

Agenda FCUCC Board Meeting Minutes

July 9, 2023: 1:00- (~)3:15

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST OF ASHEVILLE

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 use the following link to access the Dropbox:

<https://www.dropbox.com/scl/fo/tj50uwzfnj20qni75bcm8/h?dl=0&rlkey=oa3mta3w4nm1vcycwe9qg6n1g>

Moderator: Chris Cain

Start Time: 1:00 PM: Called to order at 1:00 PM

Location: Room 204 at FCUCC

Note Taker: Carol Austin-Janssen

In attendance: Chris Cain, Chris Nealis, Larry Burke, Peggy Grant, Carol Austin-Janssen, Gene Derryberry, Joanne Roudebush (via Zoom), Maggie Thomas (via Zoom)

Agenda:

1:00 Welcome & Facilitation – Chris Cain

1:05 Devotion- Larry Burke

Consent Agenda (if a report is provided)

1:10 Approval of Minutes from June 11, 2023, Board Meeting: Approved unanimously.

1:15 Pastoral Report: (Dropbox): No comments

1:20 Plans and Proposals for Ministries: No comments

1:25 Approval of EOM June Financial Report (Dropbox) and Push Budget (Dropbox): Joanne reported that we are in good financial position; Push Budget is a spreadsheet: YTD column and projection to end of year are FYI only

1:30: Personnel Committee Report: Carol reported that our new nursery worker, Miranda, was dismissed. We now have two new candidates for nursery worker, for which a decision is forthcoming. Also, Gene reported that Andrew Hoots is making plans to visit camps again this summer. He is also planning events for the children for this coming autumn. Based on FCUCC's Personnel Policy, the request was made to collect current resumes from the staff.

1:35 Approval of June Building and Grounds Report: No meeting. Bruce Holcomb is stepping away from the committee, thus seeking nominations for a new committee member. Noreen is taking care of the inverter to completion. It was suggested that we sell parking in our lot for July 4th area celebrations. With a concert coming soon to the sanctuary, the committee is working on setting it up per their requirements. Larry's in charge of this task. A discussion followed about how much we charge groups like this vs. charges for other events, such as weddings.

Discussion Agenda

1:40 Audit and next steps: Andrea has a sample form from St. James Church as a place to start. Do we need an Audit Committee? No Board members will be on this committee. We could consider Asheville Bookkeeping and Tax Services or Cornerstone, our mortgagor, as possibilities for performing this audit. The Finance Committee will come up with suggestions. Do we want a "comprehensive" audit? Joanne will provide more information about this type of audit.

1:50 New "Annual Ministry Proposals" calendar sheet (Dropbox)

-Gene suggested we consider proposing a "focus" for ministry in 2023-2024. This will be addressed at upcoming congregational conversations. This agenda item was tabled.

2:00 Congregational conversations topics for the next 12 months: We need to identify planning goals/focus before we can narrow down the choices. Continued discussion is required and we'd like to have the Congregation's input on what they think our one or two "focus" topics should be. The Transition Team, Search Team, and Board will meet to review the Church Profile and could discuss a "focus" at that meeting, especially what the work done by the Transition Team to date might indicate. This meeting is scheduled for Saturday, July 15, at 12:30 pm.

Our goal for 2024 is to have a fair salary and benefit package for a settled minister based on their experience and personal needs (family, housing, etc). We also want to remain a certified Living Wage Employer based on Just Economic's recommendations. We have applied to be certified for 2022. Our staff wages met the 2023 hourly wage of \$17.10 or higher. We will have to increase wages to above \$20.10/hour or greater in 2024 to remain certified.

2:05 Living Wage Conversation (Dropbox document) Gene and Roudebush. In 2022, the Living Wage was \$17.70/hr. Our application as a LWO has been submitted, and no decision has been made as of yet. To move forward, we would need to increase our wages to \$20.10 per hour in 2023 in order to continue to be qualified as a LWO. We could also consider the possibility of a 3% increase over and above the inflation rate in order to continue being eligible for LWO. This is a continuing point of discussion as these rates increase through inflation and other added increases.

2:10 Behavioral Covenant – update: Carol. No report. No volunteers yet.

2:15 Update on Safe Conduct Policy and Procedure Training edits: Maggie. She is still working on it.

2:25 Finalize and Vote on Bylaws – Roudebush (Dropbox) We need a 4th draft to incorporate Carol Groban's suggestions. She advised us to delete the requirement that our books be audited every three years. Instead, we could do an internal audit every three years, then a formal audit every, say, ten years since these are quite expensive. This guideline only needs to be in the finance policy.

2:30 What are the long-range planning goals for the board? Chris. N. The church's physical location, Behavioral Covenant and other pending items. Once we have a Settled Pastor, we can discuss the Board's objectives for his/her orientation. We also need to have a discussion about our long-range plans. Each member is asked to consider this plan and give three suggestions for these plans. To look beyond one year is presumptive until we have a Settled Pastor. This item is tabled for further discussion.

2:35 Review Finance Policies and Procedures - Roudebush (Website) This item is also tabled.

2:40 Installation of the Search Team:

- a. **The Transition Team Covenant has been fulfilled. They completed The Local Church Profile on the 6th.**
- b. **Which Sunday should this take place?** This will be done on July 16th.

- c. **Gene's role.** Making the transition as smooth as possible, especially having worked so closely with the Transition Team and the Board. In conjunction with Warren Cassidy, Gene will conduct the training and orientation of the Search Team, answer ongoing questions, and act as an advisor to the Team on the process.
- d. **2:50 Any news from The Southern Conference?** We did not have a representative there. The African American UCCs have established a formal presence. The new UCC Moderator is an African American woman.

3:00 Any other items? What's our next step if we don't get enough nominations for the 3 new ministry teams? We'll post a notice in the newsletter to click on a link to nominate suggested members or themselves. Gene noted that we currently have about 121 members active in the church. We'll request Kathleen to send nominations to the Board.

3:15 Closing Prayer and Adjourn: Peggy

Adjourned: 2:45 pm

Opening for next meeting: Gene Derryberry

Closing: Joanne Roudebush

Respectfully submitted,
Carol Austin-Janssen