**COUNCIL MINUTES: Sunday, February 23, 2020, 11:30 at KC**

Present: Vanessa Deutschmann, Dale Fixsen, Vicki Jenkins-Long, Ken Katzen, Ellen King, Kathy Marshall, Claire Matheny, and Anne Yenchko

Absent: None

Guests: Don Benson, Richard Deutschmann, Normale Doyle, Allan Lohaus, and Bonnie Orrison

Taking Minutes: Kathy Marshall

**AGENDA**

Claire led us in prayer.

Anne provided the jest.

**Minutes**:

**MOTION was made and approved to accept the Council Minutes for Saturday, January 11, 2020.**

Minutes for the Executive Committee meeting via Zoom on Thursday, February 20, 2020, were accepted.

(Motion not required.)

**Leadership Team Reports**

**Building and Grounds Leadership Team:**

Big thank-you to B&G for all their work in keeping up the building and grounds. The extra workday accomplished many needed tasks, and was very much appreciated. The full team will meet again March 15, 2020. The team is creating a list of jobs that need to be done on a day-to-day basis to help assess the needs of our property and plan accordingly.

The letter has been sent informing Jimmy Woodward that his services to KC are no longer required, and the B&G Team is filling in where necessary until a new plan is made. Jimmy will be asked to return his KC keys. At the March 15 meeting, B&G will consider whether KC needs to fill 1 or 2 positions--the Janitor position as it currently exists, or a Building Supervisor position which would be created. Kaleb Aftwerk is performing well as our Social Hour Assistant, but it is not clear yet how long he will be continuing with KC as he is a high school senior and will possibly attend college away from home.

**Sacred Garden:**

Don reported there are 3 projects in the works:

1—Extending the water line from the building to the far side of the garden lawn, and adding a sprinkler system which will be completely paid for by the Nissen memorial funds;

2—Adding a water line from inside the building to the outside; and

3—As enough funds have been obtained to construct the labyrinth, contact has been made with a contractor for the project, and discussions are ongoing on how to fit it into the KC rental schedule. The next wedding is not until April 18 and the plan is for the labyrinth to be finished by then.

Still no FIOS.

It is usual for the chair of B&G to be responsible for signing off on expenses such as utility bills, water bills, snow removal contracts, and other routine expenses as they occur during a year. Allan noted he has little understanding or expertise in these matters, so Don has agreed to be responsible for this task for 2020.

A request for an inventory of persons who have keys to the building was deemed an impossible task. There have been no recent issues of misuse of the keys, which would initiate the replacement of building keys for everyone involved.

The question of new electronics for the upstairs room was referred back to B&G.

**Community Life Leadership Team:**

Vicki has been working with Bea Luzier to update and refine the project of welcoming new attendees. The team will meet March 23, 2020. The date of November 7 has been chosen for the annual Community Retreat, but a location has yet to be determined.

**Finance Leadership Team:**

Due to some technical reporting difficulties, Dale noted the January financial reports still have not been completed, and there is a plan to have them provided at the March Council meeting. He reviewed the changes instituted to the 2020 Preliminary Budget and asked for approval for the 2020 Final Budget:

**MOTION was made and approved to accept the 2020 Final Budget.**

The annual contract is up for renewal with the Wedding Spot service, which is an on-line site for potential wedding participants to contact venues such as ours. The Rental Team is satisfied with the service, and asks for the renewal to be approved.

**MOTION was made and approved to accept the 2020 contract with the Wedding Spot service.**

Dale noted that funding required (between $7000 and $8000 annually) for the Agape Focus Group in 2020 is covered, and so far it seems that 2021 will also be as well. The program will likely face some changes in the coming years but that can be dealt with as issues arise.

The KC Investment Team held its annual meeting on February 23. Five percent (5%) of the KC investment interest is taken out each year to fund the Mission/Scholarship needs as determined by the community. The amount withdrawn for funding this year is $7,000.

**MOTION was made and approved for the withdrawal of five percent (5%) of the KC investment interest to fund KC Mission/Scholarship for 2020.**

The Investment Team also is requesting to switch 2 of the current funds for 2 others, all within the T. Rowe Price family of funds. Richard Deutschmann expressed his interest in having KC invest in funds that are socially responsible, and would like to meet with the Team and help review the status of current investments, and investigate the investments' current ESG compliance status (Environmental, Social, and Governmental.) Richard is willing to be appointed to the Investment Team.

**MOTION was made and approved to accept the Investment Team switching two of the KC investment funds to funds that have a better Morningstar rating:**

**(1) the T. Rowe Price Balance Fund (RPBAX) switching to the T. Rowe Price Dividend Growth Fund (PRDGZ,) and**

**(2) the T. Rowe Price International Stock Fund (PRITX) switching to the T. Rowe Price International Disciplined Equity Fund (PRNCX;)**

**and for the Investment Team to review the KC investments and ensure they represent socially responsible investments.**

**Human Resources Leadership Team**

Anne reported that HR met with Claire on February 13 around her goals for the first half of 2020. A full HR team will meet with her on March 25 to discuss general HR issues. Pastor Claire revised her EM report so that her reporting is parallel to the job description.

HR and Finance consulted on an issue new to KC. Office Administrator Amy Sens was called for jury duty recently, and spent an entire week unavailable for her duties in the office. They worked out an agreement to which Amy agreed, consistent with Maryland law relating to compensating an employee for the time missed from the job. Since Amy is an hourly employee, Maryland law does not require she be paid while on jury duty. It was decided that KC would compensate Amy $50 per day for time missed.

Anne reported on KC Membership, and the most recent Membership lists were distributed. Anne will have assistance going forward to keep these lists up to date. Jack Dunlavey will update the CARE groups, and Bea Luzier will update the FOCUS groups. Due to a recent inquiry by a worshipper to become a Member Emeritus, the most recent guidelines dated November 2014 were reviewed and adjudged to be consistent with ongoing policy.

**Spiritual Education Leadership Team:**

SELT is now planning to meet regularly, having met on February 3, and set additional meetings on March 22 and April 19. Vanessa noted that SELT is using the community input survey results to define SELT's purpose, and will seek to partner with the efforts of the Visioning Team because SELT sees connective tissue between the two efforts. She also noted the ongoing success of Rebecca Dietz' 2 programs involving high school students, (1) hoco.convo and (2) Sources of Strength, both of which meet at KC regularly, and pointed out Ken Katzen's Parenting Class being held at KC from the end of March till June.

Other potential activities include a Rolling Ridge Retreat in June, which could perhaps be a Men's Retreat.

There is a new potential experienced candidate for the Sunday School Educator position. The budget was revised to increase the salary for the position, the job description was edited and a contract is soon to be presented. The starting date is anticipated to be May 1.

**Enabling Minister:**

Claire continues to provide detailed monthly reports to Council regarding her many activities on KC's behalf. She has been working with the SELT LT and noted they have been doing a lot of listening to KC, and having ongoing discussions to help them move towards action on the Visioning project, which originated during the Jubilee. Claire and Vanessa will work together to prepare an Invitation to Building a Visioning Team, asking for input and ideas from KC worshippers, to be presented at the next KC Community meeting on March 29.

Ken Katzen asks for a community discernment around the proposal to drop the “Oliver’s” name from the Carriage House. The opinion has been voiced that the Oliver name is inappropriate to attach to the KC building, as Mr. Oliver was not the original builder of the structure, and he also was a slaveholder.

Council will meet after church on Sunday, March 8 from 11:30 to 1:30 to create goals for the coming year.

Richard asked Council to consider having KC sign on to supporting the landmark bipartisan legislation pending in Annapolis this coming week to phase out Maryland’s fossil fuel power plants and to provide money for the workers who would be affected by the transition. Additional signatories from all parts of Maryland are needed to show support. After discussion,

**MOTION WAS MADE AND APPROVED TO allow KC’s name to be joined with others in supporting legislation, HB1545 and SB0887, which will phase out Maryland’s fossil fuel power plants and provide money for the workers who would be affected by the transition.**

It was noted that Art Spilkia will bring a similar request for KC’s support regarding the KC response to the CASA and Howard County Coalition for Immigration Justice leaders’ request for the community to contact Howard County Executive Calvin Ball and their County Council members to urge them to cancel the Intergovernmental Services Agreement and sign a petition in support of that position. Council noted the need for a FOCUS group to form policies around the KC response to these social justice and environmental issues.

Ellen confirmed the signing of a Zoom contract for an annual fee of $149.00, allowing KC 40-minute group phone calls. Any KC group may use the service upon contacting Claire, who is the named primary contact for initiating group calls.

PARKING LOT:

-Coalition for Immigration Justice

Next Meeting:

Facilitator – Ellen Chaplain – Vicki

Jest – Anne Process Observer – Ken

Time – Vanessa Parking Lot – Dale

Council Goal-setting – Sunday, March 8, at 11:30

Executive meeting – Thursday, March 12, at 7:30 via Zoom

Next Council meeting – Sunday, March 22, at 11:45

Community Meeting – Sunday, March 29, after worship