



Congregational Meeting

May 5, 2019

AGENDA

- Opening Prayer
- Prior Meeting Minutes
- Personnel Update
- Financial Update
- Cell Tower Update
- Nominating Committee
- Interim Status
- Closing Remarks & Prayer



Opening Prayer

Rev. Nikki Stahl, Executive Minister



11.4.2018 Congregational Meeting Minutes

United Christian Church Congregational Meeting- 11/04/18

Chris McCubbin called the meeting to order at 10:16am.

Sign in sheets were passed around. 95 individuals in attendance.

Rev. John Gage offered the opening prayer.

Bethany Food Pantry- Pastor Carl Schwartz King shared about the status of the Thanksgiving Collection. He reported that the church's pledge has been met and that UCC has received a plaque of appreciation for our support.

Pumpkin Patch- Meghan Trout shared that the total earned at the Pumpkin Patch is \$11,460 and our portion is 33% of that totaling aprox. \$3,800 with an additional \$200 in donations. 100 people in the congregation were involved in the Pumpkin Patch.

Words from Senior Minister- Rev. John shared about his upcoming move to New England. He shared about the transition, the work we have done together (Pumpkin Patch, Period party, Curriculum combatting White Privilege, Raindrop Turkish House, schedule changes to accommodate families, multi-generational Good Friday program, coming to understand what is reverent in worship, how we pray together, as well as working with interns and UCC staff). He shared that he has been proud to be the Senior Minister at UCC and that he has not been asked to resign. John described that he has experienced a friction from the time he arrived and he shared that the congregation has a calling to move forward in its call from God. John shared that he is pulled by a call to serve elsewhere so UCC can also follow their call. John shared that he hopes the congregation will intentionally move forward with an interim minister. John reported that he was leaving the meeting so the congregation could move forward with their work.

Previous Meeting Minutes- Minutes from the May 2018 meeting were distributed before the meeting began. Tammy Isenberg moved for the minutes to be accepted without changes. Ayes have it. No naves or abstentions.

Annuity Presentation- Tony Hunt explained the background and ramifications of the missed contributions and needed actions. Tony reviewed the information he has gathered from inside and outside of UCC to make a plan for going forward. Tony presented the plan approved by Council to correct the situation. A question was asked- "When did we realize this needed correcting?" Tony answered that Rev. Nikki Stahl's call stated that when she was full-time, she would receive annuity contributions. In 2014, Rev. Nikki went full-time, in 2017 the error was discovered, and in 2018, the work began to remedy it.

Budget Update- Rebecca Molis explained that there is a 40k deficit at this point with regard to the budget and that we are 89% funded. She reported that the revised budget is based on the reduced giving habits of 2018. She shared that Nikki has been working on finding ways to save everywhere possible. Rebecca shared about some of the line items.

Questions were raised with spoken answers to follow each-Will we have any cushion left if we take money from the savings account? Some will be left. Will there be equity between Emily G. and Meghan T.? The pay difference has been corrected for 2019. When will we hire a 9am accompanist? Ann is currently being paid to do the 9am service and we will not need the additional accompaniment during the one-service period of time through Advent. The hiring process will begin in January. Can we afford two services? The only savings we would get from extending the one-service time period would be music and childcare. However, it would affect children's programs and faith formation. Have we looked at what we are paying for bank service charges? These fees cover our automated giving services and the credit card device that we use for the Pumpkin Patch and Bake Sale. Are the budget expenses all necessary expenses? Yes, the budget has been reviewed by lots of people. If I use automated giving, is my giving amount included in the budgeted pledges? No, you will need to submit a card or go online to submit a pledge. Can we get volunteers to save money on some expenses such as childcare or music? In many situations, volunteers are not reliable and require special training (childcare) or many musicians want an accompanist which still costs money. It is a universal problem, not having enough volunteers. Carol Lee Sadler made a motion to accept the budget without changes. Ayes have it. No nays or abstentions.

Bylaws Change- Tony Hunt shared the previously used by-law with regard to committees, how it is working/not working, applicable systems of other churches, and suggested changes to include a standing Personnel Committee as well as special considerations regarding responsibilities and closed meetings. Carol Lee Sadler made a motion to accept the by-law changes. Ayes have it. No nays or abstentions.

Nominating Committee Report- Walt Case presented the slate of nominees and invited nominations and volunteers for leadership roles that are still available. Carol Lee Sadler made a motion to accept the slate of nominees as presented. Ayes have it. No nays or abstentions.

Executive Minister Transition- Tony Hunt reviewed background and shared revised steps. There has been some delay in hiring clerical support and moving Nikki into the Exec. Minister role due to money constraints.

Cell Phone Tower- Chris McCubbin presented briefly about the up to date happenings with negotiating a contract with Verizon about several aspects of the compensation and commitment.

Interim Search Committee Report- Rebecca Molis explained what an intentional interim minister will do and our role in that process. The Council voted to form an Interim Search Committee and it has begun working. She shared that the goal is to work with denominational representatives to identify candidates and identify an interim candidate by March.

Worship Plans- Rev. Nikki Stahl shared about how the plan was made and reviewed the plan and the return to two services in January with staff and guests providing sermons.

Rev. Nikki offered a closing prayer

Chris adjourned the meeting at 12:06pm.



Personnel Update

Tony Hunt, Council Vice Chair &
Personnel Committee Chair

2019 Personnel Committee

- **Victoria Bailey**
- **Carol Barrett**
- **Melissa Fuller**
- **Tony Hunt (Chair)**
- **Ron Turner**

Retirement Timeline

WHERE WE ARE NOW

- **11/16/18**
2016 principal (\$5,792.64) posted to Rev. Nikki's annuity account
- **12/31/18**
2016 lost earnings (\$810.90) posted
- **2/21/19**
Q1 & Q2 2017 principal (\$2,896.32) and lost earnings (\$286.53) posted
- **4/24/19**
Q3 & Q4 2017 principal (\$2,896.32) and lost earnings (\$253.56) posted
- **11/19**
A plan to correct the 2014 and 2015 missed annuity payments will be presented at the November congregational meeting

New Staff

- **Julie Stiles (2/10/19): 9 AM Accompanist**
- **Bob Fuller (3/25/19): Clerical Support Specialist**



Financial Update

Mark Simoneau, Stewardship &
Finance Chair



Cell Tower Update

Carol Barrett



Nominating Committee

Cherie Hinch, Council Chair

Nominating Committee

- **Kimberlee Flores**
- **Tony Hunt**
- **Andrea Larson**
- **Rebecca Molis**
- **Carl Schwartz-King**



Interim Status

Rev. Nikki Stahl, Executive Minister

Rebecca Molis, Interim Search
Committee Chair

Interim Search Committee

- Logan DeCleene
- Maddie Hackenberg
- David Heckler
- Samantha Laurence
- Rebecca Molis (Chair)
- Bryan Thornhill



Closing Remarks & Prayer

Rev. Dr. Laura Barnes,
Interim Senior Minister



Thank you!

PLEASE STICK AROUND

