

Grinnell UCC-Congregational Governing Board

Meeting Minutes

Sunday, October 30, 2022

12:10-1:00 pm via Zoom & in person

Members present: Julie Eberbach, John Ashby, Liz Rodrigues, Gayle Strickler, Jessica Margrave Schirm (ex-officio)

Opening Devotions (Pastor Jessica)

Approval of agenda

Approved by unanimous consent.

Approval of minutes

Approved by unanimous consent.

Reports/Updates

Treasurer's Report

- This will be covered during the budget and stewardship discussion later.

Pastor's Report (Pastor Jessica)

- Please see attached report.

Tech Team Systems Review Update

- A new camera has arrived and was used for today's livestream.
- The team plans two phases of work ahead. The first is improving livestream, and the second is to update the technology used at the front of the church.

UCC Pre-school Governance and Oversight Review Update

- The team has had a basic first meeting and has planned a second meeting to continue conversation about 1) updating governance documents to reflect the relationship between the church and the preschool and 2) addressing just wages for teachers.

Music Ministry Task Force Update

- Two directions of action came out of this team's initial meeting: 1) outreach to potential interim music directors and 2) setting up a meeting with worship music consultant Sarah Dan Jones.

New Business

2023 Proposed Budget & Stewardship Campaign

- Treasurer's report
 - We are at 80% of the fiscal year, 79% of expenses, 72% of pledges received.
 - Some additional gifts came in as a result of the special appeal letter and are received with deep gratitude.
- Proposed budget
 - The moderators have worked closely with Pastor Jessica to draft a budget that includes a 2.5% Cost of Living Increase. This is substantially lower than recommended COL increases by both Social Security and denominational guidelines.

MOTION: Revise the budget to reflect a 5% Cost of Living Increase for all staff hired prior to 2022 (Eberbach/Ashby): motion carries.

- The budget reflects several decreases and modest increases in mission-critical areas. Yet, it still proposes a deficit based on historical income.
- Julie and John are meeting with the Endowment Committee to discuss policies that will support the church's ability to continue to live into its mission in the context of demographic and economic shifts.
- Another line of conversation to pursue is raising the visibility of planned giving as an option for supporting the church's mission.

Respectfully submitted by Liz Rodrigues, clerk