

Country Club Christian Church

Congregational Board Meeting Minutes February 13, 2018

Board Attending –Leeann Blundell, Brian Campbell, Lynn Cockle, Bruce Erickson, Hannah Fenley(by phone conference), Esther Giffin, Scott Glasrud, Pat Martin, Erin Parkinson (initially by phone conference, then in person), Deb Plucknett, Mike Schaefer, Courtney Sullivan, Lauren Weinhold, Travis Wymore

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

Not Attending – Karen Carlson-Cook, Tepring Crocker, David Forsee, Jeff Gibbs, Kathy McDandel, Jen Parker, Amy Rose, Jim Wells

Opening Prayer

Scott Glasrud opened the meeting with a very personal reflection related to the past week's sermon on boundaries and the scripture, Mark 1:40-45.

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 January 9, 2018 Minutes and the January Dashboard Report, was approved unanimously.

2nd Quarter Financial Summary

Lynn Cockle presented the 2nd Quarter Financial Summary and noted that YTD net income was \$4,535 as compared to \$58,968 budget. The budget variance was primarily due to the timing of the Celebration Dinner fundraising and lower transfers from Endowment year-to-date. Ms. Cockle pointed out that another impact to both income and expense was that a planned mission trip is not happening. Other expense variances included unexpected computer replacements, open positions, community camp deposit, Installation Service costs, endowment brochure printing, repairs to the parlor and office ceilings, and window replacements.

After discussion, a motion to approve the 2nd Quarter Financial Summary was approved unanimously.

Senior Minister Report

Rev. Carla Aday presented the following update which focused on progress toward the current Vision of Ministry.

Elder/Deacon Retreat- 65 attended; positive feedback on speaker, Dr. Tex Sample

Live Streaming – continued positive feedback, especially during poor weather

Staff Retreat – We spent time as a total staff on team building and then the program staff worked together on planning and worship. The staff was able to work on current goals (below); as well as future goals set by the board and also discuss the open questions. An effective partnership between board and staff seems viable with this system.

Revitalize Worship and Broaden its appeal:

1) Structure

- Advisory Group formed to consult with staff on worship. Implemented new worship elements to enhance Advent and Lent.
- Hospitality Team for Worship in formation with Dr. Mike Graves
- Worship Task Force formed with 10 folks to study service times, styles for the future. First meeting Feb 13. Will look at big picture of what we have, what we need and some specific staff proposals to grow our worshipping community

2) Weekly worship

- Children's Choir is growing – Musical happening first Sunday of March
- Guest Preacher – Miroslav Volf in fall; good attendance from community
- Sermon Series in fall – positive response; Addition of various soloists at all three services; especially at 9 and 10

3) Promotion

- Marketing efforts for Senior Minister Installation Sunday included: KCUR advertisement, social media boosts, internal campaign, professional photographer to tell the story of our worship life;
- Christmas Promotions: direct mail piece, radio ad, digital campaign; (290,000 impressions and 400 click throughs to our web site)

4) Seasonal

- Christmas Festival – children's and youth choirs involved in a revised format that attracted many more attendees this year
- 5:30 Christmas Eve Service re-designed to appeal to families and children with dancer, brass, special lighting, and organ screen removed;

5) Live Streaming

Live Streaming Promotions for 11 am worship:

- Promoted to members, homebound members, social media,

- Staff invested time in creating the system and gaining copyright permissions for all music to be streamed;
- Card added to visiting communion kit on how to access live stream or on demand

Invite people into small groups where they will feel included, grow spiritually, and be inspired to serve others

1) New Offerings

- Rethinking Communion Class – 4-week class in fall with Dr. Mike Graves (avg attendance 50)
- Neighborhood Communion Groups – Four groups of 12 met for the fall in homes for 3-4 sessions with curriculum designed based on Mike’s class; 2 have decided to continue meeting.
- Launched Bible Basics for Busy Parents – about 20 participating to date; curriculum designed especially for this group, personalized recruitment for families not already involved in small groups;
- Family Fun Day scheduled for middle and high school families in April
- In process of forming some group offerings for parents of pastors class and parents of toddlers
- Conscious Discipline Parenting Workshop scheduled for parents of younger children; partnering with Parents Day out and Preschool program on this
- One time intergenerational small group for Young Adults and Anniversary and Tall Oaks in fall 2017 - 20 attended

2) Continuing Groups

- Family centered option at Grace at Work last fall
- Sunday Morning Ted Talks Small Group met three times with avg attendance of 11
- Recruited a mission team for Nicaragua for Feb 2018
- Fun Fridays – a relaunch of First Fridays for children 3rd through 5th grade and adding a parents component this spring; personal recruitment happening
- MOPS (Mothers of Preschoolers) continues monthly with a high percentage of non-members participating
- Ongoing Small Groups: Faithbook, Faithpub, Wednesday Bible Study all with around 20 each in attendance; Yoga continues with a new teacher after Susan Garner’s retirement;
- The Well – wonderful team of servants keeping this ministry thriving each week

CHALLENGES:

- 1) Forming a group for younger adults; Connections has met several times but attendance is low; However the group does meet socially with good attendance;
- 2) With three new staff, half the staff is just getting involved in the goal process.
- 3) Full time youth ministry position still open

Both goals/General

Newsletter Redesigned to help folks feel informed and connected; more modern look;

New Endowment Report – first ever

New Video Equipment purchased

Started Formal Music Series – Sponsored 2 events that filled the Sanctuary with Allegro Choirs and Lee’s Summit High School Chamber Choir ; KC Guitar Society meeting monthly in Chapel for concerts;

Pathways to Learning with Mike Graves – avg attendance 77 for “How to Read the Bible Like a Seminary Professor”

After discussion of the senior minister’s report, Mike Schaefer recommended that nursing homes be contacted to provide streaming for viewing services, in partnership with serving visiting communion.

Rev. Aday then asked Dr. Dina Pannabecker Evans to report on additional administrative matters, including the Annual Celebration Dinner and Auction on Friday, March 2 at the Boulevard Brewery, installation of the Video Surveillance system, and completion of the computer installation and transition to Aurion. In addition, Ms. Evans reported that a third camera has been installed in the sanctuary for live-streaming purposes that is being referred to as the “wedding camera” because it gets the center aisle view and for which a wedding package for livestreaming and recording weddings will be created with proceeds used to pay for the camera.

Open Question Discussion:

Mr. Glasrud introduced the Open Question initially discussed at the January meeting and indicated that, after further discussion, the Board would be asked to take action on the recommended bylaws revisions:

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

The updated ‘red line’ copy of the bylaws reflecting recommended changes from the Governance Committee’s review was provided and Mr. Glasrud related the key revisions that are reflected in the document.

- 1) Retains the various ministries but eliminates the previous four ministry designations (which have been not been utilized for several years) from the bylaws which required assignment of at

large Board and Nominating Committee members. Staff rather than the Chair would assign lay leaders for the various ministries.

2) The Congregational Board would be reduced from 23 to 15 members, by reducing at large Board members from 15 to 7 members. This recommendation is in line with more effective Board practices and reduces a significant burden on the Nominating Committee to continually refill this large contingent of at large positions.

3) Eliminates the Chair Elect and Elder Chair Elect from Personnel Committee to reduce the disparity of ex-officio position overlap on the committee and provide less onerous meeting schedules for new Chair Elects.

4) Reduces the Nominating Committee from 12 to 10 members by reducing the at large members from 8 to 6. This recommendation is in conjunction with the elimination of the formal four ministry designations described earlier which required two elders and deacons from each ministry to be represented on the committee.

5) Eliminates Youth Elders and Youth Deacons from direct participation on the Nominating Committee (as has been past practice) and empowers the Minister of Youth to provide the Nominating Committee with a slate of Youth Elders and Youth Deacons.

6) Eliminates requirement for establishing minimum numbers of Elders and Deacons on an annual basis.

7) Reduces participation requirement of 2 Board members to 1 when establishing ad hoc committees by the Chair or Board. This will allow more participation on committees by the congregation at large

When asked how these changes would be implemented, Mr. Glasrud reported that the preferred approach was a gradual implementation through attrition as current board members' terms expire over a two year period with 20 board members in 2018-19 and 15 board members the following year.

After further Board discussion, a motion to recommend the changes to the bylaws and present them at a special congregational meeting on Sunday February 25, with the final vote to be taken at a second congregational meeting on Sunday, April 8, was unanimously approved.

Mr. Glasrud reported that he would be meeting with church legal counsel, Lee Brummit to confirm the voting and implementation process.

Adjournment

Mr. Glasrud reported the cancelation of the regular March meeting, with a possible follow up conference call to be determined after the February 25 congregational meeting. Seeing no further business, Mr. Glasrud called the meeting to a close. Rev. Aday provided a closing prayer.