

Zion United Church of Christ Annual Congregational Meeting
March 10, 2024

OPENING STATEMENT – Eddie Bauer, Consistory President

REVIEW OF ROBERTS RULES – Jams Cousins, Chair of board of Trustees

- Modified Roberts Rules of Order
- Please raise your hand, stand, and say your full name prior to speaking

MEETING CALLED TO ORDER – 11:38 A.M.

- Quorum Present

OPENING PRAYER – Pastor Elizabeth Duffy

OLD BUSINESS

1. Review minutes from past congregational meetings (pages 8-11)
 - a. No questions
 - b. Motion to approve past meeting minutes – Rev. Pierre Albrecht-Carrie
 - i. Second – universal
 - ii. Approved and passed
2. Approval of Committee Reports (pages 5-7)
 - a. Pastor Duffy announced some corrections
 - i. On page 3 the math was incorrect with the amount of members as we do not count children. $4+9 = 15$, our correct membership should be 450
 - ii. The PPRC and Administration reports were both submitted by Debbie Grine but were switched in the packet.
 - b. Pastor Duffy stated that there were vacancies in consistory and trustees. She asked people to please talk to Eddie Bauer, chair of consistory, if anyone is interested. They have a meeting on Tuesday night to talk more about filling the vacancies.
 - c. No questions
 - d. Motion to approve committee reports as corrected by Pastor Duffy – Sue Clark
 - i. Second – Laurie Mittlefehldt
 - ii. Approved and passed
3. Approval of New Consistory Member – John Pauling
 - a. John is moving to consistory from the trustees. They are thankful for all of the work that John has done and will miss him on the trustees. The congregation was also urged to join committees as many people are in multiple groups and on many committees.
 - b. No questions for John
 - c. Motion to approve John Pauling as a member of Consistory – Tim Schlegel
 - i. Second – George Darrell
 - ii. Approved and Passed
4. Nominations from the Floor – None at this time

NEW BUSINESS

1. Budget Discussion – Ron was called out on an emergency so he is unable to answer questions. (pages 14-20)
 - a. There are questions from the floor about the budget.
 - b. Motions to open the floor to debate on the budget.-Tim Schlegel
 - i. Second – Rev. Pierre

- ii. Approved and Passed
- c. John Pauling – Appreciates the narrative that was written for the budget with the diagrams. Many people are not numbers people and it gives a fresh perspective. He hope it will continue in the future.
 - i. Pastor Duffy – they hope to continue
- d. Angie Staniszewski – Why did the amount for the website and CCLI go down so much for next years budget.
 - i. Pastor Duffy – We paid for two years in one.
- e. Angie Staniszewski – Why did the amount for the conference delegates decrease so much? This past year it was held in Niagara Falls so some money may not be needed but next year it will be in Oswego so there will be more cost. Are we just not giving the delegates money to attend?
 - i. Pastor Duffy – That was one place that we were able to make an adjustment due to the projected income. There is a way for Consistory to make approvals as items come up, so this can be adjusted.
- f. Angie Staniszewski – Why is there no money for custodian or supplies. Is it all donated.
 - i. Pastor Duffy – Custodial Services are all donated and volunteer
 - ii. James Cousins – An overview on trustees vs. consistory spending. There is a P & L line which the consistory pays for and a balance sheet which trustees pay for. He gave an example of a boiler and if it explodes the trustees would pay for it but consistory would pay for it's routine maintenance.
- g. Ellen Hughes – Why did the Pastor's salary go down
 - i. Pastor Duffy – It didn't go down. There was an issue with the pension last year so more money needs to go into the pension but the salary itself is not changed.
 - ii. Ted Camp – Pastor receives a salary and a housing allowance each year. The Duffy family figures out with taxes what works for each of those items.
- h. Tim Schlegel – The cost of items such as postage, paper, and office supplies continue to rise as well as gas and electric. We should think about raising all of those lines by a percentage to adjust with the changing times. Tim also brought up the return of property/insurance taxes to consistory from trustees.
 - i. James Cousins – Explained that in 2018 the taxes were taken out from consistory and moved over to Trustees in order to give the consistory time to adjust. It is now time for it to be returned back to the P& L line.
 - ii. Tim Schlegel – Consistory doesn't have the means to make these payments unless people pay more \$ each week, however, the trustees have endowments.
 - iii. James Cousins – This year is a 50/50 split between trustees and consistory. The Trustees have already started to draw out on their endowments to get prepared for the new parking lot remodel. They have also had to put on a new roof and re-do the air conditioning. In talking with other endowed companies, we should have more than the 2 million we have in endowments. We have to be aware and give accordingly.
 - iv. Tim Schlegel – Does Eddie have a plan to not run a deficit budget for the next 40 years.
 - v. Pastor Duffy – That is what we hope to work on adding John to consistory and looking at what we can do to raise more funds.
- i. Motion to close debate on the budget – Sarah Handley Cousins
 - i. Second – Dave Dombrowski
 - ii. Approved and Passed.
- j. Motion to Adjust Budget – NO
- k. Motion to Pass Budget as displayed/listed – Elana Camp
 - i. Second Bob Sedota
 - ii. One opposition, Approved and Passed.

2. Trustees Report – Ted Camp

- a. Overview of the Trustees Report – take a few minutes to read page 21.
 - i. The trustees did move more money to a spending account for the parking lot (\$420,000)
 - ii. Some highlights of the year are the generator install and parking lot prep
- b. Questions from the Congregation
 - i. Angie Staniszewski – Asked if snow removal was added into the landscaping cost. Ted stated that last year they made 2 payments and then there was one the previous December. They did put out bids and that company was by far the best price.
 - ii. Tim Schlegel – Stated that we are now a warming station because we got the new generator.
- c. The projects that were completed this year were the Emergency Generator, Parking Lot (to be completed in Spring), a scholarship fund for graduating seniors, and Property Maintenance
 - i. Dave Dubbert – We also added lights to the exterior that were donated by Ed. Thanks!
- d. Fundraising – John Pauling
 - i. Page 15 in the packet has a breakdown of the fundraising. It is 8% of the income. In 2018 we raised \$8,900 between our various fundraisers. In 2022 we were over \$15,000. We are also bringing back the Strawberry Festival this year for the first time since COVID.
- e. Projects Pending
 - i. The new parking lot is at the top of the Spring List for the company.
 - ii. We are still planning for the future for a green space to the East of the church
 - iii. We requested a proposal for an ADA Ramp and sidewalk repair.
 - iv. Pew Cushions – they have looked into them and they cost a lot
 - v. Kuck Hall Refresh
 - vi. Long Range Plans – Both Entrances, ADA access, electrical and HVC upgrades (people have brought up air conditioning the sanctuary and a space that large would be very expensive to cool.
- f. Questions from the Congregation
 - i. Ed Miller – Would now be a good time to bring an architect on board since we are doing so much new/restoration. Ted said they were doing this.
 - ii. Angie Staniszewski – Since the pew cushions cost so much could we just go with some pews cushion-less? Trustees and Consistory have discussed this since they were gone during COVID. The project would cost around \$17,000. Pastor Elizabeth said to try to flip up a cushion and see how it felt during a service.
- g. Board of Trustees Members
 - i. Thank you to Joyce and the late Rob Voss for all of their hard work on the board.
 - ii. As mentioned earlier John Pauling will now be a member of the trustees.
 - iii. Financial Committee: Ted, Brianna, James
 - iv. House & Grounds Committee: Dave, Laurie, Ed Miller
 - v. Missions Committee: Jill & Jacob K
- h. Motion to approve the trustees report as given – Tim Schlegel
 - i. Second – John Pauling
 - ii. Approved – Passed

BENEDICTION – Past

CLOSING REMARKS

Eddie Bauer – Consistory President, All meetings are open, come visit us and join us for a meeting to see what we do

ADJOURNED – 12:30