

Minutes of FCUCC Board Meeting

March 10, 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: 12:30 PM

Location: Room 204 at FCUCC

Note Taker: Kathleen Carter

Agenda:

12:00 Welcome & Facilitation – Chris Cain

The meeting was called to order at 12:30. The following were in attendance: Chris Cain, Larry Burke, Peggy Grant, Eric Barbour, Carol Austin-Janssen, Joanne Roudebush, Cara Pollard, and Rev. Derryberry.

12:05 Devotion – Chris C

Consent Agenda (if a report is provided)

12:10 Approval of Minutes from Board Meeting Feb 2024

Minutes of Annual Meeting were approved.
Minutes of February Board Meeting were approved.

12:15 Pastoral Report

Only Personnel Committee will have access to records of employees. Personnel Committee will shred employee records over seven years old.

12:20 Plans and Proposals for Ministries calendar sheet and annual action plan

12:25 Approval of Financial Report

Not needed this month as done at the Retreat.

12:30 Personnel Committee Report

12:35 Approval of December Building and Grounds Report

Discussion Agenda

12:40 Behavioral Covenant – What does this group need from the Board today? What is our date for the congregational vote?

Carol will arrange for the Board-approved version of the Behavioral Covenant to be published in the newsletter. On April 7, after church, the congregation will vote on adopting the covenant.

12:50 What is the information on pricing for the upcoming audit? How to pay for the audit?

Chris has been waiting to receive estimates from Marie. Gene will follow up.

1:00 Eric – Sacred Places Grant

Eric provided a presentation about the National Fund for Sacred Places. They train churches on how to do capital campaigns.

They provide matching funds. Must the match be cash, or can some of it be in kind?

Must the grant be a minimum of \$100,000? Can we combine projects? (Some items, such as purchase of audio/visual equipment, are not eligible. Exclusions are listed on the website.)

This year, the Letter of Intent was due at the end of February; it's likely that it will be due at the same time next year. The Board will do the research and assemble the Letter of Intent early. To continue the process, Eric will contact the Asheville churches that have gotten these grants before.

1:15 What was the follow-up on the cleaning of the Kitchen?

Building and Grounds is in charge of Denzel's contract. Doug will be overseeing the work. There are cleaning issues in the sanctuary as well.

Building and Grounds may need to determine a specific list of things for Denzel to do, then confirm that they've been done.

1:20 Update from Cara and Eric from Bylaws Language

Several terms in the bylaws are ambiguous or have caused confusion, including "congregant" and "staff member". Eric and Cara will work on a glossary.

There is not yet agreement on whether adding a glossary to the bylaws is a significant enough change to require a congregational vote.

Per the bylaws, the head of the Personnel Committee must be a member and the head of the Finance Committee is the Treasurer, who is on the Board and therefore also must be a member. No such requirement is stated for the head of the Building and Grounds Committee.

Perhaps all chairs and committee members must be members of the church? That change would require a congregational vote. On the other hand, the Board has jurisdiction over who sits on a committee, so could deal with any issues on an ad hoc basis. All current committee members are FCUCC members.

1:30 Review survey sent from Admin for possible priorities

The highest priorities identified are increased member involvement and growth to a programming size church.

The website needs work. People aren't finding what they're looking for, and the layout is not accessible. The budget includes \$2000 for advertising/marketing. Chris will look into getting a few students to make a proposal.

The Board's third priority will be communication, including updating the website.

1:35 What policy should we review next?

For the next meeting, board members will review the Policy on Policies.

Kathleen C will get the new Safe Conduct Policy, approved by the Board, published on the website. [Follow up: Resubmitted to Kathleen S on March 11.]

Chris will check whether any other policies still show the old version online.

2:15 Other items

Finance Committee is looking at investment opportunities for current excess cash.

The Finance Committee needs more detailed info from committees and ministry teams, so that line items clearly identify what's included, to reduce confusion about what expenses have been approved.

Devotion next meeting: Larry

Closing next meeting: Cara

2:20 Closing Prayer and Adjourn: Carol

Respectfully submitted,
Kathleen Carter