

Country Club Christian Church  
Congregational Board Minutes  
October 10, 2023

**Attending:** E.J. Becker, Kathy Buckley, Justin Cottrell, Sara Engber, Erin Feitz, Dana Flora, James Guthrey, J.J. Jones, Phil Klever, Becky McElduff, Glenn Mills, Jennifer Parker, Beckie Rogers

**Not Attending:** Jennifer Austenfeld, Liz Copeland

**Ex Officio:** Nancy Lear

**Staff:** Rev. Carla Aday, Tulley Beard

***Call to Order***

J.J. Jones called the meeting to order at 7:02 p.m.

***Welcome and Opening Prayer***

Mr. Jones gave the opening meditation based on enjoying the simple pleasures of autumn. He gave the opening prayer.

***Consent Agenda***

The Board reviewed the August and September dashboards. The Board unanimously approved a motion to approve the consent agenda including the August 8th Congregational Board Minutes. In the interim, the Board unanimously approved via electronic vote the new phase of capital campaign fundraising.

***Personnel Committee Report***

Corey Scott has started as Director of Church Life. The Committee recognized with vacancies in all three positions held by Rev. Tyler Heston, April Booth and soon Rev. Catherine Stark-Corn, there is now additional flexibility in designing the team and hiring for duties carried across the Children-Families and Youth ministries. Rev. Aday is consulting with the Center for Youth Ministry Training. The expectation is to appoint interim staff for the immediate period. Catherine and Tyler also carried local, regional and international mission duties. The Metro Mission Committee is strong and experienced to carry on without direct clergy support. There are backup plans in place for the Civil Rights Pilgrimage in October. Erin Feitz expressed concern about outcomes with children, youth and families, and being able to hold on to and attract more families. Nancy Lear said transitions in these roles is normal in the life of the church.

### ***Auditor Letter***

Glenn Mills gave an overview of the auditor letter received regarding the 2022-23 fiscal year audit which is expected to conclude in December.

### ***Sr. Minister Report***

Rev. Aday expressed thanks for the clergy sabbatical policy and the opportunities for growth it presents. At the Elder-Deacon Retreat in February the speaker will Andrew Root who specializes in recognizing the impact of change and addressing it in church culture.

At the September Elder-Deacon Retreat, attendees felt the strategic priorities of technology and inclusivity had seen the most activity and impact. For the coming year, they identified small group factories and new member program as the top priorities for development. Elders and deacons said they personally could help the most with inclusivity and drive more interest in contributing toward all the priorities. Rev. Aday also shared staff notes on progress toward strategic priorities.

Rev. Aday recognized Rev. Bryce Bowers for taking on the major construction project and coverage for her sabbatical so early in his tenure. Overall the staff was and is very stressed by the transition and getting their work done, because there is constant change. Tulley Beard said the Board can help remind members of the congregation that patience will be needed as the project continues well into 2024. asks for us to ask the members for patience.

Rev. Aday observed the Children/Families and Youth ministries have enjoyed exceptional staff tenure, particularly consider this position was Tyler's first call as clergy. She said Catherine sees this transition as a time of opportunity to rebuild the ministries rather than simply filling open slots. There is no one common reason among the openings. She said it is important to honor the grief of the staff and members.

### ***Becoming an Open and Affirming Congregation***

The Board will continue to explore what it truly means to be an open and affirming congregation. Our congregation's welcoming statement is expansive and can be applied in many ways. J.J. Jones advised the formation of an advisory committee is underway. It will be advisory to the Board in setting policy.

### ***Closing Prayer***

Rev. Aday offered the closing prayer. The meeting adjourned at 8:18 p.m.