



Council Meeting Minutes

Date: February 18, 2020

Time: 7:00 pm

Place: Chapel

Members: Gene Armstrong, Moderator-E Carl Nauert, Clerk
 Megan Lewis - E Carol Ingram
 Sallie Smylie Priscilla Sibley
 Sue Saliny Dan Pietrini
 Melinda Haag - E Samantha Duwe
 Janet Haisman Paul Raducha
 Jamie Shamhart David Hanson
 Alissa Lonergan - E

Staff: Rev. John Edgerton Alicia Reese
 Rev. Lydia Mulkey Amanda Swanson

Guests: Aly Schoenfeldt, Fran Knechel, Bob Giles, Jackie Eckholm

Sallie Smylie, Vice-Moderator, called the meeting to order at 7:03 pm with a quorum present.

I. Opening Devotion and Prayer – Jamie Shamhart

Jamie’s devotional was about ‘Unconditional Giving’. We should give up setting goals, achieving goals and measurement and look upon our church service as unconditional giving. She used her years as a FUSH Advisor as an example. She stopped measuring herself in year 2 and made the experience all about the kids. Jamie led us in prayer.

II. Joys and Concerns

Joys included the stewardship campaign and a congregant sending greetings from the hospital. Concerns included a brother in law with “valley fever” and a congregant facing surgery.

III. Agenda Approval

Dave Hanson moved that we approve the draft agenda, seconded by Priscilla Sibley. The motion passed unanimously.

IV. FUNS Update – John Edgerton

John gave an update on the First United Nursery School (FUNS) Director search. Please see his report in the packet and Gene Armstrong’s memo to Council for more information on the search process and internal candidate. The Nursery School Board

Co-Chairs, Fran Knechel and Aly Schoenfeldt, who also are Co-Chairs of the Search Committee, presented an updated job description which incorporates changes discussed and approved by the Search Committee and Council leadership. The Director position is to be a full-time position reporting to the Lead Pastor. The updated job description will be discussed with the internal candidate to ascertain interest. John noted that it is consistent with UCC practice to consider internal candidates before conducting a wider search.

Fran and Aly reviewed the results of a survey conducted by the Search Committee seeking input as to desired qualities in the next director, noting that 80 completed surveys were received from teachers, congregants and others. Nursery School teachers are very supportive of the internal candidate.

If the process moves forward with the internal candidate, Council members will have the opportunity to meet that candidate before a hiring vote.

After answering a few questions from Elders, we voted on the following motion:

Carl Nauert moved: In lieu of and in substitution for the process set forth in the Charge to the Committee formed (by Council action taken on December 17, 2019) to search for a new director of the Nursery School, Council hereby approves the alternative selection process set forth in (a) – (g) on page two (2) of the January 29, 2020, Memo from Gene Armstrong, Moderator. A copy of (a) – (g) is to be attached to this Motion and to be made a part of the meeting minutes.

Further, that Council approves the attached Job Description for the position of Nursery School Director of the First United Nursery School. A copy thereof is to be made a part of the meeting minutes. Jamie Shamhart seconded the motion and it was approved unanimously.

Here are (a) – (g) from the Memo.

- a. The church leaders should write the job description they think best serves the needs and objectives of the nursery school and the church. The Director of the nursery school is, after all, an employee of the church.
- b. This job description should be reviewed by the search committee. Suggested edits should be thoughtfully considered by the church leaders. Consultation may be needed.
- c. The search committee should share the finalized job description with the staff candidate. If the candidate does not feel committed to the tasks and processes set forth in the job description, that should be conveyed to the search committee so it can confer with church leadership and determine the next course of action.
- d. If the staff candidate feels committed to the job as described, the search committee should arrange to interview that candidate in the same manner it would interview any other applicant.
- e. If the search committee determines that the staff person is well-suited and able to be the Director, it should submit its report and recommendation(s) to church Council.

- f. Church Council, relying heavily on the report and recommendations of the search committee, should take such action as it deems appropriate and necessary. This would include responsibility to negotiation of the terms of employment for the Director of the nursery school.
- g. Assuming this course of action results in a successful hire, the church would hope the search team would become a transition team to help the new Director assume the responsibilities and duties of the job. The search committee efforts as a transition team would be expected to end no later than September 1, 2020.

V. Omnibus Motion – Carl Nauert

Carl Nauert moved that we approve the following:

Council Meeting minutes – January 21, 2020
Membership Report – February
2020 Election Meeting to be held on April 26, 2020
Annual Meeting to be held on June 28, 2020

The motion was seconded by Jamie Shamhart and passed unanimously.

VI. Financial Status – Jackie Eckholm and Bob Giles

Bob and Jackie reported on discussions to consolidate the financial staff going forward. The church's financial health is very good. Council reviewed two financial reports that are in the Council packet and approved a form of financial reporting that includes a comparison of year-to-date results with the budget. At the Finance Committee's recommendation, Council approved an unplanned \$1400 invoice for gym roof repairs. The leak was in a different area than the large gym roof leak of 2019.

Amanda Swanson reported that she has been working with the financial staff to outline requirements for an HR service. Following interviews, they will make a recommendation.

VII. Stewardship Update – John Edgerton

Pastor John Edgerton described the process to contact approximately 68 members who have not pledged yet. Updated stewardship results should be available in approximately three weeks.

VIII. Task Force on Governance – Sallie Smylie

Sallie overviewed the electronic packet created by the Governance Task Force. It was sent out on February 9th by Carl Nauert, Clerk. The first reading of these four documents will be on Sunday, March 1st at 12:30.

IX. FUSH Circle – Alicia Reese

Alicia reviewed her draft plans for implementing the FUSH Circle recommendations. Please see Council packet for additional details. The FUSH Circle reports had high level implementation recommendations and Alicia has created a more detailed plan with tasks and assignments. We will discuss this plan in more detail in a future Council meeting.

Our THANKS to Alicia for all she does!

X. Staff Reports

Amanda highlighted the new Sermon podcasts, which can be found on the church web site and the new TV announcements in the Lounge. Alicia reminded us of the chili cookoff coming up on the Tuesday before Ash Wednesday. John highlighted the upcoming Presbytery meeting (March 22nd) where two of our members will be introducing overtures from our church (Syrian Overture and Gun Violence Overture).

XI. Vice-Moderator Report – Sallie Smylie

1. 2020 Ministry Outline

Sallie reviewed the concept of a Ministry Outline and what our constitution states about a Ministry Outline. Sallie announced that a memo from Gene Armstrong to Committee chairs requesting information from the committees, including committee goals for the rest of this fiscal year and the next fiscal year will go out the next day copying the Council (report due March 13th). Sallie asked the Council liaisons to remind their respective committee chairs to respond. This committee information will be considered as Council develops the Ministry Outline.

2. Capital Campaign Planning Task Force

Dave Hanson moved that the date for the Capital Campaign Planning Task Force to submit its report to Council be extended from March 31, 2020 to September 30, 2020. The motion was seconded by Jamie Shamhart and passed unanimously.

3. Reconciliation of Nursery School and Church Personnel Policies

The task force team is still being staffed.

XII. Committee Updates – See Council packet

We noted that many committees are not turning in monthly reports to Council lately. Sallie asked that the Council Liaisons remind their respective committee chairs to send reports to Council.

XIII. Adjournment and Closing Prayer

Priscilla Sibley moved to adjourn at 9:03 pm. The motion was seconded by Carol Ingram and approved unanimously. John Edgerton led the closing prayer as Council gathered at the front of the Chapel.

XVI. Membership Report

MEMBERSHIP ACTIVITY FEBRUARY 2020		
ITEM	DATE, NAME, FAMILY MEMBERS	TOTAL
Births		0
Baptisms	1/19/2020 Anne Koerber (adult)	1
Confirmations (also new members)		0
New Members		0
Members removed by request		0
Members removed by Transfer	2/20/2020 – Jackie Kareb and Terry McIntyre. Received transfer letter from First Presbyterian dated 1/22/2020.	2
Members removed by Death		0

Respectfully submitted,

Carl Nauert, Clerk