

Country Club Christian Church
Congregational Board Minutes February 9, 2021

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

Not Attending – Phil Howes

Others: Nancy Lear

Staff: Rev. Carla Aday, Carla Rauth, Rev. Catherine Stark-Corn, Matt Thompson, Dan Warneke

Welcome and Meditation

Tepring Crocker, Board Chair, called the meeting to order at 7:05 pm and gave a reflection on 2 learnings from the Superbowl: 1: Celebrating captains in the community: staff honor us every day with their work. 2: What if joy is the whole game, not just the ending: receiving joy from working together with everyone at church.

Consent Agenda

Ms. Crocker asked the Board whether there were any amendments or corrections to the items on the consent agenda. Ms. Crocker requested a correction:

Add the following bullet* under the line;

The Board then had small group discussions for the open questions:

- How will CCCC become a healing, constructive, and transformative voice in the urgent, ongoing conversation about racism in our nation?(*new)
- What kind of community of faith will Country Club Christian Church be, post-Covid?

A motion to approve the January 12, 2021 Congregational Board Minutes with correction and the Dashboard Report for February 2021 were approved unanimously.

The Next 100 Campaign Update

Mary McClure, Co-Chair of the Gifts campaign, reported that the lead gifts campaign is in process and the public campaign will begin soon. Ms. McClure noted that Christopher Mitchell, the architect, has begun his work and suggested that the Board entertain the following Motion to move the building design process forward:

Approve the contract with architect, Look Design Studio, for a cost of \$488,078 for completion of the design work for the proposed capital improvements and, once construction commences, the construction administration services. Additionally, authorize Dan Jensen as Chair of Practical Services, to execute both the contract with the architect as well as the general construction contract with A.L. Huber and to serve as the Church's contract representative during the design and construction phase.

Jeff Zimmerman abstained due to ongoing work with the architect. The remaining votes affirmed the motion unanimously.

Senior Minister Report

Rev. Carla Aday presented the Senior Minister Report, attached, highlighting that attendance was up 38% over last year and the Volf/Brooks Event and Life Worth Living Course have exceeded expectations.

Vision of Ministry

Ms. Crocker summarized the small group discussion results from the Board's January meeting, attached, and reported that the 2 subcommittees are in the process of creating a 'lesson plan' for future Board discussions.

Ms. Crocker welcomed Dr. Matt Thompson, Director of Music and Media, and Dan Warneke, Director of Production, to describe tech support at the church and their vision for the future. Mr. Warneke presented the overview of technical staff, their responsibilities and future technical needs. Dr. Thompson gave background on worship pre-production vs live stream decisions and noted that return to 'in person' worship quality metrics and expectations need to be addressed. Rev. Aday thanked them for their valuable support and described the workflow of clergy and the challenges of a hybrid model of worship in person and online.

Ms. Crocker welcomed Rev. Catherine Stark-Corn, Minister to Children and Families and Director of Mission Partnerships, who gave an overview of adaptations for Covid such as taking ministry to the families and re-working plans creatively. Rev. Stark Corn described mission and outreach challenges, opportunities and expressed gratitude for the congregation's generosity to the community.

Ms. Crocker thanked them for their work and for sharing their vision that will be input to future Board work.

Closing Prayer and Adjournment

Ms. Crocker called the meeting to a close at 8:30pm and Rev. Aday provided the closing prayer.

Dashboard:

Attendance

- January increase due to Centennial, up 38%

Finances

- January giving more than double last year

Board Vision Update

1. Activate our congregation by empowering our members to communicate our unique message through words and deeds to the community.
 - Life Worth Living Course reaches over 200
 - Volf/Brooks Centennial Event tops 1000
 - Engaged consultant Mary Shuler - to develop tag line
 - You-tube page revamp
2. Be a catalyst for Change in KC through service projects, partnerships and forums to help us clarify how to faithfully address the root issues of injustice.
 - Meeting with new pastor at Independence Blvd Church, developing partnership
 - Recruiting congregational mentors for Alt-Cap business start ups
3. Take the ministry to where people are rather than expecting them to come to us.
 - Roots - tasting event
 - Children and Youth - movie theatre rented out
 - Monday night classes
 - Life Worth Living webinar and class
 - Called Together calls in January
 - Planning for Spring/Summer outdoor events

Pastoral Joys and Concerns:

- Anxiety and Depression - many families
- Good energy, momentum, meaningful conversations - Lead gifts
- Supporting international partners
- Building Committee and The Next 100 Campaign
- Staffing

Attachment: January 12 Board Meeting Vision Discussion Summary

Q1: Questions Recorded During January 12 Board Meeting **What kind of community of faith will CCCC be, post-covid?**

These are the raw questions captured in the chat notes during the meeting between the two breakout groups. They are color-coded to how they might correspond to the summary themes on the next page.

- What kind of live streaming will we use?
- Office practices will be different. How will office environment, practices, change? Office two days a week, hybrid?
- How will we connect with first time visitors, and share joys and concerns?
- Is there a way to know WHO will be becoming back? Are there churches that are already open that have a sense of who has returned?
- Will there be an on-line group and in-person group? We need to know who WE are.
- What parts of what we were doing before and what we are doing now will remain? What are the best of those two worlds?
- How do we change communion? How to deal with unease over social distancing?
- What will we do in transition to make people feel comfortable and what new practices will remain?
- What does on-line mean in the future? Will clergy have the wherewithal to do both?
- What are people going to be like post-covid?
- How have people changed? What services, work environment has/will change?
 - Potential guest speakers: Social analyst who has insight into the post-covid psychology
- How will folks who are looking for answers, such as young singles and older adults, find connection?
- Who might we reach? (regarding new members or new demographics)
- If you have a long drive to church you can still worship via streaming. Can we now have more members in a widespread area of the city?
- Are people ready for screens in the sanctuary?
- In the future it will be easier to connect if your family is not able to come to church or doesn't want to be in person
- People invited family all around the country to attend so how do we keep that going?
- How do we serve...DO we deliberately serve very remote participants? (out of state for example)
- How many "remote" members are regulars?
- How do we recognize the "quiet" participants?
- We need to talk to our quiet members, we want to ask why they watch and what else is happening in their lives
- Data we need:
 - What will life patterns be like?
 - Will we still need three services?
 - What could we learn from churches that are still meeting? What are other churches doing/planning?
- What will the "style" of worship be when we come back?

- How will we keep folks connected who only worship via stream?
- How many members have been vaccinated? Do attitudes changed once vaccinated?
- How will we know when it is officially "post covid?" a question we could ask to public health official

Q1 Summarized Themes

Several themes rose out of the individual questions on the previous page. The following statements and questions attempt to capture these themes:

How Are *People* Different after Covid? Speaking broadly, how has this experienced affected us as a nation and as a culture. What are the implications of this change on Church, Work, Relationships, and Participation in activities (generally and at church specifically)?

Resources: Social analyst, Psychologist, or literature on the topic

How do we define our church community, post-covid: In-person community; Online community; Hybrid - **Who are we?**

What are the post-covid challenges?

- Who will come back; Who won't come back; Who might need extra attention to come back?
- How do we "keep" our new, remote worship audience? DO we keep them?
- How do we connect with "lurkers", i.e. regular participants in remote activities?
- Does staff have stamina to maintain both online and in-person programs?

What are the post-covid opportunities?

- Who might we reach/have we reached that represents a new demographic or geography?
- What will worship be like when we come back?
- Offer "thin" connections to church

Are there any role-models?

Q2: Questions Recorded During January 12 Board Meeting

How will **CCCC** become a healing, constructive, and transformative voice in the urgent, ongoing conversation about racism in our nation?

These are the raw questions captured in the chat notes during the meeting between the two breakout groups. They are color-coded to how they might correspond to the summary themes on the next page.

- How do we educate the community about race issues? and who would be willing to share experiences with us? KC Star?
- How do we move forward? What is unchangeable, what is something that can be done by each person?
- How do we as individuals support the black community and black owned businesses? Would there be an event sponsored by the church that could do this?
- How could we have educational opportunities about black culture? Challenge members to support black owned businesses, provide information.
- What are the questions you wanted to ask but never thought you could/should ask? Could that be a conversation about black culture?
- How are black churches different?
- Do projects together with black churches? Partner
- I don't know what our role is in this conversation?
- Can we get specific on this question
- Can we partner with a particular church
- How big do we go
- Who are we speaking to when we ask the question?
- Could we interview black leaders of other DOC congregations locally
- We partner with children of color at Hartman which is developing relationships
- How do we get more volunteers at Hartman
- education and economic opportunities
- What are mentoring partners who have already "invented the wheel"?
- What are the economic opportunities through alt cap that help small business get off the ground who are black owned
- We could create a feeder group to alt cap
- Interview our own youth about race conversation
- Youth group partnerships
- Find opportunities to be equals not helpers with people of color; Find opportunities to build relationships with communities as equals
- What artistic and cultural opportunities are available to enjoy communities different than us
- Who has already done this? Who can we use as a roadmap?
- Are there other churches that we could ask for models? (Bob Hill as a resource)
- Learn our own history with race at CCCC

Q2 Summarized Themes

Several themes rose out of the individual questions on the previous page. The following statements and questions attempt to capture these themes:

What is the appropriate response for US? What is OUR role as a church community? (What is our little piece of God's will, here?)

What are appropriate partnerships to consider?

What are appropriate education opportunities to consider?

Are there any role-models?