



Council Meeting Minutes

Date: April 17, 2018

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 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 type="checkbox"/> Steve Pederson (E) |
| <input type="checkbox"/> Janet Haisman (E) | <input checked="" type="checkbox"/> Cate Readling |
| <input checked="" type="checkbox"/> Shanti Kulkarni | <input checked="" type="checkbox"/> Chase Gentile |
- Staff:**
- | | |
|---|--|
| <input checked="" type="checkbox"/> Rev. Deborah Kapp | <input checked="" type="checkbox"/> Rev. Britt Cox |
| <input checked="" type="checkbox"/> Rev. Lydia Mulkey | <input checked="" type="checkbox"/> Amanda Swanson |

Guest: Jackie Eckholm, Cindy Palombi

Moderator Kelly Pollock called the meeting to order at 7:08 pm with a quorum present.

I. Opening Devotion and Prayer – Cathy Cerniglia

Cathy shared a story about doing home repairs in KY, an Appalachian service project when she was in high school. It helped guide her career choice. She read a story titled “On Finding Golden Eggs” in the book titled *Life is Like That* by Glenn Evans. The story’s moral was compassion and sharing will result in heart-warming experiences. She found a golden egg in a silver basket while on this project. Cathy led Council in an opening prayer.

II. Joys, Concerns, and Remembrances

Marcia Ashton shared her great joy for the kick off Centennial celebration and the assistance of others. Kelly Pollock shared that her Aunt was recently diagnosed with lung cancer, and the mother of her dearest friends passed away. She also shared a joy that her family was heading to Kansas City this weekend to attend her flower girl’s wedding! Cate Readling shared a joy that she will attend the Boy Scouts of America’s National meeting in Texas as a voting member, and her Cub Scout troop now has 4 girls. Britt shared there were lovely memorial services for both Dan Efnor and Connie Henderson-Damon. Lydia said Jim Morrison was home from the hospital.

III. Omnibus Motion

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

- Council Meeting minutes - March 20, 2018
- Membership Report –Feb/March 2018
- Council moves to approve Rev. Deborah Kapp’s nomination of Charles “Chip” Readling for the Boy Scout’s God and Service Award and \$40 processing fee.
- FIA moves Council support First United’s continued membership in the Middle East Task Force’s covenant of 4 churches (METF)

IV. Financial Reports – Jackie Eckholm

Received pledges are down, about \$34K behind in pledges. Maureen looking into it, giving statements are going out. There is a glitch with Vanco (online) and we are asking people to look at statements. We are making changes to online so giving has more options. Snow removal – sent letter we are contesting bill, haven't heard back. Directed Bernstein to take \$117,679 and \$7,652 in interest from the gift from Carol Kelm and use it to pay down margin loan. Will be seen as initial donation for Capital campaign in future. Paying down loan this early will save estimated \$22,800 in interest. Finance committee is watching effect of market on loan and feels SMEF portion of investments is doing well and we're in good shape with loan. Discussion of getting Maureen more hours, to work on revamping Chart of Accounts, reviewing books for audit, and working on proposal to change fiscal year to match Nursery school. Concern of Personnel of having a contractor supervise employee so Personnel and Finance will meet to determine how best to move forward with Maureen's hours and status and supervision of Financial Assistant. As committee structure changes, will work to make sure Chart of accounts works with committee structure. What is plan if pledge giving doesn't improve: Finance will come to us at half-year mark with suggestions. 2017 Financials going out to congregation this week.

V. Staff Reports

Britt – She's wrapped up her responsibilities and she's thankful for all the well wishes and gratitude.

Amanda –Roofing project begins April 18. April 23, organ wrapped up and scaffolding coming on the west side (outside). Some concern congregation doesn't know schedule, Kelly has put something in Messenger Bell and there will be a joint letter about the roofing project. Amanda vacation from 4/20 – 4/28. Dennis is doing great. Susan off to a great start, asking some questions.

Lydia – great holy week, smaller Easter numbers due to spring break of D200 and D97. Steve Davidson's adult ed sessions are going well, 2 of 4 completed. Lydia vacation beginning April 24 and will miss Youth Sunday on April 29.

Deborah –Dealing with issue with Jesus' health care and some complications. Deborah gone on April 29th as well, so Alicia is on her own for Youth Sunday!

VI. PNC Discussion

Council received 20 names from Nominating Committee- both self nominated and recommended by Nominating. Council agreed to size of 9 for PNC: 7 adults, 2 youth. May 20th is goal to announce PNC, decide at May 15th meeting. We agreed to ask 20 people why do you want to do this, and for those who self nominated why did you self nominate. In addition, we would tell them that it's a significant time commitment they are agreeing to. Council is to get additional names to Kelly by end of week. Kelly will contact the 20, get personal statements from those interested, and that will be sent to Council before the May meeting. At the May Council meeting Shanti, Melinda and Gene will have decided on a voting procedure for us and we'll vote.

VII. Strategic Plan Update – Kelly Pollock

Council has 2 responsibilities within the Strategic Plan at this time: to review the structure of First United's Governance, as well as reviewing the makeup of the Committees of First United. It was determined we would put together two task forces to address these items: Governance Task Force and Committee Review Task Force. Names were suggested for both groups.

VIII. Moderator Update

SharePoint and Member Link access: it was decided that the Safe Church Team will add a social media portion to their action items and write up a suggested policy for both.

Alcohol at First United: Do we want to consider ending the no-alcohol policy at First United? Members of Council who spoke up said they were strongly against ending the policy and that it was quite certain to be controversial and that we do not need this type of divisive distraction at this time. No further discussion

Barbara read the letter from Mark Burkland with an update of the Montgomery lawsuit: First United's motion to dismiss two of the claims was denied. Dec 31, 2018 is the deadline for parties to complete the discovery process. Judge ordered parties to discuss settlement and Ms Montgomery's attorney is to make a settlement demand within 3 weeks. The next status hearing is set for May 15.

IX. Committee Updates

Action: Gene Armstrong moved on behalf of the Finance committee that Council approve the addition of \$1,500 for supply preachers to the 2018 Budget in Personnel Line Item "Provision for Personnel." The motion was seconded and passed unanimously.

Barbara shared that all three overtures passed by Council from FIA have made it through to the Presbyterian General Assembly this summer!

Marcia Ashton gave a detailed update of the Centennial Celebration, saying the tours were highly successful. On June 10 there will be an open housing panel. The cost (\$4,000) for all of the Anniversary Celebration expenses will ideally be covered by the Evening Division.

Discussion took place of where will we worship while sanctuary is closed: outside, chapel, gym, as well as other sanctuaries.

X. Executive Session

Action: Cate Readling moved Council go into executive session at 9:23 pm to discuss a Personnel issue. The motion was seconded and passed unanimously.

Council remained in Executive session approximately 40 minutes. Actions taken during executive session include:

Action: Barbara Metric moved Council adopt the Personnel Committee's recommendation that Lydia Mulkey's employment be extended for an indefinite term, effective July 1, 2018. The motion was seconded and passed unanimously.

Action: Barbara Metric moved that, subject to the congregation's ultimate approval the Personnel Committee and the Interim Lead Pastor be authorized to negotiate an employment agreement with Lydia Mulkey that (a) changes her position from a Designated Term Pastor to Settled Call Pastor, with the same responsibilities as her current position subject to any needed amendments to meet current circumstances; and (b) includes vacation and leave amounts meeting the guidance in the UCC's 2018 Guidelines or First United's current personnel policies, whichever provides the greater benefit. The motion was seconded and passed with one abstention.

Action: Barbara Metric moved Council call a congregational meeting to be held on May 20, 2018 for the purpose of electing new Council members, Deacons, and Nominating committee members along with a slate for the Pastor Nominating Committee. In addition, a congregational vote will be held regarding Council's motion to enter into a covenantal relationship with Lydia Mulkey for a Settled Call Pastor position. The motion was seconded and passed unanimously.

Action: Cathy Cerniglia moved Council return to open session at 10:01. The motion was seconded and passed unanimously.

XI. Adjournment and Closing Prayer

Priscilla Sibley moved to adjourn at 10:03pm. The motion was seconded and unanimously approved. Deborah Kapp led the closing prayer.

Next scheduled Council meeting: May 15, 2018 at 7:00 pm in the Chapel

Respectfully submitted,
Barbara Metric, Clerk