

Country Club Christian Church
Congregational Board Minutes
June 11, 2024

Attending: Jennifer Austenfeld, E.J. Becker, Kathy Buckley, Justin Cottrell, Sara Engber, James Guthrey, Phil Klever, J.J. Jones, Becky McElduff, Glenn Mills

Not Attending: Liz Copeland, Erin Feitz, Dana Flora

Staff: Rev. Carla Aday, Tulley Beard

Guests: Nancy Lear, Jen Parker

Welcome and Meditation

J.J. Jones gave a meditation centered on hearing the line, “Where seldom is heard a discouraging word,” at the Symphony in the Flint Hills.

Finance Committee Report

Glenn Mills updated the Board that the initial draft of the budget showed a \$78K shortfall in revenue to expenses, which was then whittled at a very granular level to the proposed budget net negative by \$51,750. The Finance Committee recommended this proposed budget and further to raise awareness of the adoption of a net negative budget. Mr. Jones suggested the next board chair inform the congregation on the deliberative process and methodology for estimating contributions, and provide talking points to staff and resources for questions. There was further discussion on opportunities to restate the budget during the year, and to find specific programs that can become self-sustaining in future cycles. Other ideas were to clarify that the budget is aspirational, to challenge people to tie contributions to their ministry priorities, to emphasize that ministries are diverse, strong and growing, and to clarify that special offerings are entirely passed through to the designated recipients. The Board unanimously approved the recommendation to adopt the proposed 2024-25 budget.

Congregational Vote Report

Jennifer Austenfeld covered some changes to the slate that were communicated during all three services based on late nominating committee backfills and Micah Blair joining the board. Jen Parker confirmed the congregation approved the slate.

Personnel Committee Report

Sara Engber reported that Katie Smith Mussat is recommended as Minister of Families/Children/Students. She perceived Katie received the most comprehensive support of both youth and children’s ministry search committees. It is a full time position that will have part-time support. The Committee supports an exception to make maternity leave available before one year of employment is met. Members of the search committees and board shared supportive observations.

The Committee recommends hiring Ashley Cheung as Minister of Congregational Care. In particular, the Committee recognized her energy, personal touch, and interest in linking across generations. The job description was updated to include stewardship and planned giving. Ms. Cheung is not yet ordained, which means she does not have qualifications to marry, but can do everything else within the needs of the position on day 1 before standing for Disciples of Christ ordination is earned.

Both positions are being filled by clergy, and all clergy report to the Senior Minister. The board approved all personnel recommendations.

Senior Minister Report

Rev. Carla Aday noted attendance was up in May .This was ths first month this fiscal year to exceed 2023 attendance (other than Easter). The trend line is upward month to month. Annual contributions are down about \$60K as of May.

Rev. Aday updated on progress toward the Next 5 Strategic Goals. The new member program, block party and young adult Sunday School class have been successful. Rev. Pam Bauer has started meeting with groups of members at their retirement homes. This has been very well received. The Elder/Deacon buddy program has been very strong under Pam's leadership with an estimated 50-70 members open to this service.

Closing Prayer and Adjournment

Mr. Jones recognized the outgoing board members and committee chairs. Rev. Aday closed in prayer. The meeting adjourned at 8:11.