

UCC Church Council Meeting Minutes

August 20, 2019

Recorded by Sarah Vazquez past Moderator

Present: Moderators Anne Sullivan, Daniel Russo, Sarah Vazquez; Core Ministry Facilitators & Members at Large Margaret Baldwin, Cheryl Clevenger; Treasurer Belinda Moos; Member at Large Paris Hancock; Visitor Alice Forsythe

Transition Team Members Frank Baldwin, Julie Blanchard, Ted Heid, Joanne Albertsen and Center for Progressive Renewal's consult to the Transition Team Cameron Trimble joining the meeting at 7:15pm via telephone.

1. Anne Sullivan opened the meeting at 6:20 with an opening prayer.

2. Treasurer's Report: Belinda

Belinda shared her July 2019 Financial Recap with the Council which shows income as unfavorable MTD/YTD with expenses favorable MTD/YTD and overall Net income as favorable MTD/YTD. SEE: attached Budget report.

Belinda broke down a spreadsheet for preparing the budget for the recruitment and selection process for a settled minister with regard to Conference guidelines and church data (members/attendance, etc).

3. Announcements:

Housekeeping: Role of Meeting Visitors

Staffing: Continued discussion about Youth Ministry
Around the Room: CPC Annual Meeting & Delegates

4. Core Facilitator Voice

Community Core Facilitator- Paris Hancock motioned for the following delegates to be approved to attend the Central Pacific Conference gathering and annual meeting: Anne Laskey, Patty Bonney, Bill Cunitz, Daniel Russo.

Cheryl Clevenger seconded the motion. The motion was carried and the delegates were approved.

5. Business Manager's Report

The original budget for the new library was unfavorable against expense due to deferred maintenance of the Sr Ministers' previous office space.

Contractors unearthed original hardwood flooring worth upwards of \$10,000. This is an asset previously unbeknownst to this business manager and leadership. Cara asked whether Council would like to re-finish the floor, replace carpet, or sell the hardwood.

Margaret Baldwin motioned to re-finish the original hardwood floor in the new library and place an area rug over top of hardwood. Cheryl Clevenger seconded the motion. It was carried and approved to re-finish the original hardwood floor in the new library and place an area rug over top of hardwood.

6. Ground Lease Update- Ted Heid

Ted gave an update about the ground lease and shared that things continue to look favorable but that the process is taking longer than agreed upon due to a number of

factors but that he and the ground lease team have been working with Gary Roberts of Roberts Law Group PC to navigate this process.

7. Transition Team Co-Meeting w/ Council

Processing CPR Report/Summary:

- a. Transition team presented the summary, having distilled CPR's 32-page summary down to 5 pages for the congregation, giving pertinent highlights
- b. The group discussed how to distribute the summary: Paris Hancock motioned for the report to be sent via email blast, with a link to the full CPR summary, with the Transition Team holding a listening session subsequent to distribution. Cherly Clevenger seconded the motion. It carried and was so approved.

Discussion on CPR-recommended tasks to be addressed during Transition period:

- a. Heal the pain from pastoral transitions- Transition team mentioned that grief has been a consistent subject surfacing in conversations after church. Janet and Avena are planning a Sunday service as an opportunity for healing. Cameron suggested partnering with a counseling center and offering a discounted deal for all members. That we're not ignoring it, but that folks with church grief have grief in greater areas of their lives as well.
- b. Address conflict skills training for congregation- Cameron mentioned that we're not a high-conflict church, but we do have conflict and that one iteration of healing work is not conducive to overall healing and growth, rather we must practice individually and revisit, that we need to treat this as a condition, versus a problem to be solved; in other words, work on creating a healthy organization lifestyle. We need to be proactive in addressing it in order to address the underlying condition of unhealthy conflict management. Healthy communication includes having, acknowledging and being accountable to a behavioral covenant with one another and having NPC

(compassionate communication) training, in our case. Cameron suggested faithlead.org as an on-demand option for NPC training. Janet reiterated the need for the training as well as practice opportunities.

c. Clarify mission and vision-

i. Transition Team: Mission + Church Profile- a lively discussion surrounding our core values, covenant preamble, changing church directions, etc.

li. Council: Behavioral Covenant, Financials, Staff Reviews

Discussion of anticipated timelines for completion of Transition work and beginning of Search Committee work:

- a. Transition Team to begin drafting church profile by December and have a draft completed by Spring. Pieces of the profile can be completed now, as some have already been done.
- b. Search Committee assembled by January, with a settled minister in place by the end of Janet's 2nd term.

8. Closing prayer: Janet @ 8:25