

April 28, 2021 Meeting Minutes Community of Christ Church Council

Time: 6:30pm – 8:50pm

Attendees: Anke Brandstater, Denise DeMarre, Suze Engbretson, Cindy Kinnie, Tracy Litterer, Pastor David Eppelsheimer, Mark Henderson, Rachael Jans, Violet Thefford and Larry Wade.
Guest: Rich Radford, Treasurer

Call to Order

Denise DeMarre, Council President, formally called the meeting to order.

Opening prayer and Biblical Work

Pastor David led the council with an opening prayer. He then facilitated a discussion on the book, ["How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season"](#), by Susan Beaumont. Discernment: Seeing the work of God in the midst of the human situation.

Budget Review

Treasurer Rich Radford joined the meeting to review a second draft 2021/2022 fiscal year budget. Line items for staffing, events and education were discussed.

Violet Thefford made a motion to include in the budget a cost-of-living adjustment (COLA) for paid staff. Denise DeMarre seconded the motion. Discussion ensued.

Violet Thefford moved that this motion be amended by increasing the pay to staff by 3% starting 7/1/21. Cost of living, transition to a remote office and merit-based increases were discussed.

Mark Henderson moved that this motion be amended by adjusting the staffing budget line items to be increased by 7%. This money will be part of COLA & (pending) performance reviews. Tracy Litterer seconded. The motion passed by majority with 2 abstentions.

Mark Henderson proposed to pass the revised budget. Violet Thefford seconded. The motion passed with a unanimous decision, with 1 abstention.

Rich Radford will send out the approved proposed budget to the Council. The proposed 2021/2022 fiscal year budget will be made available to the congregation 30 days in advance of the annual meeting. A PDF will be uploaded into Faith News on May 6, 2021.

Annual Pastor's review plan

Denise DeMarre is overseeing the 2021 annual Pastor's review and evaluation. Congregation members will be invited to take part in the evaluation. Discussion regarding reviews of staff, job descriptions and transparency were discussed.

Mission/Vision statement

A breakout group led by Suze Engbretson and Larry Wade met on April 22, 2021. Suze recorded the meeting and will share the video when it is available. There is a balance between discernment and decision making. The goal is to have a competent Mission and Vision statement available for review and discussion by the annual meeting on June 6, 2021.

May 13, 2021 and May 27, 2021 are the next sessions for Mission and Vision sessions conversations. Larry Wade will host on his Zoom account. Rachael Jans will share the information in Faith News and Community News slides.

Upcoming Meetings:

- Executive Team meeting: Tuesday 5/4/2021 @ 6pm
- Council meeting: Wednesday 5/12/2021 @ 6:30pm
- Council meeting: Wednesday 5/26/2021 @ 6:30pm
- Annual meeting: Sunday, 6/6/21 @ 10:45am

Adjournment

Denise DeMarre, Council President, formally adjourned the meeting.

Respectfully Submitted by:

Violet Thetford

Secretary, Community of ChristChurch