

**United Church of Chapel Hill
Church Council Meeting, January 28, 2020
Meeting Minutes**

X	Gaylen Brubaker, Moderator	X	Kirstin Frescoln, BJOS
X	Melanie Joiner, Assistant Moderator		
X	Derek Harrison, Treasurer		Andrea Vizoso, MES
X	Karen Demby, Clerk		
		X	Ron Johnson, Trustees
X	Cameron Barr, Senior Pastor		
		X	Millie Brobston, Youth & Young Adults
X	Jeff Hall, Adult Education		
		X	Angel Collie, At Large
X	Christine Harding, Children's	X	Helen Hoenig, At Large
		X	David Tanner, At Large
X	Peter Schay, Deacons	X	Ingrid Schmidt, At Large
X	Lee Sorensen, Fellowship		

Call to Order

Gaylen Brubaker provided clarification of Council Membership by sharing the following:

- Council meeting is not a Congregational Meeting, and though members of the congregation are welcome to observe, the Council is not designated for their participation.
- To clarify who is on Council: only Council members, or, in their absence, their representatives, will sit at the table. Others, who are guests, will sit on the side. The exception would be when a non-member has been invited to Council to provide a report or share important information.

Opening Prayer

Rev. Cameron Barr

Welcome and Group Sharing

Gaylen Brubaker asked members to share how they spent the holiday with their families. Many people traveled to be with family, others stayed, and some were fortunate to be able to do both.

Approval of Minutes

Motion: Peter Schay motioned to approve the minutes from the November 26th meeting as written. The motion was seconded by Ron Johnson and the minutes were approved by voice vote.

2020 Budget Update

Ron Johnson reported that the 2019 budget closed out with a surplus of \$34,000 and suggested that \$15,000 be added to the Maintenance Reserve and \$19,000 be added to the General Operating Fund. Discussion: The General Operating Fund is utilized to provide a 'cushion' for fluctuations in cash flow throughout the year. The fund is usually around \$100K. It was reduced by \$28,000 last year and this was an opportunity to replenish some of that. The Maintenance Reserve was impacted by replacement of one of the 8 HVAC's. This addition of funds is to increase the amount of this Reserve – a goal of Council in the past several years.

Motion: Helen Hoenig moved that \$15,000 of the surplus be applied to the Maintenance Reserve and \$19,000 be applied to the General Operating fund. The motion was seconded by Karen Demby and the motion was approved by voice vote.

Derek Harrison reviewed a spreadsheet comparing the approved budgets for 2018-2020, actual spending for 2018 and 2019, and a revised budget for 2020. The revised budget was developed to reconcile proposed spending with current pledges, more accurate estimates in benefits, and some voluntary changes in hours of 1-2 staffers. After these considerations, the budget deficit was at \$25,000. After some discussion, it was decided that a 4% reduction in program costs, along with a 4% reduction in personnel costs (with music program personnel costs being left alone) would leave about a \$13,000 deficit, which could be managed by boards saving as much as possible throughout the year. In addition, some savings may be realized due to delayed hiring in the Communications Manager. A revised budget table is attached.

Motion: Melanie Joiner moved that the budget be adjusted from that approved by the Congregation by the reduction in estimated personnel costs resulting from reduced staff hours and more accurate projections of health benefits. The motion was seconded by Peter Schay and the motion approved by voice vote.

Motion: Derek Harrison moved that the pledge income be adjusted to align with campaign results (reduction of \$60,000) and to increase projected non-pledge income by \$6,000. The motion was seconded by Peter Schay and the motion was approved by voice vote.

Motion: David Tanner moved that the non-personnel costs of programs be reduced by 4% at the discretion of the boards. The motion was seconded by Peter Schay and approved by voice vote.

Strategic Planning

Based on the Spring Initiatives Memo (attached), Gaylen Brubaker led a discussion of possible next steps in strategic planning. The Gist: There are structural and organizational changes that should be made to aid in the way the church is operating, which includes a clarification of roles, e.g., individuals clearly understand whether their role is primarily directing, consulting, or informing. However, there is also a need for the congregation to take on a more spiritual approach to change and to learn to live and work together in community.

The following ideas were shared about what could be considered for next steps:

- What do we need to do first and how?
- [We need to say] this is what we are going to do differently. [commitment]
- Build culture through practice [suggestion for working first with structures, organizational changes]
- In Children's and Youth, we focus on vision and mission, then think through our goals for the next year.
- How do we get beyond boards and committees and encompass the entire congregation?
- Consider Jeff and Katherine's (#call to renewal, attached) memo as process through Lent [opportunity]
- Consider focusing on structural things as they might trigger responses. An 'actionable' community covenant could come first.
- This is both/and – we should develop SOP's and spiritual practices. We can address issues in a spiritual way from a spiritual focus.
- Covenantal Community – need to get back to first principles: Why are we here? Why are we in relationship with one another? Remember that human beings are on the other side of every difficulty, but we do need structural changes to back it up.

- Comment recalled from Rev Carl Kenny, guest preacher for MLK Sunday: “People in conflict are ‘trying to be family’ otherwise, people would just leave....”

Ideas for spiritual renewal were shared because:

- What if we asked everyone to share a joy associated with the church – anonymously. We can share a pain/loss, a prayer for our covenantal community.
- Evening worship service where people share out loud themes (people would not share their own). Or people could share a night of joys and concerns@UCCH.
- ‘Wailing Wall’ where individual prayers are posted
- If information was gathered electronically, word clouds can be used to show themes
- Ideas surrounding spiritual activity for Lent drew a lot of enthusiasm for ‘prayer for Our church’. Collaborative prayers for our church seem very much on point to our need now. There was also lots of discussion on multiple levels for this, including individual, small groups, and church services.

Next steps:

Pastor Mary Elizabeth is working on the concept ‘Spiritual Opportunities’ for Lent. These would be weekly worship opportunities during the Lenten Season. Jeff Hall, Kirstin Frescoln, and Karen Demby have volunteered to work with her and to connect these efforts with Council initiatives.

Council members who can are invited to work with Gaylen on the structural changes – common themes, SOPS, **next Tuesday, February 4** at 7:00 pm. Room TBA

New Business:

Motion: Kirstin Frescoln moved that UCCH support the joint statement on humanitarianism with funds in our name. The motion was seconded by Jeff Hall and the motion approved by voice vote.

The joint statement (attached) will appear in a ½ page ad in the News and Observer.

Next Council Meeting: February 25, 2020

Closing:

Millie Brobston led the group in prayer.
The Meeting adjourned at ~9:00 pm.

Respectfully submitted,
Karen Demby, Clerk