

Congregational Board Retreat – September 16, 2017

Attending – Bruce Erickson, Tepring Crocker, Kathy McDandel, Karen Carlsen-Cook, Deb Plucknett, Leeann Blundell, Lauren Weinhold, Jennifer Austenfeld, Pat Martin, Jennifer Parker, Scott Glasrud, Lynn Cockle, Jeff Gibbs, Hannah Fenley. Staff – Rev. Carla Aday.

Not Attending – Steve Bough, Brian Campbell, Esther Giffin, Erin Parkinson, Amy Rose, Mike Schaefer, Courtney Sullivan, Jim Wells, Travis Wymore.

Welcome and Introductions

Scott Glasrud called the meeting to order and led an initial exercise of Board members introducing each other in pairs and highlighting unique facts about each member. Rev. Carla Aday followed with an opening devotion.

Board Education

Dan Hotchkiss, the Board's consultant began with an overview of the Board's role and responsibilities. He discussed Board members' legal fiduciary responsibilities including duties of care, loyalty and obedience. Fiduciary comes from the Latin word for "trust" and is defined as "to act in faithfulness to the interest of another." A unique aspect of a church non-profit is that the "owner" of the church is its mission and that the congregation's responsibility is to discern God's will for the church's mission.

He described that the duty of care requires that the board devote sufficient time and effort to adequately oversee church matters; the duty of loyalty require members to put the church's best interests ahead of any personal interests; and the duty of obedience requires the board to understand the church's mission and follow its bylaws.

Mr. Hotchkiss then discussed three key areas of work included in the Board's role. The first is to form a Partnership with the Senior Minister. He emphasized that this will be especially important in the initial years of a new Senior Minister. The second major function of the Board is to provide the Planning necessary to discern the vision of ministry for the church. The third area of board work which is in setting Policy including personnel, finance and other administrative functions.

Mr. Hotchkiss and Leeann Blundell then provided an overview of the annual planning cycle (see attached) and current open questions/vision of ministry. They emphasized the distinction of the governance role in setting goals and the ministry staff role of implementation.

Vision of Ministry (FY 2018- FY 2019)

The Board discussed potential options to update the annual vision of ministry. The areas that were discussed would be priorities for the ministry and administrative staff to implement over the upcoming 12 to 18 months. The discussion included how to further develop the church's current focus on revitalizing worship and developing small groups, as well as key priorities arising from Rev. Carla Aday's future vision presentation.

After significant discussion, the Board identified three priority areas for the updated vision of ministry:

1. Create new and enhanced entry ways leading to deep Christian engagement and growth.

This priority emphasizes enhanced engagement for current members and visitors, which will continue work related to life giving worship and small group development, as well as additional service opportunities.

2. Learn about our potential new members and determine ways we might present ourselves to them.

This priority relates to the goal of adding 500 new members over the next five years. The staff would lead an effort to include Board participants, which would gather information potentially including geographic, demographic and spiritual belief/church affiliation data to help identify opportunities for church growth.

3. Advance our ministry with 6th to 12th grade students to support their spiritual formation and encourage them to form their own connection to church and faith.

This priority formally endorses work already underway to enhance student ministries and the fostering of individual spiritual journeys.

In conjunction with the above priority areas, specific potential opportunities discussed included reinstating a transportation ministry, expanding congregational care capabilities, and reducing barriers such as affordability of various church events.

Open Questions (FY 2018 – FY 2019)

The Board next discussed potential new open questions for study over the next several months. Mr. Hotchkiss described open questions as the “adaptive work” of the Board, which focus on problems for which there is no easy solution and therefore may otherwise be avoided by the congregation.

The Board attempted to identify these types of issues, while acknowledging the previously identified open questions of 1) How will we demonstrate our commitment to welcoming all; and 2) How will we respond to our changing culture?

After significant discussion, the Board identified the following open questions for further study:

i) How is our church culture exclusive and how might we become more open?

This question further defines the open question of “welcoming all” and acknowledges that we may need to break down the perception of perfection and reach out to those who are hurting and seeking a safe place to wrestle with faith in an open minded community that values questions instead of offering simplistic answers.

ii) What value will we offer our next 500 members and how can we prepare to make good on our promise?

This question relates to the second vision of ministry goal and is an acknowledgement that it will only be possible to achieve this growth goal, if we identify and implement innovative strategies and programs that add value to our target audiences.

iii) How can we organize decision-making to best support effective ministry in the future?

This question relates to the work of the ongoing Governance Task Force and will address the anticipated recommendations of the task force.

Planning Calendar and Next Steps

The Board discussed options for proceeding expeditiously with the approval and implementation of the updated vision of ministry and work related to the new open questions. Given that there were nine members of the Board that were unable to attend the retreat, the agenda for the October meeting will be to update all members and receive additional feedback regarding the proposed priorities. It was agreed that it would be ideal to obtain approval for the updated vision of ministry to allow staff to begin focusing on these priorities.

Once finalized, the Board will focus on one open question in each of the next three meetings to determine how best to address each one and determine timelines and responsibilities.

Approval of August 1, 2017 Meeting Minutes

Scott Glasrud presented draft minutes for the August 1st board meeting. The Board unanimously approved the minutes, subject to an amendment to the Senior Minister's Report changing the word "endowment" to "Endowment Trustees". In addition, Amy Rose was inadvertently omitted as having attended the meeting which has been subsequently corrected.

Finance Committee Update

Lynn Cockle, Treasurer reported on the August 29th meeting. She provided a summary unaudited income statement for FY 2017 which showed a net income of \$68,800 vs \$10,112 budgeted. Although total income was \$39,641 under budget, total expenses were also \$98,329 under budget for the year. The Board unanimously approved a motion to accept the Finance Committee report.

Personnel Committee Update

Jen Parker, Personnel Committee Chair discussed the upcoming departure of Rev. Monica Lewis. Her last Sunday will be October 8th and the Board was asked to approve the distribution of a request to the congregation for a Love Gift for Rev. Lewis. The Board unanimously approved a motion to authorize this Love Gift.

Adjournment

Seeing no further business, Scott Glasrud called the meeting to close. Rev. Carla Aday provided a closing prayer.