



## Council Meeting Minutes

Date: December 19, 2017

Time: 7:00 pm

Place: Chapel

- Members:**
- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Kelly Pollock, Moderator | <input checked="" type="checkbox"/> Barbara Metric, Clerk |
| <input type="checkbox"/> Matt Aeschleman                     | <input type="checkbox"/> Adam Alonso                      |
| <input type="checkbox"/> Lily Alter                          | <input checked="" type="checkbox"/> Gene Armstrong        |
| <input checked="" type="checkbox"/> Marcia Ashton            | <input checked="" type="checkbox"/> Cathy Cerniglia       |
| <input checked="" type="checkbox"/> Melinda Haag             | <input type="checkbox"/> Steve Pederson (E)               |
| <input checked="" type="checkbox"/> Janet Haisman            | <input checked="" type="checkbox"/> Cate Reading          |
| <input checked="" type="checkbox"/> Shanti Kulkarni          | <input checked="" type="checkbox"/> Priscilla Sibley      |
- Staff:**
- Rev. Deborah Kapp
  - Rev. Britt Cox
  - Rev. Lydia Mulkey

**Guests:** Jackie Eckholm, Mark Burkland

**Moderator Kelly Pollock called the meeting to order at 7:06 pm with a quorum present.**

### I. Opening Devotion and Prayer – Marcia Ashton

Marcia shared Christmas snapshots, focusing on Hope and Joy. She suggested in the New Year, as we get more connected we need to be the ones who step forward. She led Council in an opening prayer.

### II. Personnel

Mark Burkland gave an update on a Personnel issue, 2 public documents have been filed. It's a standard complaint in a Federal Court and there are 3 Defendants: First United Church of Oak Park, the United Church of Christ, and the Presbyterian Church. The Plaintiff is Donna Montgomery, former Church Administrator. The substance of the 4 complaints is: Race discrimination, Hostile Work Environment, Retaliation, and FMLA. Defense council has been designated by our insurance company. Mark Burkland requested a group of 3 Council members be designated to be liaisons between Mark & the Insurance defense lawyers and Council for communication purposes as First United hears updates regarding potential settlement discussions from our insurance company. It was determined the group would consist of Rev Deborah Kapp, Shanti Kulkarni, and Melinda Haag.

### III. Joys, Concerns, and Remembrances

Priscilla shared concern for Bob Hahn. Cate got to meet a friend's new baby and hold him! Britt shared prayers for Dan Efner, Mary Ellen Withers, as well prayers for the McClure family on the deaths of both Lynn and Jim. Kelly shared concern for her sister in the fire zone in Santa Barbara.

#### IV. Omnibus Motion

Action: A motion by Barbara Metric to accept the following meeting minutes, motions, and membership report was seconded. Motion was approved unanimously.

- Council Meeting minutes - Nov 21, 2017
- Membership Report: October/November
- Council – Special Meeting minutes Dec. 9, 2017 (Personnel).

#### V. Staff Reports

**Lydia** – HOG was great. Pageant is coming! White Privilege class is going well, looking at next steps. Be an anti-racist instead of a non-racist. Looking to bring in black teachers and leaders.

**Britt** – Christmas Service at 8pm. Podcast has been going so well!

#### VI. Financial Reports

Jackie Eckholm shared that the pledge total for 2017 is expected to be \$609,500. We are up to date on all distributions except for Harrison, working on that. All bills currently submitted for building restoration have been paid (\$140,400 masonry, \$1875 design). Our margin loan is up and running, first payment of \$157,140 was paid. Maureen Wheeler is working hard to get things organized and transparent. Some minor bookkeeping changes are occurring. One more emergency expense (\$1700 lighting). Faith in Action has spent their budget of \$99,796. Deborah added: \$5,000 was paid to the denominations, \$2500 to each. 4<sup>th</sup> Sunday offering in Dec will go to FIA Refugee families. Marcia Ashton request a letter updating the congregation on a capital campaign, loans, and payments; it was suggested annual meeting might be a good place for this. Finance agreed to give a brief update in the next Messenger Bell.

#### VII. Stewardship

As of the week of Council meeting, there were 175 pledges totaling \$619,000. It's projected to come in at \$661,181. There are still 57 pledges not renewed totaling \$107,000, and Stewardship is hopeful to get \$43,000 of that. There was a noticeable uptick in pledges from people who did not give in 2017 but are now giving again in 2018. In general, \$610K in 2017 and \$660K in 2018.

#### VIII. Budget

Kelly shared at this time Council and Finance have gotten the budget for 2018 to a projected -\$3,621 deficit if we hit the pledge goal of \$661,181. The changes are from: all staff have access to healthcare (Lydia \$5K/UCC plan, Jesus \$5K/med & dental), reduced pastoral search funding and eliminated \$4700 tech committee projector. All B&G expected major expenses are already within the loan (Roof, tuck pointing, Sanctuary repairs). Education budget reduced by \$5K, FIA was limited to restricted funds. Priscilla asked what is happening with Nursery school: no good answer yet. They have a 1 time reduction on fees and are hoping to hit \$15/hr for all teachers. Working together with them to determine answer.

Action: Cate Readling moved that Council approve the 2018 First United Church of Oak Park's budget on 12/19/2017. The motion was seconded and unanimously approved.

What happens next: committees will be told by Kelly Pollock of approved budget by Council, and on January 21 after Church there will be a "Talk to Council" meeting, with a focus on the budget. On January 28 we will hold our Annual Meeting and luncheon to have a congregational vote to approve the budget and then talk about the future of First United.

### **IX. Interim Update**

Deborah shared that both Keith and Amanda have accepted their new positions (Manager of Building & Grounds, Manager of Operations). The Bookkeeper and Administrative Assistant positions have been posted. Deborah shared a letter she wrote to Council regarding our transition, stating a different model than the one used after Kent Organ's interim position is needed. She's pleased that the Strategic Planning Accountability (SPAT) team has been identified. She will work with them to assess the culture of First United to prepare for a new lead pastor. She would like to give people space to talk, grieve, recover with regard to the personnel transitions that have happened over the past year; she believes it is still important to offer that.

### **X. Moderator Update**

Thank you to all who attended Kelly's Christmas Council party. A good time was had by all! Kelly shared who the members of the SPAT team are: Mary Anderson, Art Spooner, Melinda Haag, Marteki Reed, Carl Nauert, and Laurie Joliecouer. Joan White from First United Nursery School shared NACY accreditation of 5 years was given the nursery school!

### **XI. Committee Updates**

Cate shared the Deacons would like to invite Council to a spiritual retreat night, date TBD.

Gene read the report of goals for planned giving and was pleased to share 5 additional members have recently put the Church in their estate plans!

Priscilla reminded everyone of the Women's Retreat coming up. Registration is open.

Janet shared a revised minutes for Building and Grounds, including a graph of the work plan for the roof.

### **XI. Adjournment and Closing Prayer**

Marcia Ashton moved to adjourn at 9:40pm. The motion was seconded and unanimously approved. Deborah Kapp led the closing prayer.

**Next scheduled Council meeting: January 16, 2018 at 7:00 pm in the Chapel**

Respectfully submitted,  
Barbara Metric, Clerk