

Country Club Christian Church
Congregational Board Minutes November 9, 2021

Attending: Jennifer Austenfeld, E.J. Becker, Sara Christensen, Tepring Crocker, Dana Flora, Karen Gallagher, Phil Howes, Shelle Jensen, Nancy Lear, Mary McClure, Becky McElduff, Matt Moeder, Kay Moffat, Jayson Parker and Tom Thornton.

Not Attending: Erin Feitz

Staff: Rev. Carla Aday, Tyler Heston, Michelle Herman

Welcome and Meditation

Matt Moeder, Board Chair, called the hybrid meeting to order at 7:05 pm. Kay Moffat gave the reflection appealing for contact with elderly and other congregational members who remain isolated due to the pandemic with the winter months coming.

Next Level Generosity Discovery Report

Dustin Cooper with Horizons summarized the findings of the Next Level Generosity assessment performed for the church on growing stewardship. The report is based on interviews and research on attendance, giving and organizational practices around new members, financial reporting, communications and other areas. The report finds that churches take 3-5 years to implement strategies around these five principles: (1) keep it spiritual, (2) tell your impact stories, (3) build relationships, (4) make the ask, and (5) measure effectiveness. The next step for the assessment is for the Finance Committee to dive deeper into the report and come back to the Board with recommendations.

Consent Agenda

Mr. Moeder asked the Board whether there were any amendments or corrections to the items on the consent agenda. There were none. The Board unanimously approved a motion to approve the consent agenda including the September 21, 2021 Congregational Board Minutes as amended.

Creation of Technology Ministry Team

Mr. Moeder and Mrs. Crocker presenters a written proposal for a team to focus on smart utilization of technology in congregational activities and church operations. The team will fulfill a need to connect lay leaders with staff across all uses of technology in the church's ministries—worship, social media, programming, etc. The first steps will be to identify and analyze technology needs, then move toward tools to serve those needs. The team would be a six-month commitment and all different levels of use and familiarity with technology are welcome. The Board unanimously approved a motion to form the Technology Ministry Team.

Chairperson Update

Mr. Moeder thanked the Board members for participating in the Board retreat in October. He updated that the Strategic Planning Team has meet twice with Sarai Rice about gathering information from the congregation through various methods. They are working on an online survey. Additionally, the Diversity, Equity and Inclusion Subcommittee is meeting and will have proposals for the Board in the January-February timeframe.

Centennial Campaign Update

Mrs. McClure summarized quick action decisions that will be coming to the Board on three potential loans

connected with the construction under the Centennial Campaign. There are several fluid factors including the cost of materials that will gel when the Campaign Committee finalizes the construction contract, so the specific loan terms and types of loans are not finalized. The goal is to finalize the contract in January at which point the need for Board review and approval of the loans will be urgent.

Endowment Update

Mrs. Lear provided an update that the Endowment Fund trustees are working on transitioning gifts from highly specialized designated accounts to broader designated accounts to facilitate more effectively using endowment funds, which currently stand at \$12.2 million. The trustees are also working on a gift acceptance policy and marketing information about the Endowment Fund and its benefits.

Senior Minister Report

Rev. Aday presented the Senior Minister Report, attached.

Discussion with the Ministers

Mr. Heston described his work with the youth in the Pastor's Class, which meets six times over eight weeks to train kids to think critically about faith, implant a sense of belonging in the congregation and prepare for baptism. Whether to be baptized is a choice for each student. Laypeople serve as faith mentors for the students. He ran through the class's lesson on contrition. Mr. Heston also described how the Roots group for 20s-30s caught synergy during the pandemic and is now somewhat self-sustaining with members holding each other accountable and building its leaders.

Mr. Moeder asked Mr. Heston what the church's biggest challenge is. Mr. Heston cited a model that says every 500 years the church goes through a rummage sale to re-define itself and develop new forms of church we can't conceive of yet. The focus should be on hospice care to sustain life rather than resuscitating church in the 20th century model. Mrs. Lear credited Mr. Heston for his leadership on youth mission trips.

Closing Prayer and Adjournment

Mr. Moeder called the meeting to a close at 9:08 pm and Rev. Aday provided the closing prayer.

Attachment 1: Senior Minister Report: November 2021
Carla Aday

Attendance:

- **Analysis of Attendance from May – October 2019 - Present**
- **Overall trend line very positive**
- **In-person trend line growing**
- **Visitor trends very positive**

Finances:

- **YTD net income would be positive if Endowment transfers made**

Goals for 2021-2022

- **Invite our neighbors into highly visible activities based on a variety of shared topics, goals, or interests. As a first priority, build trust and sense of belonging.**
 - **Trunk or Treat – 250 ish; lots of visitors from the community**
 - **Centennial Concert -magazine coverage; Jewell; NPR**
 - **Live Nativity Plans**
 - **Homecoming Reception outdoors with great media coverage**
 - **Baptisms and Baby Dedications outdoors**
 - **Tree Planting – great media coverage**
 - **Club Kids**
 - **Clergy Conference with Dr. Carter Florence**
 - **Challenge: capturing visitor data**
- **Build a deep, sustainable sense of life-transforming community that engages and empowers the congregation.**
 - **Tree Planting – 80 Folks**
 - **New hands on service models**
 - **American Public Square event**
 - **More classes and groups beginning to meet**
 - **Roots fall events**
 - **Good new member gathering on patio**
 - **Challenge – Covid**
- **Pastorial Reflections:**
 - **Centennial Guest Preacher and Preaching Workshop with Dr. Anna Carter Florence**
 - **Staff Protocols for safety now in place**
 - **New Facilities Manager hired**
 - **Pray for resilience, creativity, wisdom**