

Fountain Street Church Governing Board Meeting Minutes September 19, 2022

Board Members Present: Steve DePolo, Win Irwin, Shellie Jeffries, Kristen Loch, Kristin Mayer, Brad Miller, Katie Mitchell, Amy Preston, George Zuiderveen, Matthew Huizing, John Willette, Jon Spaulding, James Taylor, Tim Creamer

Board Member Absent: Geoff Kempter

Staff Present: Rev. Christopher Roe

Guests: Angie Walters, Bettigail Shively, Buzz Wynbeek, Carol Townsend, Carole V., Chip Meier, Chip Wall, David D., Denise Joseph, Heather, Joan, Judy Botts, Kathy Higgins, Kirsten Lundeen, Kirsten McCarrel, Liz & Daniel Bullock, Marie Penny, Mary Peterson, Natalie Beversluis, Patrick Eaman, Penny Barstow, Sharon Morley, Sherron Collins, Theresa

Call to Order: Meeting called to order at 7:01 pm.

Announcements:

Geoff Kepter was in a bike accident.

We've had two Gov. Bd. info updates since the last meeting.

Jerrold Nickels resigned.

Liberal Legacy Reception is the Foundation Board's gala for the year. Come join the fun and learn about the FB.

Call to Community: Steve DePolo read a poem called "Do It Anyway."

Congregant Comments: None

FSC Thank Yous: Katie thanked the Character School leaders.

Governing Board Minutes: Katie moved to accept the August minutes. Win seconded. Motion passed unanimously.

Governing Board Vacancy: Katie moved to appoint Tim Creamer to complete Jerrold Nickles' first Governing Board term. George Zuiderveen seconded. Motion passed unanimously and Tim came up to the table. :)

Finance:

Win updated:

Income

- Pledges have slowed and are under budget by \$34,058 – normal to see slow summer receipts.
- Contributions of Record are \$8,428 over budget
- Rental Income is now \$2,176 over budget
- Total Income is \$21,159 behind budget

Expenses

- Same as previous months – heat and electric are over budget; balance is under budget.
- Overall, \$41,576 better than budget

- Net Year to Date Income is \$20,417 better than budget but is a deficit of \$15,145.
- Annual Budget is a \$53,342 deficit. So, we are running better than budget, but still a deficit.
- Our cash reserve is \$153,381 at the end of July.
- Foundation balance is \$3,852,865.
- Accounts over annual budget after 8 months:
 - Information Services*
 - Governing Board Expense
 - Recruiting Expenses
 - Pest Control
 - Lighting Expense*
 - Heat*
 - Other

We discussed the 2023 budget presentation for the Annual Meeting. Christopher and Melissa had done all the work to get a draft, but decisions on staffing assumptions for next year will have to be determined by the Officers Committee (with Christopher's help) before we will have a draft for the Governing Board. This will be prepared and reviewed by the Finance Committee in October and then presented to the Governing Board at our October meeting.

Win moved to approve the Finance Report. Matt seconded. Motion passed unanimously.

Stewardship:

Win updated:

Fundraisers you don't want to miss 😊:

Halloween Hop – October 22nd – 7-10pm

Featuring:

- James Taylor as our DJ for the evening (get out your dancing shoes)
- Money Wall with lots of surprises!!
- Appetizers, punch, wine, and desserts
- Optional Halloween costumes – can't wait to see what people come up with

We are recruiting volunteers & surprise gifts for the money wall. Huge thank you to Kathy Higgins of the Stewardship Committee for getting things organized!!

Hocus Pocus Film Showing – 4pm October 23rd

We are anxious to fill our sanctuary with tons of kids, parents, and grandparents for the showing of this classic 1993 Halloween film – featuring Salem witches (like Bette Midler). We will have popcorn, chips, candy, and water. Tell your friends and neighbors!

Upcoming attractions:

The committee is also starting work on our Fall Stewardship Campaign, and we would like to make it much more personal to our members; small and larger group gatherings.

October 30th – Halloween Stewardship Sunday

December 18th – Christmas Talent Showcase

Staff Report:

Rev. Christopher updated:

STAFFING

- Margi Peterson has officially begun her work as the Chaplain, providing care to congregants and their families in the hospital, senior living communities, and other pastoral areas of church life.
- Our organist Jonathan Tuuk has been ill but will be returning to his work with us on Sunday, September 25 for two Sundays a month. I am actively working with possible organist candidates on filling a larger Sunday musician and choir accompanist role.
- In the pursuit of a more sustainable staffing plan (financially and operationally) I would recommend that an assessment of roles and responsibilities be done over the next program year. I sense that there is equally if not more resources going into administrative and operational overhead than ministry, which if you will recall is a clear sign of a quadrant four dying church/institution. This should be given some focus in the coming months.

COVID-19

- We continue to operate with a mask-optional policy in the church building and will work with the Covid Coordinating Team on an “as needed” basis. Nursery staff will continue to wear masks on Sunday mornings.

PROGRAMS

- Our “Character School” program has started up again, with 16 students on our first day. For comparison, in 2019 we had 85. To assume correlation/causation at this point would be premature, however this should be another area we examine and explore over the coming year; how has Covid-19 shaped church program participation even beyond FSC, and what does this mean for us?
- The 9:30am Chapel Service has returned (9/18) and will be following a “slow growth” ethos in which we start lean and add/adapt throughout the fall, always open to change and possibilities for what “could be” in this alternative to the 11:00 am service.

ADMINISTRATION/OPERATIONS

- The elevator will likely be out of service for the next four months and will be a high-ticket item to have repaired. Beyond being an extraordinarily unwelcoming and problematic situation so far as inclusion and belonging is concerned, it also points to the reality that to this day our attention, focus, capacity, and resources seem to give greater priority and focus to the building we are serving, rather than the mission and vision we should be service. Again, this is a quadrant four/dying church/institution reality we need to address.

PERSONAL NOTES

- I have been overwhelmed by the level of support and encouragement following the September 11 sermon. I hope that this Governing Board will trust the congregation’s capacity for change and transformation and take this church into dimensions we can’t afford to ignore or not pursue.

Senior Minister Search Committee (Paraphrased):

Chip Wall began: The board and the congregation deserve an explanation and discussion on why Rev. Christopher withdrew his interest in being Senior Minister. We made mistakes. Rev. Christopher has been so great, but we (FSC) aren’t ready for him yet. We lost sight, fell into old patterns of perfectionism, procedures, etc., rather than focusing on the big picture. Too stuck to old ways rather than seeking new ways. We were protective, paternalistic, and didn’t want conflict.

What should have been a quick process grew to a crawl. We followed UUA guidelines, as if we were not looking for an internal candidate. Began to act like we were looking externally. Began to mirror the past. Example: We asked for an application process too much like what we’d ask from an external candidate. Also conducted a survey, even though we knew membership found Rev. Christopher ideal.

Angie Walters continued: Understandably, Rev. Christopher was hurt. He felt we didn’t value the last 4 years, which is far more than a survey could tell. We should have treated this as a promotion. What else

did we need? However, we wanted the congregation to know we took things seriously. Also didn't want anyone to think he was the candidate by default. But, amidst those goals, we lost sight. We apologize.

The SMSC is discussing learnings and what to do differently:

Kathy Higgins shared 3 main points:

1. FSC should reconsider the process of choosing a senior minister. 9 people who don't know each other is not efficient. More input from and involvement with the governing board should be in the search process. Is such a separation between the two serving us well?
2. The church is overly focused on existing bylaws, policies, and old ways. We got bogged down in precedent rather than moving forward.
3. We were so concerned that, if it was decided it wasn't a good match with Rev. Christopher, we didn't think anyone could take it. But we should have been more open about our discussions. Attitude of controlling information and not trusting the congregation is an example of supremacy culture.

Conclusion: We apologize and have learned so much. We wanted to bring Rev. Christopher to you as the only candidate, and to do so with evidence. We see how we got caught up in supremacy culture. We couldn't embrace what was right in front of us. Now, we want to be part of change, which starts with us. Make amends and be transparent; revisiting processes and renewing relationships.

Open for Q&A

Rev. Christopher said he was sorry this job was expected of the SMSC without ensuring they had the tools they needed.

Amy said FSCers always think we know better than other FSCers. We need to trust each other. Hearts were in the right spot, and many of us would have made the same mistakes. She thanked the SMSC for their work and openness. Nothing in bylaws requires the SMSC and Gov. Bd. be so separate.

Amy asked if we are going to hear the survey results? Chip said yes, Paul Arnold has that info. It was largely in favor of Christopher.

SMSC is meeting next week to determine next steps.

Kristen L. asked if they felt the congregation expected that the SMSC would look more traditionally, meaning not a quick vote for an internal candidate..

Carol Townsend said some people in the congregation were also making things harder and driving much of the issue. We have to stop that negativity.

Chip said the SMSC felt like they had to look over our shoulders at every step.

Natalie Beversluis said that the need to have ducks in a row was a big thing for her in the process... the need to say why you're doing what you're doing is a default. She thought the SMSC had communicated better with Rev. Christopher about the process, but apparently they didn't. Have to look at communication.

Kathy said the process of self reflection was very helpful for the SMSC. How do we share this with the congregation? Maybe we kind of mirrored stuff in our church and supremacy culture. Maybe encourage congregation to also do some self reflection? This is an important part of the work we have to do. What does it look like for SMSC and Gov. Bd. to work together? Challenge and growth opportunity.

Kristen L. said this is work we ALL have to do - the SMSC, the board, the congregation...

John W. said this is made much richer by the SMSC's vulnerability. Could imagine himself falling into some of the patterns the SMSC did, such as imagining the most negative neighbor and how to appease them. Teachable moment.

Tim said when he was asked to be on Search Nominating Group [for the search following Rev. Mariela's departure], he wondered how we'd beat the last SMSC? But this group is great too. How do we help you?

John W. told a story about an old job where no one could fix a thing. Many tried with the same tool. Only when someone tried new tools did it work.

Amy said that later in the meeting we may have some ideas discussed that would build on these concepts.

Carol said the survey showed that there's an interest in dealing with our issues more collaboratively .

George suggested having a "panel" of GB and SMSC people take over a Sunday "sermon."

James made a comment about our age as a group... We need to check in with the younger generation.

Rev. Christopher put a "pastoral cherry" on this - We are finally being authentic and being a church. This is messy work but it is good.

Natalie said the whole thing has been a little traumatic but also such a growth experience. We're moving forward as we need to.

Bell Tower Report:

We finally received a quote for the next steps in the Bell Tower Project. The quote from OAK is being presented to the Governing Board for approval. This includes all the expenses except for the cost of the non-invasive inspection of the tower blocks, which will be done by Quinn Evans/Skillman. We have requested an estimate for that expense.

We are anxious to get this work done to protect the Bell Tower from further deterioration.

We still need to get an estimate for the rest of the project from OAK – so that we know the full cost of the project and can work on a capital campaign. One thing that we will need to determine is whether we should add to the campaign expenses to ‘refresh’ other areas of the church, especially our second floor. If this is something the Governing Board wants to consider, we should determine that and ask the Properties Committee and staff to work on cost estimates.

UPDATE/PROPOSAL Win moved to accept the following. James seconded. Motion passed unanimously:

September 14, 2022

Re: Fountain Street Church Belltower Phase 3 Exploratory Work Proposal

Dear Melissa,

Thank you very much for the opportunity to work with you on this project. We are pleased to provide the following pricing and clarifications:

Base Bid \$169,019.00

General Items

1. Project duration to encompass Five full days.
2. BRI to strategically remove blocks to allow further structural inspection by Quinn Evans at various points on bell tower.
3. Includes providing 165 Ton crane & man basket to perform work.
4. Also includes secondary crane to assist in removal of large blocks.
5. BRI to furnish & install custom built netting over entire roof structure.
6. BRI to furnish & install netting to cover remaining brick near top of the tower to secure loose & bulging pieces.
7. BRI to provide temporary caulking of open cracks in limestone section of the pyramid & cornice.
8. Includes removal of existing access ladders & platforms as detailed in documents provided by Quinn Evans.
9. Includes furnish & install of new Steel access ladder & platform system as detailed by Quinn Evans.
10. Quinn Evans to sample existing flat roofing at midlevel bell area to test for asbestos. If it is determined that asbestos is present, abatement will need to occur before subsequent roof replacement can occur.

11. Includes all associated fees & insurance for crane work.
12. Includes lane closure permit fees & associated traffic control measures to re-direct traffic.
13. Includes sidewalk closure measures, and associated signage.
14. Install parking meter bags & associated fees.
15. Includes full time supervision from OAK to ensure the general public is kept clear of work area.
16. Includes all associated safety measures, and insurance.
17. Includes associated permitting
18. Excludes roofing & access panel replacement. This work to be performed after asbestos assessment is completed & most likely as part of the overall restoration project.
19. Excludes hazardous material removal, abatement
20. Includes OAK equipment and labor costs
21. Includes cleanup
22. Assumes daytime hours
23. Quote good for 30 days

Subject: Additional Services Proposal for Non-destructive Evaluation of Bell Tower Masonry

Dear Ms. Hoezee:

Quinn Evans (QE) is pleased to be leading the Bell Tower Masonry Assessment project for the Fountain Street Church.

We have enjoyed working with you and the Bell Tower Committee on this exciting project.

After our masonry assessment and exploratory work, we were unable to find existing anchorage as original drawings showed and determine the cause of significant masonry displacement occurring at the upper portions of the tower. Our concern in not determining their existence and condition is if the anchors are corroded or were never installed there will be more extensive repair methods necessary as part of the tower restoration project.

It is beneficial to the overall project to determine the existence and condition of masonry anchors within the masonry cavity as soon as possible to reduce any safety concerns with falling masonry. It also allows the design team to provide more comprehensive repair and treatment recommendations during the documentation phase as opposed to amid construction. The project team is requesting additional services to conduct non-destructive evaluation (NDE) by Atkinson-Nolan with the assistance of Silman and QE.

The evaluation will include:

- Surface Penetrating Radar (SPR) scan to determine presence and frequency of embedded masonry anchors to determine typical as-built conditions.
- Ultrasonic Pulse Echo (UPE) as needed to determine if there is any internal deterioration of façade stones correlating to the presence of internal metals
- Fiber-Optic Videoscope as needed to confirm internal wall conditions include collar joint voids and embedded metals.
- The team will also compile a report of findings and treatment recommendations.

We are requesting an additional services fee of \$19,740.

If you agree with the additional services outlined above, please sign a copy of this letter and it will serve as an Agreement for professional services. We look forward to continuing to work with you on this project.

Discussion:

James asked about the physical options. Win said we trust what they are saying. Amy said we still don't know the whole problem. Kristen L. asked if it would be quick? Win said maybe 4-8 weeks (5 day process once they start).

John W. asked for a brief explanation of what's going on. Win said it's about the water coming in. The tower is OPEN so you can't prevent the water. Need to redirect to minimize damage. FSC didn't do the maintenance we should do so it got worse and worse. Doing this will give us some breathing room to decide what we ultimately want to do about the tower.

Kristin M. asked about the funds for this. Someone gave us about \$400,000, so we can do this. But this HAS to be done.

New Business:

Covenant with Consultant/Interim:

Rev. Jody Betton is Rev. Christopher's mentor. She feels that an interim should be working with the board. She has up to 5 hours a week for now for consulting at \$100/hr. She gets \$125 for working with Rev. Christopher. She knows the church, and the Gov. Bd. had a good experience with her at a workshop. Discussing a series of monthly member-congregant workshops to get everyone on the same page about where we are:

Life Cycles of a church

Bad behavior among congregation - identifying and responding to it

Discussing white supremacy culture

Maybe a 4th...?

Kristen L. moved to approve the following. Tim seconded. Motion passed unanimously.

CONSULTING INTERIM MINISTER

I move that the Governing Board authorizes the Officers' Committee to finalize and sign a covenant retaining Reverend Jody Betten as a consulting Interim Minister, with appropriate terms and conditions, including responsibilities and priorities, at an hourly rate of \$100.00/hour.

Discussion:

Tim asked when the workshops would be and how big? In Oct. and we'll have to see how this works... Maybe in the Social Hall or in different locations around the building. Amy said we want as many participants as possible.

Kristen L. moved to approve the following Kristin M. seconded. Motion passed unanimously.

ACTING SENIOR MINISTER MOTION

I move that the Governing Board authorizes the Officers' Committee to finalize and sign a one year, renewable upon mutual consent, contract with Reverend Christopher Roe continuing his role as Acting Senior Minister with appropriate terms and conditions, including annual salary adjustments.

Tim asked how annual raises work. Amy said we will rely on the Finance Committee.

Fountain Street Forward

Amy opened a discussion about the building, the covenant of behavior, etc... This needs to be a conversation with the congregation - it can't be "from the top down."

Kristin M. said we need to identify the "big rocks" (referring to Rev. Christopher's sermon illustration) and how do we embody that? How do we restructure to meet that?

James said, for example, why don't we have a preschool? How do we "Yes AND" rather than "We can't."?

Kristen L. said we've gotten away from walking the walk. How do we engage ppl?

Brad said that once, the big task was the Strategic Plan but it sort of fell by the wayside. Is this the year we incorporate that? Win said we need to name our values and then do the planning to get there.

Discussion on how we move, restating how it has to be a movement by everyone. And we have to execute... Not just plan. We've repeatedly gone with the plans and policies and it doesn't work. And the congregant behavior is a huge part of this. "WE are our next Duncan Littlefair" because no one is coming to save us.

Some talk of frustration with being yoked to our processes. We've relied too much on tradition. We've put ourselves here and it's only up to us. It'll be messy. But, we'll get there. A lot of people care. We have to tap into people... what do they want?

James will ask the Tower Club about their thoughts and report to us next month.

Old Business:

Committee Project Update:

Kristen L. updated that the officers have started talking to various groups and committees to update the Chart of Work. Hoping to have moved on this by mid-October.

Amy reminded that this is not about eliminating committees, but rather to get more engagement and continuance. Reminder to congregants in the meeting - we want you on committees!

Congregant Comments:

Kirsten Lundeen said people are having a little difficulty hearing us. Also appreciated our creativity and openness.

Natalie Beversluis asked if we had a welcome brochure. We have an outdated one, but that is something that needs to be taken care of. She's willing to help out with that :)

Penny Barstow is starting a few activities: Social Justice film series and church tours. Yay!

Adjourn: Motion to adjourn made by Kristin M., seconded by Tim, and passed unanimously. The meeting adjourned at 9:01 pm.