

Country Club Christian Church  
Congregational Board Minutes  
February 27, 2024

**Attending:** Jennifer Austenfeld, E.J. Becker, Kathy Buckley, Justin Cottrell, Sara Engber, Erin Feitz, James Guthrey, J.J. Jones, Phil Klever, Becky McElduff, Glenn Mills, Jennifer Parker, Beckie Rogers

**Not Attending:** Sara Engber, Dana Flora

**Staff:** Rev. Carla Aday, Rev. Bryce Bowers, Tulley Beard

**Guest:** Nancy Lear

***Call to Order***

J.J. Jones called the meeting to order at 7:05 p.m.

***Welcome and Opening Meditation***

Jennifer Parker gave the opening meditation and opening prayer.

***Consent Agenda***

The Board reviewed the dashboard for January. Carla Aday noted an update was made to the presentation of the first-time visitors to goal year to date. The Board unanimously approved a motion to approve the consent agenda including the January 9th Congregational Board Minutes.

***Personnel Committee Report***

Rev. Aday said progress is being made on searches for Minister of Congregational Care, Director of Youth Ministry and Director of Children's Ministry. The committee for the Congregational Care is almost finished with the job description. The consultants from the Center for Youth Ministry Training are receiving and screening applications for the positions that are posted on our website. Both positions are open to clergy, but it is not a requirement.

***Finance Committee Report***

Glenn Mills said the January contributions have nearly addressed the shortfall shown through December. The committee is working on the narrative presentation of the quarterly report to assist understanding of variances or trends that fall outside of expecting timing . The committee is also receiving and reviewing the FY 2022-23 audit to provide a recommendation to the Board on its acceptance and any further discussion needed. There is a timing constraint on Board approval tied to the requirements for a bridge loan on the construction. Nancy Lear

commented that the audit being finalized and approved will allow the Endowment Trustees to begin budgeting for FY 2024-25.

### ***Sr. Minister Report***

Rev. Aday said the most notable aspect of the January dashboard is attendance being level with January 2023, after most months lagging behind prior year numbers. Pledges to the Capital Campaign are 90% collected and operating budget revenue is higher than January 2023.

Update on The Next 5 Strategic Priorities:

- Two months into first four-month new member program, interest and results are strong. Sunday worship welcome desk is being staffed with volunteers. Worship committee is meeting this week.
- Rev. Bowers is making progress with church-unaffiliated and young families and individuals. There is a lot of flexibility in trying new things and adapting with a new Millennials group wanting to meet weekly instead of monthly and lessons learned from other ideas.
- Small group factory is seeing activity with Lenten groups, particularly for virtual and remote groups.
- Inclusivity – There is an Open and Affirming Implementation Committee fully formed. Swope Parkway partnership is flourishing with direct relationships among members of both congregations. Swope is looking at options for the property the congregation owns through the congregational headquarters while intending to worship at our property indefinitely.
- Communications – Happy with streaming for Elder/Deacon Retreat. Members want to see more participation in Church Center, more families opting in to that method of communication.

Ribbon cutting on the first phase of construction is scheduled for April 28th. The next phase will be addressed by (1) Building Committee and (2) Master Plan Committee to identify and prioritize projects that will be taken up as funding allows. Big projects in this vein are the third floor and kitchen.

Rev. Aday said she sees improvement in the staff energy, morale, creativity and spirit with the presence of new staff and new interims. She also is focusing on an engagement mindset, as in are we ready and open to addressing needs such as new visitors and flexibility to find programming that is responsive to what members want.

### ***The Next 5 Strategic Priorities***

Rev. Aday asked for feedback on the Elder/Deacon Retreat. The comments touched on the need to be open to the different ways people seek spirituality and connection. The yearning for meaning and the transcendent is part of everyone, not a function of the church and unchurched, which is a line that is already considerably blurred in this congregation.

Looking at strategic priority 2 to invite church-unaffiliated and to engage young families and individuals, Rev. Aday asked what tangible things we have to offer and what gets in the way of planning for the people who are not yet here. Ms. Lear said service opportunities. James Guthrey noted the multiple services create a dividing line that makes it more effort to meet people outside of one's favored service. Phil Klever asked how visitors are finding us online, streaming, weddings, driving by, or other events. Rev. Aday says they have found us online and streaming. Mr. Jones said we can offer a different approach to Christianity that makes it clear we are a church that is open to those searching for meaning and spirituality that is not divisive. Liz Copeland said something tangible is child care to bring families, which has been attractive to the Babies and Breakfast group. Mr. Jones suggested a shared meal or dinner church for those who do not have easy, regular options to share a meal with others. Ms. Copeland said the traditional church potluck would fit the bill. Ms. Austenfeld agreed a social kitchen would be ideal to enhance the Swope Parkway partnership. Ms. Lear said the key is getting people here and being persistent in inviting them.

### ***Closing Prayer***

Rev. Aday offered the closing prayer. The meeting adjourned at 8:00 p.m.