

Attending via video conference - Eric Adler, Sara Christensen, Tepring Crocker, Karen Gallagher, Phil Howes, Shelle Jensen, Mary McClure, Becky McElduff, Matt Moeder, Kay Moffat, Jayson Parker, Tom Thornton, and Jeff Zimmerman

Not Attending – Erin Feitz, Anne Hoffman

Others: Nancy Lear, David Forsee, Dan Hotchkiss

Staff: Rev. Carla Aday, Carla Rauth

Welcome

Tepring Crocker, Board Chair, called the meeting to order at 6:50pm.

Opening Meditation

Shelle Jensen gave the devotion by Robert Louis Stevenson.

Consent Agenda

Ms. Crocker asked the Board whether there were any amendments or corrections to the items on the consent agenda. A motion to approve the August 11, 2020 Congregational Board Minutes and the Dashboard Report for September 2020 were approved unanimously.

The Next 100 Campaign Update

David Forsee, Chair of The Next 100 campaign, gave an update on the campaign noting that the Board had approved an \$8 million campaign and it was paused in March due to the pandemic, with a commitment of \$5 million in pledges. Mr. Forsee has confirmed commitments for 100% at this time, including \$500,00 in cash receipts, and the timeline has now been revised to continue quiet phase through February, simultaneously start design, and conclude with Celebration Sunday in May. Mr. Forsee clarified that these plans do not require in person meetings. The Board had consensus to carry on with the revised plan as Mr. Forsee outlined. Mr. Forsee thanked the Board for their support.

Personnel Report

Mary McClure, Personnel Chair, requested approval for the clergy housing allowances as they have been submitted to the Director of Finance. A motion was approved unanimously.

Senior Minister Report

Rev. Carla Aday presented the Senior Minister Report, attached, and thanked Lara Schopp and Matt Thompson, in particular, for their outstanding work. Tom Thornton reported that thanks to Tyler Heston and Catherine Stark-Corn, the Metro Mission ministry is now operating at a very high level now.

Finance Update

Phil Howes, Treasurer, reviewed highlights from the quarterly financials and reported that contributions are well above budget and above last year, expenses are down. Mr. Howes reported that the Finance Committee met and approved policies and procedures for the campaign to follow.

Closing Prayer and Adjournment

Ms. Crocker called the meeting to a close at 7:20pm and Rev. Aday provided the closing prayer.

Senior Minister Report - October 13, 2020

Reverend Carla Aday

Dashboard Comments:

- Covid impact on worship attendance:
 - For the first 4 months (March – June) of the pandemic, our worship attendance was up by 70 percent over the first 8 months of the fiscal year (July – Feb.)
 - For the current fiscal year (July – Sept 2020) worship attendance is up 35% over where we were first quarter last year (July – Sept 2019)
 - Approximately 200 folks sign in every Sunday. It is typical, even with in person worship, for a low percentage of folks to sign in. We are only counting in town visitors as first time visitors at this moment.
- Contributions are up significantly due to pre-paid pledges and new givers.

Vision of Ministry Update:

1. **Activate our congregation, by empowering members, to communicate our unique message through words and deeds to the community.**
 - We are **reaching out to members electronically** to promote Sunday worship so that they may share via social media or email friends about upcoming sermon series.
 - **State of Church** – Well attended and enthusiasm for where we are headed as a congregation.
 - **Centennial** – revised plans to divide the celebration into two phases: Remembering the first 100 and Launching the Next 100
 - Remembering the First 100 – to take place beginning now and running through Spring
 - Launching the Next 100 – to take place when we can gather
 - Centennial Gift Campaign – Recommending quiet phase begin now and total church campaign culminate in May
2. **Be a catalyst for change in Kansas City through service projects, partnerships and forums that help us clarify how to faithfully address the root issues of injustice.**
 - Completed 3 **anti Racism Workshops** with more than 50 participating.
 - **New Grace at Work Partnership Days** focus on one partner a month and include outdoor activities. First one was held in September and reached capacity at 40.
 - **More service projects** for youth, children, families and young adults held on nights and weekends so that more folks in the congregation may be involved.
 - **Human Rights Trip** planned for our congregation and sister black congregation. Will tour Montgomery and Birmingham Alabama and visit Tuskegee Institute, National Peace and Justice Museum, Rosa Parks Museum, and several other historic sites and engage in group reflection. Date: post-Covid.
3. **Take the ministry to where people are rather than expecting them to come to us.**
 - **Called Together** – a new calling ministry led by elders, deacons and volunteers will call every member one time a quarter. Anne Haraughty and Joe Walker have done outstanding work getting this organized and early responses have been extremely positive. People are grateful for the ways the church is leading, keeping people safe, reaching out. This also give us a way to routinely hear from our member about their concerns and to make sure that communication is 2-way.

- **Popsicles in the Park; Cookies in the Park** – 20 families have attended these recent gatherings at parks around the city.
- **Children, youth and adult classes have moved on line** for fall Sunday school, Bible study, etc.
- We have created a **new position on the staff** called “Technical Production Director”. We are eager to fill this position so that we may continue to reach out to the congregation and community and so that we can be prepared for in person worship that meets the high quality stream we have found so meaningful in the past 7 months. Our current staff model does not provide adequate personnel to maintain what we are doing long term or to grow in this area. <https://www.cccckc.org/about-us/employment-opportunities/>

Other Items for Leadership Attention

Q: When will we worship, live, in person, again?

When we think about this question we need to ask two questions. Is it meaningful? Is it safe? A number of variables help us answer this.

- 1) The local churches who have opened up for live in person worship are reporting very low numbers attending. Those who do sign ups or take reservations find that all who sign up do not show up. Those who attend do not all come back the second week. One large local church reports 13 % of pre-Covid numbers attending live. While those who attend are grateful for the in person experience, for us this would mean about 50 attending and we would need around 20 staff and leaders to create this experience. Would it be meaningful to worship in a room that holds over 600 with 50 people who cannot sing, touch, pass communion or pass the peace?
- 2) Currently we record spoken and music parts throughout the week, usually Tuesday, Wednesday, Thursday. Then it takes another day to edit and prepare for streaming. We do not currently have the personnel and equipment that would be needed to add “live in-person” worship while keeping the stream. One possibility would be to move to “live” worship that was streamed but that would involve more personnel and investment in equipment. We plan to move in this direction long term. For now, the majority of our worshipping community is finding the stream to be meaningful and safe. Our staff also remains healthy and our lay participation in worship does not require exposure to a group of people.
- 3) Covid rates are rising nationally and regionally. We continue to monitor the situation on a daily basis.

Q: Is the church open?

Yes, the church is open! Our pastors and staff are in daily communication with the congregation and each other to meet our goals. We are officiating at weddings and funerals with a cap of 100 in attendance but attendance is typically much smaller than that. Our preschool and Parents Day out program is open and doing well and following strict health guidelines. AA and Scouts are meeting. Small groups, classes and meetings are happening in the tent and provisions will be made for using the building for groups under 30 in the winter as requested in rooms with best space and ventilation. On line classes and outdoor events will continue. The building is open Monday through Friday 7-3 and by appointment. Some staff work on site and some remote and some a combination. We are following best practices to keep staff healthy.