

# Fountain Street Church

## Governing Board Meeting

May 20, 2019

Present: Paul Arnold, Jean Reed Bahle, Tim Creamer, Steven Depolo, Will Gallmeyer, Kathleen Delp Higgins, Win Irwin, Carol Kooistra, Kristin Mayer, Katie Mitchell, Amy Preston, Chip Wall

Present by phone: Jim Ayres, Brad Miller

Absent: Dana Munk

Staff: Jack Woller, Christopher Roe

Absent: Fred Wooden

Guests: Kirsten Lundeen, Buzz Wynbeek, TJ Norris, Ken Norris, Todd Johnson, James Ayres

Scribe: Connie Graham

### Call to Community

Tim Creamer read a quote by Michael Crawford:

*"It is not impermanence that makes us suffer, What makes us suffer is wanting things to be permanent, when they are not."*

### Congregant Comments

Ken and TJ Norris attend the chapel service and recently became members. TJ serves on the foundation board and Ken is on the Build Guild.

Ken Norris spoke to the board *"We appreciate the work the board does during this time of transition and challenge. Speaking for ourselves only, we understand the necessity of hiring the senior minister before the chapel minister, but we were told when Jason left to get through six months until summer, now we are told a year, maybe even two years."*

*This is causing some loss in the chapel, people are falling away and there is no to follow up with new people. There is some loss of enthusiasm and interest. We are very happy with Andy, but we are concerned for the long term."*

Todd Johnson stated that he agreed with Ken.

Kirsten Lundeen commented that 413 people visited Saturday and Sunday for the Parade of Homes and thanked the staff for making the building look so nice.

Carol Kooistra said that the "Spirit of the Arts Talent Celebration" was outstanding.

Todd Johnson added that over 100 people attended the concert and 15 people presented.

### Governing Board Minutes

The minutes from the April 15, 2019 Governing Board minutes were approved.

### Search Committee

Buzz Wynbeek reported that 80 people attended the town hall meetings and comment cards were received from almost everyone.

The Search Committee is scheduling sessions with all small groups and committees this summer and through the fall starting with Fountain Club. There are over 50 small groups, with some overlap of members and some have not met in a while.

Three members of the search committee have been attending the current Connections groups ("Change like the River") and have found them very valuable. Buzz Wynbeek encouraged Governing Board members to participate in the connections groups.

Jean Reed Bahle met with the Search Committee to review work already done with preliminary and groundwork questions. The Search Committee will meet with the FSC Governing Board June 17, prior to the regularly scheduled Governing Board meeting.

The Search Committee is starting to craft the profile of Fountain Street Church that will be provided to senior minister candidates.

### Financials

Tim Creamer gave a report on the financials.

Summer pledge income is \$75,000 short of goal and a shortfall of \$70,000 - \$100,000 for the year is expected.

Contributions of record are \$9,000 below budget, the 2nd quarter is usually low.

Rental Income is shaping up well, downgrading expectations by \$30,000, but this is a conservative estimate.

Tim Creamer handed out a sheet with recommended budget adjustments from the Finance Committee. (attached to minutes)

Tim Creamer presented areas where expenses could be cut. Including reducing the hours the church is open. Other possibilities include using half of the Sunday plate collections for church operations and making a special appeal to the congregation to make an additional donation to help over the summer months.

Tim Creamer stated that with the reduced donations the cuts would result in a budget surplus of \$4075. He tasked the Executive Team to find other adjustments.

Carol Kooistra voiced her concern that the church has borrowed from the FSC Foundation to meet operating expenses and that nothing is being done to find a permanent solution to the church's financial problems.

Brad Miller was concerned about the plate contributions. He was worried plate contributions might go down if the proceeds weren't sent into the community, as this has been a popular program.

Kristin Mayer stated that it bothered her that the church sends money out in the community when the church is having difficulties. This sends a confusing message to the congregation.

Tim Creamer commented that people may feel they are giving to the church through their pledge and may not want to put money in the plate for operations. He also stated that any cuts will hurt.

Jim Ayres added that this is about sustainability and survival. The Finance Committee is trying to come up with a plan, they are frustrated and welcome any suggestions.

Kristin Mayer said that she is concerned that the FSC Governing Board is not doing enough to tell the congregation if deep cuts are being made.

Will Gallmeyer suggested that once a month the plate contribution could be donated to outside organizations.

Carol Kooistra stated that she was not ready to vote on the matter of the plate contributions. She wanted to wait until Fred Wooden returned.

Brad Miller agreed that it should be discussed further when Fred Wooden comes back.

Will Gallmeyer suggested that the FSC Governing Board set a budget surplus level where some of the cuts could be reinstated.

Tim Creamer stated that a decision needed to be made because funds dry up in the summer and he moved to adopt the budget adjustments as recommended by the Finance Committee. Amy Preston seconded the motion.

A vote was taken on the budget cuts.

Yes: 10

No: 1

Abstain: 1

### Executive Team Report

Jack Woller reported that the ET does not have the 501c3 documents back yet.

### Review of ED Objectives

Will Gallmeyer commented that the conversation started at the FSC Governing Board Annual Planning Retreat and the 2019 goals have been combined with goals from the strategic plan.

Carol Kooistra commented that Jack Woller's review was set for August and asked if the goals would be met by then.

Will Gallmeyer responded that it depended on the goal.

Amy Preston commented that some goals have a six-month time frame, but some goals go into the next year.

Will Gallmeyer stated that it was an ongoing document and can be added to as needed.

Amy Preston moved and Will Gallmeyer seconded to approval of the ET goals. (attached to minutes)

Yes: 11

Abstain: 1

### Ad hoc Communication Committee

Chip Wall reported that one suggestion the committee had was for a FSC Governing Board member to give a welcome at the Sunday service and advertise that the FSC Governing Board had a table in the Social Hall after service. Fred Wooden was reportedly concerned that the schedule would be too tight and wanted to review and start in the Fall.

Amy Preston, Brad Miller and Chip Wall have been at the Social Hall table and have received many comments, they are compiling a list of the questions they have been asked.

The time frame for the Social Hall table would be from about 10:30 – 11:00 AM and 12:00 Noon – 12:30 PM to cover both the Chapel service and 11 AM service.

It was noted that the people from the Chapel Service tend to gather in the Chapel and not the Social Hall and that many of the people from the 11 a.m. service gather in the Narthex.

Notices will be put in the Friday Flash and the Chimes about the FSC Governing Board table in the Social Hall.

### Security Recommendations

Jack Woller reported that he had one bid so far. The cost would be \$16,000 and would cover 2 professional security people for six hours each on Sunday. This would be passive deterrent; the security people would be posted by doors and transition points.

Brad Miller moved to approve the recommendation and Amy Preston seconded the motion. Brad added that it would be a basic level of security that would be valuable and helpful and as national news ratchets up we need to do what other churches do

Paul Arnold commented the he was concerned that security guards send a message that this is a dangerous place. Should we be hiring someone from the outside or should we start with a crisis plan?

Tim Creamer said that it was a security blanket and security guards couldn't really do anything.

Will Gallmeyer said that it could do more harm than good to have security guards and that the social workers would be better able to deal with incidents.

Brad Miller commented that our programs push the envelope. It is a more violent time, this is a smart step.

Kristin Mayer agreed with Will Gallmeyer that the social workers are better equipped to deescalate situations.

Amy Preston said the security guards wouldn't be to deal with the neighbors, but with people who make threats and that it is a lower cost the she expected. Compared to other churches we have done very little and it could be considered negligent. Some churches have armed guards, which she didn't think we need but we could do something in the middle.

Carol Kooistra motioned to end the debate. Tim Creamer supported, and a vote was taken  
Yes: 5, No: 4, Abstain: 3

A vote was taken on hiring the security company

Yes: 5

No: 7

Win Irwin commented that this isn't the end of the conversation.

Jack Woller said that we could spend the money in ways that could make FSC safer without hiring a security company.

Amy Preston motioned that the ET provide an alternative plan for building security and the FSC Governing Board approved the motion.

### New Business

Win Irwin reported that the Officers Committee reviewed board attendance and there was one board member that had 3 absences within 12 months. The member was spoken to, but nothing was done at this time. Our ability to have members phone into meetings, now available in Room 109, will help increase attendance.

Win Irwin reported that Community Rebuilders had found homes for 18 of our former portico people.

Paul Arnold raised his concern that the FSC Governing Board is not taking membership seriously. UUA churches have not seen a membership decline in the last 20 years, new denominations and alternative churches attendance is going up. He said that he is seeing fewer and fewer people every Sunday.

Carol Kooistra said that Christopher Roe's sermons the past two Sundays were great and gave her hope.

### Adjourn & Debrief

The meeting was adjourned.