

MC Retreat Jan 25, 2020

In attendance: Fr. Charles Smith, Deb Marshall, Karen Pearson, John Phillips, Donna Andreo, Sandy Rains, GC Pundt, Kimberly Norris Jones, Jim Lawler, Pat Brandon, Pie, Sharpe, Cathy Cook, Rob Martin, Karin Mauldin, Hank Gaddis

The retreat began at 8 AM with Morning Prayer in the chapel.

### **MC Covenant Review**

We continued with a review of the 2019 MC Covenant and agreed to continue with it in 2020 (See 2020 MC Covenant in Dropbox for the text of the covenant).

### **2019 Mutual Ministry Review**

Deb Marshall led us in a review of the goals from 2019 where we rated each goal on a scale of 1-5 (with 1 being not begun and 5 completed). See the attached report in Dropbox for the results of this. We also discussed which of these items should be continued goals for 2020.

The MC set the following as things that we wanted to continue working towards

- Menu of Ministries
- Plan for Ministry Opportunities
- Discernment Process for new and existing ministries
- Security Plan
- Comprehensive Online Presence
- Climate survey with some discussion of benefits of a national survey so we can compare against other congregations
- ELC Outreach/Grafting into the Vine

We noted the following learnings from 2019's work towards our strategic goals

- 12 was too many goals to set and we should limit ourselves to 1-3 goals at a maximum
- It was overwhelming to spread responsibility for goals into sub-groups and to have regular areas of ministry responsibility
- It would be helpful to hold the goals we set as a shared responsibility for the whole MC and to focus on these each MC meeting. These strategic goals would then be the point of focus for our MC meetings and shared work
- Be better about asking others to be involved and help with execution of ministries

A brainstorming suggestion ensued about strategic goals for 2020. The following were ideas that were mentioned

- Care for Parishioners
  - Communication
  - Serving One Another
  - Identify, Indemnity, Pay
  - Community of Hope as training/program to equip our people for this type of ministry
  - Short term food or other help for people

- Transportation
- Someone to steward such a program of care and dispatch the needs and recruit up volunteers to staff the ministry
- Discipleship Groups (3-5 people)
  - Small groups that focus on prayer, mutual support, scripture, and weekly meetings for the group
  - Establish 3 Discipleship Groups
- Adding 3 New Families that are connected and involved

MC agreed to comeback with Specific, Measurable, Attainable, Realistic, and Timely plans to achieve these three goals

1. Care for Parishioners will have a team of Cathy Cook, Karin Mauldin, Donna Andreo, and Sandy Rains
2. Discipleship Groups will have a team of Pat Brandon, Hank Gaddis, and John Phillips
3. Adding 3 New Families will have a team of Karen Pearson, Jim Lawler, and Pie Sharpe

Each of these groups will report back with their plans for MC input and shared responsibility at the February meeting

#### **Election of Officers**

Sr. Warden-John Phillips

Jr. Warden-Hank Gaddis and Jim Lawler as co-wardens

Treasurer—remains empty for now. Need to approach people and candidates

Monica Gaddis

Keith Babcock

Clerk—remains empty for now. Recommend the following are asked

Deborah Carlson

Debbie Lawler

#### **Selection of Ministry Responsibilities**

ELC-Cathy Cook

Christian Formation-Karen Pearson

Stewardship-

Evangelism-Karin Mauldin

Inreach/Outreach-Donna Andreo

Parish Life-Pie Sharpe

Finance/Endowment-Cathy Cook

Liturgy-Rob and Sandy

Communication-Pat Brandon

Noted that we need a new MC Member to fulfill Bob Keck's term. We also need a stewardship person. Hugh Wilson has been approached.

#### **Recommendations from the Finance Committee**

The following were approved by the MC

MC reminded that we have money set aside from the 2018 endowment disbursement for Missions/Outreach

MC Authorizes \$1,000 to Fresh Start from the Endowment for support. Moved by Cathy Cook and seconded by Karin Mauldin

MC authorizes debt repayment to EDUSC of \$12,000 from endowment. Moved by Karen Pearson and seconded by Rob Martin.

MC sets aside 10% of the 2019 Endowment distribution for Missions and Outreach. Moved by Karen Pearson and seconded by Donna Andreo.

MC authorizes the transfer of the \$3,000 realized net income from the parish operations in 2019 to the reserve account to be used for the 2020 parish budget. Moved by Rob Martin and seconded by Jim Lawler.

MC authorizes the transfer of \$44,000 of realized net income from the ELC in 2019 to the reserve account to be used at the discretion of the Mission Council. Moved by Cathy Cook and Seconded by Pie Sharpe.

MC received paper copies of a draft 2020 budget from from John Phillips. A final draft showing the three options of a 3%, 1.5%, and a 0% pay increase for the staff to be uploaded to Dropbox early next week.

Approval of the December Financial Reports. Moved by Jim Lawler and seconded by Pat Brandon

**Appointment to the Churchyard Committee** Moved by Cathy Cook and seconded by Pie Sharpe

Hugh Wilson, term begins 2020 and ends December 2022.

Joyce Pundt, term begins 2020 and ends December 2022. (Reappointment)

Cheryl Timberlake, term begins 2020 and ends December 2022. (Reappointment)

**Appointment to the Memorials and Honors Committee** Moved by Cathy Cook and seconded by Rob Martin

Appointment of Chris Beis and Rachael Senterfeit

### **Fr. Charles Surgery Recovery**

Fr. Charles to have surgery in the beginning of March and will be out for that calendar month recovering. Fr. Jim Neuberger will be handling emergency pastoral care. Fr. Charles will handle any counseling calls that can be dealt with over the phone and Fr. Neuberger will handle any issues that require a physical visit. Fr. Neuberger will be compensated at the current EDUSC rate for mileage and a mid-week service for a pastoral visit and larger pastoral needs will be handled by Fr. Neuberger with a fair compensation being negotiated. Fr. Charles will receive the initial request via phone call and be in touch with Fr. Neuberger as needed.

### **Pastoral Update**

Fr. Charles made:

141 pastoral connections in November 2019

93 pastoral connections in December 2019

112 Pastoral Connections through Jan 25, 2020

### **Big Band Concert**

Discussion about possible other fundraising ideas. No one on the MC wants to take responsibility for this so we will not do it. Pat Brandon will check with the wider congregation and see if there is someone to organize it and let the Parish Admin and Vicar know so we can release the band if there is no interest in pursuing this

### **Kanuga Family Weekend**

Last weekend of March 2020. MC asked to promote

**Endowment Project Prioritization**

Discussion about potential projects. Noted that funding for a potential consultant would need to come from endowment. Would also need to consider a project to deal with drainage issues near the Dial Building

Resolution of thanksgiving for Heather Norris Jones for repair work on sign.