

## Minutes

Kent United Church of Christ Council Meeting (via Zoom)

April 27, 2021

**Present:** Jaime Baughman (past moderator), Karen Carmany, Becky Dunlap, Glenn Hanniford, Barb Hanniford, Donna Hess, John Hetrick, Sue Otterson (vice moderator), Jackie Peck, Jeff Roeger (moderator), Sally Saltzman, Dick Symons, Julie Wallace, Barb Werstler, Pastor Amy (ex officio), Pastor Kim (ex officio)

Jeff opened the meeting at 7 p.m. He gave an opening prayer and read our mission statement.

### **Minutes Approval**

The minutes of our March 22 and 23 meetings were approved.

### **Celebrations!**

#### Habitat for Humanity Apostles' Build Completed

The new Habitat house was dedicated on April 25. Donna provided background, noting that the project began in 2019, with the Outreach Ministry taking the lead and Linnea Ray and Terri Silver coordinating our involvement. Our support included individual donations as well as church contributions. Kent UCC provided \$11,700 in support and well over 152 hours of labor, at least 10 hours of meetings, and hours spent making lunches for volunteers. The family was very grateful. Pastor Amy commented that this incredible achievement showed the Gospel in action and ecumenical witness from our own progressive perspective. We hope that this will be one of many Habitat projects in the future and that additional members will become involved.

#### WISE process

Jackie discussed the Re-Membering series. She shared that what happens one week influences the next week's topics. Our church offers spiritual healing, she said. Topics thus far have included companioning, young adults and addiction recovery, mental health/addiction crisis in the county, and treatment and recovery support. We will still be talking about how to support children and youth. As a result of the conversation, community meals were taken in April to people living under the bridge in Kent. This will become an ongoing meal delivery. Mental Health Sunday will be May 16. A draft WISE covenant is under development. Vickie Harvey from the national UCC office was very impressed with what we are doing. Jackie reminded us that we are not saviors; we are simply doing God's work.

### **Pastor Amy's report**

Pastor Amy had provided a written report. She highlighted her section on stewardship, noting that we cannot rely on offering plates alone. We will have different kinds of members in the future, and we need to think about new revenue streams, including grants and building use fees. A \$10,000 Technology grant proposal has been submitted recently. There are other opportunities, and she encouraged us all—and our ministries—to think about this. It's a marvelous opportunity, she said. The adaptive church is the church that thrives, and we are adapting. She also commented that she had given the Hospitality and Membership Ministry a list of prospective members for them to reach out to.

### **Ongoing Business**

#### COVID Team Report

Jaime reported that the team met on April 19. They voiced concern that at the time, numbers had still been going up, variants were emerging, and many had still not been vaccinated. They felt that we should continue virtual worship in

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the summer, given that the sanctuary is not air conditioned and the chapel's capacity is too limited. We might experiment with outdoor worship, weather permitting. They would be looking toward indoor worship resuming in the fall. Groups could meet outside, following CDC guidelines. Glenn asked about the rummage sale. The group was not comfortable with indoor activity of that magnitude but referred the decision to Council. The decision doesn't have to be made yet. Our 2021 budget does include \$3,000 under the "challenge gift/fundraiser" line which could be partly rummage sale proceeds.

After discussion, the following motion was made and approved (Jeff, Becky):

*We will explore holding an outdoor worship service in July and one in August but will continue with virtual worship otherwise, tentatively until Kickoff Sunday on September 12 or sooner if cases drastically drop.*

Donna shared that the Outreach Ministry is helping to feed children in the summer through the Ben Curtis Foundation. A group will meet weekly for about two hours to distribute food in much the same way as does our Community Meal. They are also planning to hold a spaghetti dinner in the fall as a fund raiser for the King Kennedy Center, if this is approved by Council.

Jaime shared that she would like us to allow NAACP to use the church sooner rather than later and will bring this up to the COVID team. One comment in response was that if we do have a COVID case in the church, this is a problem. Glenn commented that we are already doing a few things safely and that perhaps there is a limited basis with which this could proceed. We agreed that we will not discriminate based on vaccination status. It was noted that the COVID team will be regularly reviewing new CDC guidelines and can be called together on short notice as needed.

### Sanctuary Lighting

John reported that we are waiting for the delivery of the system and thus installation dates. A sub-supplier is going out of business, so steps had to be taken to mitigate any consequences.

Sally said that nine donations have been received, and including existing church monies, we now have \$60,000 of the \$80,000 needed. However, we still want to send a letter to the congregation requesting gifts of any size for the remaining money. Jeff will take the lead on drafting the letter. Sally has thanked donors thus far and will send names to Karen for Stewardship to write notes.

### **Treasurer's Report**

Sally reported that our net was a \$2,100 loss for March. She had sent us an income and expense chart comparing years. Overall, we are quite consistent with income and expenses between years. She will update this each month. She is continuing our accounting clean-up and is getting close to completion. She's also been cleaning up the office and will take old paperwork to be shredded. We expressed our thanks to Sally for all of her work!

Sally also noted that Engage now allows donors to cover the bank fees through a simple check-off box. Some have done this already, and we intend to publicize this option further.

## Minutes

Kent United Church of Christ Council Meeting (via Zoom)

April 27, 2021

Endowment has offered funds for the budget this year, but we recommended delaying requesting them so that more income might be earned.

**Quarterly budgeting process:** The Budget and Finance Ministries can jointly look at our budget. It is the Budget Ministry's role to prepare the budget and Finance Ministry's responsibility to monitor it. We agreed that we cannot move at this point to the aspirational budget approved at our annual meeting because we are in deficit and are not eligible for another Payroll Protection Program loan.

## New Business

### Senior Pastor Job Description changes

The Personnel Ministry approved several wording changes in the senior pastor job description. These changes also require Council approval.

1. "associate pastor" was changed to "other pastoral staff"
2. Under the "Education" section, the wording on confirmation was changed to: "develop and oversee the confirmation program in partnership with the Minister of Faith Formation"
3. "Eastern Ohio Association" references were changed to "Living Water Association"
4. "Ohio Conference" references were changed to "Heartland Conference"

*Council approved these changes to the job description.*

### New Governance Model

Barb Wertsler thanked Council for its support in exploring a new governance model. She, Pastor Amy, and Jeff had met with Rev. Nayiri Karjian and discussed aligning the model with our vision, mission, and strategic plan. The next step is to establish a small team to work with Nayiri. The team will ideally have people with gifts for visioning, strategy, and knowledge of the church; the group needs to be representative of different segments of the church. They shared a confidential list of possible members. Barb and Jeff will talk with them to see who may be available and will make recommendations for the team at our next Council meeting. Council members will not be on the team, other than Barb, Jeff, and possibly Sue, but Council will be involved and kept informed.

### Boy Scout Equipment Theft

We discussed the unfortunate news that our Boy Scout troop trailer with its camping contents was stolen from our parking lot recently. A fund-raising effort will be underway soon by the troop to replace the trailer and contents. Tom Mahon is our liaison with the troop.

Jeff gave a closing benediction, and the meeting was adjourned at 8:30 p.m. We wished Pastor Amy a Happy Birthday, and it was also noted that almost exactly four years ago, we had called her to become our senior pastor!

Our next regular meeting will be **Tuesday, May 25** at 7 p.m. via Zoom.

Respectfully submitted,  
Barbara Hanniford, Clerk