

Executive Council Minutes April 6, 2009

Present: Rev. Susan Henderson, Trish Esposito, Andy Holmes, Chris Bublitz, Anne Weissenborn, Jackie Walters, Marilyn Meyer, Nae Pearson, Linda Hodson, Tom Gustafson, Dave Ackerman, Dan Pence, Tim White, Aldene Ault

Moderator Trish Esposito called the meeting to order at 7:42 p.m. Rev. Susan Henderson led the Council in singing “Happy Birthday” to Andy Holmes in celebration of his 18th birthday.

The Council approved the minutes of the March meeting with one change: The last sentence of the last paragraph in the subsection on the “Revised CCC Covenant” was modified to read “An amendment to this article of the Constitution” (Change is underlined.)

Long-Range Staffing Plan – Next Steps

Trish summarized some of the concerns that were raised about the long-term staffing plan in the small group discussions held during the last month as well as the responses that were given. (1) Some expressed concern, she said, about the locus of responsibility for pastoral care and whether the Senior Minister would be involved; but they seemed satisfied by the explanation that there would be a team approach to pastoral care. (2) Others, Trish reported, expressed worry about the church becoming too large and impersonal. Trish said the response stressed that we have plateaued in recent years at a level of 675-700 members, that we need to grow to offset losses in our membership from various causes, and that growth can also mean increased involvement by existing members. (3) A third concern, Trish said, was whether the Senior Minister would be involved in adult education and social witness. The response said that could and would happen. (4) Finally, Trish stated that church staff have expressed a concern about the lack of member volunteers for office assistance and committee work, and they perceive a need for church leaders to cultivate the next generation of volunteers for church work. She said the staffing plan needs to address the recruitment of volunteers.

Trish then noted that the staffing plan would be included in our local church profile and raised the question of whether it ought to be put to a congregational vote at the Annual Meeting in June. Several members affirmed the idea, so long as ample information is provided beforehand. Jackie Walters said she would adapt the narrative and chart on the plan for the congregation. Tim White emphasized that the plan is flexible and that the congregation should just be asked to affirm its general direction and not all of its specifics. *By consensus the Council agreed to ask the congregation for its general approval of the plan at the Annual Meeting.* Trish thanked Jackie for her time writing and updating the documents and expressed appreciation to Leslie Weyn, Kate Rogers, and Mica Lewis for providing child care during the discussion meetings on Sunday March 29th.

Nomination

On behalf of the Nominating Committee, Trish nominated Doris Jordan to serve a three-year term (2008-2011) on the Board for Social Witness. *The Council unanimously approved.*

Staff Updates

Anne Weissenborn noted that Building Together would take place in mid-April and that all are welcome. She also noted that the Board for Social Witness needs more volunteers and that, because of a shortage of volunteers, we have had to give up our role in supervising non-CCC volunteers helping out on CCC's evening at Shepherd's Table. This led to a more general discussion about voluntarism. Jackie Walters suggested that after helping out at Shepherd's Table for 25 years, maybe our members' interests have changed. Volunteers want to get something out of the experience, she said, and when that happens – as in singing in the choir or participating in Rebuilding Together – people turn out. Tim White suggested there may be a natural life to volunteering for particular projects.

Nae Pearson reported that music plans for Holy Week are going well and that our own CCC brass ensemble will participate in the Easter services. He also noted that the children's music ministry is experiencing an influx of new people and that the children will be doing a musical on May 10.

Rev. Henderson reported that worship is going well and the worship committee is gaining new energy by involving people through short-term commitments. She said the intermediate interim staffing pattern is also working well. Pastoral care, she noted, remains quite heavy.

Board Updates

Linda Hodson reported for the Board for Church Life that (1) there will be no coffee hour on Easter because of the two services and the need for parking, (2) a celebration of our 50-year members will take place on April 19, and (3) Mother's Day on May 10 will include recognition of all women who have nurtured children. She said the board is also thinking about doing a monthly food drive. Anne Weissenborn said Jackie Coyle of Shepherd's Table has expressed interest in churches preparing casseroles and that might be considered by the board. Tim White asked whether the Mother's Day recognition will honor non-traditional families. Rev. Henderson suggested the board look at the language used in last year's recognition event.

Trish reported there will be a celebration during and following worship on May 24th to honor Sarah Ander's ministry as Director of Senior Adult Programming. Susan noted that, although Sarah's work as staff will end on that day, she continues in-care of CCC as she moves toward ordination and will continue to be involved in the life of the church. Linda asked who is doing the arrangements for the celebration. Trish said she has contacted Carolyn-West Gipson, chair of the Board for Church Life regarding a special fellowship time following the service.

Tom Gustafson reported that the Board of Trustees is looking for budget input from the boards and committees. In the stewardship packet, he noted, the board asked for a 5% increase in pledging – essentially a current services budget. He said the board is continuing to discuss the purchase of our building at 9601 Colesville Road with the YMCA.

Chris Bublitz reported for the Board of Stewardship that the stewardship packets have all been distributed and that Consecration Sunday is April 26. Aldene Ault said she liked the packet but

was wondering why the pledge cards were not included. Chris said the board did not want to put too much in the packet and that a separate mailing of the pledge cards will help to keep the issue of stewardship in the minds of CCC's members.

Trish reported that further work on a Safe Sanctuary policy has been delayed pending the revision of the Safe Church Policy, which is now nearing completion. Those who will work on the Safe Sanctuary policy, she said, are Pete Hotchkiss, Kate Rogers, and herself.

Trish also reported that Mike Breads, Sara Watson, and Maureen Ingram are working hard on completing our church profile and that others are working on parts of it. Susan noted that we are, in effect, already in the search process, as interested ministers are checking us out on our website and even showing up at our door.

Trish reminded everyone that annual reports are due in the church office by May 1 and that the Annual Meeting is scheduled for June 7.

The Council and staff then met in Special Session. No actions were taken.

The Council then met in Executive Session to discuss a proposal for an intermediate staffing plan to take effect after June 30. *Tim White moved that the staffing plan be approved as presented, with the understanding that the positions be 12-month positions. Following several seconds, the Council approved the motion unanimously.*

The meeting closed with a prayer and was adjourned at 10:23 p.m.

Respectfully submitted,
Dave Ackerman
Temporary Scribe

Approved by the Executive Council May 4, 2009.