

## Hamline Church Council

### Meeting Minutes

January 17, 2017

Attending: Pastor Mariah, Ray Faust, Bill Kimes, Todd Jones, Linda Krueger, Barb Leary, Sharon Fields, David Purcell, John LeFavre, Victoria Brenner, Mindy Greiling

- I. Pastor Mariah opened with a prayer at 7:02. After a brief check-in with each of the members, the group moved on to the consent agenda.
- II. The December meeting minutes were moved to approve by Bill K., seconded by Sharon F., passed unanimously by voice vote
- III.
  - A. 2017 budget recommendation was reviewed by Sharon Fields, including change from last year to this year. The 2016 budget year closed ~24k positive, vs. a \$21k originally projected deficit, for an approximately \$45k positive swing. The 2017 budget was reviewed in depth – one key change is that Keystone may not remain with the church, due to a poor fit of facilities with needs. The income side tried to stay conservative vs. 2017 results which were unexpectedly high, particularly in the area of unpledged offering. On the expense side, all of the expenses were reviewed, and line items were cleaned up vs. past assignments. Including benefits and other changes, the final budget proposal comes out to an ~\$3000 excess of income vs. expense. The biggest risk on the income side to miss is weddings, where we have been seeing a decline. Due to the Keystone change, the budget will be amended and re-sent. Linda K. moved to accept the proposed budget with the amended Keystone income, seconded by John – the proposed budget was approved unanimously by voice vote.
  - B. The funds available from the Endowment for 2017 were discussed by Pastor Mariah, including some carryovers (remainders and commitments from 2016). David P. moved to release the funds as proposed by the Trustees, seconded by Barb L. The motion was approved by voice vote.
  - C. Ray F. reviewed the growth grant proposal summary. A total of 12 grant proposals were received – 3 were deferred for a future year, and 9 were awarded in this winter, for a total of \$11,100. A second round of proposals will be accepted in the spring/summer time frame for a balance of \$5900 remaining from the grant. The proposals are summarized in the January 2017 packet, attached. The proposal for a revised directory was received very positively. Sharon Fields moved that the \$11,100 be used to fund the 9 growth grants recommended by the subcommittee, seconded by Barb Leary. The motion was approved unanimously by voice vote.
  - D. The Council discussed the Lay Employee Health Insurance Policy, particularly with regard to the 90 day waiting period. This is matched to the 90 day probationary period which is part of our standard operating procedure. Mindy G. proposed that the church move to a policy where health care benefits begin immediately the first of the month after they commence employment, seconded by John LeFavre. The council determined that future letters of employment are required to include language appropriate to ensure that health care benefits end with termination of employment. The motion was passed unanimously by voice vote.

- E. The council discussed an update of the Capital Campaign, in particular the proposal going forward with our consultant. This will begin with an interview process, followed by a report back and presentation from the consultant to the church congregation. Before the results are presented to the congregation, the results will be presented to Church Council. The consultant has requested a significant amount of background information to prepare for this analysis, for example demographics and project needs. The council discussed whether or not to approve the capital campaign by voice vote, or to hold a full church conference. The council also discussed how to build buy-in for the campaign, as this will be a significant effort for the congregation. The estimated target for the capital campaign is ~\$1M. The plan is to have a Town Hall March 5, followed by a church conference 6 weeks later.

Due to additional commitments for the Leadership Retreat and the Town Hall meeting about the capital campaign, the February 21 church council meeting will be cancelled.

Meeting adjourned 8:20 pm.