

United Church of Chapel Hill Congregational Meeting October 28, 2019

Call to Order: Gaylen Brubaker, Moderator.

Invocation: Cameron Barr, Senior Pastor

Opening Song: We are One in the Spirit

Welcome and Overview: Gaylen Brubaker, Moderator

Gaylen provided a summary of the major Council activities planned from November 2019 to June 2020. The slides from the presentation are appended to these minutes.

- Implement changes to Faith Formation Programs that have been developed by Ministry Architects
- Recruit and elect Board and Committee members for 2020-2021
- The process that is being developed by the At-Large members of Council to open new channels for congregational input and inquiry
- Continuation of the Strategic Planning Process
- Exploration of additional opportunities for communication, healing, and organizational change

He also welcomes input to the Church Council via churchcouncil@unitedchurch.org which will reach him and the other church officers. A similar email will be developed to capture information for the At-Large group at Council.

Highlights of the 2020 Budget: Ron Johnson, Chair of the Trustees and Melanie Joiner, Assistant Moderator and Chair of the Personnel Committee

Ron provided a description of the process for developing the draft budget as well as the steps that will occur following approval of the budget which will include an adjustment in the budget relative to pledges received, if needed.

Melanie provided an overview of the personnel budget describing the composition which consists of salaries and benefits. There is a 3.3% increase over the 2019 budget, however, there have been two additional staffers added to the budget (part-year in 2019, but full-year in 2020).

Ron described changes in the budget for all the ministries: Justice, Outreach and Service, Faith Formation, Worship, Fellowship and Stewardship, Building and Operations. He also described pledge vs non-pledge revenues and connected how these would be combined to address the draft budget. (see appended slides for detail).

2020 Stewardship Program: Andrea Vizoso, Chair of Member Engagement and Stewardship

Andrea gave a brief description of the Stewardship program for 2020 and relayed how we have responded in pledges thus far. As of the meeting, we had received more than 111 pledges with 11 first-time givers. 51 of the repeat pledgers have increased their pledges 16.5% over last year. The average pledge size thus far is \$3400, though there is a broad range of pledge amounts, from a few dollars to several thousand and that NO PLEDGE IS TOO SMALL. Those who haven't pledged were encouraged to return the pledge card they received in the mail, pick up one in church, or to pledge online. Both methods are translated into Spanish. Everyone is invited to a special coffee hour (delicious food, delightful music) to celebrate on November 10 at 10am.

Ron Johnson then submitted the following motion: "I move that UCCH adopt the budget of \$1,068,186 for the 2020 calendar year as presented during the October 28, 2019 annual budget meeting and authorize the Church Council to make minor adjustments, after evaluating the pledge information." A 2nd was received and the motion passed.

Throughout the meeting, there were various questions raised and comments given, many for clarification and a desire for more complete information. Here are some of them:

- There were questions related to why the budget does not include gifts that pass through the church as donations to Church World Service, IFC, Habitat for Humanity or other special internal activities such as mission trips. Ron explained that the budget that was being voted on tonight is the operating budget that controls our core annual activities, that are controlled by the Trustees and the budget. The use of funds that are specifically designated for other activities at the time of donation are controlled by the giver not by Council. However, the trustees indicated that they would take another look at tracking those funds, more systematically, so that they can be reported to the congregation, in some useful form.
- Following a discussion of the difference between the church's annual budget and its balance sheet, it was suggested that a summary of the church's overall financial status be provided on at least an annual basis, possibly as part of the Annual Report.
- It was suggested that we look at the equity in the distribution of music-related expenses and staffing across worship services. Following a discussion of continuing education funding of the church employee (which appears in the personnel budget) and adjunct music staff (contractors), which appears in the music budget, it was suggested that all staff compensation and education expenses be consolidated into the personnel budget. It was also suggested that the church develop a clear policy regarding which activities of the church (especially related to musical direction and performance) are eligible for compensation.

The meeting was adjourned with a prayer by Pastor Ian McPherson and all joined in singing, "We are Marching in the Light of God." And, there was actual marching taking place.

Meeting was adjourned at 7:55 pm.

Next meeting: Spring 2020, TBD

Respectfully submitted,

Karen Demby, Clerk