

Church Council Minutes
February 22, 2022

Present

Alyson Breisch, Children's Ministry
Cameron Barr, Senior Pastor
Doug Bruce, Treasurer
Erica Tillman, Assistant Moderator
Jane Landreth, Clerk
Jean Anne Barnes, Fellowship
Jeremy O'Connor, At Large Member
Larry Kroutil, Board of Justice, Outreach, and Services (BJOS)
Linda Sellars, Adult Education
Mary McMillan, Moderator
Megan Hughes, Youth and Young Adults
Nubia Rivero Bello, At Large Member
Peter Schay, Deacon
Robin Smith, At Large Member
Soren Potthoff, At Large Member
Susan Renwick, Membership, Engagement and Stewardship (MES)

Not Present

Anne Stoddard, Trustees
Ian McPherson, Associate Minister
Jenny Anderson, Director of Music

Additional Attendees

David Mateo, Associate Pastor
David Taylor, Music Committee Chair
Mary Elizabeth Hanchey, Associate Pastor

Interpretation Services: Provided by Murtado Language Solutions.

Call To Order: Mary McMillan, Moderator called the meeting to order.

Invocation: Cameron Barr

Recognition of Visitors

David Taylor, Chair of Music Committee

New Business

No new business.

Agenda Approval

Approved.

Church Council Minutes
February 22, 2022

Moderator Mary McMillan asked if there were any new items to add to the agenda. Jane Landreth, Clerk requested that the Council Minutes email review and approval process be reviewed. The Council agreed to the following:

- When the draft minutes are circulated for review, each Council member will **affirmatively** reply with “**No Changes**” or “**Changes Are Needed**”.
- When the final minutes are circulated for approval, each Council member will **affirmatively** reply with “**Approved**” or “**Not Approved**”.

Senior Pastor Report

Personnel Update

- Reverend Ian McPherson has accepted a call to ministry at Pullen Memorial Baptist Church; his last day will be March 20, 2022. He will be greatly missed in his many roles in the church. It is important that the confirmands and youth have a powerful experience through the remainder of the year, but the strong Youth Board and teachers will work to ensure that occurs.
- A new organist has been hired and will start Sunday, March 6, 2022.
- Open Positions:
 - **Director for Children’s Ministry**
 - **Chair of Youth Board**

COVID-19 Update

- Cameron Barr continues to attend the bi-weekly COVID-19 Community Clergy Group.
- It is time to offer a confident invitation to return to in person worship. UCCH is slowly and intentionally ramping up.
- Adult Forums will resume.

Approval of Minutes

Previously approved via email.

Church Council Minutes
February 22, 2022

Membership, Engagement, and Stewardship

Susan Renwick provided the following report:

- Thirty fewer families pledged in 2022.
- In an effort to better understand giving cycles, the Stewardship Board will implement the following plan:
 - Collect data on giving patterns over the last five years.
 - Communicate information to groups.
 - Draft and target correspondence to church members.
 - Continue with the Storytelling Project.
 - Schedule fun and inclusive events.
- Jane Landreth, Clerk suggested that it might be beneficial to contact the Stewardship Boards of local Chapel Hill and Carrboro churches to identify pandemic financial strategies that have worked or not worked for them.

Financial Report

Doug Bruce, Treasurer

- A summary of the Treasurer's annual report was included in the February 22, 2022 ENews. This summary is included in Appendix 1 on page 7.
- Changes to the initial budget were reviewed and approved via email.
- January, 2022 was a good month:
 - Larger contributions than expected.
 - Fewer expenses than expected.

Trustee Report

- **Doug Bruce** reported that the Trustees were engaged in a large number of projects:
 - Contractor List.
 - Update to Financial Policy.
 - Reserve Analysis.
 - Review of alternative giving; Venmo, etc.

IT Streaming Task Force

Mary McMillan reported that the right team had been assembled, the right vendor had been selected and that they were waiting for parts in order to proceed.

Board of Adult Education

Linda Sellars provided the following report:

- Adult Forums will commence the first Sunday in March with a review of United Church of Chapel Hill covenants.

Church Council Minutes
February 22, 2022

Fellowship Board

Jean Anne Barnes proposed the following motion:

Motion: To accept Bill and Betsy Crittenden as members of the Fellowship Board

Second: Peter Schay

Vote: Unanimously approved.

Upcoming Activities:

- On March 5, 2022, baby items will be collected at the church for the refugee support community. MES will serve coffee and donuts.

Board of Justice, Outreach, and Service

Larry Kroutil reviewed the current status:

- The Afghan Resettlement Committee will sponsor a Shrove Tuesday Pancake Dinner on Tuesday, March 1, 2022.
- Church World Service (CWS) is still in the process of vetting team members. This has been delayed due to a large positive response.
- Cameron Barr discussed the possibility of inviting Dr. Wilma Gaffney to UCCH for a Racial Justice weekend; workshop on Saturday and preaching and leading a forum on Sunday.
- The [Durham Pilgrimage of Pain and Hope](#) will occur on July 15 – 17 for the members of UCCH.
- BJOS and the Music Committee are working on a proposal to educate the congregation about Negro Spirituals that we sing that were written by enslaved people.
- BJOS is experiencing issues recruiting members to serve; at the end of the year, there will be only two returning members for 2022 – 2023.

Children's Ministry

Alyson Breisch reported the following activities:

- In February, 2022, Children's Ministries participated with Mary Elizabeth Hanchey, Associate Pastor to create and deliver valentines.
- Reviewing activities to plan during Lent; will consider sending kits home to children.
- Discussing how to support and participate in the Good Friday service on April 15, 2022.
- The Crop Walk is scheduled on April 3rd; Melanie Joyner is assisting in the planning for church participation.
- Creation Camp Vacation Bible School (VBS) will be held from July 21 – August 4, 2022. Sixty to seventy volunteers are needed to assist in VBS activities.
- UCCH will participate in the multi-generational [Rise Against Hunger](#) event on Saturday, May 14, 2022 from 10 AM – 12:00 Noon. Rise Against Hunger volunteers will come to UCCH with food. UCCH volunteers will bundle the food. Funding options include:
 - Approve the fundraising plan submitted by Children's Ministry.
 - The \$5200 will be paid for with funds not currently in the budget.
 - There is \$21,000 in the Mission Outreach Fund; this is interest earned that is sitting on the balance sheet. Larry Kroutil will meet with Duane Gilbert and Cameron Barr to discuss and develop a clear process for distributing funds. Once completed, will be documented in the Trustees' Financial Plan. Cameron requested that Children's Ministries create a funding proposal, circulate to the Council via email and Council member will approve by email.

Church Council Minutes
February 22, 2022

- Cameron Barr will meet with Alyson Breisch to sign the contract.

Deacons

Peter Schay reported on the results of a six-month debriefing conducted with the Board of Deacons

Results:

- The last six months demonstrated the flexibility of the Deacons responding to the uncertainty of in-person worship.
- Communion practices evolved.
- A different source of gluten free bread was identified.
- A process was implemented to allow church members to volunteer ad hoc to take the altar flowers to a congregant worshipping at home.

Challenges to the next six months:

- Unpredictability of COVID spread.
- Finding members to serve as a Deacon.
- Reinstate structure in Deacons signing up for ushering.
- Rebuilding in-person attendance.
- Will need volunteers for online video streaming when it is implemented.
- Would like to set metrics for tasks within the Deacon's span of control.

Music

David Taylor (Chair of the Music Committee) reported on the results of a six-month debrief conducted with the Music Committee:

Successes:

- Staging the Joseph and the Multi-Colored Dream Coat musical.
- Memorial Service for Victoria Adeleke.
- Christmas **Lessons** and Carols.
- Inventiveness of the music staff and substitute organists.
- United Voices of Praise (UVOP) was able to work out a plan to perform once a month while accommodating the change in worship schedule.

Improve:

- Fill the organist position.
- Improve music support for La Mesa.

Goals:

- Enhance the music experience.
- Provide an opportunity for church members to learn about and participate in the music program.
- Solicit feedback from the congregation about the music program.

New Business

None

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**Church Council Minutes
February 22, 2022**

Action Items

#	Area	Owner	Action	Date Due	Status
1	Children's Ministries	Alyson Breisch	Submit fund raising proposal to fund Rise Against Hunger	03.22.2022	Completed
2	Church Council	Council Members	Approve Children's Ministries funding proposal	03.22.2022	Completed
3	Children's Ministries	Alyson Breisch & Cameron Barr	Sign Rise Against Hunger Funding contract	03.22.2022	Completed
4	BJOS	Larry Kroutil	Develop policies and procedures for distributing funds from the Mission Outreach Funds		
5	Trustees	Doug Bruce	Include the fund distribution guidelines in the Financial Policy document		

Upcoming Schedule:

- **Tuesday March 22, 2022:** Council meeting
- **Tuesday, April 26, 2022:** Council meeting
- **Tuesday, May 24, 2022:** Council meeting

Benediction: Mary Elizabeth Hanchey

Adjournment: Mary McMillan

Respectfully Submitted by: Jane Landreth

Church Council Minutes
February 22, 2022

Appendix 1
2021 Year End Treasurer's Report & 2022 Budget Update
From February 22, 2022 ENews

Doug Bruce, our Treasurer, is very pleased to report that 2021 closed out better than expected with a very high level of giving in December. He also shares some changes that have been made to our 2022 budget based on expected income. Here's the summary:

2021 Budget: Although we began 2022 with a deficit budget of approximately \$13,000, we finished the year with a surplus of more than \$31,000.

Designated Funds: We received and recorded \$80,306 in 2021 for specific use funds.

Endowment Funds: The value of our Endowment Funds grew from \$888,219 at the beginning of 2021 to \$969,786 at the end of the year.

Virtual Alternative Gift Market: The online market had sales of \$8,891, which support various ministries including Church World Service and IFC.

2022 Budget Update: Our 2022 budget, which was approved during our congregational meeting on November 3, 2021, was based on the receipt of \$925,000 in pledges. However, the actual pledged amount totals \$850,000. Due to this shortage, the Church Council has approved reductions in budgeted expenses from the original amounts approved by the congregation. The changes defer a number of re-engagement initiatives, reducing the affected budget items back to their 2021 budget levels, including:

- Personnel (\$6,500)- positions not yet filled
- Deacons and Music (\$12,000)- interpretation, musicians, music capital reserve
- Children and Youth (\$9,000)- curriculum, special programs, scholarships, trips
- Board of Trustees (\$19,500)- virtual/technology, printing, postage, office supplies/equipment
- Building and Grounds (\$11,600)- supplies, maintenance, utilities, grounds

These changes largely take the affected budget items back to the 2021 budget levels.