

Country Club Christian Church
Congregational Board Minutes May 10, 2022

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

Not attending: Sara Christensen

Staff: Carla Aday, Sherri Hill

Welcome and Meditation

Matt Moeder, Board Chair, called the virtual meeting to order at 7:04 pm. Jayson Parker shared a beautiful prayer about devoting oneself fully to God

Approval of 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 April 12, 2022, Congregational Board Minutes.

3rd Quarter Financial Review

Phil Howes gave an overview of the financials through the 3rd quarter of the fiscal year. There are revenue variances above budget due to lower expenses from periods where the facility was at low usage, delayed recognition of expenses for delayed trips and prepaid tuition for the early childhood center. There are expense variances below budget on the salary line, which will continue due to the early childhood center being closed in the summer. Other than normal timing variances, below budgeted expenses also due to low usage/activity periods and lack of need for repairs. The 4th quarter report will feature annual variances, the audit report and the 2022-23 annual budget.

Endowment Trustees Report

Nancy Lear explained the written report. The trustees are dedicated to increasing understanding among the Congregational Board and congregation of the endowment, its structure and goals, specifically that it is a permanent fund administered by trustees for the benefit of the church and its programs. The endowment is not restricted to providing for unique or dire needs; it can support regular programs. The current balance is roughly \$10.6M down from \$12M in January due to market fluctuation, which is normal. Ms. Lear gave a forecast, pending audit and the June 30th year end, of expected usable designated and unrestricted funds. Ms. Lear provided additional details and asked all Board members to focus on and learn how the endowment works and how to explain it to others.

Senior Minister Report

Reverend Carla Aday provided her report starting with credit to Sherri Hill for helping the staff understand how to use endowment funds wisely and create reports that are providing more visibility into the endowment principal and interest.

Worship attendance across all services was the same in April 2022 as in April 2021, ending strong on new members considering Covid has continued. It is estimated about half of the Krista Tippett program attendance was non-members.

Regarding outreach, Rev. Aday reported the Easter offering was a five-year high. She celebrated inspirational and meaningful connections built under Catherine Stark-Corn and the different groups involved in outreach activities. A partnership with William Jewell College will begin for the next academic year and has potential to create a lot of new contact with Jewell alumni. For example, topics could include how does a Christian handle finances, or how does a Christian consider the environment and climate. Our staff will teach there and for the open Jewell community. Congregants can receive scholarship/discount opportunities. She also reported contact from the HOA on holding its fall picnic with the congregation—directly in line with the goal to invite our neighbors.

Rev. Aday asked the Board to attend to staffing with its budget work, focusing on retaining and faithfully funding good staff. She is grateful for congregational leadership, strong staff and strong community. She recognized Greg Lear for organizing the highly successful Easter breakfast in the parlor.

2022-2023 Nomination Slate

Jennifer Austenfeld reported the upcoming church year's leadership slate is presented as approved by the Nominating Committee with a few spots marked as pending acceptance. It is expected to have nine new elders and nine new deacons. Thank you to Nancy Lear for continuing as Endowment Trustees chair. Pending approval by the Board, there is a congregational vote by email to approve, with 150 votes needed. The Board unanimously voted to approve sending the proposed slate to congregational vote via email. The slate will be provided to the congregation and announced in the pulpit and newsletter. Mr. Moeder thanked Ms. Austenfeld for chairing the committee with perseverance and grit.

Personnel Committee Report

Mary McClure updated the board on search committees being formed for the Senior Administrative Minister and Communications positions. She requested the Board return self-assessments by May 20th.

Chairperson Report

- The Next 5: Five Year Strategic Plan. Mr. Moeder gave a progress report on the strategic planning process. The engagement phase is nearly complete after a year of gathering

feedback from a wide range of voices including outside of the regular leadership roles. On May 22nd the Board will receive a summary of the engagement data at its retreat focused on this purpose with help from Sarai Rice.

- OMCT's Education & Engagement Committee. Mr. Moeder thanked the members for the rich discussion and critiques of two proposals in last month's meeting. He gave overview of a redefined outline of the new committee under the Outreach and Missions Core Team. Tom Thorton said the outline and purpose was expanded and reformulated based on the Board's input. The plan is to put the outline in front of OMCT, form the subcommittee and move forward.
- Open & Affirming Designation. Mr. Moeder shared that after discussion with Rev. Aday, the effort to gain a formal Open and Affirming Congregation designation will be expanded. It will involve a tiered education and response among the congregation, elders and deacons, Board. There will be a plan and timeline for the Board's review at the June meeting.

Discussion: Challenges & Opportunities for Lay Leadership

Shelle Jensen led a discussion of how to recruit, empower and use lay leaders most effectively. She relayed it is a struggle to find new leadership slate nominees and to generate them from lay leaders without relying on staff. Rev. Aday explained the bylaws were revised 7-10 years ago looking at roles of elders and deacons. The concept of service partners was added, because some people want to serve but not make all the commitments of elders and deacons in the life of the church. We dismantled the old committee system, but we are always reinventing the wheel of engagement. Covid caused us to ask the questions what does it mean to be a church and to be a leader. It is more difficult to contact people across formats and services. How are we giving people the opportunity to give the love of God away?

Ms. Jensen said a study team would look at (1) challenges we face at this moment for lay leadership and engagement, and (2) opportunities we can seize. There was further discussion including (1) the importance of intergenerational activities to increase familiarity outside of the worship setting, (2) providing more information about what it means to serve in various roles, (3) upgrading tools for learning names and key facts about members and visitors and (4) allowing for different terms of service in the perennial roles. Mr. Moeder said next year's Board will work more on these questions with the study team.

Closing Prayer and Adjournment

Mr. Moeder called the meeting to a close at 8:40 pm and Rev. Aday led the Board in a closing prayer.