

## **FCUCC Board Retreat February 24, 2024 at Mars Hill University**

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: 9:00 PM**

**Location: Room 204 at FCUCC**

**Note Taker: Kathleen Carter (however- today is Cara Pollard)**

### **Agenda:**

**9:30 Welcome & Facilitation – Chris Cain**

**9:35 Devotion- Gene**

**9:40 Election of Officers**

Moderator- Chris Cain

Vice-Moderator- Cara Pollard

Treasurer- Joanne Roudebush

Secretary- Carol Austin-Janssen

In the new bylaws, the Secretary is responsible for making sure the Policies and Procedures are up to date and available online and analog copy, any communication from the Board, thank you notes for memorial gifts, refer to bylaws for specifics.- Article 7, Section 7.

Chris Nealis will be asked to do a session on Governance and Ministry after church for the Board and anyone else who wants to attend.

We had a brief overview of accessing documents on Teams.

## Consent Agenda (if a report is provided)

### **9:50 Approval of Minutes from Board Meeting Jan, 2024**

Minutes were approved by the Board members who were in attendance in January.

### **9:55 Pastoral Report:**

The congregation continues to make steady progress to a “Programming Size Church” - which has a minimum 150 active participants. What do we need to continue and add in our programming?

- The church continues to attract visitors. How do we involve new people?
  - Ministry Teams and other groups show some increase and are very active. Are we encouraging new teams or other groups? Spiritual sharing groups, meal groups- are these possible here?
  - All church retreat delayed for new pastor participation
  - Call for Ministry Teams, other groups to hold their own retreats
  - Call for new leaders to explore what it means to be an FCUCC leader
  - Leadership development event
  - UCC events, Women’s Week message, special offerings,
  - End of year report was 110 active members, 37 inactive members, 7 associate members, and 12 active “friends”. Total of 154 members.
- Gene will have Kathleen send a MSN form to prioritize these actions.

### **10:00 Plans and Proposals for Ministries calendar sheet and annual action plan:**

How do we get the Ministry Teams to plan at least one quarter ahead?

### **10:15 Approval of EOM Jan. AND Feb Financial Report (Teams)**

### **10:20: Personnel Committee Report:**

One review coming up- Kathleen Stigmon. Eric's review has been moved, since his job has changed. He will be reviewed after 6 months in his current position.

### **10:25 Approval of Dec. Building and Grounds Report:**

There was some discussion about the pointing repairs and sealing the pointing (that wasn't done several years ago). Gene suggested that we contact the other churches who have had recent work done on their facades. The Board agrees that this should be a Top Shelf priority. Could we look into the Sacred Places historic preservation designation, to pick up work that Chris, Jerry, and Gene had started? Eric Barbour will look into this issue.

## Discussion Agenda

**10:30 Behavioral Covenant – (in Teams) – What does this group need from the Board today – are we ready to move to a congregational vote?**

Thank you to Carol and her team for hosting our event for congregational feedback. The wording is concise and positive. We will take out the “as bound to ourselves” in number 2. With this amendment, the Board approves the Behavioral Covenant to go to the congregation for approval.

**10:45 What is the information on pricing for the upcoming audit? Chris C and how to pay for the audit.**

We have solicited a CPA for the upcoming audit. We will follow up after tax season.

**10:55 Documents we should all have access to and how to use MS TEAMS review:**

1. Bylaws (website)
2. 2024 Budget (website)
3. B&G Project list and Priorities (Teams)
4. Board Covenant (website)
5. Behavioral Covenant Draft (Teams)
6. Land Acknowledgement Statement
7. Current Membership Directory (website)
8. Policies and Procedures (website)
9. 2023 Annual Report (Teams)
10. All other policies (Website)

**11:15 Rental Policy and Procedure – Larry shared this**

**doc. <https://fcucc.sharepoint.com/:w:/s/FcuccExecBoard/EWGxF2SWiq5Nk6QtRLLykxoBTcmZ7jin1C0T2LpYkmoig?e=qdY43z>**

The Board approved the Rental Policy and Procedure.

There is some concern about the deep cleans of the kitchen. The Buildings and Grounds team will follow up about the deep clean.

**11:25 Update on Budget from Joanne**

In drafting the budget in multiple drafts, one of the formulas was not correct. Our 2024 budget was off by about \$3000. We have received an additional amount in a pledge, and as also a new member pledge. This error was corrected and the correct budget is now posted.

**11:40 Chuck’s Exit Interview Questions**

We discussed some of Chuck Taft’s responses in his exit interview.

**Lunch 11:45-12:30**

**12:35 Discussion on Kathleen being a Clerk for the Board**

We need to clearly define these terms in the bylaws:

Member- someone who has gone through the membership process and is a member of record

Congregant- a member or an attendee

Associate Member- 2 or more memberships in churches

We should create a glossary of terms to create consistency.

Joanne recommended that we have a Bylaws Review team to look for issues with language. Chris asked the new Board members, Eric and Cara, to look at the bylaws by the next Board meeting.

As anyone has access to Board minutes (can request them in hard copy, can request by email, or on the membership portion of the website. The Board is content with Kathleen Carter still continuing to serve as Clerk.

### **12:50 Parking and income stream**

We are open for our parking lot being used for Special Events (Shindig on the Green, Fourth of July, etc.) parking by any church team who would like to volunteer to manage parking for the public use for a fee.

### **1:00 U.N. Relief & Rehabilitation Administration-UNRRA (email Feb.20)**

Anne Craig, a local Asheville activist, asked about renting space for a fundraising event. They are planning to have a high level speaker from the UNRRA. The purpose of the event would be to help fundraise to help the Palestinians on March 9th.

We have concerns about authenticity and security so we will be denying their request to rent space.

### **1:05 Discussion on who should supervise Doug and what policy currently states**

Gene's suggestion is for Doug to give his self-evaluation to Gene. Gene would contact Building and Grounds for their feedback on Doug's performance, and Gene, as his supervisor as a member of the Personnel Committee, would meet with Doug to do his evaluation.

### **1:10 Goals:**

1. **Bylaws update language to be consistent throughout (i.e. member vs. Congregant)**
2. **Update all other policies so they are current for 2023-24**
3. **What is our focus vision for 2024?**
4. **Board Goals for the year 2024?**
  - Facilitate grants as external funding
  - Congregational Conversations to increase community and communication
  - Review our ministries with data analysis
  - Our building needs to be sealed
5. **FCUCC Board Meeting times for this year?**
  - 2nd Sundays at 12:30 pm in Room 204

### **2:15 Any other items**

Note taker should be referred to as Clerk.

### **2:20 Closing Prayer and Adjourn: Gene**