



February 19, 2019 | 6:30pm • Room 150

Cathy Taylor, Chair Presiding

Board of Stewards Meeting

Approved

Stewards Present:

Art Busbey, Greg Farr, Susan Hill, Ken Hubbell, Lindsay Klatzkin, Bill Landreth, Gay McKeever, Keith Miller, Bill Pardue, Alice Phillips, Cathy Taylor, Jerre Tracy, Sandra Soria - Chair of Elders

Ex-Officio Members Present:

Rev. Renee Hoke - Executive Minister, Rev. Dr. Russ Peterman - Senior Minister

Guests Present:

Mark Alland, Kristi Hoban, Michelle Ingram

A meeting of the Board of Stewards of University Christian Church was called to order at 6:39 p.m. by the Chair, Cathy Taylor. The opening prayer was given by Jerre Tracy.

Listening to UCC Members – No UCC members signed in to speak.

Updates and Reports

Senior Minister's Report - Rev. Dr. Russ Peterman (page 8 of these minutes)

The senior minister's report was not on the original agenda but he gave a short summary of current events. Please see his report in these minutes for details.

Action Items

Approval of January Board Meeting Minutes - Art Busbey

Sandra Soria moved and Alice Phillips seconded the motion to accept the minutes. They were approved.

Assignments for Calls to New Members - Lindsay Klatzkin

Kristi Hoban will contact Brad and Mary Ann Loeffelholz. Sandra Soria will contact the Newberys, and Gay McKeever will contact the Vadens.

Goal Setting - Cathy Taylor

Cathy asked everyone who attended the leadership retreat on Saturday, February 16th to talk about their impressions.

Rev Hoke - appreciated stories about military experience and focus on mission. Very specific focus to be part of a congregation with laser focus and what does this have to do with mission is a great way as it illustrates the focus that is important and helpful. She thinks all seek to be that focused. It is compelling, it is what new people are looking for, can't wait until we are in that zone. The cot story is a good example

Mark Alland - not enough finance talk during the meeting. He had very good comments and there are ways we can improve. Finance committee needs to still focus on details and if there are suggestions about reducing detail or how we present to the stewards he is open for suggestions - and we can go a bit further when communicating with the assembly. *Greg Farr* - said Mark did a great job at the last assembly meeting - concise and very well done. Didn't drown in detail.

Michelle Ingram - hasn't really had a chance to focus in the intervening time. We all have our rolls and place in details and transparency has its place, but lots of thought provoking information and had already read the book and was a fan. Interesting to see how we take information from the book and look ahead and how the congregation uses that knowledge - great to see so many UCC leaders.

Ken Hubbell - Noted that if we are going to be a beacon church in this community we need to have high expectations about what members will do in terms of supporting the church and its mission. Speaker made it clear - beacon churches take on the mission of support. Also, the after lunch program on stewardship, Ken was happy to see the speaker supports the kinds of things we are already doing.

Gay McKeever - in addition to the program content, the biggest thing she took away was our shared optimism and community as leaders of UCC being together and enjoying the experience and looking to the future with optimism.

Greg Farr - he also tuned into the military analogies. The thought that came to mind with a militaristic mind is that you have firm expectations and you can't vary - but be careful with a voluntary group. Greg would love to say this is non-negotiable - give and be here every Sunday - but be careful about how this is executed. Military style can only go so far - especially with independent thinkers - need to figure out how to pull in and not alienate.

Sandra Soria - first impression was that the meeting had the most interesting mix of leaders that she had ever seen - great to see who turned out. We were asked to invite everyone we could - so participants were great. Important to let people know where their money went. Sandra says we want people to know but we don't want to bore them. We aren't in the money business but communication important. Said annual campaign is a failure. She was impressed by him - likes *Not Your Parent's Offering Plate*.

Alice Phillips - echoes much of what has been said. She liked the section on expectations - we need to be careful. Don't have minimum expectations, have greater expectations. Perhaps the problem

with Deacons is that we have had low expectations. The big difference she sees now is that Russ and the ministerial staff has a clear vision and it inspires us and we didn't see that in past.

Kristi Hoban - mentioned the endowment and legacy society. She didn't agree about him not liking the legacy society name. Said make the thank you dinner fun - with roasting - she talked to him about December timing. He said it is good towards the end of year so people are thinking more about giving. Perhaps November or October better. She looked at slides he didn't get to, including one on raising endowment money and annual funding. She wished she had seen this slide earlier to ask to him about it. We don't do endowment while doing other fund raising on purpose, so wanted to talk to him. Russ said to ask him if there are questions.

Jerre Tracy - appreciated his ability to communicate with a slight sense of humor at the right minute. Not easy to talk about money for so long, but he did it with great ease. Particularly appreciated that he felt reports should be later in the agenda and not right at the front since that causes an ominous pale as people worry and changes the focus from mission. She agreed and said he understood that. Was ideal person.

Keith Miller - liked his explanation of capital money. First time in those words. Not quite sure we have enough members that have the kind of capital to be doing continual campaigns. Many members of UCC live out of their wallet with no major capital. Rich church's look outside more than inside and we don't do enough of this.

Lindsay Klatzkin - she was dreading a 6 hour Saturday, but she was sucked into everything he had to say. Cathy was thanked for making it happen and it was obvious she worked very hard on this as it makes UCC and FW better. She was thinking about high expectations and how much members should be expected to give. Expectations with her child at Alice Carlson are high - contributing 20 hours a week. She said we should do something like that and let new members know how they can be involved. She looks forward to hearing about mission and vision coming from task force so that we can start to evaluate things in terms of our mission. Based on a conversation with her mom she said that we needed to make clear expectation about giving.

Rev. Peterman - Noted that the hard part of going last is all had already been said. One important fact to note is that 80 attendees spent 6 hours when they had many other things to do and that this says much about the congregation, its leadership, and its desire to be faithful stewards of what God has entrusted us with. He was thrilled that much of what was said is not all new; we are already doing some of these things and it is nice when an expert mentions what already occurred to us. He felt that some of these issues needed to be said, but that it was hard for the Staff to say and they needed to be said by an expert.

When the speaker described rich versus poor churches it screamed to Russ that his last congregation was a poor church. How hopeful and exciting it is now not have that mindset and to look outward and he says this congregational attitude is life giving for him. One of the most important things he took away was the is notion of high expectations. He has heard high expectations in the last 15 months, but being talked about staff, and now we talk about high expectations of one another which is a different twist. For many weeks and months Russ has talked to Shannon about new member classes and he would love to get away from alter call at the end of the service since people there have not been to a class so don't know what our expectations are. What if we said

if you like to know about being part of this congregation announce a seminar that people can attend and direct people there rather than just joining who really don't know about us. Many of those people leave soon after joining. We should have a new member class once a month to let people know what is expected. Let us change the way we do new member integration and orientation. He was thrilled and thought the presentation was outstanding. The speaker had an engaging style and kept everyone's attention and excited for 6 hours on a Saturday about this topic.

Ken said a membership class appeals to him because we join a tradition and when new members walk up they don't know the tradition. They really need to know what we are really about. Russ said we are looking at that and it already kind of started last Sunday.

Cathy said it is a great idea to have such a class and we are just starting to work on the idea of such a class. Initial steps are to have a UCC 101 class (entry class) and UCC 201 (once joined integration into church). We must encourage new members to take UCC and Me, a new version of class with two parts prior to joining 2 Sundays in a row and the 2 Sunday's after you join.

Greg asked if there were any stats on new members who are Disciples versus not and Russ said no. Russ estimated probably 10 to 20% are Disciples. We need some basics on Disciples history. Suggests History of Disciples and History of UCC class. There are many references to the Stone Campbell Movement, so we need to let people know what it was and is about.

Rev. Peterman - two meetings ago he talked about David and Anita Minor and an alternate service. He talked about meeting with the senior minister of Highland Park Methodist. Russ talked with them about an alternate service and expanded conversations saying this should be a point of focus. UCC has four significant initiatives - 1) Contemporary service, 2) mission - vision - core value work, 3) building enhancement master plan with intention of capital campaign in next few years, and 4) the FW-UCC 3rd grade literacy initiative. These are 4 significant initiatives, trajectories, that all head in the same direction on converging paths and the more Russ and the Minor's thought, the more they realized that for all four to succeed they need to have unified strategic planning. So, what is the path to carry out these four visions as they are all large? How should they be tied together as part of one large vision? They rapidly realized that is above their skill level. David said what if we talked to consultants they might be able to help us lay out that pathway and guide us and lead us. The Minors are interested in supporting a consultant and are behind this. Russ and the Minors have already met with two consultants and have a proposal from a 3rd. Just from two initial meetings Russ realized he was way in over his head and that we DO need a consultant who is clear and intentional and has outside perspective without emotional ties. Consultants said that it was optimal to start consulting at start of new minister. "Lower room ministry" depends on the personality of senior minister as long as all love the person, but at some point the honeymoon is over and slows down. "Upper room" identity is all about the mission and specifics about that mission and doesn't hinge on personality of the minister. Minister leads but this is not personality driving. The danger is to have a dynamic minister which can overload the person. The consultant said it is good to be collaborative. Russ said look at 4 trajectories; even one would help move ahead but if they are cohesive and there is a strategy in how they are rolled out this would allow us to go to a different level. Ken said if you try to do yourself can get 'stuck' so important.

Bill Landreth (came in late and missed the previous discussion) said he liked the presentation. Didn't think he could sit through it but he ended up enjoying it and said the speaker did a great

job. He liked the military angle of the book. Liked military analysis on the issues and he hopes we can move forward with some of his suggestions. Said we are going forward with many of his ideas. The speaker was entertaining and had the right amount of humor to keep Bill's attention. Glad we had book and glad Cathy put this together.

Cathy took the speaker back to airport. She asked him what he thought. He said we impressed him - smart people who are engaged and thought we had a bright future. She has been thinking for 10 months how do we do capital campaign and endowment at the same time- he says that is what we do need to do though few do it. Cathy was nervous before it started but thought it went very nicely and he empowered the listeners.

Mark - reinforced the fact that Russ needs to have relationships with significant donors; those we know about those who might be there. People appreciate being asked and the senior minister needs to be involved in that. If you don't have a consultant and do on your own you will raise money but not do it to the magnitude you can do with a consultant. We might have 2 consultants in the future but we have much work to do before we can talk about the financial piece. What are the best practices for annual giving campaign? We have a few fund raisers but most of us have no idea. How can Russ quickly connect to new members? He liked the idea of a wish list at the end of the year. Keith noted that we have gifts of hope and Cathy said do we give to the level we can. Mark said much education needs to go done with the congregation. Cathy asked about the biggest red envelope contribution and Michelle said was \$15K. In the future we need to find more who can write checks like this. Alice liked the idea of Christmas event donations for particular missions.

Cathy - we kicked off annual giving campaigns with 100% giving (Stewards) and increase and have a high expectation culture because of this. Ken noted that Elders and Deacons should be included this statistic and Cathy agree but said the BoS needs to be the first.

Each year we submit goals and visions to the Assembly about our progress. For three years we have had a vision behind our goals and her question is, "What next"? Have we changed Communication in the last three years? Yes, it has changed and this change needs to continue. As a board Communications has been a priority and we have a Director of Communications and Branding and a graphic designer, but do we need to hold onto this direction as a board or let it go? Now these are not goals but areas of emphasis. What are we committed to and what do our members expect in terms of commitment? Mark said we put the processes in place for communication and stewardship (committee is ongoing) so they have leadership to manage continuous improvement. But we are "still not there" for hospitality and still have building improvements being worked on, so he thinks we need initiatives that will maintain and push them forward. Perhaps we do need to have new foci.

Cathy moved up to a marker board and said that in 2016, 2017, 2018 our goals were Communication, Hospitality, and Stewardship and that we had to set new priorities. She asked the BoS what they should be for 2019-2020?

At this point there was a spirited discussion about the nature of our new goals. commitment, mission priorities? Cathy noted that it is important for us to give clear expectations to church members. Ken wants us to articulate our unified vision about what we want to see asking what is our impact on the community, asking members, ministries, and a fully engaged membership, if we miss populations in the church? What is the impact on spiritual life and how well do we tell our story? He said we still have miles to go to really tell those small stories. Keith noted that we are not there yet but

we are doing better and need to evolve more. He noted that people are still surprised about our recurring meals and that we need to tell stories of the dinners and the fellowship.

Russ talked with Patty about our promotion of upcoming events, but said we are lousy telling stories of what they meant and how lives were changed by the events. How do we tell the story of what we have done? Ken thinks significant steps in hospitality have been taken but that we really need to have radical hospitality and explore it more because it is fundamental for growth.

Gay wants Fort Worth to know we exist and that we want to help the community.

Russ said that the future of the church can't be focused on a minister or senior minister, we must have strategic planning or visioning so that we can build up momentum and allow that to grow the church. Lindsay noted that we need to make a roadmap and that will be a 3 year strategic plan.

We could have a single goal with subtopics, not just 3 topics. Cathy asked how can we create a pathway to discipleship. We should emphasize DOC discipleship and it is important to let others know what we are and what we mean and not stumble talking about it. Russ and Cathy said are these priorities for the entire congregation. The roll of the BoS in the bylaws is to report to the congregation. Ken said we present goals and other information to the congregation. Rene noted that typically goals are rather broad and not strategic. She asked if we could be more specific. Bill Purdue said we need to form a strategic path that is measurable and can be accessed. Alice said our mission should be specified in the new strategic path. Do we have a preview of mission priorities for those forming the mission statement? Russ said they are thinking more about core values - generosity, inclusivity, open minds and loving hearts,

Russ noted that telling stories is both internal and external and also helps us to identify who we are and reminded us that we have talked about radical hospitality, discipleship, and strategic planning. All of these need clarification. Our communication goals have changed over the last 3 years. Cathy asked if we should identify the first three as our goals and then lay pathway in strategic planning and noted we have to have a vote if these are the three goals -

Ken made a motion to take steps to engage an expert for strategic planning and to approve the funds to do so and Lindsay seconded.

Our Goals are:

Internal and External: tell story
Radical Hospitality
Discipleship

The goals will be introduced in the April Assembly meeting.

Additional Discussion not in Agenda

Gay met with Rene and Patty about our wedding policy and the alcohol policy came up. Cathy asked Gay to talk about this. Gay has concerns about alcohol being served since UCC is a refuge for people who have struggles with alcohol. How would alcohol make us live into our mission? She can see different sides of the question and she repeated that she works with people who have alcohol issues she doesn't feel she wants us to be a part of that.

Greg said we don't judge but we should not endorse alcohol because of liability issues. We allow alcohol at tail gates.

Susan asked if we would really make more money at this if we did and if it would really affect the bottom line?

Bill Landreth knows about tailgates, is not a drinker, but says we loose business because we don't serve alcohol, but we need to decide if we want to take on. There are many places one can go and have alcohol served and we miss that business.

Sandra said we should not let the money make our decisions so she says no.

Alice asked about liability in parking lot. She would say no and that they can go but are expensive. She asked if it would really make a difference with beer and wine for a wedding.

Kristin said some have wedding here and then go other places for reception.

Cathy said we loose many weddings to event centers where they can do it all in one place, so one of the tasks of the groups is to look at whole big picture.

Jerre said weddings are down in the metroplex because of less discretionary funding so young people don't have the resources they had before. Church events should come back and they are down at museums and other places. Young people want casual events (fields, barns) and many have noticed.

Bill Purdue has many friends where there is wine and he says there is no difference at house than church. Why wouldn't we allow limited wine at a reception?

Keith, who is on the wedding task force, talked to a young lady who had friend who got married and she wanted the wedding here no matter what, but it was onerous having here because they had to rent hotel room down the street to have wine before the wedding and then at the reception. This made things much more complicated.

Lindsay is in favor of it.

Russ is in favor of it.

Cathy said there was alcohol in the grooms room often and other organizations have brought it in Walker Hall. It happens here and she thinks have no alcohol is an outdated policy. Nothing outside of wine, champagne, beer perhaps?

Art said yes.

Rene has observed alcohol at various places. Wine was a part of a meal with no large to do. She would say yes.

Michelle has no strong opinion but thinks wine would be nice and that many bring it in secretly and spike the drinks.

Ken is ok with serving but introduced a caveat that it is responsible drinking and that we would need to police it.

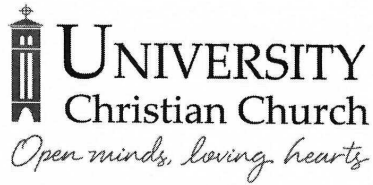
Executive Session

Sandra Soria requested a short executive session. The BoS entered executive session at 8:51 and it was over by 9:12.

Talking Points

Ann Darr is running for school board, the carpenter shop is a ministry, hospitality is a ministry, we do not have a referral service for people with issues but Russ can refer them out to others and we need to have Cyndy update that referral list, lots of people showed up for the Saturday leadership sessions and we have been very intentional about setting priorities for next year building off previous goals,

Adjournment - Meeting adjourned at 9:18



Board of Stewards

February 19, 2019

Senior Minister's Report

We currently have four significant areas of emphasis / trajectories:

- Mission / Vision / Core Values
- Casual / Contemporary Worship
- Building Enhancement
- Reading Initiative

Moving down parallel paths, but I'm thinking we need to have some significant conversations around strategic priorities / vision path.

David & Anita Minor have offered to fund the hiring of a consultant to help with this. We have met with 2 already and have a proposal from a 3rd.

There is a great deal of energy and momentum in the congregation right now... I believe strongly that it is imperative that we have some help to ensure that we are going about these next steps in very intentional, strategic path.

I'm thinking that we may need to 'tap the breaks' on the finalization and roll out of the Mission / Vision / Core Values to make sure that it all aligns correctly.