

(Draft)Board of Directors Meeting Minutes
November 14, 2023, via Zoom and in person
First Congregational UCC, Grand Marais MN

Attending: Tom Yuhasey, Moderator; Steve Aldrich; Francie Beaster; Jenny Delfs;
Kevin LeVoir, Bruce Tyler; Carol Winter; Rev. Enno Limvere, ex-officio
Call to order 5:01 p.m.

Opening Conversations: Reading Mission Statement, Sharing Joys and Concerns, this month's
"question," reading Communication Agreement

Urgent Business and Housekeeping

October Minutes approved online and published in the Shining Light
Proposed agenda approved as presented: moved, Delfs, second, Winter
Financial Report by Kevin LeVoir, approved. moved Winter, second, Delfs

- Highlights: income exceeded expenses; cash on hand low but adequate;
- Giving towards year's end is picking up, increasing cash on hand.
- Donations to Architect Fund continue to come in.

News Letter articles due Nov. 28. Jen to write November board message.

December board meeting: Tuesday, December 12, 5 p.m. Zoom or in-person.

Old and New Business

Pastor's Report:

New people are coming to worship and getting involved.

Northwoods Childcare will begin serving children on Dec. 1.

Youth and children's ministries continue solidly.

Interest in offering Our Whole Lives (OWL) sexuality program for all ages.

Planning for young family outreach, including confirmation families, in new year.

Hallowe'en at the parsonage attracted 120 young folks and 5 church members.

Pastor is working on the MN Conference annual meeting planning group.

Pastor is working with a preaching mentor, Dr. Phil Hobson, to improve his sermons.

Advent and Christmas planning in progress.

Dec. 24th falls on Sunday; only worship service to be an evening Christmas Eve service.

Special services: Transgender Day of Remembrance, Nov. 20.

Blue Christmas service either Dec. 17 or 20. Still to be determined.

Annual January Congregational Meeting, January 28, 2024.

Remaining 2023 vacation days are scheduled.

Mutual Ministry Goals:

Board members and Moderator Tom lead worship on Nov. 19 while Pastor on vacation.

Stewardship message by Tom.

Community Building: Thanksgiving Day Dinner planning progressing well. Still need a few turkey bakers.

News of God's Work in the Community announcements: Nov. 19, Bruce;

Nov. 26, Carol; Dec. 3, Jen; Dec. 10, Steve.

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Pastor's evaluation review by the board took place on Nov. 1. The report, to be filed in Pastor's personnel file, was accepted as written, by all parties. To be signed by Moderator and Pastor at earliest convenience.

Salary increase request: Pursuant to the discussion at Pastor's evaluation, a motion was presented to direct that the Pastor's salary be increased by 4% in 2024. Moved, Jen; second, Francie. All in favor.

Preaching Improvement Process:

Pastor has asked board members to review recent and past (recorded) sermons to choose good and not-so-good examples, with specific critiques of each, in view of helping him in his desire to improve his preaching. Board is asked to send their selections and critiques to him individually, not in a group email chain. He would like to have them by Dec. 1 for his next meeting with his mentor.

Time and talent survey, "Gifts and Works" nears completion. Brochure to be passed out as soon as complete. Survey at later date.

Building Security system up and running. Some glitches still to be worked out.

Janitor search: Amber has continued to clean once a week beyond her desired stop time; We thank her. One candidate may yet submit an application. Another has not responded.

Committee Reports:

Stewardship Committee has sent out a nicely-done pledge drive mailing. First mailing to most likely to pledge. Another wider mailing will follow.

Building and Grounds continues to work on the Architect Master plan. Latest pledge fulfillment, ~\$3600. Jeff K continues to work on plumbing and heating issues: heating system valves, outside water faucet replacement.

Bruce working to secure another solar panel estimate for future planning. Cook County nonprofits eligible for a 40% rebate.

Food Team: Kudos to the team for hosting the October 20 Harvest Potluck.

Meeting adjourned, 6:45 p.m.

Respectfully submitted,
Bruce Tyler