

Grinnell UCC-Congregational Governing Board

Meeting Minutes

December 20, 2020

11:00am-12:20pm via Zoom

Members present: Ross Haenfler, Terese Grant, Liz Rodrigues, Josh Sandquist, John Ashby, Keir Johnson; Jessica Margrave Schirm, *ex officio*.

Opening Devotions

Approval of minutes

- November 22 Governing Board meeting minutes: **Approved** by unanimous consent.

Reports/Updates

Treasurer

- Keir has been reviewing invoices with Elizabeth and all seems to be in order.
- Pledge income went up in November, as expected, and we are on track to end the year on budget.
- There are some funds remaining in the Global Outreach fund for the year. The Outreach Committee is aware of this and working on it.

Pastor

- Please see attached report.
- Josh brought up that we have not done an annual pastoral review for 2020. Pastor Jessica has also intentionally chosen not to do performance evaluations with staff this year, with its inherent challenges and anxieties.
- Hiring a new custodian will be top priority in the new year.

Old Business

Stewardship Update

- There are 8 folks who pledged last year who have not yet pledged this year. Elizabeth and Pastor Jessica have been following up. John will continue follow up after Christmas if appropriate.

Nominating Committee Update

- The slate is fully assembled.
- One Preschool Board Representative slot is currently filled by Jeananne Schild. She is willing to continue in the role, but she is nearing the term limit. She plans to be intentional about capturing her institutional knowledge and

preparing for transition after this year. Terese will reach out to her for this year's report and to begin facilitating transition planning.

- Anticipating that the addition of the Children's Choir Board positions will be approved at the Annual Meeting, the two church members who are already on that board will presumptively be included in this slate.

Nominating Committee's slate is approved by unanimous consent.

Annual Meeting

- Elizabeth is assembling reports.
- Elizabeth is preparing to administer the Zoom functions necessary for this meeting, such as setting up polls for voting. Finalizing official language for voting will be important for having this set up.
- John has put together the draft language for by-laws amendment. The four amendments will be four separate votes. He will send a final version for email vote within the next week.

Open Business

Livestreaming Worship

- Volunteers have been assembled to help with the technical necessities.
- We'll probably start small with this. It seems to make sense to aim for live worship on first Sundays, along w/communion.
- Our primary goals are to keep workload reasonable for all involved: our pastor, our staff, and our member-volunteers.
- Different groups and individuals within our congregation have different needs and desires for worship and pastoral care. We will not be able to meet all needs at all time with any single worship format. Continuing to work on communication strategies that acknowledge expressed needs while setting realistic expectations will be helpful.

New Business

Governing Board Policy Book

- It is currently designated as a draft document, but "draft" in this case is more meant to refer to it being open to review and revision than it being unfinished and unofficial. It has been officially adopted.
- John proposes focusing on review of this document over the next year, now that we have three full years' experience operating with it.

Closing Prayer

Respectfully submitted by Liz Rodrigues, clerk