



Council Meeting Minutes

Date: February 20, 2018

Time: 7:00 pm

Place: Chapel

- Members:**
- | | |
|--|---|
| <input checked="" type="checkbox"/> Kelly Pollock, Moderator | <input checked="" type="checkbox"/> Barbara Metric, Clerk |
| <input checked="" type="checkbox"/> Matt Aeschleman | <input checked="" type="checkbox"/> Lily Alter |
| <input checked="" type="checkbox"/> Gene Armstrong | <input checked="" type="checkbox"/> Priscilla Sibley |
| <input checked="" type="checkbox"/> Marcia Ashton | <input checked="" type="checkbox"/> Cathy Cerniglia |
| <input checked="" type="checkbox"/> Melinda Haag | <input checked="" type="checkbox"/> Steve Pederson |
| <input checked="" type="checkbox"/> Janet Haisman | <input type="checkbox"/> Cate Reading |
| <input checked="" type="checkbox"/> Shanti Kulkarni | <input checked="" type="checkbox"/> Chase Gentile |

- Staff:**
- Rev. Deborah Kapp
 - Rev. Britt Cox
 - Rev. Lydia Mulkey
 - Amanda Swanson

Guests: Cindy Palombi, Laurie Jolicouer, Ally Vertigan

Rev. Deborah Kapp opened the meeting with a prayer, and Moderator Kelly Pollock called the meeting to order at 6:15 pm with a quorum present.

I. Debriefing from Conversations with Deborah

Deborah shared her summary and thoughts on the two gatherings held in February to allow for the congregation to discuss the departures of both Rev John Cole and Rev Marylen Marty-Gentile. Council was joined by several Deacons for the discussion. A few questions for Council to reflect upon: do our bylaws really show how a union church will function? Does building trust need attention, and how do we attend to transparency? Is there a need for a healing service, or an ongoing need to have healing services? How does Council receive and respond to concerns and complaints, and how do we prevent this from happening again. The overall vibe of both conversations was constructive, with a focus on processes and attention to issues. Deborah finished her debriefing with a thank you to all who participated in the conversations.

II. Opening Devotion and Prayer – Shanti Kulkarni

Shanti shared a passage he learned in an Olde English class in college: Bede's The Sparrow. A story told by the counselor of the King, about sitting in a house in the winter and a sparrow flies through the house and back to winter. The idea of flying blind in life with brief moments of illumination. Shanti then led Council in an opening prayer.

III. Joys, Concerns, and Remembrances

Dan Efner passed away. Janet's neighbor Patty, suffering from brain cancer and entering hospice. Amanda's father Dick is having triple bypass surgery. Barbara's mother in law visiting. Marcia really enjoyed passing the peace as she was able to meet someone new.

IV. Omnibus Motion

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

- Annual Congregational Meeting minutes – Jan 28, 2018
- Council Meeting minutes - Jan 16, 2018
- Membership Report – January 2018
- The Nominating Committee moves that Council appoint Rich Wheelock to fill the Deacons' vacancy in the class of 2018.
- The Nominating Committee moves that Council appoint Chase Gentile to fill the Council vacancy in the class of 2020.
- Dissolution of 4 way covenant with Eliza Stoddard Leatherberry: Council moves to dissolve the 4 way covenantal relationship between Eliza Stoddard Leatherberry, First United, the Chicago Metropolitan Association of the United Church of Christ, and Advocate Children's Hospital. We offer blessings for Eliza on her journey, with gratitude for her service to our congregation, her participation in our worship services, and her involvement with Christian Education since 2012, as well as her work as hospital chaplain at Advocate Children's Hospital in Oak Lawn.
- Council moves to appoint Pauline Coffman as an advocate to speak in support of the overture on Syria and James Babcock as an advocate to speak in support of the overture on divesting from Fossil Fuel investments at the PCUSA General Assembly to be held this summer in St Louis.

V. Strategic Plan Update – Laurie Jolicoeur

Laurie is one of the facilitators with the Implementation team, and she shared details regarding the Engagement Pillar. The three aspects of this pillar are Council, Discipleship, and Leadership. Laurie will assist Council in progressing and staying on task with our two responsibilities as we work to develop our spiritual community.

VI. Staff Reports

Lydia – Adult Ed is going well. In the midst of Lent, working on Ash Wednesday and prayer stations. Feb 28 there will be a Youtube live event at 6:30pm. Steve requested Council members be a visible presence at Lydia's classes.

Amanda – Drinking fountain is installed! Dennis Cobb, the new Administrative Assistant will be working Mon – Thurs 12-5pm.

Deborah – Close to hiring a Financial Assistant, ideally by the end of week and then we will be fully staffed. Maureen on board for three more months. She will help First United in a very small capacity for the long term. Maureen and the new Financial Assistant will move to Room 10 together.

VII. Election of Vice Moderator.

Action: Barbara Metric moved that Council elect Gene Armstrong as Vice Moderator. The motion was seconded and unanimously approved.

VIII. Personnel

Action: Priscilla Sibley moved that Council approve the position of Financial Assistant. The motion was seconded and unanimously approved.

The 2013 Personnel handbook that had some revisions suggested in the spring of 2017 was discussed. Council reviewed information from Personnel, and Kelly will ask Personnel to put together a recommendation of all issues (vacation time, health care, etc.) with a focus on how it will financially affect the Church and present to Council. Council did have a few suggested revisions.

Action: Kelly Pollock moved we accept the recommendation regarding Health Insurance from the Personnel Committee Handbook Working Committee Memorandum dated 2/15/2018 with the following amendments to their language on page 3: "To that end, the Church encourages employees who do not have access to viable health care options, as determined by the Church, to explore self managed plans..." and "In these instances the Church will provide the applicable insurance carriers with a maximum of \$5,000 per year to help subsidize the cost for full-time..." The motion was seconded and unanimously approved.

Action: Gene Armstrong moved Council approve the suggested policy on Hiring Members of the Church as reflected on page 4 of the Personnel Committee Handbook Working Committee Memorandum dated 2/15/2018, including 2017 as the cut off year. The motion was seconded and unanimously approved.

IX. Moderator Update

Council received a letter from Brad Carlson, a member of First United. Brad shared some concerns about how an unrestricted gift the church was receiving was being handled. Kelly shared some additional information, specifically that about half the money was given up front and the other half would be given once the estate was settled. She also shared that there was a possibility that the payment would be less than expected and some of the first part of the gift would need to be returned, so in an abundance of caution the Planned Giving Committee decided to hold off on announcing the gift until the entire gift was finalized and received. Per policy, the Planned Giving Committee will recommend to Finance what to do with the gift, and Finance will make a final recommendation to Council at a later date.

The goal remains to replace the roof in April and there is a 3-member group that is determining how to use the old roof slate. Kelly reminded Council that nothing has been done with a Capital campaign. First United has signed contracts for the roof and other repairs and taken margin loans on the endowment, but no work on a Capital campaign.

X. Committee Updates

Centennial Celebration is taking shape. Marcia Ashton shared the Kick Off is April 15th. There will be a panel discussion on 1st United's role with open housing in June, and an old fashioned picnic the week after Gathering day in the fall. In addition there will be a talent show in late Fall. Marcia invited Council to host the April 15th meeting and to help.

Action: Marcia Ashton moves Council affirm the “Centennial Celebration, Building for the Ages” as an all-church endeavor that recognizes our 100 year history and our ongoing dedication to worship and service and community. The motion was seconded and unanimously approved.

Action: Lois Thiessen-Love, on behalf of FIA, moves Council support the Overture regarding prayer and nationwide action to prevent gun violence. The motion was seconded and unanimously approved.

XI. Adjournment and Closing Prayer

Melinda Haag moved to adjourn at 9:27pm. The motion was seconded and unanimously approved. Deborah Kapp led the closing prayer.

Next scheduled Council meeting: March 20, 2018 at 7:00 pm in the Chapel

Respectfully submitted,
Barbara Metric, Clerk