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**MINUTES**

**GOVERNING BOARD MEETING**

**Monday September 17, 2018**

**Location: Room 109**

**Present:** Paul Arnold, Jim Ayres, Jean Reed Bahle, Tim Creamer, Kathleen Delp Higgins, Patrick Eaman, Win Irwin, Carol Kooistra, Brad Miller, Katie Mitchell, Amy Preston, Chip Wall

**Absent:** Dana Munk, Bettegail Shively

**Staff:** Jack Woller, W. Fred Wooden

**Guests:** Mike Grass, Christopher Roe, Norman Runyan, Buzz Wynbeek, Xander

The meeting was called to order at 7:00 pm by the Chair, Win Irwin.

1. **Call to Community** Paul Arnold Contemplation

Paul Arnold read passages from a 2001 Fountain Street Church Annual Report.

1. **Congregant Comments** Guests Comments

None.

1. **GB minutes – June 18, 2018\*** Paul Submit to File

**Minutes Congregation – May 20, 2018\***

***MOTION*** by Patrick Eaman to submit the June minutes to file. Seconded by Jim Ayres. Motion passed.

Notes from the special congregation meeting of May 20th were also made available.

1. **Financials** Tim Approval

Tim Creamer said there has been a continued negative cash flow, other than a $100,000 loan from the Foundation to the operating budget of the church. Tim said that this loan has been fully transferred and is expected to keep the church solvent through the end of the year. Tim added that the Executive Team has begun looking into the sale of the parking lot.

Win Irwin clarified that the loan from the Foundation is not listed in the financial report as an income line but rather reductions of expenses.

Tim Creamer said that there needs to be a long-term solution to the financial situation of the church. Tim said this loan and possible parking lot sale are band-aids rather than a fix. Tim said the staff is in a more appropriate position than the Board to develop financial and operational plans.

***MOTION*** by Tim Creamer that we task our ET to work with the staff to develop paths to sustainable operations that are in line with our mission and vision. A draft report to be due in 30 days. Seconded by Brad Miller. Motion passed.

Fred Wooden asked whether the Board was asking for a purely financial plan.

1. **Executive Team Report**  Jack, Fred

-*New Director of Religious Education*

Fred Wooden introduced Christopher Roe, the new Director of Religious Education. Fred discussed the blind hiring process, the top six candidates, and his excitement about the process.

Christopher Roe says that he has been working for two weeks and has gotten acquainted with many of the families, middle schoolers, and high schoolers. Christopher said he is excited to grow the education programs and mentioned outreach to families. Christopher said that what excited him about this position is the dynamic interfaith environment.

Paul Arnold asked whether this staff role includes adult education as well. Fred Wooden says that it does and encouraged Christopher to imagine broad and new ideas as well as strengthening what is already happening at FSC.

-*Portico Update*

Jack Woller gave a portico update. Jack said a volunteer group has been working with Community Rebuilders. Jack reported that 22 individuals opted into exploring resources. Brad Miller said that 9 have been referred to housing. Tim Creamer asked for an estimate of the total number of people using the portico. Jack Woller said that it varies widely, with various subgroups. Fred Wooden and a congregant participant estimated that about fifteen people tend to use the portico at one time.

Jack Woller said that the goal is still to give as much and as empathetic notice as possible about no one being able to shelter on the portico going forward. Jack said that September 28th has been chosen as the date to begin enforcement. Jack said notice has been given.

 Brad Miller added that Community Rebuilders have been very dedicated and responsive. Brad added that a FSC task force is in place to support continued improvement in FSC hospitality.

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1. **Oversight Committee**  Carol

Carol Kooistra thanked everyone involved with the annual community picnic this last Sunday and encouraged more Board members to attend in the future.

Carol Kooistra described the final steps of the staff evaluation process for Jack Woller. Carol said feedback was received from all Board members but one, the Senior Minister and Associate Minister, many church subgroups, and all four staff who report to Jack. Carol said that the conclusion was that Jack Woller has done a good job and was awarded an overall score of 4 out of 5. Carol said these documents will be added to Jack's personnel file.

Carol said that the whole Board, not just the Oversight Committee, should help set the Executive Director's goals and objectives. Jim Ayres asked how the Board would go about that process and proposed a subgroup.

***MOTION*** by Jim Ayres to create an ad-hoc group to create a draft document of goals and objectives for the Executive Director for future discussion at a future Board meeting. Seconded by Paul Arnold. Motion passed.

Win Irwin said that anyone who is interested in that ad-hoc group should contact him.

Carol also described the Oversight Committee's process of the "retrospective" review of the Senior Minister, which Carol said she hopes will be a document to Fred Wooden's legacy as well as a possible tool for future search processes.

Carol Kooistra thanked those who attended the summer session services and said the committee is reviewing the summer services to see if there should be any changes for next year. Carol said that at this point the committee considers it a success and is not anticipating any large changes in next year's summer services.

1. **Nominating Committee Update** Patrick

Patrick Eaman said that the Nominating Committee has compiled the current roster of Board members and when their Board terms will end. Patrick said that there is one current Board opening now and that five more Board members will be leaving a vacancy next year. Patrick asked each Board member to identify one person as a possible candidate for Board service. Patrick said the committee will also contact various church members who they think may be interested in joining the Board or can nominate someone else. Patrick said that these conversations are not limited to Board service but rather include other ways to be involved in the church. Patrick said there are three candidates who have previously expressed interest but were not available last year. Carol Kooistra said that some Board candidates may be found from the list of those who stepped forward with interest in the Search Committee for the Senior Minister.

Carol Kooistra noted that the competition for Board positions has, in the past, created ill-will for those that did not get elected. Tim Creamer said it is important to seek candidates outside who we know and not become insular. Jean Reed Bahle asked whether it is protocol for those with a Board nomination to speak to their nominee personally about Board service. Patrick Eaman agreed that it is best to make a personal invite.

Paul Arnold said that strong working committees are necessary to a church, because it creates a "farm team" for leaders to rise up and also provides options to anyone who sought election to the Board but was not voted onto the Board.

1. **New Business**

Win Irwin said that there is an upcoming town hall scheduled. Win said that he is not aware of any business for the town hall and that it has not been well-advertised. Win suggested canceling the town hall, to general agreement.

Jean Reed Bahle said that the Connections group has been recruiting participants for its 4 week October series, on the topic of "change," with an informational table in the Social Hall during September.

Tim Creamer said that the Build Guild has also been tabling in the Social Hall to seek volunteers and donations for their home-building volunteerism.

Jack Woller said that given the ongoing budget deficit, and the idea that if you always do what you've always done, you'll get what you always get, he has some concerns that the Senior Minister Search Committee has been formed according to the usual protocol and may lead to the church continuing on an unsustainable course. Jack suggested the Search Committee should be encouraged to think critically and creatively about their mission. Carol Kooistra said that the by-laws do specify seeking one replacement for the Senior Minister. Jack Woller said it might take some intentional work to find a candidate other than a heterosexual white male over 60 years old. Jean Reed Bahle said that the Search Committee is intentionally an independent, self-directed group empowered to make their own decisions.

1. **Adjourn & De-brief** Motion to adjourn All

***MOTION*** by Paul Arnold to adjourn at 8:25. Seconded by Carol Kooistra. Motion passed.

**Upcoming GB meetings and events**:

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| Next OC/ET meeting | Monday, October 1, 5:30 - 6:30 p.m. | OC, Sr.Minister, Ex Dir Board Room |
| Next GB meeting | Monday, October 15, 7:00-8:30 p.m. | GB, senior staff, Room 109 |

**Secretary Paul Arnold
Scribe Katie Assarian**