

# **Country Club Christian Church**

## **Congregational Board Meeting Minutes January 9, 2018**

Board Attending – Jennifer Austenfeld, Leeann Blundell, Steve Bough, Brian Campbell, Lynn Cockle, Tepring Crocker, Bruce Erickson, David Forsee, Jeff Gibbs, Esther Giffin, Scott Glasrud, Kathy McDandel, Jen Parker, Amy Rose, Mike Schaefer, Lauren Weinhold, Jim Wells, Travis Wymore

Staff attending: Rev. Carla Aday, Dr. Dina Evans, Carla Rauth

Guests attending: Lance Jessee and via phone, Jay Lehoczky

Not Attending – Karen Carlson-Cook, Hannah Fenley, Pat Martin, Erin Parkinson, Deb Plucknett, Courtney Sullivan

### ***Opening Prayer***

Scott Glasrud opened the meeting with a prayer.

### ***Approval of Consent Agenda***

Mr. Glasrud asked the Board whether there were any amendments or corrections to the items on the consent agenda. Noting no changes, a motion to approve the consent agenda, including the November 14, 2017 Minutes and the December Dashboard Report, was approved unanimously.

### ***FY 2018-2019 Stewardship Campaign***

Jeff Gibbs, Stewardship Chair, reported that the Stewardship Committee, which includes Lauren Weinhold and Dr. Dina Evans, is considering the theme for this year's campaign to be "Legacy of Love." Mr. Gibbs asked each Board Member to respond to "What Stewardship Means To You" using index cards provided in the meeting. The committee is asking for the Board and Staff to continue the tradition of all pledging and asked that it be encouraged.

### ***Senior Minister Report***

Rev. Carla Aday presented the following:

- a. She has completed 1 on 1 meetings with 13 board members and will be scheduling the remaining 10 in the coming months. The meetings have been helpful to hear how board members experience participation in the church, while serving as a leader; and to learn more about their own spiritual journeys. She plans to begin similar 1 on 1 meetings with visitors and newer members this spring.
- b. We held our first Celebration of Membership on Sunday Dec 3. We welcomed 13 new members in December, which included a variety of long time visitors, brand new residents, younger adults and senior adults, long time Disciples and newer Christians. Barbara George created a welcoming atmosphere by inviting members to give a

testimony about the meaning of membership at all three services. We had conducted numerous meetings with these prospective members leading up to this day. We are planning the next Celebration to be on March 3 and we have another solid group considering membership.

- c. There is new energy in the church with the addition of three new staff on Jan 1: Dr. Mike Graves full time as Scholar in Residence and Minister of Spiritual Formation (teaching final class at St. Paul this semester); Rev Corey Meyer, Director of Mission Partnerships; and Rev Catherine Start-Corn as Interim Minister of Children, Youth Families. We are still searching for a full time Minister of Youth and hope to fill that position by summer.
- d. Christmas Advent season was again well attended. We had increased attendance at both the KC Brass Concert and Christmas Festival over the prior year. There was a great spirit at the festival, with wonderful children/youth choirs and lots of visitors and an intergenerational feel to the evening. On Christmas Eve, as usual there was a packed house at both 5:30 and 8:00 services and a smaller but well attended 11:00 service.
- e. On Dec 17 we began live streaming and we know that several out of town members streamed the Christmas Eve service. To date 641 have watched a live stream service.
- f. Donations for the Christmas Offering were also up significantly. We have received to date \$28,000 this year versus \$17,000 last year.
- g. We are offering a number of new winter and spring Bible studies and small groups on Sunday mornings and mid-week, including a new class called Bible Basics for Busy Parents taught by Jennifer Austenfeld and Lesley Holt. Mike Graves also has new classes coming in addition to the regular Faithbook and Faithpub groups currently available.
- h. The entire church staff will be on retreat Feb 5-6. The total staff gathers at Tall Oaks for team building one afternoon and then the program staff and clergy spend the night and work together on visioning and planning. Rev. Aday will also attend the Senior Ministers conference hosted by the Disciples of Christ in early February in Washington DC where the focus is on stewardship.
- i. Tex Sample will speak at our Elder Deacon Retreat on Feb 3. He is a compelling speaker and prophetic leader.
- j. This year's Celebration Dinner will be held at Boulevard Brewery on March 2.

Rev. Aday then asked Dr. Evans to report on additional administrative matters including parlor and office construction, installation of the new server, security upgrades, and weather-related safety plans. Dr. Evans reported that finances remain within budget and year-end giving was up significantly, including several prepaid FY 2019 pledges.

Dr. Evans distributed the Endowment Annual Report that was prepared by Lara Schopp and Lori Bennett to show how endowment funds are being utilized. This is part of the Endowment Committee's efforts to increase giving to the Church's endowment fund.

### ***Open Question Discussion:***

Mr. Glasrud introduced the second Open Question identified at last September's board retreat:

#### **How can we organize decision making to best support effective ministry in the future?**

He suggested that Board members divide into two groups to discuss the open question using the suggested questions provided. (See Attachment for a summary of both groups' discussions).

Mr. Glasrud then asked Steve Bough, Governance Committee chair, to provide the committee's report on the results and recommendations from its review of best practices in both non-profit and for-profit governance. Mr. Bough indicated that committee members reviewed the current CCCC bylaws, and discussed them in the context of other organizations' governance methods and best practices.

Mr. Bough, along with committee members Lance Jessee and Jay Lehoczky (via conference phone) provided some key learnings from the review of other organizations' governance best practices.

Although Board sizes vary greatly, the makeup of the most effective Boards were generally smaller than the current CCCC board: 8-10 for medium sized organizations; and 10-15 for large organizations.

Issues that can impede the Board's work include: lack of clarity in roles, poor meeting management, and lack of alignment with organizational strategy.

It's important to identify board candidates who have needed skill sets for the Board.

Diversity of age, gender and backgrounds is important for all Boards.

Effective Boards welcome a variety of viewpoints and value dissenting opinions.

Mr. Bough distributed a 'red line' copy of the bylaws reflecting recommended changes from the Governance Committee's review.

After further Board discussion, Mr. Glasrud thanked the committee for their hard work and transparency with the process and he asked board members to review the recommended bylaws changes before the next meeting and communicate any further comments to Carla Rauth.

He indicated that there would be another discussion of the recommendations at the February Board meeting and that a vote on any recommended changes would be made at that time. Those recommended changes, once approved would then be introduced at the Congregational Meeting on February 25, along with a process for congregational input leading up to a vote to ratify them later in the spring.

### ***Adjournment***

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

## **Attachment: Small Group Discussions**

Open Question: How can we organize decision making to best support effective ministry in the future?

1. *When have you served on a board, this one or another, and you felt like it was truly time well spent?*
  - Giving back to community;
  - Learning;
  - A well organized group with structured practices;
  - Liked that board provided useful services for its member companies;
  - Longer term on board gave more ability to know the business at hand & how to do what you need to do
  - This board is effective at: time management of meetings, discussion of big picture
  - Size of boards that have been effective: six/seven to 12 members
  - Clear mission, clear options, clear execution, measurable results
  - Defined responsibilities where committees perform real work
  - No micromanagement
  - Evaluating its effectiveness
2. *When have you experienced that a governing group you were part of was actually doing something?*
  - CCCC board is effective at larger vision planning
  - Board had a focus on getting things done
  - Board had consistency without trying to be trendy
  - When being the "staff" doing the work as a board member, you can feel like work is getting done, but lack of overarching vision/planning led to failure over time of the org.
  - High level of thought is/can be beneficial
3. *When you think about how you might make a difference on this board, what do you wish for?*
  - Connecting the dots between our vision and the effects of our visioning
  - Setting and achieving aspirational goals
4. *What has been good about the changes you have seen the church board make in the past?*
  - The CCCC process of discernment for the new Senior Minister
  - Becoming more focused on the big picture and more business like
5. *What is enjoyable or fulfilling about serving on the church board?*
  - Knowing the other members helps us know what gifts other people bring to our work, and it elevates our level of effectiveness
  - There's more to our board service than writing the check