

**University Congregational United Church of Christ
Church Council Meeting, Ostrander Hall
September 21, 2009**

Next meeting:
Monday, October 26, 2009, 7:00 pm, in Ostrander Hall.

Attendance

Board/Office	Council Member
Moderator	Kathy Kripps
Assistant Moderator	Christian Halstead
Treasurer	Tim Croll
Acting Secretary	Elaine Mathies (also At-Large)
Past Moderator	John Lewis
Christian Formation for Adults	Rockwell Moulton (absent)
Child Care Board	Sally Pritchard
Communications	Eleanor Sundqvist
Elementary Education	Rebecca Schmidt (also Preschool Ed)
Facilities and Equipment	Bob Bourdeau
Fellowship	Vicki Farmer (absent)
Mission	Helen Bereiter
New Members	Gina Massoni
Parish Care	Mary Paananen (also At-Large)
Personnel	Carol Christoferson
Preschool Ed. and Fellowship	Rebecca Schmidt
Social Action	Elizabeth Dickinson (absent)
Stewardship and Finance	John Coleman
Worship and Music	Susan Landeen
Youth Ed. and Fellowship	Marla Murdock (absent)
At-Large / Exec (Stewardship)	(absent)
At-Large / Exec (Worship and Music)	Elaine Mathies
At-Large / Exec (Christian Education)	(absent)
At-Large / Exec (Parish Life)	Mary Paananen
At-Large / Exec (Mission and Outreach)	(absent)
Staff:	
Church Administrator	David Anderson
Pastor	Catherine Foote
Pastor	Peter Ilgenfritz
Pastor (Interim)	Lisa Domke
Guests:	
Leadership Parish Relations Committee	Paul Wiesner
DZO Strategists / UDECC Process Coordinator	Peter Drury

Moderator Kathy Kripps called the meeting to order at 7:05 pm.

Peter Ilgenfritz welcomed us with a reminder that we come to community with intention and care. He called for God's blessing in bringing us together as church and community.

Spotlight (Helen Bereiter)

Helen was raised in a Methodist church and also attended Baptist and Presbyterian churches when she was growing up. As an adult she attended Unitarian churches and a Friends meeting, before coming to UCUC with Bob. Helen was excited to realize that church members could discuss any kind of faith question here, and was impressed with the ONA discussions. She has found that the Jesus Study Group helps open up new ideas.

Helen has been on many boards, including Social Action, Christian Education, and Mission. She also volunteers with social service agencies. The mission of the Mission Board is to "prayerfully and carefully distribute funds to hurting people in this area and around the world". This year they distribute about \$30,000 and also select the recipients for special offerings.

Mission started the Harvest Table and runs Christmas projects. UCHA is connected to the church via the Mission Board. Mission also coordinates the annual Superfluity sale each spring.

Kathy Kripps declared a quorum at 7:18 pm.

Consent Agenda

Kathy invited the Council to consider the Consent Agenda, consisting of:

- Approval of August 17 Church Council meeting minutes
- Financial Report
- AIR Form 1 - Housing Allowance -- Amy Roon
- AIR Form 2 - Schedule of Congregational Meetings

Kathy commented that the financial report reflects more pledges received than expected at this point; people are being very faithful.

Motion: Approve the Consent Agenda..

M/S Lewis / Paananen. The motion passed unanimously.

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Complete text of AIR Form #1:

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 21, 2009

AIR # 1
Requested by David Anderson

Motion:

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income (in computing federal income taxes) a church-designated allowance paid to

him/her as part of his/her compensation to the extent used by him/her for actual expenses in owning or renting a home; and

Whereas, Amy Roon is to be compensated by University Congregational United Church of Christ exclusively for services as a minister of the gospel; and

Whereas University Congregational United Church of Christ does not provide any clergy with a parsonage; therefore it is hereby

Resolved, that of the total compensation paid for calendar year 2009 to Amy Roon, the housing allowance pursuant to Section 107 of the Internal Revenue Code is \$13,750.

Resolved further that this designation as housing allowance shall apply to calendar year 2009 and all future years unless otherwise provided.

Resolved further that forty percent of the salary of any minister on staff, regardless of when hired, is hereby designated as a housing allowance for the current year and each future year, unless otherwise specifically provided (as has just been done for the above clergy).

for the following reasons:

IRS requirement to designate clergy housing allowances

Date of Request 09/16//09

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson

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Complete text of AIR Form #2:

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 21, 2009

AIR # 2

Requested by David Anderson & Kathy Kripps

Action/Motion or Discussion Requested:

To schedule the following congregational meetings:

Sunday, October 25, 2009 Congregational meeting to advise the church council on a response to the question of University District Ecumenical Campus Coalition's request to use Lot C for a feasibility study

Sunday, January 24, 2010 Congregational Financial Meeting to approve a 2010 operating budget

Sunday, May 2, 2010 119th Annual Congregational Meeting

for the following reasons:

To set the congregational meetings in place

Date of Request 09/16/2009

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson or Kathy Kripps

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Staff Report

David Anderson brought our attention to the new schedule of congregational meetings. The annual Budget meeting will be Sunday January 24, 2010.

To support meetings in the evening, Cody is at the 16th Ave door for 6:45 pm to 7:15 pm Monday-Friday. The doorbell is to the left of the door. It can be heard in Ostrander Hall. Let David know if you change your meeting time.

Peter Ilgenfritz announced the collection of summer sermons. Copies are now available.

Peter shared the Christian Formation Report, and announced the creation of both a Christian Formation Leadership Team and staff leadership team. Peter thanked everyone who participated. The first gathering will be on October 5.

There is an opening for the Preschool and Elementary Coordinator. Currently this is a 19-hour/week position, but the boards would like the position to be 20 hours, which would make it eligible for benefits.

Kris Garratt is taking on new coordinating responsibilities, so she will no longer be writing the elementary curriculum. Margaret Iribarra's responsibilities have also grown.

Catherine told us that Peter's work on the Christian Education staffing and structure can be a model for other reviews we are considering.

Margaret Rose has been out sick for a month. She has a serious but treatable condition. The doctors hope that the medication will help her significantly within the coming month.

Kris Garratt is reaching out to our visitors in ways that Margaret had been doing, and is helping out in other ways in Parish Care Administration.

Lisa Domke announced that this is her last Council meeting. She told us, "It's been an absolute delight to be here. This was God's gift to me to be your pastor this summer."

Lisa expressed her heartfelt appreciation for the "ridiculously good" leadership team at UCUC. The mix of gifts in the team frees people up so they don't have to be incredibly gifted in all ways. This team respects each other and communicates well.

Lisa told us that the team meetings were a wonderful combination of energy and initiative. She applauded our decision to have an administrator as a team member. Peter has great big-picture

thinking and ways of seeing things from a new perspective. Catherine is so pastorally able. She and Peter are great preachers.

Lisa saw that the Council meetings are interesting and that everyone treats each other with respect. She didn't hear much sniping or complaining and did hear lots of appreciation.

Lisa encouraged us to directly address whatever comes up. She asked us to keep watching for ways to grow including being radically inclusive of families. The church of the future will have a focus on real relationships, community, and connections.

Lisa assured us that our work in spiritual grounding will serve us well. She said that our goal should be to live with integrity and connection. She advised us to take time to appreciate and celebrate what we have. Lisa hopes that we will welcome Amy with the same kindness and openness that she felt.

Kathy and the Council thanked Lisa for her work with us, and for her energy and commitment over a short time.

Lisa told us that she will return to occasional preaching and will be active in the community. Being here was an unexpected gift.

Stewardship Report (Tim Croll)

Tim told us that we would be mentioning the campaign this coming Sunday. We are naming a 5% goal (i.e. a 5% increase over the previous year's gift). Tim thanks everyone who has been involved, including team leaders and visitors. Visits are scheduled for October 11-25. November 8 is pledge Sunday. We will be having people speak about why they support the church.

Christian Halstead will be calling together a Budget Committee.

Communications (Eleanor Sundqvist)

The Communications Board hosted a web summit on September 19. Our website is three years old and needs updates.

Goals and Objectives:

- To communicate with the membership including those with or without electronic connections
- To share messages with the wider community
- To maintain consistency in web practices with mostly volunteer help

Recent accomplishments:

- New painting on the wall at 15th NE and NE 45th. The artist is volunteering his time.
- Repaired and re-lamped the sign at 16th NE and NE 45th. It's more visible now.

Kathy announced that the Leadership Retreat will be October 9-10.

UDEP By-Laws Changes -- AIR Form #3

The University District Ecumenical Parish (UDEP) Council recommended changes to the UDEP by-laws to

- 1) Change the budget year to correspond with the calendar year used by member organizations, and
- 2) Institute annual dues to create a fund for activities, rather than asking for contributions each time an event or activity comes up.

M/S Paananen / Lewis.

A Council member asked what we had spent on UDEP activities in the past. David remembered a payment of about \$500 two years ago to help fund an ad in the Daily. However, he confirmed that a fund would have been helpful for more recent events, such as the peace vigil held earlier this day. Catherine said that we also gave a donation to the Pride Parade (possibly \$50) and confirmed that we are regularly solicited for money.

The motion passed unanimously.

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Complete text of AIR Form #3:

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 21, 2009

AIR # 3

Requested by Nancy K. Wiesner, UCUCS Delegate, University District Ecumenical Parish

Action/Motion or Discussion Requested:

To affirm the following changes to the bylaws of University District Ecumenical Parish, as recommended by the UDEP Council:

- 1. Change the budget year of UDEP to correspond with the budget year of our member organizations (Jan 1 – Dec 31).
- 2. Add a section in the UDEP bylaws that states that Annual dues of \$400 per year shall be requested from each of our member churches/worshiping communities.

for the following reasons:

University District Ecumenical Parish
Request for Changes to By-Laws
August 13, 2009

The University District Ecumenical Parish Council is recommending two changes to the By-Laws of the University District Ecumenical Parish. Our By-Laws state:

“Amendments to the By-Laws shall be initiated by a recommendation of the Parish Council by an affirmative vote of a majority of the Parish Council, after which the Parish Council will give notice of the recommendation to the governing bodies of the member congregations. After the governing bodies receive notice of the recommendation of the Parish Council to amend the By-

Laws, the By-Laws may be amended by a majority affirmative vote of the governing bodies of the voting members. If any voting member does not vote on a proposed amendment within 45 days of notice, then the voting member is presumed to be voting an abstention on the proposal.”

It is the recommendation of the UDEP Council that the following changes be made:

- 1. Change the budget year of UDEP to correspond with the budget year of our member organizations.

Explanation: Article X of the UDEP By-Laws lists the fiscal year as beginning on July 1 and ending on June 30. It would make our budgeting and tax filing much simpler to be on the same fiscal year as our member churches/worshiping communities, most of whom have a budget year that starts on January 1 and ends on December 31.

- 2. Add a section that states that Annual dues of \$400 per year shall be requested from each of our member churches/worshiping communities.

Explanation: To date, we have been asking UDEP churches to contribute to UDEP activities one at a time, so that we all could share costs. Examples have included the annual ad in the UW returning students booklet, the fee for the Gay Pride parade, the cost of the rental of picnic space, and donations to cover the cost of dishwashers and child care at the Ecumenical Parish potlucks. As a new organization created for all the UDEP members, UDEP needs the financial support of our churches/worshiping communities. If each church paid annual dues of \$400, we would have a base of funds to support our activities, and supplement whatever individual and grant contributions we might raise. The majority of the funds of UDEP would be expended for the benefit of our churches/worshiping communities. A statement of our projected revenue and expense is available upon request.

Date of Request September 16, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

Nancy Wiesner

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Adopt UCC Flexible Spending Account Plan -- AIR Form #4 (David Anderson)

The UCC Flexible Spending Account Plan can assist our staff with personal budget options such as health care and dependent care items. The only cost to the church is a \$100 fee.

M/S/P Massoni / Croll.

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Complete text of AIR Form #4:

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 21, 2009

AIR # 4

Requested by David Anderson

Action/Motion or Discussion Requested:

Resolved that, the UCC Flexible Spending Account Plan that operates in and is administered through the Pension Boards-UCC be, and the same hereby is adopted for the employees of University Congregational United Church of Christ, and

Resolved further, that such Plan shall include provision for participating clergy and lay employees to elect a health care reimbursement account, a dependent care account or both according to Plan provisions that are substantially of the manner described in the attached materials; and

Resolved further, that this Plan shall be made available to our clergy and lay employees as soon as administratively feasible.

for the following reasons:

An additional option to help staff members with personal budget options and the best use of their compensation. Only cost to UCUC is the \$100 set up fee. Payroll deductions are made monthly and sent to the company the Pension Boards designates to administer.

Date of Request September 16, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson

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Leadership Parish Relations Committee (Paul Wiesner)

Paul Wiesner represented the Leadership Parish Relations Committee (LPRC) at the Council meeting. He reminded us of the LPRC's purpose -- to provide support for the leadership team and to serve as a regular channel of communication between them and the congregation -- and shared a draft of a covenant between the leadership staff and the congregation. Paul referred us to the articles on the Leadership Parish Relations Committee that have appeared on the UCUC website and also in Church and Home, copies of which were available at the meeting.

The LPRC would like to institute a covenant between the leadership staff and the congregation after Amy arrives, possibly at her installation.

In answer to questions, Paul explained that the covenant would provide the committee with guideposts as questions come up. In contrast to the covenant, the letter of call is more procedural and more useful for performance evaluation.

Some thought that the draft covenant seemed long. One suggestion was to have a summary statement to share at a congregational meeting rather than reading the entire document. Paul asked the Council members to send feedback to him or to anyone in the LPRC. Members of the LPRC are Barb Beuschlein, Mary Kollar, Don Mallett, Bob Perkins, Betty Spieth, and Paul Wiesner.

Break. Thank you to Kathy Kripps for the Rosh Hashanah-themed snacks.

OWL Program (Becca McMullen)

Becca McMullen and Brian Gregg will be teaching the Our Whole Lives (OWL) program to the 7th and 8th grades this year. They expect to have between 8 and 15 students. Becca gave the Council a brief introduction to the program.

The OWL program recognizes that we are spiritual and sexual beings. OWL program values are Self-Worth, Sexual Health, Responsibility, and Justice and Inclusivity. Becca explained that OWL creates a space for the students and instructors to be real with each other.

The Council thanked Becca for her work.

Goals. Kathy called the Council members' attention to the document of Goals and Priorities for the coming year. We will be using this to help develop a Work Plan at the Retreat in October.

UDECC Dialogue (Peter Drury)

Consultant Peter Drury reminded the Council that the congregation is headed into a set of dialogue sessions. We're asking members of the church about their preferences, or about questions they may have about UDECC's request for the feasibility study approval. Peter reported that the UCUC Task Force is asking good, hard, questions.

Peter told the Council that what is most important in the congregational dialogues is to determine what peoples' dreams are for Lot C and the Gold House.

Comments from Council members:

I'd like to see a good space for the U District Youth Center, which is currently in the Gold House. They would need a separate entrance that doesn't look like a church. Overall I think we should do something exciting with that space.

Could we see a list of the functions performed within the Gold House? Maybe a fact sheet?

I'm not sure that people want to do something with Lot C until we feel we have extra money.

We're short-changing Jesus. We should get some money from an institution like the UW that would use the space.

Should we be asking about the church's sense of mission and call and how it fits in with this ecumenical community?

This is an opportunity to partner. There are other opportunities for partnership besides UDECC. We need to remember that one of the values of this space is that it is right next to our church.

In Crossroads we had a vision of Lot C as an added space of collective beauty that people could come and gather in. We had even talked about a street clinic.

Peter Drury wondered if there may be a feeling that saying yes to UDECC may cut us off from other possibilities.

Kathy commented that we don't have the resources to develop Lot C ourselves.

Lisa led the closing prayer.

The meeting was adjourned at 9:05 pm.

Respectfully submitted,
Elaine Mathies, Acting Secretary