

## **Fountain Street Church Governing Board Meeting Minutes**

### **August 15, 2022**

**Board Members Present:** Steve DePolo, Win Irwin, Shellie Jeffries, Kristen Loch, Kristin Mayer, Brad Miller, Katie Mitchell, Amy Preston, George Zuiderveen, Jerrod Nickels, Matthew Huizing, Geoff Kempter, Jon Spaulding, James Taylor

**Board Member Absent:** John Willette

**Staff Present:** Rev. Christopher Roe

**Guests:** Alison, Buzz Wynbeek, Carol Kooistra, Carole V., Chip Meier, Heather, Judy Botts, Kirsten Lundeen, Marie Penny, Matt R., Patrick Eaman, Paul Arnold, Sherron Collins

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**Call to Order:** Meeting called to order at 7:02 pm.

**Call to Community:** Kristin M. shared a Buddhist reading.

**Congregant Comments:** None

**FSC Thank Yous:** Jerrod thanked the Social Action Committee.

**Governing Board March Minutes:** Katie moved to accept the June minutes. Kristen L. seconded. Motion passed unanimously.

**Finance:** Win updated:

Income

- Pledges have slowed and are under budget by \$32,409 – normal to see slow summer receipts.
- Contributions of Record are \$9,697 over budget
- Total Income is \$21,943 behind budget

Expenses

- Same as previous months – heat and electric are over budget, balance are under budget.
- Overall \$33,780 better than budget

Net Year to Date Income is \$11,837 better than budget, but is a deficit of \$19,279. Annual Budget is a \$53,342 deficit. So we are running better than budget, but still a deficit.

Our cash reserve is \$151,144 at the end of July.

Foundation balance is \$3,998,783.

We will be working on the 2023 budget for September, as well as a forecast for the end of 2022 updating expected income and expenses.

Discussion on what Contributions of Record are.

Discussion on bell tower and other “refreshes” we could do.

The Finance Committee approved \$6400 for Van’t Hof Door and Garage to install a new security system for our parking lot.

**Win moved to accept the financial report including the approval of the new parking lot system to be installed next Spring. George seconded. Motion passed unanimously.**

**Stewardship:** Win updated:

After a review of our staff and talent participants, we made changes to the schedule of Fall Events. We are preparing to go forward with the new schedule with the assistance of our Community Corners Leaders.

October 22 – Halloween Theme Dance

October 23 – Film Showing of Hocus Pocus – a Halloween classic

October 30 – Halloween Stewardship Sunday

November 20 – Soup Lunch by Governing Board after Annual Meeting

December 18 – Fountain Street Talent Showcase with Christmas theme

Goal is to raise additional funds to support our annual budget.

**Bell Tower:** Win updated:

We are waiting for OAK to submit estimates for both the entire project and for the tarping/netting/Xray inspection. We have complete specifications for the project that OAK is working on.

**Staff Report:** Rev. Christopher updated:

#### STAFFING

- I have accepted Rev. Greta Jo Seidohl’s resignation from Fountain Street Church, effective Wednesday, August 31, 2022. I do not anticipate replacing the role of Assistant Minister until 2023, as I anticipate new roles and staff configurations may present us with greater resilience, sustainability, and support for all of our ministries.
- I am in the process of creating and staffing a new position of “Chaplain,” that will be both

experimental and interim in nature. The role of Chaplain will be 10 hours a week and provide direct contact and connection with all of our members who currently live in retirement/assisted living communities and/or are unable to physically participate in the life of the church.

- I have begun the process of creating a new organist/accompanist position that would support both the 11:00am services and the accompaniment of the choir. Currently, we only have Jonathan Tuuk two Sundays a month, and noone to accompany the choir on organ. This will likely be a challenging role to fill.
- Our Executive Administrative Assistant continues to prove herself as a powerfully valuable part of our staff team and the operations of the church. I have candidly said to many that Laurie is one of the best hires I've ever seen at Fountain Street Church, and so following her 90 day review we will be moving her into a salaried status and repositioning her title to Officer Manger.

#### COVID-19

- Effectively immediately, groups using meeting spaces in the church may choose to meet without masks. Additionally, food and beverage events are permitted to take place in appropriate areas.
- Beginning Sunday, September 11, we will make all events and operations "mask optional." Members and visitors will be encouraged to practice their own assessments for personal safety, and we will continue to monitor Covid-19 trends for any necessary adjustments.

#### PROGRAMS

- Beginning Sunday, September 18, 2022 the church will be offering two Sunday services; one at 9:30am in the Chapel and one at 11:00am in the Sanctuary.
- There will be a potluck in the church Social Hall on Thursday, September 1 at 6:00pm to begin planning and organizing the 9:30am Chapel service, which will initially begin with a strong emphasis on lay-leadership, community involvement, and intimate community building experiences.
- The 11:00am Sanctuary Service will also take on a strong focus on community involvement, with many opportunities for members to volunteer to participate in the service. To that end, I'm requesting the Governing Board to do the "Welcomes."

#### ADMINISTRATION/OPERATIONS

- I am excited to share that I have been working with Edgar "Omar" Marty and SITE:LAB on an exciting project that will take place in the church parking lot from Thursday, September 15 through Sunday, September 18. Fountain Street Church will officially be recognized as a partner with SITE:LAB and serve as "Site 1" for this multi-part series of performance art throughout downtown.
- I have been working with Win Irwin, Melissa Hoezee, and several church groups on resolving an ongoing issue with "outside" checking accounts. To date I have met with two of the three groups and successfully and collaboratively gotten to a place where they will be closing their "outside" checking accounts and moving their financials "onto" our

books. This will be in keeping with best practices and in step with good accounting. I hope to have finished this project by the September meeting.

- We have just begun the 2023 budget drafting process, and anticipate a rough draft by the September meeting.

#### PERSONAL NOTES

- I will be taking my first official vacation since August 2020! Please note that I will be “officially away” from Friday, August 19 through Sunday, August 28. I will return to the office on Monday, August 29. I have already begun to work with Amy Preston on plans for my absence.

- It must be said that I continue to have a great deal of hope and determination for Fountain Street Church, even through the “unknowns” and the exhaustion. The most recent news of transition has certainly been troubling for many, however, I have been overwhelmed by the level of support, encouragement, commitment, and resolve I am seeing this time around from our members. I do believe that we are in store for a powerful and transformative chapter ahead, and, I can hold that in tension with the reality that many of you/us are tired and at times weary. Keep fighting, keep believing that what are doing matters, and keep on relying on one another for support as we move forward together, united in the spirit of love, compassion, and peacemaking.

Discussion on making masks optional for the new season. Talk about how the choir will handle this.

Discussion on Character School going back upstairs and restarting sexuality education with Planned Parenthood and OWL.

Rev. Christopher mentioned an upcoming quarterly/seasonal newsletter and Community Corners.

Mention of FSC working with Site Lab as Site 1.

Jerrod mentioned that Laurie has been doing wonderfully. :)

#### **Old Business: None**

#### **New Business:**

Win brought forward the Inclusion Statement:

FSC Inclusion Statement:

We, the congregation of Fountain Street Church, create a community that is intentionally welcoming to all. We do this without requiring adherence to any religious belief or creed. We foster a climate of purposeful inclusion, an environment where all can feel safe, valued, cared for, and given an opportunity to form meaningful connections with each other. We cherish the

diversity of humanity, a diversity which includes differences in age, race, ethnicity, and national origin, range of abilities, sexual orientation, gender identity/expression, financial means, education, and political perspective. These beliefs and practices apply to all of the activities of our congregation; they inform all of our decisions.

**Motion:**

I move that the Governing Board of Fountain Street Church officially adopt the FSC Inclusion Statement, as listed on our website. This statement was added to the website in the summer of 2021 when the Governing Board officially declared their support for the Black Lives Matter movement. (Seems we don't know who actually wrote it).

Unfortunately, the Officers Committee has become aware, and experienced, actions and behaviors that violate our commitment to be 'welcoming' and 'Inclusive.'

Examples from the past few years:

-Reported behavior that has been described as sexism, racism, and/or misogyny experienced by members of our community by members of our community.

-Significant feelings of entitlement by specific groups in our community where new ideas, new member participation, and general inclusiveness is resisted.

-Staff experiencing harsh treatment or strong criticism from members of our community.

-It is time that the Governing Board lead the Fountain Street Community to fully live up to our Inclusion Statement and take action to make "a climate of purposeful inclusion, an environment where all can feel safe, valued, cared for, and given an opportunity to form meaningful connections with each other."

We need to recognize that we must change and to act.

Geoff seconded the motion. Discussion on how this is important, and we can welcome all while still not accepting certain behaviors (Kristin M.). This is a good first step. Greta Jo leaving is the elephant in the room around this (James). Also talk about not using the word "beliefs" because some at FSC might prefer principles (Geoff).

AMEND: Change "beliefs" to "principles" via Geoff.

Brad brought up the concept that things on our website might not be "official." Should we look at this more? Does it mean we let people we generally disagree with deeply come and speak here (Proud Boys,

for example)? Jon S. thought this was a good idea. Geoff said he's willing to withdraw his amendment if we go with Brad's idea of a deeper look.

Amy said this was more of a "let's make what we have official." This is a statement, not a policy/bylaw. James said we can approve the statement and continue to do the work.

George said maybe we make this more aspirational - it's who we try to be. Also, what difference does this really make? Win emphasized that we are seeing behavior that does not align. We need to re-emphasize this statement. Who do we want to be? Jerrod says it's a commitment, rather than an aspiration. James says it's a challenge too.

Kristin M. says, again, we can be kind and respectful without promoting behaviors that don't align with our values. It's about behavior. Kristen L. says we might be talking about two different things. Jerrod also recognizes the urgency. Kristen M. said we're clearly going to have strong opinions. More discussion on aspirational vs. who we are.

Rev. Christopher said it's about patterns... we need to disrupt unhealthy patterns.

Discussion on wordsmithing vs adopting now. Plant the flag and tweak later.

**Motion passes unanimously.**

**Brad moved to send the statement to the Oversight Committee and to make this a polished policy. Seconded.**

Discussion on that process and how long it will take.

**Motion passed unanimously.**

Win continued:

The committees are a place where we need to address some of this work and get back on track and be inclusive.

As a first step, the Officers Committee will create a plan to meet with all our committees and groups to make sure steps are taken to live up to our values and to ensure that we create atmospheres of inclusion and respect where people care for each other and treat each other respectfully.

Noting the differences between groups and committees. Amy said we want to get a handle on this as things ramp up. New people, questions of how to get involved - we want to be welcoming.

**Senior Minister Search Committee:**

Amy reminded all to take the survey from the committee. Also, we need to approve a budget for the SMSC. Anyone want to make a motion for a \$10K budget for the committee?

**Win made the motion for the budget. Jon S. seconded. Motion passed unanimously.**

**Congregant Comments:**

Marie Penny reminded us that FSC used to have a personnel committee - might be worth revisiting.

**Adjourn:** Motion to adjourn made by Jerrod Nickles, seconded by James Taylor, and passed unanimously. The meeting adjourned at 8:17 pm.