

Congregational Board Meeting – May 12, 2015

Board Members Attending:

Lee Brumitt, Katie Cronin, Sandy Finney, Susan Garner, Amy Holmes, Dick Horn, Phil Howes, Cindy Irely, Carty Johannsen, J.J. Jones, Elvin Knight, Nancy Lear, Phil Love, Mary McClure, Sally Nielsen, Jared Rose, Jason Roske, Bill Watson, Betsy Wilson, Jeff Zimmerman

Board Members Absent:

Gloria Findley-Grogger, Jayson Parker, Tim Webster

Opening

Mary McClure called the meeting to order. Sandy Finney opened the meeting with a reflection and candle lighting.

Approval of the Board Minutes from March

Mary McClure asked if there were any corrections to the minutes from the March 10 meeting. After no amendments were recommended, the minutes were unanimously approved by the board.

Dashboard

Mary McClure reviewed the dashboard for the period ending April 30, 2015. Average attendance was less than the same month last year, although year-to-date average attendance was higher than the previous year. The number of first time visitors exceeded the goal for the month, but the year-to-date total of new members was less than the annual goal.

Phil Howes reviewed the financial section of the dashboard. The capital campaign loan balance is close to being paid off. Although contributions for the month were below budget, fiscal YTD contributions exceeded both YTD contributions from last year and the YTD budget.

Financial Report

Phil Howes reviewed the fiscal YTD financial summary ending in March, 2015. He noted the Early Childhood Program income was higher than both the YTD budget and the actual income for the same period the previous year. The music expense is currently over budget due to the timing of the brass concert, Easter, and other major events, however the budget should even out the rest of the year with minimal costs remaining.

Stewardship Committee Update

J.J. Jones reported that Sunday May 10th was Commitment Sunday. At the time of the meeting, 196 pledges had been submitted, with \$709,000 pledged; the average pledge is \$3,600, compared to \$3,000 last year. The committee set a goal of 35 new pledges and the total is currently 30. J.J. noted that Andy Berry will lead a team to make follow up calls to those who have previously pledged and have not yet responded.

J.J. also reported that he and Glen Miles each signed over 1,000 stewardship campaign letters, and thank you cards were sent to those who already pledged.

Endowment Update

Tom Van Dyke reported that at the next Endowment meeting on June 3, the Trustees will review a list of questions submitted by concerned church members. The meeting will be open and will include prior Endowment Trustees and a representative from Midwest Trust to discuss the status of the investments.

Narrative Budget and Budget Planning

Carla Aday explained the purpose of the Narrative Budget, which is to tell a story of how dollars contributed transform into the church's ministries. Carla explained the three categories of the Narrative Budget: Grow Spiritually, Worship God, and Serve, pointing out that Serving is the biggest cost.

Carla then reviewed the projected expense budget for the upcoming 2015-2016 fiscal year. Notable items include an increase in Early Childhood Program expenses for additional teachers and to maintain accreditation standards, an increase in Children's Ministry expenses due to new programs and previously unbudgeted childcare during worship, and the Practical Services budget increased to allow for anticipated building maintenance. The Congregational Care budget has been reduced, due to a generous gift from a member.

Nominations Committee

Phil Love discussed the considerations of the nominating committee, noting the intention to honor various kinds of diversity, before presenting the slate of nominations for the 2015-2016 year. Phil elaborated upon the committee's recommendation of Leeann Blundell as Chair Elect and Amy Guthrey as Treasurer. Subsequent to the printing of the nominating slate distributed at the board meeting was the nomination of Steve Bough for Elder Chair Elect. Phil asked for discussion of the selections and requested board approval of the proposed slate, which will be presented in the Congregational Meeting on June 14. The board unanimously approved.

Phil explained that in the committee's final meeting on May 20, they will evaluate the current nominating process and how the committee is formed according to the bylaws, and establish a process for next year's committee.

Personnel Committee

Lee Brumitt reported that the Minister of Music, David Diebold, has announced his retirement effective August 1, 2015. There will be a celebration of David's ministry on July 26, his last Sunday, and Brian Campbell is leading the effort for organizing the celebration. John Cockle has been appointed as the chair of the search committee to find David's successor. Once the committee is formed, one of the first orders of business will be the selection of an interim director of music. Mr. Brumitt also discussed the preparation of the job description, which will remain intentionally broad to attract applicants with a variety of experience, skills, and educational backgrounds.

Mr. Brumitt explained that the Personnel Committee has been studying staff compensation using a not-for-profit study published by UMKC as well as data obtained from other churches in the Midwest. The study will also incorporate a review of the size of the personnel budget in comparison with the overall church budget. This process commenced in July, 2014 and is expected to take a few more months to complete.

Lastly, Mr. Brumitt reviewed the church's annual ministerial housing allowance approval process for compliance with IRS. Housing allowance forms are collected annually, and the annual housing allowances filed by Glen Miles, Carla Aday, David Diebold, Joe Walker, Monica Lewis, and Meredith Holladay for the tax year of 2015 were approved by the Congregational Board.

Senior Minister Report

Glen Miles began with thanks to Phil Love and the Nominating Committee, J.J. Jones and the Stewardship Team, Cindy Irey and those who helped host the luncheon for the General Board of the DoC, and Barbara George and her team for organizing the Annual Dinner and Auction.

The summer sermon series will be "The Pursuit of Happiness." The fall sermon series will be based on additional suggestions from November's Elders/Deacons meeting, including, "What does it mean that Christ died for us?" "Why do you go to church?" and "Forgiveness is the hardest thing."

Dr. Miles discussed the continued effort for church growth and development, and announced two committees that have been formed to research (1) what are considered best practices for similar churches, and (2) multi-site churches and their opportunities for growth. He also discussed the need for the Senior Minister to increase time spent out in public, participating in speaking engagements and getting our church's name out in the community.

Lastly, Dr. Miles announced that his term as moderator of the General Assembly ends on July 23 at noon.

Additional Announcements

Nancy Lear explained the church's involvement with the Della Lamb refugee resettlement program, including an all-church project to furnish a home for six. Signups for donating various home essentials will be available in the Parlor. This coming Sunday, May 17, the Koinonia class will host a gathering in the Social Hall to introduce a family from Della Lamb.

Also, on Sunday, May 17 at 12:15 pm, there will be an informational meeting regarding the mission trip to India in January 2016.

Adjournment

Mary McClure announced that the next board meeting will be moved to June 16 to accommodate board member absences. Mary McClure then adjourned the meeting and Glen Miles closed with a prayer.

After the meeting adjourned, Phil Love, Chair of the Nominating Committee, asked that the slate of nominees presented at the Board meeting be amended to add Karen Gallagher as an Elder nominee to be submitted at the June 14 congregational meeting, due to an oversight in failing to include her on the written slate presented at the Board meeting. Each member of the Congregational Board was polled and indicated his or her consent to the action.