have been notified that they need to provide an annual report by December 31.

12:55 November Financial Report

1:00 Personnel Committee Report

1:05 November Building and Grounds Report

1:10 Nominating Committee

Eric Barbour, Mark Palinski, and Cara Pollard accepted nomination to the Board.

Joann will talk to Eric about including information in his personal statement regarding his experience that is pertinent to becoming the Treasurer.

1:15 Grant vote approval by email was requested and did not carry

Chris C suggests meeting with anyone who would write grants before deciding to use such a service. Chris C also knows someone who would write a grant application but would not charge unless the grant was received.

1:20 Pledge Challenge

One additional person has pledged toward the challenge; two more are required.

Discussion Agenda

1:25 Pricing for upcoming audit, and how to pay for it

Chris C has talked to two people, expects estimates next week.

Need to decide how far we want to go back. The last audit was in 2012, although the bylaws require an audit every three years. Maybe get a three year audit, then if the results suggest issues, go back another two years.

We have no budget for an audit.

1:30 Security Teams in Newsletter

Regarding access to the church during services:

Joann will put an announcement in the newsletter.

Larry will look into installing a Ring doorbell on the sanctuary door.

1:35 Safe Conduct Policy

The Board voted online; passed.

1:40 Safe Conduct Policy – do we need a simplified version for families (sexual conduct)

Do we need a simplified version for families?

1:50 Board Members Emeriti for Advisement

A Board Support Team would provide access to the gifts and knowledge of prior Board members who are no longer eligible to or personally unable to make a three-year commitment to the Board. Some prior Board members have been approached and would be willing to participate.

Would need a specific policy to define what the group would do and how the Board would interact with the group or with a subset of the group.

On the other hand, the Board has the authority to create ad hoc committees and task forces, so this isn't needed. No such group will be created.

1:55 Behavioral Covenant

Carol sent multiple drafts of "Maintain the Spirit of Unity in the Bond of Peace – A Relational Covenant".

Will send notification two weeks before the congregational conversation in February.

2:00 Personnel Committee request

Closed session.

2:05 Rental Policy and Procedure

Perhaps an ad hoc group should look into how to book more weddings. Limited access to the kitchen is an issue – can that be adjusted? Parking is limited. Are there other issues? Should the church do more marketing, at least to get on various lists?

Note that increasing the number of weddings would also increase demands – administrative, security, and so on. The Administrative Coordinator does not have time.

Chris C will put the topic of additional weddings on the agenda for a future meeting.

Regarding applying for a security grant: The state evaluates grant applications, then sends them to FEMA. There won't be an announcement of when churches can apply for grants until 60 days after [the FEMA?] budget is approved and signed. Once the grant program is announced, we would have 30-80 days to submit paperwork. Could we meet with the security grant organization once it's announced?

2:15 2024 budget draft

We currently have \$290K confirmed pledges; had asked for \$335K. Considering those who haven't yet pledged, expecting \$310K – so the matching pledge would about do it.

Chris N will ask David Ourisman whether increasing the current pledges by \$15K would work even if the increase didn't come from three \$5K commitments.

If the budget isn't balanced by year end, the Board must meet the first week of January to approve (and give two week notice before the annual meeting).

2:20 Sendoff for Chuck?

Gene will ask Chuck to make some closing remarks on the last Sunday of December.

Other than that, up to the choir.

2:40 A reflection of what we have accomplished this year

Updating policies!

Thank you to the two members stepping off the board, Maggie Thomas and Chris Nealis!

2:50 Any other items?

Need to advise the congregation of the changes to the by-laws – what has been changed and why. Joanne will email (and send by mail to those who don't have email) and put the same info in the newsletter.

Next Board meeting January 14; annual meeting January 21.

Devotion next meeting: Chris N

Closing next meeting: Peggy

2:55 Closing Prayer and Adjourn: Carol

The meeting adjourned at 3:09.

Respectfully submitted,
Kathleen Carter