

**MCCDC Board of Directors Meeting
Wednesday, June 25, 2014**

Members Present: Rev. Dwayne Johnson, Kathleen Carey, Mark Kornmann, Knut Panknin, David Lord, Dave Jenkins, Fenicia Ballard

Members Absent: None

Guests Present: Rev. Cathy Alexander, Tom Simmons, Joe Dailey

I. Call to Order/Opening Prayer

Rev. Dwayne called the meeting to order at 7:00 p.m. and led with prayer.

II. Agenda

Discussion regarding the 472 property was moved to executive session. Kathleen moved to adopt the agenda as amended. Dave Jenkins seconded the motion. The motion was approved unanimously.

III. Consent Agenda

David Lord moved to accept the consent agenda. The motion was seconded by Knut and was approved unanimously.

IV. Informational Items

A. Sexton Position

Rev. Cathy stated that the preferred candidate had taken a full-time position and that other applicants had not been deemed viable. She noted that a second round of interviews would be initiated. She will return to the Blade as an advertising venue and make special inquiry from individuals who are affiliated with the construction industry. There is some level of difficulty in finding a candidate with expertise in HVAC because most of these individuals are already employed. While there is no need that the applicant be HVAC -certified, some passing familiarity with the system would be ideal. Several additional venues for potential advertisement of the position were suggested, including the AARP and the District's job board.

B. Treasurer's Report

Kathleen noted that with the exclusion of last week, we are ahead by about \$2,500 for the month in terms of income versus expenses. Looking at the year as a whole we are about \$2,000 behind (expenses exceeding income). That is very good compared to prior years, though it should be noted that the cost of the mortgage is currently coming from contingency and reserves because of the extended issues with the 472 Renovation. The

liquid assets of the Church sit roughly at the following: \$201,000 (Capital Projects), \$47,000 (Checking: General Operating & Contingency/Reserve), \$57,000 (Buchanan), \$1,800 (Capital Campaign).

Kathleen continues to work with Lance to try to clear up issues related to the balance sheet. There appear to be some incorrectly posted items that date back to the Refinancing Initiative. Kathleen has reached out to Katz, but it has not yet yielded results. It was discussed that movement needed to occur on the issue of the annual audit. Kathleen will follow-up with Jim Garner about his contact. Rev. Dwayne expressed interest in ensuring that the audit also includes an assessment of best financial practices and corresponding recommendations, along with a more traditional review of the books.

C. Trustees' Report

Joe reported that there are two major projects that the Trustees are working on – caulking and the roof replacement. In addition to this there are a number of ongoing issues with Church maintenance that need to be addressed. One really positive development has been the contribution by two volunteers to improving the outside yard/garden areas. Their efforts have been greatly appreciated. The Trustees are working with Rev. Cathy to see if responsibility for some maintenance issues could be moved to the Project Empowerment interns. The Trustees continue to need help and support in moving forward with their many responsibilities.

V. Discussion Items – Church Growth Plan

Dwayne discussed a proposed initiative that was developed in consultation with Rev. Cathy, as well as Kathleen and Knut. In developing the proposal he looked to priorities from the prior Board retreats with a mind toward asking if they were tied to our Church's mission and with an awareness around concerns about attendance. Dwayne noted that sometimes attendance is down on Sundays when there are a lot of other church activities during the week and hypothesized that congregants are attending the activities and considering this their church attendance. To respond to this, one of the ideas is trying to focus on bringing those activities into the Sunday worship service by building in new peak Sundays that would have a service focus. These would include services aimed at the transgender community, neighborhood service/beautification, and outreach to the college-aged population. From a benchmark perspective the aim is to achieve higher cumulative attendance by increasing average weekly service attendance (presently at 201 congregants) by 10 people a month. The benchmarks would ask whether the activities occurred and whether attendance numbers increased. Rev. Cathy is working on visual elements regarding this project and additional work needs to be done on making specific requests to people who are not presently engaged to try to get them involved with these projects.

Dave Jenkins inquired as to how this initiative is specifically tied to achieving higher attendance numbers. Rev. Dwayne explained that the initiative attempted to identify activities that had been successful in the past, while also building new initiatives. Many of these will reach out to new populations, who will likely want to bring in their friends and family. One way to help facilitate this is by giving members of the targeted populations

speaking opportunities in the service. Dave expressed concern about whether invitees would be specifically encouraged to bring new members and how we can challenge and empower congregants to bring their friends.

Mark expressed concern about one-time events that prompt token participation but don't result in new members who are regularly engaged with the Church. Mark would like to see a call to action by the congregation and an initiative that is not as top-heavy on the Church leadership. Mark expressed extreme concern over the severe attendance decline at the 11:00 service and asked that we consider why this has happened.

David Lord expressed support for the program, stating that one of its strengths was the ability to take immediate action. David cautioned against being overly driven by numerical benchmarks, stating that if at the end we accomplish the programs and improve lives, that should be considered a success. David did note that reaching new congregants may take more than just a special event and can often be about changing church culture.

Fencia noted that MCCDC is a social media church and that we need to have heightened focus in this area, including pastoral participation.

Tom Simmons noted that part of the focus of the Spanish speaking ministry includes outreach to the transgender community and that visibility on MCCDC's part in this community will be vital to the success of our initiative.

Knut encouraged us to look at opportunities presented by the MCC corporate store in terms of heightening visibility through the denomination's branding and merchandise. Kathleen noted that this initiative is a good first step and a place to start toward addressing these issues.

In terms of steps moving forward, Dwayne will take these comments into consideration and give more thought to issues regarding the 2nd Sunday Project (ongoing participation of new attendees) and congregational involvement.

VI. Executive Session

David Lord moved to go into executive session with Tom Simmons, Joe Daily and Rev. Cathy as invited guests. Kathleen seconded the motion and the motion was approved unanimously. Fencia moved to exit the executive session. The motion was seconded by Dave Jenkins and was approved unanimously.

VII. Pastoral Evaluation

Dwayne proposed an evaluation process, based on the outline that he made available. There was a discussion on the timeline, finances and the question of an independent evaluator. Mark expressed disappointment that we would rely on MCC internal facilitators and questioned whether the result would be an honest assessment. He also criticized the timeline. Dave Jenkins wondered whether the costs associated with the process this year would have to be born year after year and whether the process would lead to tools that could be used in future evaluations. Dwayne clarified that some of the costs with the first

evaluation process would be for the set up for tools that can be used in the future. There was agreement to finish the process earlier than outlined, by October 1st, if possible in working with the schedule of Rev. Elder Arlene Ackerman. Dwayne will explore with Rev. Ackerman whether she can meet an earlier deadline. There was also a general agreement that Rev. Ackerman would be an honest facilitator. Kathleen moved the proposal with the changed date and Knut seconded. The motion was approved by Fenicia, Kathleen, Dave J., Knut, and Dwayne. Mark opposed. David Lord was not present for this vote.

VIII. Adjournment

Fenicia moved to adjourn at 10:15 p.m. Dave Jenkins seconded the motion and the motion was approved unanimously. Dwayne closed the meeting with prayer.