

Note from the General Committee Chair:

Please hold the morning of Saturday, March 27 for a General Committee Retreat (9 - 12), to replace the regular monthly meeting of March 15, which would be the very next day after the Annual Meeting. Current plans are to invite all Board Members to the Retreat to kick off the new Church Year and Orientation to new structure, if approved at the Annual Meeting.

Union Church General Committee 2-18-10 (postponed from 2-15 due to weather)

Present: Leslie Berger, Bob Boyce, John Culp, Joan English, Jeff From, Carla Gilbert, Kent Gilbert, Jan Hamilton, Betty Hibler, Doug Hindman, Wyndee Holbrook, Tom Manning-Beavin, Megan Purcell, Patti Smithson

As the group assembled, the group reflected upon the delicious butterscotch pie prepared and brought by Megan. Betty invited reflection upon the Meditation from the bulletin of 2-14: Transfiguration is living by vision: standing foursquare in the midst of a broken, tortured, oppressed, starving, dehumanizing reality, yet seeing the invisible, calling to it to come, behaving as if it is on the way, sustained by elements of it that have come already, within and among us. In those moments when people are healed, transformed, freed from addictions, obsessions, destructiveness, self worship or when groups or communities or even, rarely, whole nations glimpse the light of transcendent in their midst, then the New Creation has come upon us. The world for one brief moment is transfigured. The beyond shines in our midst -- on the way to the cross.

~ Walter

Wink

Minutes approved with correction.

General Committee tasks regarding Annual Meeting Honorary Lifetime Deacon nominations: These church members were nominated:

Loyal and Nancy Jones, will be asked to serve by Patti Smithson

Dottie Blackburn, will be asked by Betty

Betty Wray, Carla

Bernice Robertson, Jan Hamilton

Bob Shaffer, Leslie

Nominating Committee Nominations: These church members will be asked to serve 3-year terms by Betty. In the interest of gender balance, the men will be asked first: Sune Frederiksen, Kelly Mehler, Ashley Cochrane, Rachel Lakes, Teri Mehler, Stephanie Woodie, Betsy Hoefler

Discussion of and Decision on Board Restructuring Proposal Feedback from Boards was distributed.

Change of name of General Committee to Church Council was generally well supported.

Committee members invited to voice the positives, negatives, concerns, etc., expressed by their respective boards or themselves individually.

CE is comfortable with the idea

Question if 4 members is too prescriptive, discussion Suggestion that we won't know if it will work unless we try and there is no prohibition from changing back to current structure or trying something else Agreement that "4" can imply a limit-but recognized that Bill Stolte has a group of people working on Weds. mornings on Building and Grounds, few of whom are Trustees.

Appreciation for the work involved was expressed In favor of making the change, perhaps understanding that 4 is the core, others can be added Would hate to miss the opportunity to expand on our mission statement - nothing bad will happen if we are BOLD Deacons' struggle addressed-this past year they never had more than 12 at a meeting, and just 7 at the last. How to do all the work the Constitution assigns the Deacons? The Deacons present at last meeting chose which of the "new" 3 Boards to serve upon Concern expressed about communication and fragmentation.

Response that Church Council will be that "glue" as well as the sounding board, must be prepared to say "no" when "no" is the best answer.

Boards may need help acting as "thinkers & directors" rather than "doers" of every task Discussion of a remark that Mission Board's role might be diminished, as 1 of 8 Boards rather than 1 of 4. Conclusion that that is really not a concern, as all the Boards serve the mission of the church.

Appreciation expressed for an 18-month pilot period From PRC perspective: we have big projects coming up - potential capital campaign, we cannot sustain the proposed new Board structure without addition of staff-one Pastor cannot function on every Board.

Concern that this may not be the time to restructure Boards as we're looking at launching a capital campaign On a Board of 4, there is no tie-breaking vote Trustees' purview is so involved that all 3 of the proposed new Boards have involvement in every other one, stability is threatened If we don't do something differently, we will never go forward This may be a perfect way for people to get involved & thrive Many of the concerns being voiced are problems we already have Stated that Capital Campaign is not the responsibility of the Trustees solely, it should have representation Comment that conducting a capital campaign almost always has an energizing effect on churches/participants Recognition that we have a lot of new energy in some very active new members, let's give them the opportunity to serve short-term, at something they feel passionate about\ Would it work to phase in the new structure over a period of time?

Response: it wouldn't necessarily help the anxiety level to spread out the implementation.

Could we agree to have Congregational meetings every six months during the transition phase?

Response: there will definitely need to be another meeting when GC is ready to propose a capital campaign. There could certainly be additional meeting(s).

Chair asked if, in light of all of the evening's conversation, GC members would support the proposal at the Annual Meeting if we bring it forward?

Deacons agree to try it. Trustees will make it work, drawing on current experience of working with sub-committees. Mission and CE are supportive.

Thus there was consensus to move ahead with presenting the Board Restructuring proposal as a Pilot Project to the congregation at the March 14, 2010 Annual Meeting.

It was agreed that there are still some budget questions to sort out if passed.

Bob Boyce, as chair of the Nominating Committee, will proceed with gathering his Committee and seeking nominees based on the pilot project structure. All agree that all currently elected Board members with unfulfilled terms should remain. Several have indicated a preference for one of the new Boards.

Board Reports: Trustees - Leslie reported on the actions taken at the Trustees Meeting (see Minutes), including recommendation for distribution of the 2009 budget surplus, letting bids for front porch repair and replacement HVAC in Cowan Chapel, and approved purchase of a security system.

Chair asked for explanation from the Finance Committee for the recommendation of the 2009 surplus, specifically as related to staff.

Treasurer explained that the \$1,500 for staff bonuses represented roughly 1% of total salaries and was divided evenly among 10 employees.

Concern was expressed that the overall amount was minimal and questioned the distribution equation. The consensus of GC was that we would ask the Finance Committee to reconsider; Treasurer asked for some guidelines. It was suggested that 2 - 3% of total salary line be considered, (COLA was 5%+), but that no staff member receive less than \$100 and that the two former staff who served half of the year be included in the group. While these payments will act as "bonuses" (will not affect base salaries for 2010), it was suggested that they be thought of more as "restoration" of what staff gave up when 2009 budget was passed. Treasurer agreed to do some calculations based on these general guidelines, keeping a mind a total figure in the neighborhood of \$4,500. He will circulate to Finance Committee and GC Chair.

CE Report - Vacation Bible School dates are June 27 - 29. Youth Group service trip to Minnesota (Mark Pettis' church) will be roughly June 16 - 28.

Treasurer distributed the January balance sheet.

Pastor's Report: the updates to the computer system currently being installed.

Meeting adjourned.

Rev. Kent dismissed with prayer.

Next meeting March. 15, 7:00 pm

Minutes submitted by Joan English and Betty Hibler