

**FIRST CONGREGATIONAL CHURCH
COUNCIL MEETING
FEBRUARY 08, 2022**

In Attendance: Pr. Becky David (Interim Pastor), Audra Bailey (Moderator), Kristi Bailey (Spiritual Engagement), Russ Armstrong (At Large), Abby Stickell (Christian Education), Barb Guss (At Large), Heather Carlson (Clerk), Phil Koenig (Building and Finance), Pam Wendt (Outreach and Mission)

Absent: Lindsey Spies (Interim Minister of Faith Formation and Pastoral Care)

Guests: Steve Schippers and Sara Wynn

Call to Order: Audra Bailey called the meeting to order at 6:06PM and opened with a prayer.

Visitor Input: Steve Schippers updated Council on the endowment and investments made over the last year. Council members each had a copy of the draft of endowment processes prepared in December of 2021. Steve told Council he'd been in a meeting this morning with Amber Moore and Jennifer Dailing regarding the different funds into which money goes and what a complex process it is. He suggested that each board needs to appoint one person to communicate with the office.

Approval of Minutes:

Phil Koenig moved to approve the minutes from the January meeting and the closed session meeting on January 23. Kristi Bailey seconded. Motion carried.

Review of Financials:

January financials were not available at the time of the meeting.

Moderator's Report:

The following items were discussed:

- **Personnel Update**
 - Administrative Assistant
 - Two candidates for the position were interviewed but neither were a good fit for the job. An interview with another individual is scheduled in the next week. This person may also be interested in the nursery coordinator position as well.
- **Nominating Committee**
 - Council members have a complete list of all board and council members whose terms are up, members who remain on boards and council, and new members to the boards and council.
- **Upcoming Meetings**
 - February 13 is the Year in Photos at 9:00AM and the Annual Meeting following worship at 11:15AM
- **2022 Budget**
 - We addressed the deficit budget of \$140,000. This includes unmet pledges.
 - There was a great deal of discussion about no one stepping up to serve as moderator and what that means for the future of the church. In addition, Pr. Becky advised Council that as a church we

need to be honest with ourselves and deal with difficult issues in the future.

**Pastor's
Report:**

In the last month Pr. Becky prepared for the Emergency Congregational Meeting and the Annual Meeting. She has also met with the Mod Squad and staff, interviewed candidates for the Administrative Assistant position with Personnel, provided pastoral care and marriage counseling, and celebrated the funeral for James Zaiss.

Pr. Becky also showed Council the proposed plan for the leadership team that the Mod Squad developed earlier this week. Each aspect of the plan supports each other and keeps the church staff informed as well. She explained that this is not going to be an easy process. The Transition Team needs to be expanded and their focus will be to engage the congregation in moving forward. Carol Freeman agreed to serve as the Leadership Team liaison to the staff and Scott Waletzko agreed to be the liaison to the boards. We do not have a Leadership Team liaison to serve as moderator.

Russ Armstrong also provided Council with a plan for moderator and vice-moderator.

**Interim Minister
of Faith
Formation and
Pastoral Care
Report:**

Lindsey Spies provided a written report of her activities for the month of January. In it she shared the following information:

- Issues with Fred Woller regarding snow removal have been resolved
- She thanked Nancy Lackey for scheduling volunteers to work in the office while we look for a new administrative assistant
- She is working on the curriculum for Sunday School and thanked Amanda Beck for signing up volunteers for teaching
- Confirmation mentors and students have been meeting before worship and had their first mini-retreat January 23.
- Youth Group has a trip to Snow Star planned.
- She addressed the discrimination issue that she and Pr. Becky faced with grace and honesty.

**Ministry Board
and
Committee
Reports:**

Christian Education

- Minutes from the January 16 meeting outlined upcoming youth group events, an assessment of how current board members see CE in its current state, Sunday School curriculum, an update on confirmation, and Vacation Bible School. Lindsey Spies asked board members to begin to focus on CE's future.

Building and Finance

- Minutes from the January 27 meeting show there was discussion about withdrawing money from the endowment to cover boiler work. A motion to accept a bid from Mid States with the possibility of an adjustment if JL Brady included salvaging the boiler burner and gas train passed. There was also a motion to leave the amount for the 5 year plan at \$600,000 with the intent to notify the congregation of the potential of additional expenses. The motion passed.
- **Outreach and Mission**
 - No report

Spiritual Engagement

- Minutes from the January meeting show that SE reviewed the Council report, let members know that Christmas decorations have been put away for the year, that Lindsey's reception was very nice and well attended, and that they are researching the bus policy. New SE board members are listed in the minutes.

Old Business:

Building Use Task Force

- Discussion of ideas will continue under the new Council in March.

New member Directory

- Elexio isn't complete and a new member directory will be a good way to update it.

The meeting was adjourned at 7:22PM following a closing prayer.

Respectfully submitted,
Heather Carlson
Clerk