

Meetinghouse Council Minutes - Hearth Room

February 20, 2024

7 p.m.

Attendees:

Rick Groomes, Tim Anderson, Kent Nack, Deborah Eckland, Jeff Lindsay, Sara Wilhelm Garbers, Heather Jo Phillips, Wendy Senior, Christian Collins Winn, Ted Stark, Andy Ernst, Paige Didora, Kevin Eide

7:05 Opened with Devotions – Paige; Opening Prayer – Jeff

7:13 Review of Minutes

- From January Meeting – **Approved**

7:13 Ministers Reports - Sara

- Preview for Town Hall
 - o Digital Marketing Campaign - aims, recruitment (why, the engagement “funnel”) and results thus far
 - Lots of statistics to share
 - Inviting more of the congregation to be involved and to make it more internal
 - Some logistics are being worked out now - Zoom and in-person
 - Broader campaign and then targeted campaign from ad tracking
 - This was funded within the marketing dollars that we had (not an additional request)
 - o Say Yes campaign update
 - Overview of the process - most recently sent letters to 238 people who were not reachable by any other means
 - Current Database
 - Final piece - Trev and Maggie - integration of MailChimp and database
- Risk Management - Jeff
 - o Security Systems - Risk Management Task Force
 - o Response to a variety of different threats - from storms to medical emergencies
 - o More to come on that including what the financial needs would be
 - o Rick Larkin will be in a leadership role
- Risk Management- Deborah via email February 23, 2024
 - o Incident occurred during Sunday morning worship that potentially threatened employee safety.
 - o No harm occurred, but need to address risks to employees and congregation.
 - o Have had two members providing “security” on Sundays and Wednesday nights.

- o Motion made for Council approval of Church Security Proposal from ACG obtained by Rick Larkin in amount of \$21,650 to be paid by request to Foundation.
- o Ted Stark amended motion for Phase 1, \$7,050, be paid from this year's operating budget. The rest, approximately \$14,600, to be paid by request to Foundation in 2024-2025 fiscal year.
- o Amended motion seconded.
- o Amended motion passed.
- Other Updates - Town Hall
 - o Foundation - very strong December - earned back everything we invested this December
 - o Ted will give a Stewardship Report
 - o Update on two task forces
 - o Kimpa Moss will give an update about HR
- Lent - Jeff
 - o First full year of Sermon Series in place, very successful Ash Wednesday service
 - o Palm Sunday: Rachel Lucius and Paul Rudoj will be working with kids to have singing and palms
- Adult Ed - Christian
 - o Strong class - Wednesday nights - shorter, more condensed classes and often book-oriented seems to be more successful.
 - Most recent series was on living in community
 - Next - Why the Mystics Matter Now
 - o Jesus and Jubilee on Sunday
 - o Lenten Devotional - lines from a Spiritual every Sunday
- Other - Sara
 - o Art - connected to the Crying Out theme of Lent
 - o Recap of the Middle School retreat at the Town Hall

7:38 Visioning, Alternative Service, Emerging Generations - Tim

- Large piece on vision at the Town Hall - Erin Watson and Elaine Sloane Moen
 - o Co-leading the presentation and they have been working on refining years' worth of feedback
 - o One theme from the visioning work that overlaps with these task forces is the need to have a consistent voice or through line: that's our mission and vision and core values
 - Homework - continue to refine what the throughline is of our mission, vision, and core values, and what is the outcome of that design?
- In the alternative service task force - what we should keep, cut, create, and check.
 - o Nine people who are meeting but also engaging with prompts outside of the in-person meetings.
- Emerging Generations Task Force led by Kristy Anderson
 - o Using similar strategies, smaller group

7:55 Financials, Budget, and Stewardship - Ted

- January Financials
 - January Giving was 60k ahead of budget
 - YTD ahead \$175k
 - Total income ahead \$376k
 - Expenses ahead / favorable 12k YTD 77k favorable
 - So bottom line net revenue 90k ahead of our budget
 - 467k better than our budget YTD
 - Mostly driven by Hoist the Anchor, but also some from estate gifts
 - Youth Ministry - driven by income from events
 - Pastoral Care - memorial gifts from funerals
 - Financially, the markets are doing well
 - Schwab account is doing well, and haven't had to draw down on it as much
 - Facility income - exceeding budget mostly due to Spanish Immersion school
 - Building and Grounds - attributable to lack of snow
 - Human resources - 82k below budget, in part due to people leaving and not being replaced right away
 - Feeling confident about the last couple of months - hopeful to maintain growth
 - Drawn from Foundation this year - \$210k this year. Budget was for 900k this year
- Budget Process
 - "Flat" Budget for next year
 - We aren't anticipating a Hoist The Anchor again next year
 - Very good - meaning realistic - first draft
 - Missions coordinator position is going to be covered by the Fund 2 Blessing Initiative (restricted fund in the Foundation)
 - Compensation increases are built into the HR budget
 - Patrick, Eric built their respective budgets "from the ground up" based on this year's numbers
 - We are better currently than our goal of a deficit of \$720k

8:30 Other

- Other Business - Kevin - presenter at Senior Connect - outreach educational programs - the conduct these at different sites throughout the Twin Cities - said Meetinghouse would be a wonderful facility to host educational programming
 - We are in a transition time - grow our congregation with other like-minded individuals and grow their desire to be generous
 - We can be excited about what the future is going to hold, despite some sad situations

8:34 Private Meeting

Council received an email from a concerned church member regarding staff departures. Jeff, Sara and Christian left the meeting and Council discussed the member's concerns and the work already undertaken to address them.

9:16 Meeting adjourned