

Meetinghouse Council Minutes

September 20, 2022

7 p.m.

Attendees: Steven Anderson, Jason Phillips, Paige Didora, Kent Nack, Rick Groomes, Deborah Eckland, Jeff Lindsay, Sara Wilhelm Garbers, Tim Anderson, Wendy Senior, and Mary Fisher.

7:00 Opened with Prayer of Relational Intent and Devotions - Wendy

7:09 August Minutes Approved

7:09 **Staffing - Steve**

- Jeanetta has left
 - Two new folks: Maggie is financial assistant, Carol is administrative assistant
 - Maggie stepped in when Kris was out and kept the ball rolling well
 - Kris will continue to mentor the new administrative staff for 12-15 months
- Jane Steinke has left
 - Colleen Olson - more responsibilities at 12 hours a week
- No longer in search of any staff
- Eric has already hired a new facilities worker
- Staffing currently has stabilized the budget

7:16 **Budget - Jason**

- Doing well overall in the context of a deficit budget
- Giving
 - We budgeted for an increase in giving of 5% - we are on that budget
 - Examining trends and demographics in giving - Nancy
- Expenses
 - Managing those well, overall have spent meaningfully below the budget
 - Nancy is meeting with staff members monthly
 - Staffing budget has improved
- Work is happening around a long-term financial model that can be utilized with different assumptions and scenarios
 - Still in progress and analysis will continue
- Approved engaging an audit firm
 - Recall that the congregation previously changed bylaws to eliminate annual audits
 - gives flexibility to have outside accounting firm be more efficient and secure, rather than perform annual audits
 - Targeting specific processes instead
 - Also less time/resources than an audit
 - Audits are now required every 5 years.

7:30 **Ministers' Report - Jeff, Sara**

- Last two Sundays have been fantastic - importance of volunteerism and staff ingenuity

- People have engaged with one another including after services
- Kickoff - number of visitors
 - Signs that our online presence and mailings have had an important return
- Get to know Meetinghouse Church - went well
- Positive feedback about blessing bag
- Introduced Joy Sjakstad in both services
 - Aligns with our goal of being a *Missional Hub*
 - Goes hand-in-hand with the work that Christian has been working on for some time - Center for Theology in the Neighborhood
 - Working with a new cohort at United Seminary
 - Generating a list of who should be a part of that idea/listening team
 - Will solicit the congregation for recommended people
 - Goal is to determine what unmet needs there are in the community that we may not even know about, whether in the civic, education, or environmental sphere
- What does engagement look like? It's more than numbers (but these are the numbers)
 - Worship attendance: our lowest Kickoff was 2019
 - Numbers overall are up from 2021
 - Summer - about 150 in Traditional in person
 - Alternative has varied from 41 to 101 in person
 - Kickoff was 292 (125 views online)
 - These numbers include children
 - Anecdotally, the Monday Morning Bible Study numbers were up
- Important to focus on the future rather than the past
 - Not because it's not important but because it might be befuddling to visitors and new members
- Consideration of other ways to be a presence for our neighbors (e.g. letting Edina Police know that we host AA meetings)
- Next Town Hall - November 20
- Meeting with Eric today - facility updates
 - Bell Tower stuff is done (137k)
 - Pond room and gym sprinklers and lights (34k + 24k)
 - Eric suggests we consider a security committee
 - Future selection of exterior signs - would like more direction about who is going to make decisions about signs and related items
 - Realistically would happen next spring
- Building and Grounds - need for an outside plan with trees and other long-term hardscapes
 - We have a member who is interested in giving to cover this
 - In a later phase - consideration of interior spaces and usability, accessibility
- Last week - staff development series part one of two
- Emerging Generations Updates (Andrew provided updates via Sara)
 - Cycling through topics
 - High School, Middle School, Children, Youth + Family
 - Confirmation Sunday is October 9 - 12 confirmands

- Emerging Generations Champion Team has been particularly helpful
 - Small groups that are more specialized - (i.e., parents of high schoolers)
- Important to consider that in March 2020 we had six actively engaged families

8:29 Policies Update - Steve and Deborah

- Put a lot of work in over the summer
- Well-received overall by the HR committee and people who have provided comments
- Apparent that it may be better to roll out Jan 1 so that year-long things can take effect
- Likely to have draft in advance of October meeting
- Training will be conducted by the attorney and by Kris
- Child and Vulnerable Adult safety policy
 - Attorney turned that around and it has been meticulously reviewed and rolled out to volunteers
- There is a risk management policy that exists and should be reviewed

8:38 Financial Discussion with Congregation

- There will be ongoing need for contributions from the Foundation
- Consideration of the best ways to keep congregation apprised of financial situation on an ongoing basis, not wait until the next meeting
 - The Town Hall is one good forum for this
 - Would want to make giving more tangible - examples of specific costs like programming so people have their “gift” in mind
- Would be helpful for people to hear about the payoffs of our emerging generations investments
- Tangible goals that are easily communicated and show progress

8:58 Motion to Adjourn