



January 28, 2020 | 6:30pm • Walker Hall  
Lindsay Klatzkin, Chair Presiding

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## Assembly Meeting

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### Unapproved

**Call to Order** was done by Chair, Lindsay Klatzkin, at 6:34 pm. Quorum present.

**Opening prayer** was given by Judy Stempel.

#### **Approval of October 29 Minutes**

A motion was made by James Chaffin and seconded by Danyelle Ackall to approve the October 29 minutes as submitted. The motion passed by vote of the Assembly.

#### **Approval of BOS Vacancy—Pam Miller**

Lindsay Klatzkin reported that an open position on the Board of Stewards has officially been filled by Pam Miller and was approved per email vote. Appreciation was expressed to Pam for her service.

**Orlew Lager**, representative of the CLG, reminded us that the CLG is now seeking recommendations for Elders and Deacons. Nomination forms are available online or at the reception desk. Assembly members are encouraged to submit names to be considered for new Board of Steward members. February 15 is the deadline.

#### **Board of Steward Report** was given by Lindsay Klatzkin.

Lindsay reported good news related to our financial situation. We are \$147K over budget in pledge, contribution, and offering income. Also, our total overall income for 2019 was \$367K ahead of 2018. Appreciation was expressed to Michelle Ingram and Mark Alland for all of their hard work on our finances.

Lindsay also reported that our “Taking the Next Step Campaign” had great success under the leadership of Pat and Harold Muckleroy. UCC has 71 new givers to the campaign for a total of \$317K. 245 givers increased their pledges for an estimated \$210K. Total anticipated giving is \$2,494,000.

Lindsay Klatzkin encouraged us to think about where we go from here. How do we show our generosity which is one of our core values?

Lindsay was happy to report that we have approved a UCC staff cost of living raise and we are thrilled to show our appreciation in this way.

Lindsay expressed gratitude to David Nolan, BOS Vice-Chair, for his expertise and guidance in recent months.

## **Finance Report**

Mark Alland referred us to the written Finance Report and also expressed gratitude for the numbers reported by Lindsay Klatzkin with regard to our current financial status and estimates of giving for 2020.

On page 3 of the Finance Report, Mark presented the written overview of the 2020 Operating Budget. The Finance Committee and Board of Stewards brings a recommendation to the Assembly to approve the 2020 Operating Budget. A motion was made by Bill Proenza and seconded by Sean Strange to approve the 2020 Operating Budget as presented. The motion was approved by vote of the Assembly.

On page 3 of the Finance Report, Mark presented highlights of the 2020 Capital Budget. The B&G Committee, Finance Committee and Board of Stewards brings a recommendation to the Assembly to approve the 2020 Capital Budget as as presented. A motion was made by Susan Hill and seconded by Sean Strange to approve the 2020 Capital Budget as presented. The motion was approved by vote of the Assembly.

On page 4 of the Finance Report, Mark explained the motion for Budget Amendment Authority, brought to us by the Board of Stewards. A motion was made by Jerre Tracy and seconded by Bill Proenza to approve the motion as presented. The motion was approved by vote of the Assembly.

## **Safety/Security Plan**

John Andrus presented the extensive Safety and Security Plan for UCC. 2 1/2 years ago a Risk Assessment Committee was formed to deal with situations of risk to persons or the facilities at UCC. Steve Mosher, Coni Hennersdorf, John Andrus, Michelle Ingram, Renee Hoke, and Winky Hix have served on this Committee. John Andrus reported that the comprehensive Safety/Security Plan for UCC is about 90% complete, and will serve as our facility emergency plan. The goal is to develop a plan that is implemented and used, that this is a unified plan for all at UCC to use, and that there is familiarity with the plan. John continued to explain that there needs to be simplicity of the plan to deal with potentially complex needs. Training is key. The recommendation is to implement the plan, increase our police presence, and to increase our familiarity with AED's. Additional needs are wireless public address system, an improved camera system, improved door control, and to refine and improve the plan as needed. John suggests the following: implement the plan soon, engage UCC in training, review and train annually, update our security team, research low/no cost enhancements, seek funding for facility improvements. This is a foundational plan with more to be enhanced in the future. John reported that FWPD and Homeland Security have reviewed this plan and updates made based on their feedback. Winky Hix is working to formulate a plan for the use of police officers at UCC. We have increased coverage to 4 officers on Sundays.

## **New Members and Hospitality**

Lee Nelson and Russ Peterman expressed thanks to Stacy McCoy for her efforts to promote radical hospitality. Russ has started greeting people in the Gallery after services rather than the Narthex. There is a new welcome desk in the Gallery. Also, a welcome center is now in place outside Walker Hall. We continue to provide cinnamon rolls on the third Sunday of each month. A fellowship area has been added after Simple Service. The Arches has been given a welcoming facelift with updated furnishings and paint. Lee reported that we currently have a five week class for new or prospective members. We had seven new members/families in January. New members were reviewed and introduced to us by Lee Nelson by way of a slide presentation.

## **Senior Minister Report**

see attached

## Senior Minister's Report

January 28, 2020

Thankful to be fully recovered from my bout with typhus last month. Incredibly thankful to the staff – especially **Renee & Shannon** – who filled in for me during an already incredibly busy time. They were fantastic.

Speaking of staff, **Jessica Vacketta** celebrated 10 years of ministry here at UCC this month!

Excited to welcome **Christy Speed** as our new Director of Communications.

Shannon to discuss Congregational Care Ministries.\*

Lots that I can talk about tonight, but I want to focus on the work of our **Strategic Discernment Committee** that recently completed their work with our consultant, Mike Bonem. Presented their final report / recommendations to the BOS in December. They were unanimously / enthusiastically received and approved.

Team identified and focused on six priorities that fall into three categories:

- **Grow Younger**
- **Grow Deeper**
- **Grow Outward**

### **Grow Younger:**

Reaching the next generation is essential for any church that wants to continue to have a vibrant presence. While UCC has had some success in this area, focused attention is needed to reach and engage with young adults and youth.

With that in mind:

1. **Launch a new worship service in an alternative style.** I said a year ago that we are the only congregation that I'm aware of that has only 1 style of worship. We are missing reaching out to a major segment of our community that may really welcome our theology and welcoming spirit, but not connect with our high church style of worship. Simple Worship (averaging 70 people) shows that there is a desire/hunger/longing for an alternative service!
2. Develop programming, special events/opportunities, and **a vibrant Sunday morning experience** that will reach young families and young adults and that will engage them more deeply in the life of UCC. Some of the work that Stacy has done that you just heard about is along those lines.
3. **An in-depth reimagining of youth ministry**, similar to the recent revamp of children's ministry. Will be putting together a task force on that very soon.

### **Grow Deeper:**

A primary role of the church is to help people grow deeper in their faith journey. As this happens, members become more committed and connected. We recently identified discipleship as one of our core values. We need to focus more

4. Develop robust and intentional **programming for faith formation for all adults**, with a special emphasis on young adults.

5. **Develop and articulate a discipleship strategy.** At UCC, we have programs, but not a discipleship path. In the same way, we don't communicate well what is expected of our members—nor what the members can expect from the church. To that end, we need to clearly articulate what it looks like to be a disciple of Jesus.

#### **Grow Outward:**

Outreach is one of UCC's hallmarks but it is relatively fragmented. There is an opportunity to be more focused in the church's approach to missions and to have greater impact in the community. This can be accomplished by:

6. **Launching a school literacy initiative** and making it one of a small number of "signature" outreach ministries of UCC.

#### **Plans are great. Implementation is the key!**

In order for this plan to succeed, the strategic priorities need to be true *priorities*. This has several important implications. These have been approved / will continue to be discussed by the Board of Stewards.

- **Pastors and staff** need to have time to develop and lead the strategic priorities. This does not negate the important role that volunteer leaders will also play. It does, however, mean that pastors and staff will have less time available for some other programs that are outside of the strategic priorities. The senior minister and executive minister should be responsible for adjusting the priorities and time allocation of staff based on the strategic priorities, subject to approval by UCC's Personnel Committee.
- **Communication** should emphasize announcements and stories related to the strategic priorities. A model of communication in which "all things are equally important" will undermine implementation efforts.
- **Finances** need to support the strategic priorities. As we move forward on these priorities, UCC's leaders should be prepared to reallocate budget funds, release funds from reserve or designated accounts, or raise new funds.
- **Leadership** support for the strategic priorities is essential. This begins with the approval of the plan, but it doesn't stop there. The Board of Stewards should have a high level of ownership in the plan. They should monitor the progress of the plan and hold UCC's leaders accountable. When changes are made, the Board should be prepared for some level of pushback and should not allow this to derail the implementation of the strategic priorities.

#### **Thank Team Members:**

Want to thank the team that worked tirelessly for several months: Ray Brown, John Clay, Stacey Connor, Meredith Garcia, Jeff King, Lindsay Klatzkin, Cheryl McDonald, Taylor Morton, Zach Muckleroy, Cathy Taylor, and Dusty Wallace, along with Renee and myself.

\*Shannon Moore reported that we are planning to establish a Congregational Care Ministry, modeled from the Church of Resurrection in Kansas City. In this model, lay members are trained and empowered to assist clergy to care for our congregation. Training will take place on February 7 and 8. 50 people have signed up, 40 from UCC.

After training, the process calls for a period of discernment (application, interview with Shannon, Renee, Russ, discernment of calling, commissioning). There will be more training in the future. Contact Shannon for questions or interest.

**Closing Prayer was given by Russ Peterman and Meeting Adjourned.**