

MINUTES
GOVERNING BOARD MEETING
MONDAY, MARCH 18, 2018

Location: Room 109

Present: Jim Ayres, Tim Creamer, Steven Depolo, Will Gallmeyer, Kathleen Delp Higgins, Win Irwin, Kristin Mayer, Katie Mitchell, Dana Munk, Amy Preston, Chip Wall

Present by phone: Brad Miller

Absent: Paul Arnold, Jean Behle, Carol Kooistra

Staff: Jack Woller, Fred Wooden, Chris Roe

Guests: Sharon Morley, Kirsten Lundeen, Todd Johnson, Connie Graham (Scribe)

Win Irwin called the meeting to order.

Call to Community

Amy Preston read "A Brief History of Fountain Street Church."

After the reading, Amy Preston commented that every issue we are dealing with today is something that our predecessors had to deal with and the church persevered, remained true to their objectives, passions and thoughts. Every month we are laying groundwork for the future. They took bold actions, so we can take bold actions.

Congregant Comments

Kristen Lundgreen announced that the property committee is working with Heritage Hill Association and Fountain Street Church will be participating in the annual weekend tour of homes scheduled for May 18 and 19, 2019. The Chapel, designed by Alden Dow will be featured for its architectural significance and Keeler Lounge will have a display on Fountain Street's 150 history. The committee will ask for volunteer tour guides.

GB Minutes - February 18, 2019

Tim Creamer motioned for the February 18, 2019 proposed minutes to be approved with correction of the spelling of Chris Roe's last name. Will Gallmeyer seconded and the minutes were approved by the board.

Financials

Tim Creamer reported that financial reports for January and February were not yet complete and that he would distribute them to the board as soon as they become available.

Tim expected that the financial reports would show that pledges are hurting. Fred and Jack are contacting everyone to get the pledges in.

Jack commented on efforts to hold an event in the Sanctuary of Fountain Street Church featuring the creator of the television show "The Good Place", Michael Schur, and the show's moral consulting philosopher for a talk on moral philosophy. He expects the show would sell out in less than 48 hours and that the church could net \$22,000 - \$27,000. He is not yet sure of the speaker fees and the efforts are in the early planning stages, though may progress quickly based on the television show's downtime in between filming seasons of the show

Tim Creamer stated that he was concerned that a decision would have to be made before the board could meet to approve the expenditures and moved that up to \$75,000 could be spent without board approval. The normal limit is \$20,000.

Amy Preston seconded the motion.

Win Irwin asked if it could wait until firmer numbers were available.

Will Gallmeyer asked about the urgency. Tim Creamer replied that he would not like to miss such a good opportunity.

Fred Wooden mentioned that the Officer's Committee could be empowered to watch over the expenditures and approve expenditures before the next Governing Board meeting.

Will Gallmeyer moved that the proposal be amended to give the Officer's Committee conditional approval from the board to exceed the \$20,000 limit for this project.

Tim Creamer accepted the amendment. Amy Preston seconded and the motion was passed.

Win Irwin asked if this event would be held by the 501(c)(3), but Jack Woller replied that the new entity would not take away the church's ability to do events.

Executive Team Update

Jack Woller provided an update on the proposed sale of the parking lot. He spoke with a commercial broker who gave an valuation that was considerably higher than the appraised value. He doubts from the plans that the proposed buyer could guarantee the number of parking spaces the church would need. The next step will be to approach Grand Rapids Community College to see if they are interested in purchasing a right of 1st refusal which would allow the college to match any other offer. The right of 1st refusal

could be sold to the college for an amount ranging from \$5,000 to \$20,000. Win Irwin agreed that GRCC should be approached, but that we would want to maintain the same amount of parking and that any sale would have to be approved by the board.

Fred Wooden and Jack Woller gave an update on the Social Hall.

Fred Wooden commented that the Chapel community feels they are doing well and may not need someone to do the same things that Jason did for the time being. This leaves some flexibility in the budget. He has spoken to other area churches about how they handled similar situations. Some churches have hired security guards to enhance their sense of security, but this is not consistent with Fountain Street's values so they plan to use some of the money freed up by the chapel budget to hire social workers at \$80 per week. The social workers would get to know the congregants and the neighbors and create an atmosphere of welcome, security and safety. Jack Woller commented that we do not want to duplicate programs that are already available in the community, but we can get people with needs in contact with the right agency. Also, we would have confidence that the Social Hall rules are being enforced. Win Irwin asked if everyone was aware of the rules, and Jack Woller said that they were posted.

Jack Woller reported that other measures had also been taken. The outlets have been covered and a phone charging station has been provided as a service. They are experimenting with the table arrangement in the Social Hall. Earpieces have been provided for the ushers and greeters and training is being developed on responding to emergency situations. The people at the welcome station who are present to answer questions are also a form of security. The recruitment of volunteers has been a struggle. Jack Woller mentioned that Melissa is present on Sunday's which increases the number of staff available on Sunday.

Fred Wooden reported that the Women's Association served some 45 nonpaying people at the St Patrick's lunch on Sunday. Chip Wall said that he was pleased at the attitude of the neighbors, they were very polite.

Win Irwin commented that this is not the way others have chosen to deal with these problems, many use uniformed guards, which we do not want to do. He applauded the Executive Team for making a lot of things happen.

Steven Depolo asked if there was a way to communicate the progress to the congregation. Win Irwin suggested a possible town hall.

Jack Woller stated that the church will spend about \$4,000 this year on licensed social workers and that this was very exciting.

Fred said that the goal was that everyone feel safe and welcome.

Win Irwin said that Chris Roe's job title should be changed so that he is designated as a minister. Fred Wooden said that when Chris Roe was hired the church did not need a

third clergy member, but since Jason Hubbard's departure, it would be an efficient way to acknowledge Chris Roe's contribution and responsibilities. Kristin Mayer asked about compensation, job description changes associated with the proposed change. Fred said it could have some impact on changing a bit of his current salary to a housing allowance, but the total amount of compensation would not change and there would be no other changes.

Amy Preston moved that Chris Roe's title be changed to Minister for Spiritual Life and Learning. Chip Wall seconded. Motion was approved.

Win Irwin stated that he would like every board member to read the policies and make recommendations to the Oversight Committee. A change to policy must be proposed and wait 3 meetings before approval.

Jack Woller provided an update on the 501(c)(3). A name is needed for the nonprofit and he needs one more board member that he expects to have by next week. He is being very intentional about the selection of the initial board members. He hopes to have the final Mission Statement, initial board membership, and bylaws ready for final viewing by the next Governing Board meeting.

Review of ED Draft Objectives

Jack Woller stated he would like to have some Executive Director Goals and Objectives.

Jim Ayres expressed concern that there are no metrics and that the Draft Executive Director Goals and Objectives should have metrics for measurement in three tiers: 1. threshold 2. meets 3 exceeds.

Will Gallmeyer asked how the goals overall looked to Jack Woller.

Jack Woller agreed a benchmark would be helpful and agreed that it is a good set of goals without knowing quantification, but he does not feel they are the most important goals for his position. Jack Woller commented that the 501(c)(3) will not be an instant windfall.

Jack Woller does not feel that a sale of the parking lot will be accomplished this year.

Jack Woller is concerned about how fund raising is done.

Jim Ayres commented that the goals shouldn't be approved if Jack Woller doesn't agree they are good goals.

Win Irwin suggested that a smaller team could be established to work with Jack Woller to establish SMART objectives.

Chip Wall asked if a member of the Oversight Committee should be involved in the small working group.

Dana Munk commented that goals should be in place for next year so that Jack Woller could hit the ground running.

Jim Ayres suggested that something should be in place for this year and it could be a “skinnied down” version for this year.

Jack Woller commented that the process is already helpful because it helps to set priorities and know things are on the right track.

Steve Depolo commented that a balance is needed between metrics and things that cannot be anticipated.

Jim Ayres moved that smaller group work with Jack to refine goals. Motion was seconded.

The motion was approved.

Win Irwin asked for volunteers for the subgroup to refine goals. Jim Ayres said he would volunteer and would have something for the next board meeting. Steve Depolo and Will Gallmeyer also volunteered.

New business

Win Irwin stated that Gary Dorrien, the speaker for the 150th anniversary can only come on November 17 and asked if the annual meeting could be changed. The Governing Board decided that the annual meeting would be held November 24, 2019.

Kathleen Delp Higgins provided an update on the Staff Luncheon for April 17, 2019 at Meijer Garden as part of our 150th Anniversary celebration. There are 20 RSVPs so far and she is expecting 30. She handed out invitations to the Governing Board members. The Governing Board members will have to pay and Kathleen Delp Higgins requested that as many Governing Board members as possible attend.

Todd Johnson reminded everyone of the event on April 10, 2019 at 5PM at Brewery Vivant to introduce the Fountain Street 150th Anniversary beer and mentioned that the labels look nice.

Will Gallmeyer wanted to commend the Executive Team on their work on the Social Hall challenges and asked that if anyone still had concerns and thought that a motion might still be needed, they contact him to discuss.

Win Irwin mentioned that the Ad Hoc Communications committee has not yet had its first meeting.

The meeting was adjourned at 8:29pm.