

Centre Congregational Church Parish Council Meeting Minutes for 7/28/2010

The meeting was called to order at 7:12pm.

In Attendance: Dennis Bailey, Chris Parker, Kathi Martin, Jeff Law, Mary Ann Parker, Linda Ladd, Bruce Weaver

Meditation: Chris led us to meditate on the recent loss of two young lives in Lynnfield.

Pastor Report: Dennis reported on the following:

- Pastoral visits and phone calls with many members of the congregation who have recently had surgery or are otherwise ill.
- His involvement in the response and follow up to the recent drowning deaths of young twins in town.
- Work on re-writing the Director of Christian Education job description
- Building renovation work (basement)
- Plans to update our custodian's job description soon – clarify hours and duties for Tower Day and CCC

Treasurer Report: Jeff reported:

- The annual meeting will be on 9/26/2010, immediately following the church service.
- Our 2009-10 fiscal year, FY2010, ended with a shortfall of \$11,704.
- His concern that the size of our endowment is pitiful for a church of this size and age, and will be completely depleted with continuous shortfalls, as above, in ~16 years.
- Discussion ensued on how to scale back the budget to match our current size of population and pledges.
- A budget sub-committee will meet Aug/Sep and will bring a balanced budget (with many cuts) to the Annual Meeting.
- There are 16 outstanding pledges. Mary Ann Parker will call those people.
- *IF* those pledges come through, and we receive the typical 94% pledge yield, we will still have income of \$11,000 less than our currently proposed, very lean, FY2011 expense budget.

Christian Education: Kathi Martin reported:

- The High School Youth group is currently on their Summer mission trip in New Orleans. Reports are that it is hot and humid but everything is going well.

- Kathi presented the packet of information that Council had requested at our last meeting in response to the news of Jill Couillard's resignation as Co-Director of CE and Youth Ministries. The packet included: a detailed list of CE work responsibilities, a job description for the Director of CE and Youth Ministry as it would be handled by one person, Salary and Benefit Guidelines from the UCC, and a letter addressed to Barbara detailing proposed salary and benefits of this fulltime job as discussed at the last Council meeting.

Discussion ensued regarding the current state of our church finances and whether we can afford to employ staff for 40 hr/week to run our CE and youth programs. Further discussion revolved around what changes would need to be made to our youth programs if we do not employ fulltime staff. Ideas included cutting some youth programs, changing our church school curriculum, requesting more volunteer leaders and soliciting funds specifically to continue the programs currently in place.

A motion was made: to propose an offer to Barbara Langill that she increase her hours/week from 20 to 30 for the next six months at her current hourly rate of pay and that during that time she work with Kathi Martin, the chair of Education Ministries and Rev. Dennis Bailey, our Sr. Pastor, to adjust the job duties of the Director of Christian Education and Youth Ministries based on a 30 hour work week. It is understood that the programs run by this $\frac{3}{4}$ time staff person will need to be pared down and/or run in a different manner than they have been in recent years. Council will review how the 30 hour week is working six months from now or before then, and is open to increasing the hours per week should funds become available.

The motion passed.

Membership Ministries: Chuck reported by email:

- 28 people are signed up for the Essex River Cruise and Woodman's dinner event on 8/15. Spots are still available – call Chuck.
- On 9/12, there will be a “welcome back to church and see our renovated basement” luncheon directly after the church service.

Diaconate: Linda reported that work on the organ will be completed this summer by David Wallace. \$3500 from the Organ Fund will be used to replace the non-working servo motor, do a tune-up of the organ in the Fall, and fund a year of maintenance service.

Finance Ministries: Phil reported by email: Basement work is progressing. By the end of next week all painting and floor tile work will be done. Assistance from volunteers is needed to a.) finish painting the kitchen cabinets, b.) put everything back in place and c.) decide what to do with all of the kitchen dishes and other utensils taken out of the cabinets. Phil is hoping to coordinate an 8/21 work day to do a lot of this.

The meeting adjourned at 9:18pm with Dennis leading us in prayer.

Respectfully submitted,
Linda Ladd