

Fountain Street Church Governing Board Special Meeting Minutes
March 9, 2021

Special meeting called in accordance with FSC By Laws 2.6 (C).

Board Members Present: Will Gallmeyer, Kathleen Higgins, Win Irwin, Shellie Jeffries, Amber Kilpatrick, Kristen Loch, Kristin Mayer, Brad Miller, Katie Mitchell, Amy Preston, James Taylor, Chip Wall, George Zuiderveen, Steve De Polo

Staff Present: Rev. Christopher Roe, Melissa Hoezee, Greta Jo Seidhol, Rev. Matthew Cockrum

Guests: Amy Kinkoski, Anne Tuck, Barb Wingard, Barbra, Ben Wade, Bettegail Shively, Betty Kronemeyer, Bill Brunner, Bill Moore, Bob Chapla, Bob Cooper, Brooks Kindel, Bruce Reges, Bunny Johnson, Buzz, Camilla Martin, Carol Kooistra, Carole, Carolyn Heines, Carolyn Morrison,, Cascade's ipad, Cele Badgerow, Chris Hess, Connie Winter-Troutwine, Dan Bullock, Deborah Robinson, Denise Joseph, Dianne Carroll Burdick, Dick, Dolli Lutes, Don & Lauren Wheeler, Don Pearson, Emery, Evie Bowers, Gary Eberle, Gary Rowe, Heather's iphone, iPad, Jack Petiet, Jacqueline Poehlman, James Taylor, Jean Bahle, Jennifer, Jerene, Jill VanAntwerp, Jim and Nancy Ayres, Joan Jung, Jom Johnson, Jon Hartman, Jon Hartman, Judith's iPad, Judy Botts, K.D. Norris, Karry Kidder, Ken Porter Keverne, Kim, Kirsten Lundeen, Kirsten McCarrel, Laura Hire, Laurel Mason, Linda Jones, Linda Wilkey, Liz Bullock, Lydia Stubbs, Marie Maher Penny, Mark Fitzpatrick, Marti Yarrington, Mary Peterson, Maryl and Rich Travis, Matthew Riegler, Meredith Bradley, Michelle Alster, Nessa McCCasey, Norm Tubbs, Owner, Patrick's iPad, Paul Arnold, Penny Barstow, Robert Dean, Rose Conlin, Schwaderer, Sharon Morley, Sharon Rydzewski, Sherron Collins, Skip Swanson, Steph Wade, Steve Crandall, Theresa Hogerheide, Tim Creamer, TJ Norris, Todd Johnson, Tom and Kathy Robinson, Tom Hackett, Wendy Marty,

Chip Wall called the meeting to order at 7:34 pm.

Chip noted the next Governing Board meeting would be on March 15 and the agenda would be published ahead of time.

Chip stated: As part of an effort to assemble structure for the immediate needs of Fountain Street Church, a subcommittee of Officers have met with Rev. Christopher, Rev. Matthew, and Greta Jo. The officers then met collectively to review those discussions and identify matters that require immediate attention. The Officers elected to call a Special Governing Board Meeting to discuss their recommendations to the Governing Board in the event there could be action desired to be taken.

The Officers are recommending the following:

1. Re-appoint Rev Christopher as Acting Senior Minister with the assumption of the Senior Minister responsibilities. This is the same role that he served at the conclusion of Fred's ministry and before Mariela's, starting in July of 2020.
2. That for the time being, there will be no change in hours/duties of staffing.

3. Other than Rev. Christopher, current job descriptions and roles of staff and clergy are maintained.
4. Develop a plan for "Reopening" of FSC for worship and social gatherings.
5. Continue the development of the "Safe Church Plan"
6. Actively engage and coordinate with the current Committees to aid FSC functions and events during this transition, with immediate involvement of Education-related, Music and Social Justice committees.

Amy moved that we the Governing Board re-appoint Rev Christopher Roe as Acting Senior Minister with the attendant responsibilities, and that working with other clergy, staff, committees, and the Governing Board, that a plan for "Reopening" of FSC for worship and social gatherings be developed, the "Safe Church Plan" continue to be developed, and there be coordination with the current Committees to aid FSC functions and events, with immediate involvement of Education-related, Music, and Social Justice committees. Win seconded the motion.

Discussion:

- George Zuiderveen: Is there a change in Rev. Christopher's salary? Chip: We have not discussed that. George: Is the motion to have the reopening plan figured out in the next 90 days? Chip: Yes, the plan will be developed by the CCT and FSC staff. George: Would like the upcoming townhalls to be part of the 90 day planning process. Chip: Yes, the GB Communications committee is anticipating 2 more townhalls to get input about the 90 day plan and reopening. George: It would be good to let the congregation know about the townhalls the sooner the better.
- Kristen Mayer: Is the motion to reinstate Rev. Christopher as Acting Senior Minister for 90 days or indefinite? Chip: Yes, for 90 days at this time to get us to the summer, then we'll re-evaluate. FSC needs to have someone in charge.
- Chip: The GB and FSC staff have been inundated with thank you cards and many congregants have expressed kudos and appreciation for their efforts. Thank you to the congregation for showing your support.
- Will Gallmeyer: Has Rev. Mariela been stripped of her Senior Minister title? Chip: Yes, she is no longer the FSC SM, based on her release from her contract.
- Brad Miller: Supportive of Rev. Christopher in the role of Acting SM. What do the bylaws say are the next steps? Chip: The bylaws say to start the process again, find candidates to serve on a search committee (14 candidates for 9 positions), but don't say how soon after a resignation/retirement the search must be started. The 90 days will give the GB time to get input and feedback, and determine how to proceed. The GB will use the bylaws to steady us, along with consulting with various committees.
- George: No qualms about Rev. Christopher taking over. With him doing a lot more work, seems like he should be compensated for that. Not sure why Christopher's acting role is only 90 days. Is there a way he can be Acting SM indefinitely? Chip: Officers wanted just a short term plan for now. As Executive Minister, he has staff supervision responsibilities. His job will change as he

takes on Acting SM role. 90 days is not written in stone, just a starting point. George: Will Rev. Christopher keep EM responsibilities? Chip: Yes. George: Could appoint Rev. Christopher as Acting SM until there is a new SM. Chip: OK. George: In the summer, probably still want an Acting SM, even if they're not preaching. Some tasks seem appropriate for 90 days, but seems that Acting SM shouldn't have 90 day limit. Any: My motion, does not include a 90 day limit on the Acting SM status, so if we want a 90 day limit, we would need to amend original motion. George: In that case, perhaps we're not locked into that anyway. Kristen: Prefers a time limit, not open-ended. Search process is lengthy. Better luck to follow the usual ministerial job search calendar. Doesn't seem sustainable to have Christopher in Acting role for a year or two. We should be intentional about how we move forward and handle transition. Chip: Intent is to get us to a point where we are stabilized. GB will work with Communications Committee to get feedback to see if we want an interim, as we look at the bigger picture. Trying to create the best plan for moving forward.

- James Taylor: Agrees with Kristen, we are looking at 2 year process, 9 months before we can publicize an opening, recommends forming a committee at the April GB meeting to form a search committee together; give Christopher allow staff to come to GB with them about their ideas about how to fine tune their day to day work.
- Brad Miller: Doesn't know if there is any difference between Rev. Christopher being Acting SM for 3 months or indefinitely, recommends approving the motion. Prefer not to have to come back every 3 months to renew Christopher's Acting role. Chip: meets with Rev. Christopher on a weekly basis, staff issues can be addressed then
- Kristen Loch: Concerned about SM responsibilities. Chip: No money right now for changes, currently we have a shortfall. The GB will support Rev. Christopher, within financial limitations.
- George: Now feeling less concerned about the 90 days limit so if Rev. Christopher's appointment is for more than 90 days, fine with that.

Amy Preston called for a vote and reread the motion.

Motion passed unanimously.

James made a motion to adjourn, Brad seconded.

The meeting adjourned at 8:23 pm.