

**MINUTES**  
**GOVERNING BOARD MEETING**  
**MONDAY, FEBRUARY 18, 2019**

**Location: Room 109**

**Present:** Paul Arnold, Jean Reed Bahle, Tim Creamer, Steven Depolo, Will Gallmeyer, Win Irwin, Carol Kooistra, Kristin Mayer, Brad Miller, Katie Mitchell, Dana Munk, Amy Preston, Chip Wall.

**Absent:** Jim Ayers, Kathleen Delp Higgins

**Staff:** Jack Woller - present, Fred Wooden - absent

Guests: Chris Roe, Todd Johnson Sharon Morley, Kirsten Lundeen

**Call to Community**

Jean Bahle read "Wings of the Butterfly" from Mark Nepo's book "Facing the Lion, Being the Lion"

**Congregant Comments**

None

**GB Minutes - February 4, 2019**

Tim Creamer moved to approve minutes. Will Gallmeyer seconded the motion. The minutes were approved.

**Finance Committee**

There are no financials yet, as soon as they are ready, they will be forwarded to the Governing Board.

At the 2019 FSC Governing Board Annual Retreat Amy Preston took extensive notes on discussion of financial sustainability. Tim Creamer said the Finance Committee will use these notes going forward.

Tim Creamer made a motion to pursue the sale of the parking lot. Jean Bahle seconded the motion. Brad Miller asked if a rental scenario was being considered or if this was off the table. Tim Creamer responded that rental was not part of this motion.

Brad Miller asked if the motion to pursue the sale could be amended to include the possibility of rental. Tim Creamer agreed to amend his motion and Paul Arnold seconded the amended motion. There was no further discussion and the motion was approved.

### **Executive Team Report**

Jean Bahle asked if chapel services were scheduled through the summer. Jack Woller replied that it must have been a typo in the report, the chapel service is not scheduled through the summer, the speaker series will happen through the summer months.

Amy Preston said that was some discussion of having some chapel gatherings during the summer months at times which would not conflict with the Summer Series on Sundays, like possibly some nights during the week.

Paul Arnold asked if the reported attendance included the Social Hall, Sanctuary, Chapel and education. Brad Miller replied that he knows they are all counted but is not sure where they are all reported.

Jack Woller expressed frustration that he has a lot of balls in the air and is not sure what the main priorities are for his position. He feels there are many opportunities the Church is not taking advantage of.

Carol Kooistra suggested that goals written by the oversight committee should be shared with the whole Governing Board.

Chip Wall said that there was an e-mail sent to the Governing Board on October 24. Carol Kooistra said they should be added to Jack Woller's review and Chip Wall said he would forward the Oct 24 goals to everyone.

### **Stewardship**

Jack Woller said that everyone had received a list of 86 church members who had pledged in the past, but had not pledged this year. Jack Woller said that a personal contact from a Governing Board member would be the best way to approach them and asked the Governing Board members to put their names by those they felt comfortable contacting. Jack Woller will collect all the lists and reconcile them so that there would be 5 contacts per Governing Board member. The list is down from 115 last year. Paul Arnold added that if any of the members had comments they should be forwarded to the Governing Board. Chip Wall asked if there would be a script. Jack Woller said he would provide talking points.

Jean Bahle commented that she was heartened by the OWL program (Our Whole Lives).

Chris Roe said that the OWL program is currently taught to the students in character school, but the hope is to offer the program to all age groups in the community. A meeting is scheduled Sunday with All Souls Church to finalize details as to times and locations. Facilitators for the program are being sought.

Kristin Mayer asked if this information is ready to be shared with the public. Chris Roe said it would be best to wait until after the meeting with All Souls.

Kirsten Lundeen commented that the podcast on education was very good.

### **Ad Hoc Communications Committee**

Paul Arnold made a motion to organize a Communications Committee as follows:

*The Board Chair shall appoint a Communications Ad Hoc Committee to prepare a plan for improving the efficiency of our various communication channels. The ET shall appoint an appropriate staff liaison to attend meetings and provide information, facilitation, and guidance. The Committee shall report its progress to the Board in writing on a monthly basis.*

Brad Miller supported the motion.

Paul Arnold stated that he has felt there should be a committee for communications, but it should not compete with the staff. He asked what the committee would be entitled to do and how would the responsibilities of the committee coordinate with the staff?

Win Irwin suggested that a staff member could be on the committee to advise and that the group could meet and decide on their focus.

Carol Kooistra commented that there was a communication committee several years ago.

Kristin Mayer asked if the committee was to communicate for the Governing Board or for the Church and stated that the communication gap appears to be between the Governing Board and the congregation.

Jean Bahle suggested that the proposed motion read efficacy instead of efficiency and asked about Town Halls and who would arrange one. Win Irwin responded that it would be one of the responsibilities of the committee.

Kristin Mayer moved that the motion be amended to say efficacy of Governing Board communications channel.

Amy Preston seconded the amendment and the amendment was approved.

Brad Miller asked how long the committee would exist and Tim Creamer asked about the authority of the committee. Win Irwin stated that the committee could later become a standing committee if the Governing Board decides to continue the committee.

The motion to appoint the committee was approved. Chip Wall agreed to organize the first meeting and it was decided that Jack Woller and Fred Wooden would choose the staff liaison.

Volunteers for the Ad Hoc committee include Brad Miller, Jim Ayers, Chip Wall, Kathy Higgins, Amy Preston, Kristin Mayer.

### **Next Step on Social Hall**

Win Irwin suggested the Governing Board choose one of the end statements from the annual retreat social hall discussion groups for the Executive Team to pursue. Jack Woller and Fred Wooden have been working on the issue but without an end statement.

Brad Miller said the first statement is the simplest. There are many things the Executive Team could do, and he doesn't feel the volunteers should be responsible for enforcing the rules, that should be staff's role.

Brad moved that the first end statement: be adopted, specifically:

*We will provide a safe and comfortable space for our members and appropriately welcome our transient neighbors.*

Jean Bahle supported the motion.

Win Irwin said there would need to be a clear definition of "safe and comfortable space" and "appropriately welcomed."

Carol Kooistra commented that there are many people on the ramp and some of the congregation feel afraid to use it. She also mentioned that she sees few members in the social hall after church and we need to move ahead and do something as it is an important issue.

Jean Bahle stated that there would be value to letting the congregation know about the end statement and that the Governing Board was working on the issue.

Win Irwin stated that the Governing Board is responsible for the statement and that implementation should occur by the end of the year as discussed at the retreat.

Paul Arnold commented that not one the end statements were measurable.

Kristin Mayer wondered if the language of the statement reflected an us/them attitude.

Carol Kooistra stated that Brad Miller cannot be expected to be the permanent enforcer, he wants to attend services in the Sanctuary.

Brad Miller commented that he will go to the service and then the Social Hall and the congregation must know that the way forward is not to avoid the Social Hall. He stated that most neighbors were compliant, new rules will be communicated and the congregation needs to step up and come back in.

Carol Kooistra stated that there was no place to sit and that fellowship is what brings people to church, the situation in the Social Hall is limiting fellowship.

Paul Arnold said that we are losing members, and that one reason attendance at the service is down is because people feel uncomfortable coming to church.

Tim Creamer mentioned that the congregation is not facing its privilege, and Kristin Mayer said it is the Governing Board's duty to push the congregation.

Will Gallmeyer proposed that the discussion was too complex for this time and a decision should be postponed and that while the end statement appears simple it is a very thorny issue.

Jack Woller stated that he did not feel the end statement would provide guidance to the staff and that the decision should be based on the church mission not money. He mentioned that better words could be used instead of "transient" such as "experiencing housing insecurity".

Brad Miller suggested that the Governing Board really dig into the list of members who haven't pledged to find out why they haven't pledged. There is a fiduciary responsibility and members need to see words and actions that are addressing the situation, understanding this is a serious matter to be addressed in a sophisticated and kind way. Brad Miller expressed a concern that if the Governing Board waits for the perfect statement it won't be addressed.

Kristin Mayer asked if there is a reason not to mention rules in the statement. Brad Miller replied that the Executive Team should establish the rules.

Dana Munk commented that the neighbors may or may not be the reason that members aren't pledging, and we can't assume failure to pledge is connected to the social hall. She commented that there are more people "without" and we should appreciate this snapshot of reality.

Tim Creamer proposed an amendment to remove "transient" from the statement and use "housing insecure" instead.

A vote was taken on the amendment 9 were in favor, 3 opposed and 1 abstained.

A vote was taken on tabling the consideration of the 1st end statement. 7 were in favor, 5 opposed, and 1 abstained. Motion was tabled.

Amy Preston will write a response to letters from the congregation and send it to Win Irwin for review.

### **Committees/Chart of Work**

Win Irwin proposed 2 changes to the Chart of Work for the Officers' Committee:

1. The preparation of the Governing Board Annual Report and making sure the appropriate activities are in the report; and,
2. Now that attendance is addressed in the bylaws it will be the Officers Committee role to address those accumulating 3 absences in 12-month period.

Drafts of the Charts of Work for the Nominating Committee and Oversight Committees were distributed. Each will meet to finalize, and the Oversight Committee will review Fountain Street Church policies this year.

Tim Creamer handed out a draft Finance Committee Chart of Work. He reported that he has a recommendation for the church member position on the financial committee.

Tim Creamer stated that the monthly report to the Governing Board would include recommendations for financial sustainability and that the Finance Committee would work with the Executive Director on the budget. He reminded the Governing Board of the precarious position regarding cash.

There were no questions.

### **New Business**

Paul Arnold proposed the following motion to the Governing Board to address the decline in member attendance on Sunday mornings:

*The Executive Team shall take immediate steps to reverse the decline in member attendance on Sunday mornings. The ET will state in the March 2019 ET report those actions implemented and additional steps being planned or considered. Only those actions that have budgetary or policy conflict issues will need Board approval.*

He also suggested that the Executive Team take measures to meet goals set by the Governing Board.

Will Gallmeyer asked if this would be a goal added for Jack Woller. Dana Munk asked if there is evidence that an increase in attendance leads to an increase in membership and asked about possible consequences.

Kristin Mayer asked about the relation of this motion to the strategic plan. Paul Arnold responded that the Governing Board cannot implement the strategic plan, it should set goals for the Executive Team.

Brad Miller stated that he supported an aggressive goal to build membership.

Tim Creamer stated that he likes goals but is concerned that they might be somewhat unrealistic.

Will Gallmeyer asked Jack Woller to address the pros and cons of the proposed amendment.

Jack Woller stated that speaking for himself he didn't feel they would help. He feels that putting all the Executive Team's energy into Sunday's would be a mistake.

Dana Munk commented that the new infrastructure might appeal to a new minister and membership might organically happen.

Will Gallmeyer moved that the discussion be closed, it was seconded, and a vote was taken 12 approved, 1 opposed.

A vote was then taken on the proposed amendment: 2 approved, 10 opposed, 1 abstained.

### **Adjourn**

Meeting was adjourned at 8:58pm.