

## **Executive Council Minutes January 5, 2009**

Present: Rev. Susan Henderson, Sarah Anders, Nae Pearson, Trish Esposito, Dave Ackerman, Aldene Ault, Paul Curtin, Gordon Forbes, Jan Forbes, Tom Gustafson, Linda Hodson, Andy Holmes, Pete Hotchkiss, Pete Macleod, Dave Main, Greg Muncill, Dan Pence, Kate Rogers, Jackie Walters, Anne Weissenborn, Leslie Weyn, Tim White.

Moderator Trish Esposito called the meeting to order at approximately 7:35.

Rev. Susan Henderson opened the meeting by inviting those present to reflect on the lightest and weightiest concerns they are currently holding.

It was moved and seconded that the minutes of the Council's December 1, 2008 meeting be accepted, as corrected. The motion passed without objection.

The Council decided by consensus that members of the Council who also hold stipend positions in the interim staffing plan continue to be voting members of the Council.

### **Proposed Long-Term Staffing Plan**

Trish Esposito, Tom Gustafson, and Jackie Walters, members of the staffing subcommittee presented their draft recommendations in report form. Trish stressed that the plan is a work in progress that would be modified based on feedback from the Council and others in the congregation. Jackie highlighted that the draft plan makes outreach and engagement a responsibility for every staff position. Outreach needs to extend beyond the O&E Board, and each staff member needs to be the face of CCC to the community, Jackie said. Tom said that the plan represents a dream for the future, since it is unlikely that CCC can currently afford to fund four full-time ministerial positions. Regarding the Senior Minister position description, Jackie said that it is key that we search for a CEO who can lead building, fundraising, and growth. Tom explained that by using the term CEO the committee envisioned a leader with a long time horizon (15-20 years) for planning. Jackie added that the Senior Minister should also be a leader who can inspire people to pour their passions into CCC's ministries. Rev. Susan Henderson advised that CCC needs to start looking nationally for candidates who may fill the bill. Candidates will need a balance of administrative and inspirational skills, Rev. Henderson added. She suggested that we will need to look to successful pastors of large UCC churches. Rev. John Deckenback and Rev. Kwame Osei Reed can help with suggestions, Rev. Henderson said. Trish said that, on the administrative side, the subcommittee tried to bring in-house many functions that are currently done by volunteers. There was extensive discussion. Comments included praise for the subcommittee's presentation. Other comments included: 1) the position description for the Minister for Parish Life seems overwhelming, because three of the responsibilities were ranked as #1 priorities; 2) the position for Social Witness should be ordained staff and should be allocated more than ½ time; 3) worship should be a #1 priority for the Senior Minister position; 3) the Senior Minister should be a visionary leader who is a good preacher, someone who is inspirational; 4) the Senior Minister should have some responsibility for Social Witness; 5) the position descriptions make the staffing plan scalable, so that we can

focus on certain tasks initially, and then add more over time; 6) CCC's financial management should be accomplished by volunteers elected by the congregation at the annual meeting; 7) we need to review CCC's Constitution and By-Laws to see if either document needs to be modified in order to implement the staffing plan; 8) we need to make sure that the needs of senior adults are addressed in the plan. Trish summarized the planned next steps: Jackie will update the draft with the Council's feedback; then the subcommittee will seek input on the draft from the Transition Committee and also past Moderators; then the draft will be brought back to the Council for a vote and then presented to the congregation. Trish said that the plan is to have CCC's profile for the Senior Minister search go out to the wider church by April.

## **Mission Statement**

Trish reminded the Council that discussion of the CCC Mission Statement was tabled at the December meeting. Trish said that the statement has been used in many CCC materials. Tim White said that the Mission Statement was never voted on by the congregation. Jackie Walters observed that it is not a mission statement because it describes who we are, not what we do. There was consensus that the statement is a positive part of CCC's identity, whether or not we identify it as a mission statement. Dave Ackerman **moved that the Council approve the continued use of the statement.** Dan Pence seconded the motion, which passed without objection.

## **Open and Affirming Covenant**

Trish reported that there is some concern that the O & A covenant statement –“We are Open and Affirming, heeding God's abiding love for all by nurturing spiritual growth and welcoming others into our fellowship”– may be perceived as labeling GLBT folk as “others.” Therefore, it was suggested that we change the word “others” to “all.” Gordon Forbes asked whether anyone has asked CCC's GLBT community how they feel about this change. Gordon suggested it would be a courtesy to inform them before making the change. Tim White **moved that the word “others” in the O& A covenant be changed to “all.”** Dan Pence seconded the motion. Leslie Weyn proposed an amendment, which Tim accepted as friendly, that the covenant language be amended to read “We are Open and Affirming, heeding God's abiding love by nurturing spiritual growth and welcoming all into our fellowship.” Action on the motion was tabled until the February meeting to allow Gordon Forbes to ask the GLBT community for their views.

## **Staff Updates**

*Adult Ministries*—Gordon Forbes reported that the Advent Taize worship series had concluded. About 16 members attended these services, Gordon said. Gordon noted that there is an opportunity to offer an adult program on the second Sunday evenings, when parents of CCC youth attend the youth supper. Gordon plans to explore this opportunity further. Gordon also met with the Boards for Christian Education and Outreach and Engagement to discuss plans for membership orientation. John Gipson is willing to lead an adult Bible Study group, Gordon said. Gordon also reported that six members of CCC's GLBT community are taking on leadership for organizing political action, such as Equality Maryland, education, and social gathering.

*Christian Education*—Jan Forbes reported that the Church School will be beginning a new unit on “Lost and Found.” The Board gave a training for Church School teachers that was very well attended, Jan said. Jan also requested a better location for the Christian Education bulletin board.

*Music Ministry*—Nae Pearson announced that he has begun the Doctor of Ministry program at Wesley Theological Seminary. Nae thanked the CCC community for its support, and said that he hopes to continue to bring the blessings of ministry to CCC.

*Senior Minister*—Rev. Susan Henderson noted the loss of several CCC members whose memorial services will be held in January. The service for Edward Marchwicki will be Saturday, January 10; the service for Bob Perry will be Sunday, January 11; and the service for Oscar Reed will be Saturday, January 31. On January 25, 2009, Rev. Henderson will participate in a program at the Franklinton Center on “Uprooting Racism.” She will present lessons learned through CCC’s Anti-Racism Audit. Rev. Henderson also reported that families with young children want to organize a time to gather for potluck. Jan Forbes will coordinate with them.

## **Board Updates**

*Stewardship*—Paul Curtin reported that the Board is in the process of lining up witnessing stewards to speak on the meaning of stewardship in their lives. Paul said that experience has shown that these personal stories are very effective in communicating the stewardship message. Paul asked that anyone interested in being a witnessing steward contact the Board.

*Trustees*—Tom Gustafson reported that the pledge receipt numbers have improved over his last report. Pledge fulfillment is now running at about 98%. Tom also reported that the elevator machinery was damaged by flooding in the pit. The pit was flooded when both sump pumps failed. The cost of repairs is estimated at about \$8,000. Tom said that CCC will file an insurance claim regarding the damage.

## **Other Updates**

*Healing services*—Tim White reported that the services are being planned for Lent.

*Anti-Racism Audit*—Trish Esposito reminded Boards to complete the materials by January 10.

*Safe Sanctuary Policy*—Trish Esposito reported that the subcommittee is gathering materials.

*Church Profile Committee*—Trish reported that the committee will meet on January 15 to begin work on the profile. They will likely begin with the sections dealing with community demographics, Trish said.

*Pastor-Parish Relations Committee Working Group*—Trish said the working group will meet January 6 and will bring a proposal to the Council meeting in February.

*Inaugural Prayer Service*—Trish said that CCC will host a prayer service on January 19, 2009, for CCC members and UCC out-of-town guests attending the inauguration. Help is needed in

organizing a reception following the service, Trish said.

*Outstanding Lay Woman*—Tim White announced that the Central Atlantic Conference, at its annual meeting, will honor Moderator Trish Esposito as its Outstanding Lay Woman for this year. Trish will likely also be recognized at General Synod. Tom Gustafson **moved that the Executive Council congratulate the Moderator on her well-deserved honor.** After a second by Jan Forbes, the motion passed without objection.

Nae Pearson closed the meeting with chant and prayer.

The meeting was adjourned at approximately 10:00.

Respectfully submitted,  
Leslie Weyn  
Church Clerk