

## Zion United Church of Christ Congregational Meeting March 8, 2020

1. Opening Words – Tim Schlegel Consistory, President.
2. Call to Order – James Cousins, Chair, Board of Trustees.
3. Opening Prayer- Pastor Elizabeth.
4. Review Robert's Rules of Order (page 17).
5. Old Business

- a) Review/Approval of Congregational Meeting Minutes of 2019: Minutes were reviewed.

Pat Mudd moved to accept. Xxxxx seconded. Motion was approved.

- b) Review/ Approval/Debate of 2019 Committee Reports: Sue Clark moved to accept. Xxxxx seconded. Motion was approved.

Head usher Ken McDonald noted an increase in all of our services thanks to Pastor Elizabeth. Barb Miller moved to close debate. Kirsten Albrecht-Carrié seconded. Motion was approved. A motion was made to approve reports by Xxxxx. Donna seconded. Motion was approved.

- c) Nomination/approval of new Consistory Members.  
Consistory members- Troy Hengst, Debby Williams.  
Alternate- Peter Korte. Need one alternate.  
Barb Miller moved to accept the nominations. Xxxxx seconded. Members were approved.

### 6) New Business:

- a) Review/Approval/Debate, 2020 FY Budget- A motion to open discussion was made by Matt Laufer and seconded by Jean king. Motion was approved.

Pat Mudd discussed Pastor Elizabeth's salary saying that it is too low. Sandy Voss said that the budget doesn't show a raise her. Tim responded that we will have a better budget explanation. A motion was made by Sandy to have line by line comparison in the budget. This was seconded by Kirsten Albrecht-Carrié. Motion was approved.

Sue Clark said that Line 52420 Piano Services \$130.00 is too low. This needs to be doubled. A motion was made by Kathy Hunt to double this. This was seconded by Xxxx. Motion was approved. Bill Roberts asked about capital gains made by the endowment. James reported that at the beginning of the fiscal year it was worth \$1.512 million ending with \$1.843 million for a gain of \$270,000.00.

Lisa Laufer asked a question about Pastor Elizabeth's salary. Pastor said that it is where it should be. Kathy Hunt asked about the Endowment. It was explained that \$1.2 million is invested in funds and some in cash. This is largely to maintain the property. The Endowment is separate from the church budget. A question was asked about Pastor Elizabeth's salary. Tim Schlegel said that it is reviewed yearly. Pierre Albrecht-Carrié stated that it should be raised above minimum standard pay.

Char Burchfield asked if other salaries have increased. In Profit & Loss Budget Overview line 52110 shows the organist's salary increased to \$6,310.44. Line 52140 shows the guitarist's salary went from \$4,400.00 to \$5,500.00. Line 60001 shows an increase in OCWN.

In Payroll Expenses Pat Mudd asked about line 55100 Custodial Expenses. No wages are paid as the work is done by volunteers. James said that the floor buffing is done by volunteers. Pat mentioned that Pastor Elizabeth's office needs to be painted.

A motion to end debate on the budget was made by Xxxx and seconded by Pat Mudd. Motion was approved.

Sue Clark proposed doubling the amount in line 52420, (piano maintenance) from \$130.00 to \$260.00.

Rob Voss discussed Pastor Elizabeth's salary. She said to make sure that it meets annual guidelines. Kirsten Albrecht-Carrié said that this needs to be reviewed by the appropriate party. It needs to be clearly stated on paper. A motion was made to table this by Xxxx and seconded by Pierre. Motion was approved. Edie Baur moved to reopen the budget debate. This was defeated. A motion was made to approve the budget by Orra Wicks and seconded by Diane Xxxx. Motion was approved.

b) Presentation by Trustees:

Ted Camp gave a PowerPoint® presentation summary of completed projects and works in process.

Completed Projects:

1. Sanctuary - expansion of altar area and carpeting.
2. New lecterns.
3. New audio system.
4. Fence replacement.
5. Parking lot maintenance and re-coating.

Pending Projects:

1. New altar rails are pending.
2. Roof replacement - \$42,000 to \$70,000.
3. Parking lot replacement ≈ \$100,000.
4. Storage garage.

Punch List- was shown in presentation.

Sue Clark commented on expanding the parking lot. James said that an engineering firm will advise on this. Orrah Wicks mentioned the need for more parking spots. Ken McDonald asked about the timeline on the altar handrails. Sara Handley-Cousins said that the Girl Scouts could work on the garden. Pierre Albrecht-Carrié attended a conference on fund raising. We need to get the church building as "green" as possible. Solar panels were suggested. Matt Laufer explained that the old roof is not conducive for this. Inverters would be required along with an upgrade of the electrical system.

Sue Clark asked about the status of the daycare/preschool. James explained what is needed in terms of storage space and legal requirements. A preschool under three hours per day could be done with minimal investment. A full day preschool would require trained staff. George Drescher has experience in this field and has provided valuable guidance. Kirsten Albrecht-Carrié commented on the rules and regulations for the preschool. Ted explained that this plan has been tabled. Pastor Elizabeth mentioned the straw poll that was held at the Consistory meeting. Trustees would need to approve as well as Consistory. A congregational meeting would have to be held to get final approval. A motion was made to accept the Trustees presentation by Barb Miller and seconded by Sue Clark. Motion was approved.

- c) Call for New Business: A motion was made to end the meeting by Orrah Wicks and seconded by Eugene Robinson. Motion was approved.