

# **Minutes FCUCC Board Meeting**

## **February 12, 2023: 1:30-3:15**

Board Members present: Chris Cain, Larry Burke, Peggy Grant, Joanne Roudebush, Chris Nealis,

Absent Board Members: Maggie Thomas, Carol Austin-Janssen

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.**

Moderator: Chris Cain

Location: Room 204 at FCUCC

Note Taker: Joanne Roudebush

Devotional: Rev. Derryberry

**Meeting commenced at 1:20 pm once everyone had gathered.**

**Chris Cain led the group in reading the Church Mission.**

**Devotion and prayer were offered by Rev. Derryberry. His comments related to 1 Corinthians 12.**

### **Consent Agenda**

**Approval of Minutes from Feb 4, 2023, Board Retreat. The group expressed appreciation for the detail Carol had provided in this record of the retreat.**

### **Pastoral Report**

Rev. Gene visited the Vanderbilt Seminary while in Nashville. He engaged 3rd and 4th year seminary students in conversation asking what they are looking for in a church, what attracts their age group to a church, what type of worship arts do they find

attractive. They shared that Plymouth UCC in Des Moines, IA had created residential internships to support their need for ministerial leadership.

### **Report on Ministries**

A ministry report has been created with input from staff and leaders of the ministry groups. Report is attached. We discussed if this type of report would be helpful, how often it should be compiled, and to whom it should be distributed. The consensus was to continue with a monthly report distributed to the staff, board and leaders of the ministry teams. Quarterly may be considered after a period of evaluation of the reports usefulness. In the absence of a ministry coordinator, a desire to have a ministry steering committee was expressed.

**Approval of January Financial Report: already reviewed at retreat:**

### **Personnel Committee Report (reviewed at retreat)**

#### **Approval of January Building and Grounds Report**

Larry had sent a link to the detailed plan for the First Baptist property development prior to the meeting. <https://simplicity.ashevillenc.gov/permits/23-00971PZ>  
We discussed the plan and its impact on FCUCC which relates mainly to parking. The board requested that the Buildings and Grounds group work to set up a presentation by a First Baptist representative to the congregation so that everyone can be aware their intent for developing the property across the street from us.

#### **Approval of January Transition Team Report**

Report was handed out at the retreat for review. Peggy reported that 67 members had completed the survey. Bev Reddick and Peggy are currently working on analysis of the results.

## **Discussion Agenda**

### **Policy Reviews**

Policy Reviews with committee chairs and the board will be done throughout the year. One per meeting starting with the Personnel Policy at the March 12 meeting. John Whitener will join us for this review. **The board members are asked to prepare by reviewing the policy prior to that meeting.**

Personnel Policy on the church website was updated to reflect the new change in 4.3 that was approved by the Board in Sept 2022. It was pointed out that further updating was needed 5.4 in light of that change. This change related to members being on staff. Concern was expressed about the change in policy. There was a brief discussion for a pastoral relations committee and a staff relations committee. No action was needed at this time.

### **Board Covenant**

The revised Board Covenant was presented by Joanne to the Board. Corrections and discussion resulted in adoption of the revised Covenant. This is posted in the policy section of the website and will be distributed to the board.

During the discussion there was consensus that:

1. A timekeeper would be appointed at the beginning of each Board meeting
2. Devotions/prayer will be presented at the opening and closing of each meeting. We will take turns with this responsibility. The persons responsible will be noted in the prior meeting minutes and listed on the agenda for the meeting. For March 12 Chris Nealis will do the opening and Larry Burke will do the closing.

### **By-Laws Review**

Joanne reported that Eric Lyons had volunteered to be on this committee. She had also discussed this with Carol Groben who is considering how she might be involved. At present Larry, Eric and Joanne are the working group.

We discussed how to involve the congregation in the process. Joanne will invite congregants to review the existing by-laws and submit any suggestions, concerns to her as chairperson of the working group.

Current by-laws concerns are:

1. Should the Buildings and Grounds group be a standing committee, ad hoc committee or Team
2. Should the treasurer be an elected Board member or serve independent of board terms.
3. The role of a secretary on the Board and how he/she/they would be chosen.

### **Board Development on Committee vs. Teams**

We watched Dan Hotchkiss' presentation on Committee vs Teams which defines the role each plays in relation to governance and ministry. This was followed by further discussion about Buildings and Grounds. A Property Management Committee and a Building and Grounds Team might be a way to structure this important operational matter going forward. The board requested that the B&G committee begin developing a description of their role and responsibilities as a Property Management or Building & Grounds Committee standing committee.

### **Other Business/Buildings and Grounds**

Speakers in the front of the church to allow the minister and choir to hear the service are needed. It is estimated to cost \$800. Larry moved that this work be done and financed by funds in the Building Fund. Chris seconded the motion and it passed.

The heat pump has been installed for use in the second floor of the educational wing.

The music staff has inquired about how rents for music lessons would be charged if the musicians offered their talent to worship/events as an offset to their rent. This was referred to the B&G committee for development of recommendation/policy.

### **3:15 Closing Prayer and Adjournment**

### **Actions for next Board Meeting**

- 1. Read and review personnel policy which is available on the website.**
- 2. Report progress on setting up a presentation for the First Baptist development plan.**
- 3. Devotions/Prayer: Chris opening; Larry closing**
- 4. Inform the congregation of By-Laws Review and invite their feedback**
- 5. B&G work on a description of their role and responsibilities as a standing committee.**
- 6. Install Audio system as requested by B&G**
- 7. Develop a policy relating to musicians using our facilities for lessons offsetting their rental payments by offering their service/talent to the church. Referred to B&G.**