

Board Minutes October 18

Present: Tim, Michael, Jenny, John D, Bruce, Elizabeth, Brian, Michelle

Observing: Diane Dwitt, Monika Wengler, Chas Jansen, Gretchen, Michele Bernhardt, Vinit Allen, Ray Gains, Paula Murray

-Took turns reading our Vision, Mission and Values. We went around the room and shared our thoughts about them. Some were feeling positive and some felt negative.

-Consented to the minutes from the last board meeting and confirmed the next board meeting date. November 15, 2021 6pm-8pm.

-Asked clarifying questions in rounds for the proposal of Vinit Allen serving as an interim board member in place of Nancy Ellington through June. Michelle read the Board duties. We voted and consented to a 6 month term. He will be gone some in January and February so it made sense to extend until June. He is finishing out Nancy Ellington's term.

-Asked clarifying questions around Bruce Mulkey for the Church administrator position. We had conversations about how we can show up and support Bruce, also to check in with each other on both ends. We decided that we could start with the job description we have and mold it as we go. It is our priority to approach work through our values. Executive committee plans to meet and talk about Bruce's offer. We discussed his salary. This topic was large and took a great deal of time.

**Elizabeth expressed concerns that a proposed 25-30% increase in new staff salaries was not sustainable right now given the lack of a pledge campaign and that there has not been a corresponding increase in giving /revenue right now. If all 5 of our open positions are hired at salaries that are 30% higher than they were 1-2 years ago without the revenue/income rates matching that, we may not be able to cover those salaries. She suggested it would be more prudent to hire at a smaller increase until we know more about pledges. In a separate email, she provided history and details about staff salary fluctuations and reasons for those.*

*The executive committee got together with HR to come up with an offer at a different time. We voted and consented. We celebrated! Bruce started this position the following day. October 18, 2021.

-Proposed to table the Board of Chair role until more research, November.

-Michele B. Communications report:

She let us know about the database Breeze that she is learning about. She is very excited about it. Started off with 3100 people and after weeding out all the bad data, we have about 600 folks that we can email, send out campaigns to and do automated pledges.

-Tim Moran gave a financial report. He discussed how we will do budgeting and expense reports. Details from him are coming...

Ministers Report:

-Admin has been filled.

We still need: a bookkeeper: Interviewed 2 organizations and 1 individual. Another group to be interviewed. At the moment we need people on site for this position. Looking at how we can make this remote. Gretchen Henn is going to help us out with bookkeeping for a bit.

Other needs: Band leader, Pastoral care, Sunday coordinator, Liturgist, minister.

Laura says, "who is in charge?" is the big problem. There has been very little forward motion. People are stepping up a lot lately though and that feels very good!

-How will we move the pieces forward after Laura departs?

Worked with partners to write down ideas. Moved to another partner and discussed what we wrote. We ran out of time to finish this collective brainstorming.

To be continued....