

Minutes

Kent United Church of Christ Council Meeting (via Zoom)

June 22, 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, Julie Wallace, Barb Werstler, Pastor Amy (ex officio)

Jeff opened the meeting at 7:07 p.m. Pastor Amy gave an opening prayer and Julie read our mission statement.

Minutes Approval

The minutes of our May 25 meeting were approved with one correction (Jaime Baughman is past moderator, not vice moderator).

Celebrations!

Aspirational Budget

Sue explained that a Budget Committee meeting had been held. Sally had worked on our budget, creating versions that updated income information and showed personnel increases. One version showed raises retroactive to January 1, and the other started July 1. A couple of other adjustments were made, including an increase in the cost of software support. No other committee budget adjustments were made. Sally noted that we had a great response to the lighting project, and other donations have come in since the last report. In addition, our unpledged income has been strong. Giving raises would recognize all that our staff has done throughout this pandemic year. The new budget versions both showed a projected surplus; however, further discussion revealed that Pastor Kim's \$5,000 was to be considered an ongoing raise rather than a bonus, and her annuity was not included. Including the annuity for all or part of the year would create a projected deficit. Nevertheless, members voiced support for approving raises, believing that this is where God is calling us. The following motion (Jackie, Jaime) was passed after discussion:

We will honor the 3% staff raises for Pastor Amy, Corey, Leah, and Don which were included in the 2021 Contingency Budget presented at our annual meeting. We will also increase Pastor Kim's salary/housing by \$5,000 due to her ordination and include the appropriate annuity and Social Security offset, all of which was also included in the 2021 Contingency Budget. All increases will be retroactive to January 1, 2021.

Technology Grant

Pastor Amy shared the great news that we received a \$10,000 Technology Grant from our Living Water Association, which is the largest grant they have given. We had included a price quote from a technology firm to support our proposal for video streaming equipment. She encouraged us strongly to seek other grant opportunities and sources of income in the future rather than relying strictly on member contributions.

Reflection

Jeff shared a short reflection about our June 6 drive-by graduation recognition. Very few members attended, including him. He was disappointed that he hadn't made more of an effort and encouraged all of us to seize future opportunities such as VBS to support our members, especially our children and youth.

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WISE Covenant—First Draft

Jackie had shared the first draft of our WISE Covenant in our Council packet. The next planning group meeting is July 12, at which time they will begin planning for congregational small group discussion. The goal is to be sure that the covenant addresses members' concerns. Pastor Amy said that our youth plan to do more with NAMI in the future.

Pastor Amy's Report

Pastor Amy highlighted a few items from her written report. She commended the Social Justice Ministry and WISE team for their work. She also thanked Glenn and the Worship and the Arts Ministry for their work on outdoor worship plans, and she thanked us all for our worship participation. She thinks that some of the unpledged income is coming through our YouTube services. Summer worship will be somewhat flexible in that staff already have vacations and other travel planned, so we'll work around people's schedules and find substitutes as needed. She encouraged us to recognize that we are still in a pandemic and still need to practice self-care. People will have different comfort levels in terms of attending worship. A mailed letter will go out to the congregation with worship details. She is grateful for our decision to give staff raises. Finally, she thanked us for our support of reimagining our governance.

Treasurer's Report

Sally noted that we have done better on our pledged income. We have not begun taking our Endowment contribution, but Sally thinks we should begin taking it in monthly installments rather than in a lump sum. She has added a new chart that shows budgeted vs. actual monthly results, with a trend line. Also, she is setting up electronic payments for vendors, including our association.

Regarding the lighting project, we have received about \$92,100 in contributions, which includes \$28,000 from the 2020 Endowment contribution.

Ongoing Business

Governance Lead Team Update

Sue shared that the Governance Lead Team had met via Zoom the previous evening. Much of the meeting was devoted to orienting new members.

Outdoor Worship

Glenn and Pastor Amy discussed plans for outdoor worship. Glenn gave kudos to Julie Swango and Felicia Lumpkin for their proactive work in the live stream planning. Flexibility will be the key word. Starting July 4, we can park and bring chairs up front to a designated area, or we can stay in our cars and listen to the service on the radio. It will also be live streaming via YouTube and viewable after the service ends. We need help from members each work to serve as parking lot attendances (our new greeters and ushers!) and to help set up equipment. We have Signup Genius lists established for both these roles. Pastor Amy added that these are simple BYOC services (Bring Your Own Chairs and Communion). Offerings will be received, and we will have a time for passing the peace. A picnic table will have some activities for children, but we will not have Snapchat or Sunday School. As mentioned previously, a letter will be sent providing details about the new services.

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New Business

Jeff told us to watch the video clip in Friday's Update and Resources to see Emily Roeger promoting VBS!

For the Good of the Group

Barb H. encouraged Council members to the "Name that Tune" event on June 26 featuring TV theme songs. Weather permitting, it will be outdoors in the church parking lot.

The Social Justice Ministry will have new anti-racism signs available soon, perhaps even for the July 4 service.

The drive-by baby shower for Amanda and Pastor Kim is from 2-4 on Sunday, June 27 in our parking lot.

Our fall kickoff will be September 12; Fellowship and Education ministries will collaborate on plans.

Julie asked whether we might have hybrid meetings in the future to allow members who live further away, as she does, to attend without driving. Glenn commented that this might be a possibility. As he has investigated worship technology options, he has also thought about how to we might use new technologies for this kind of purpose.

Jeff closed the meeting at 8:30 p.m. by thanking us and urging us to continue being conduits to the congregation.

We will not meet in July. Our next regular meeting will be **Tuesday, August 24** at 7 p.m. via Zoom.

Respectfully submitted,
Barbara Hanniford, Clerk