

Jubilee! January 16th, 2023 Board Meeting Minutes

Minutes respectfully submitted by John David Short, Jan. 17th 2023

Attending Board (6): Tim Moran, Gretchen, Henn, Wiley Garrett, Louise Slater, Diane DeWitt, John David Short

Staff: Michele Bernhardt, Bruce Mulkey, Susie Davis

Regrets (3): Michael Smith, Jeff Peisner, Paul Muller

Community Observing: Chas Jansen, Nancy Ellington, Janet Bland

Opening Activity: Board members paired with a individual not so well known to asking and answering , "What brought you to Jubilee! and why do you stay {involved}?"

REPORT AND REVIEW ITEMS:

HR Update: Met Jan. 16th and elected Diane DeWitt chair of this committee.

Reviewed Pastoral Care position and Jay Joslin's application and interview with Bruce Mulkey.

HR is not able to advance Jay's application at this time due to a number of factors chief of which being lack of funds/budget for new hires. Committee and Board also feel the scope and compensation needs to be adjusted to better reflect community needs and Wiley will head up the process to develop an appropriate Job Description.

Nominating Committee: Suzanne Tebbe Davis indicated that she would like to volunteer in capacities other than the Board. Committee recommends Barry Brandt for election to the Board pending a vote by the Community by acclimation.

Building Sale Update: Bruce advanced a proposal from Beverly-Hanks to work with Ten X online real estate to auction a sale of the building following this timeline:

List to close in under 100 days.

Onboarding

o Ten-X collects due diligence documents from Jubilee! and our realtors

o Initial, undisclosed reserve price is set by the us and our realtors

o No upfront fees

February and March—Worldwide marketing of our building to a buyer pool of more than 14 million qualified investors

o Ten-X develops and implements a comprehensive marketing program to strategically match our building with potential buyers

o Photography, property listing page, print & digital ads, direct mail, and email

Late March—Auction at which investors come prepared to buy

o Online 2-day auction where qualified buyers place binding bids

o Once reserve is met or exceeded, highest bidder is awarded the contract

o Contract is signed by the buyer within two hours and non-refundable earnest money deposit is due within 24 hours of contract execution

April—Closing within 30 days of contract

o Upon closing, we would pay Ten-X a 2.5% fee, our realtors would receive a 6% fee.

Jubilee! is under no obligation to the auction contract unless our confidential reserve price is met.

Neither are we obligated to accept an offer even if it meets the reserve price, due to being a nonprofits or church.

The Board moved to authorize Bruce to develop a draft proposal for Board review with Ten X. Details of this proposal will be reviewed and considered by the Board in a special called session once it is created.

Motion passed with unanimous consent.

Finance Update and Q1 2023 Budget discussion: Treasurer Gretchen Henn reviewed proposed Budget for Q1 2023.

In light of all the expected changes in this year of Transition, the Finance Committee is presenting Quarterly budgets rather than a full year budget. Given the current liquid assets, if we continue to experience a \$6,000/mo deficit and we're willing to spend down the investment funds, Jubilee could continue to operate through 2023. But that means adding to the total of deferred salaries (at the employees' option) and Outreach and that's not how we want to operate. Additionally, there will likely be significant expenditures involved in both the Ministerial search and the facilities move - hopefully in the first half of the year - and those will eat into the reserves.

There is very little in the way of discretionary spending built into the first quarter budget and Bruce has committed to managing to what has been proposed.

Later on we will develop a budget that supports the full staffing and programming objectives that are defined for the next phase of Jubilee. Laura has offered that a typical annual budget for churches of a size similar to Jubilee is \$375,000. Our current bare bones budget, with all salaries being paid out, would be about \$275,000.

The Board moved to authorize this budget. Motion passed with unanimous consent.

Transformation Circle: The Circle met on January 5, 2023 to define their role and prepare for the coming year. The Transitional Circle seeks formal acknowledgement from the Board for their role and involvement in crafting the shape of Jubilee! to come.

The Circle does not anticipate needing a budget at this time.

Next Steps include (but may not be limited to):

- Open Space Events

- Team/Community Matchups (the 1st of which will be incorporated into the annual meeting).

- Small Group organic meet-ups, sponsored and advertised by the Circle.

The Board moved to establish this team, creating space to introduce the team widely at the semi-annual Meeting Jan. 22nd. Motion passed with unanimous consent.

Agenda for Semi-Annual meeting on January 22, 2023: The overall aim of the meeting is to renew energy and confidence within the Jubilee! Community by sharing information and engaging participants in the ongoing work of co-creating our future.

The board approved the following agenda for the semi-annual meeting:

1. Welcome and introductory remarks by Tim Moran answering: "Why are we meeting?"
2. Brief Introduction of each current board member (30 secs. or less per member, please.)
3. Introduction of Barry Byrant as a prospective board member.
4. Motion by Community to elect Barry to the Jubilee! Board of Directors, followed by voice vote by the community.
5. Building Sale Update by Bruce Mulkey and members of the Building Sale committee.
6. Active Teams Exercise: Active Teams will be introduced to the community and the community will be encouraged to join (or form new teams) to meet their deepest joy and hunger.

7. Finance Team Update: Gretchen will provide a brief report on the state of Jubilee! accounts.
8. Transition Circle Update: Chas will provide an update to the work of the Transition Circle and encourage community members interested in Jubilee! over the horizon to get involved.
9. Cold Close by Tim Moran. I've heard of cold opens by a cold close is new to me.
10. Hot Close (by Tim as well)?

I imagine this to be a bit like that scene from the Simpsons:

MR. BURNS: "Thank you for attending the company picnic. You may leave now. The hounds will be released in two minutes."

Parking Lot:

The following items discussed and tabled for consideration in conversations outside of a full board meeting:

- Supporting Jay in finding stable housing. Bruce, Wiley, and Lousie have offered suggestions to Jay and we will be in touch with him as soon as possible to offer support.
- Transitional to Full Ministerial Search a team and process will be developed working with Laura Collins and the HR team.
- Location Search Team will be developed to scout short term and long term locations for Sunday Celebrations.
- Membership & Inclusion Process: A reborn Pathways to Jubilee! member class will be developed in conjunction with the Transition Circle.
- A date and plans for a Joint Retreat of the Board, Staff and Transition Circle TBD Q2 2023.
- Louise will share a video describing the Open Spaces methodology.
- Feasibility of JAMS as a feasible short term housing solution for Jay.
- Michele Bernhardt will refine a Google Docs process for Jubilee!
- Do we start a pledge campaign (*Lord Jesus- yes please!*) When? *Yesterday would be good.*

Next Board Meeting: February 20th at 6:00 pm.

Ideally with food and perhaps in a members home?

Y'all are welcome to come to Oxford House Balboa, so long as you are comfortable sharing space with recovering addicts and alcoholics.

A called meeting of the board to consider the proposal by Ten X may supersede the next board meeting. This will be a closed meeting of the board, building sale, and finance committees. Minutes of this called meeting will be shared with the community after the fact.