

Minutes of FCUCC Board Meeting

June 9, 2024

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST OF ASHEVILLE



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: 12:00 PM

Location: Room 204 at FCUCC

Note Taker: Kathleen Carter

12:30 Welcome & Facilitation – Chris Cain

The meeting was called to order at 12:30 p.m. The following were in attendance: Chris Cain, Larry Burke, Peggy Grant, Eric Barbour, Joanne Roudebush, Cara Pollard, Rev. Rollin Russell.

12:35 Devotion – Chris

12:40 Spence for Food Box in front of church

Spence Duin presented Carol Duin's idea of placing a little free library in front of the church, containing food and books.

The Board endorsed the project (and asks that Spence provide pictures as the project progresses).

Consent Agenda (if a report is provided)

1:00 Approval of Minutes from Board Meeting May 2024

1:05 Pastoral Report

1:10 Plans and Proposals for Ministries calendar sheet and annual action plan

1:15 Approval of May Financial Report

1:20 Personnel Committee Report

1:25 Approval of May Building and Grounds Report

Discussion Agenda

1:35 Chris – What is the information on pricing for an upcoming audit? – Levonía Reese ID

Chris reached out to Carter Accounting, had a lengthy discussion with an auditor. If we commit, they can start in January 2025, looking at 2022 through 2024. She recommended an Acceptable Use Policy (AUP) procedure costing \$5700. The result would be not a financial statement, but a report.

The Board approved.

1:45 Chris – Graphic Design and Computer Tech students update

The student Chris was talking to about doing the website is no longer available. Chris will look for someone else in the fall.

1:50 Joanne – Update on cash investments and Endowment and other finance decisions

For current excess cash, the Board approved a \$20K term note with Cornerstone.

The Finance Committee proposed that the upcoming legacy gift be distributed as follows:

\$9K to cover the outstanding pledge

escrow \$40K for repointing

escrow \$5K for choir scholars

apply the remainder of \$47K to mortgage principal – or maybe set aside \$7-10K toward programs – e.g. for children, benevolence

The Finance Committee recommends not starting an endowment, but perhaps an organizational savings fund.

It may be time to start talking to the congregation, even without real choices (or numbers) yet.

Board approved the first \$54K of Finance Committee recommendation (outstanding pledge; repointing, choir scholars), and tabled discussion of the remaining funds.

2:00 Review survey sent from Admin for possible priorities – How can we support these ideas as the Board?

- 1. Programming Size Church**
- 2. Member Involvement**
- 3. Update the Website / Communication**

Tabled until we have a settled pastor.

2:05 B & G budget questions

Building & Grounds will try to get Pro Kitchen to pay for repairs to the dishwasher.

B&G will figure out a reasonable replacement for the ice machine, then present it to the Board.

The Board approved repairs to the broken doors downstairs.

B&G requested funds to improve lighting over the driveway. The Board asked for a new estimate using solar.

B&G requested funds to upgrade the floor in the gallery. The Board agreed if B&G can reduce the cost of the driveway lighting by enough to cover the expense of the floor.

2:15 Policies – proposal that a Pastor Parish Relations Team

The Board approved the Pastor-Parish Relations Team policy with changes.

2:30 Policies – Board Nomination Policies (via email), Baptismal Policy, Conflict of Interest Policy

The Board approved the Board Nomination Policy via email since the May meeting. (The final policy was sent to Kathleen Stigmon on May 26 to be posted to the Church Policies page.)

The Board approved the Baptismal Policy with changes.

The Board requested that Kathleen Carter send an edited version of the Conflict of Interest Policy.

2:35 Policies on web site as noted by Kathleen C – Thoughts?

- We removed "Just Peace" from the list in the Policy of Policies, since it's not a policy, but it's still available on the Policies web page. Unfortunately, it's also available on the Church Bylaws web page - and the version there is obsolete, including: "A conversation on this statement will be led by Rev. Joe Hoffman..."
- "Safe Conduct Policy" also appears on both the Policies web page and the Church Bylaws web page - and again, the version on the Church Bylaws web page is obsolete, revised in 2021.

The Board agreed to add a new webpage "Designations and Congregational Statements" to include Land Acknowledgement, Just Peace, Open and Affirming, Behavioral Covenant, and to remove those statements from other pages on the website.

2:45 Action Requested

The Personnel Committee is asking the Board to approve paying Noreen Bania for time when she fills in for L.A., our Audio/Visual Technician. Her pay would be the same as L.A.'s, which is \$20.10 per hour. Noreen would be paid as a contractor with no benefits.

Background: L.A. has been taking off about one weekend a month. Noreen has been taking over for her on most Sundays. Noreen would like to be paid her salary on the days she substitutes for L.A. The Personnel Committee agrees that this is appropriate. It has been problematic to get volunteers to fill in for L.A. Previous job search for this position was expensive and time consuming.

The Board approved paying Noreen or anyone else who substitutes for this position – they just need to turn in a time sheet.

2:50 Any other items?

Cara will open the next meeting.

Eric will close the next meeting.

2:55 Closing Prayer and Adjourn – Peggy

Respectfully submitted,

Kathleen Carter