

Faith Covenant Church Farmington Hills, MI
Winter Congregational Business Meeting Agenda & Minutes
January 24, 2021 1:00 PM – ONLINE ZOOM Meeting

1:00 PM: Orientation to Zoom – Jody Eidnes

1:05 PM: Opening Prayer – Lynne Wasiak - Elder

1:08 PM: Behavioral Covenant read by Mike Robison

1:10 PM: Approval of Minutes – Mike Robison

- Spring Congregational Meeting – June 14, 2020 - **minutes moved and approved by Zoom vote**

1:15 PM: Lead Pastor Report – Pastor Mike Rice

- Normally we'd review how we did in meeting goals. Unfortunately, goals became irrelevant with Covid.
 - Staff set new goals for the rest of the year that take Covid into consideration.
 - These goals center around staying connected and continuing to plug people into ministry.
- Celebrating what the staff and volunteers have accomplished:
 - Getting a good online worship going
 - Then finding a way to support an in-person and online worship options at the same time
 - Finding safe ways to bring back in-person options where possible
 - Worked hard to try to make people connected – especially those in their homes. Lots of efforts: Hundreds of phone calls, unique outreach, Zoom lobby, church Facebook group.
 - Compassion has been incredible – the fund is stronger than ever, our relationship with City Covenant church is stronger than ever.
 - Also have continued to grow with new members
 - We've remained financially solid, in the black. Other churches are struggling or completely closing. Thank you, church for how much you've given and shown compassion during this time.
- The following individuals are no longer worshipping at FCC and have been released from their membership: Kari & Dustin Anderson, Sasha Demoss, Todd & Nancy Hoover, Keiki Olson, Marvin & Doris Toll

1:25 PM: Church Financial Update – Jeff Senk, Finance Chair

- Actuals through December (7 months) are an income of \$604,072, Disbursements of \$476,976 for a surplus of \$127,096. Income has been higher than budget and spend has been less than budget, yielding this large variance.

- Total cash is currently at \$451,746, \$20K higher than it was in May 2020, including the removal of the Payroll protection loan.
 - Note that Finance and Exec decided to return all funds from this program (\$94,265) in September due to our strong financial position.
- 1st mortgage – National Covenant Properties – stands at \$979,123 (original loan amount of \$1.03M). The interest rate was reduced from 4.5% to 4.25% due to the pandemic.
- 2nd mortgage – National Covenant Properties – stands at \$91,025 (original loan amount available was \$250K). Interest only payments began in January 2020. Funds are available through December 2021, but we anticipate completion of all projects the money was intended for by Spring of 2021.

1:40 PM: Associate Pastor Report – Pastor James Bryde

- Thank you to leadership team and their vigilance in working through Covid and finding ways to keeping moving FCC forward.
- Outreach – were able to still do outdoor events. Midweek Mania with food trucks (100 people). Sweets, Streets and Eats road rally for Halloween (300 people).
- Have had 8 new families or individuals fill out the connection card since June.
- Ran Connect class in the fall to bring new members into the congregation. 11 individuals up for membership.
- Social media – the team (headed by Danielle Cooley) has made incredible strides figuring out how to engage with people online. Our social presence has grown and we've been improving engagement and have started a Facebook group to improve more personalized connection.
- Fall churchwide – we recorded videos and did our own materials. We also worked through online signups. Learned lessons and are integrating those into efforts for Winter churchwide. Despite signup issues, we had 13 groups running in the fall and are hoping for a similar turnout for the winter groups. Special thanks to group leaders who have figured out Zoom and been flexible in making this work!
- Special thanks to all the volunteers who have put in so much work helping to figure out how to still make ministry happen!
- Approval of new members - the following applicants are looking to be affirmed as members: The Boyd family (Chris, Susan, Tamsin, Kendra and Aaron), James & Meredith Bryde, Katie Cooper, Dianne Hinton, Josie Signorelli, and Lauren Wasiak
 - **Vote passed unanimously to approve new members**

1:50 PM: Building Maintenance Update – Mike Robison and Dave Jarrell

- Per last year's annual meeting, finance developed an escrow fund model for \$50K per year to be budgeted toward building maintenance. Each building issue was assigned a Champion to determine root cause, costs and timing and this information was used to create a plan. Finance then met to determine how best to fund these actions.
- Completed projects per plan: Roof was fixed, van was purchased, parking lot lights were installed and landscaping and sprinklers additions per the plan were completed.
- Projects not yet completed or are behind schedule:

- Kitchen exhaust hood - \$60K to replace, we decided to wait and close of this area of kitchen. Jody Eidnes is forming a team to evaluate how we want to use kitchen moving forward. If you have feedback or want to join the team, please contact Jody.
- CE Wing addition floor – see plan below
- Parking lot – made some repairs, will eventually need repaving
- Accordion fire door - will eventually need to be repaired/replaced
- EIFS and gym windows
- The original funding plan for these projects has been modified as follows:
 - Originally, the congregation authorized \$250K in additional loans. Part of this was used to pay for the roof, and bring back the pastoral, capital and rainy-day funds to full funding. The loan balance is at \$91K plus the van loan. **Additional funds will not be pulled from this loan.**
 - Originally, \$675K would be raised via a fundraiser Jan 1, 2020 through Dec 31, 2022. **This plan has been dropped. The team has decided to do its best to pay as we go.**
 - The building maintenance fund remains open for contributions (currently at \$74K).
 - Will continue to include the Building Maintenance Fund in the church annual budget building up to \$50K annually. We started at \$5K in 2019/2020 and increased to \$10K in 2020/2021.
- **Approval of CE Wing project**
 - The current proposed fix for the CE wing “sink” issue is to adjust floor slabs, add control joints, repaint and recarpet as necessary. The final quote is \$39,177 and we are asking the congregation to approve \$50K spend to account for project contingencies.
 - If approved, the project will begin in 3 weeks and all work will be complete in 4 weeks. (mid to late March)
 - **Movement to approve the \$50K spend passed unanimously**

2:15 PM: Nominating Committee Update

- Nominating Committee members are: Diane Allen, Melbourne Bennett, Danielle Cooley, Sue Haitz, Fred Menko (chair), Pastor Mike Rice, Micke Robison, Jay Winter
- Nominating committee action items include: GLC and ECC conference delegates, replacements for Church Chair (Mike Robison), Elder (Kevin Stang), Congregational Care (Neva St. Louis), Finance (Jeff Senk), Missions (Andrew Phillips), Worship Prayer and Music (Valdor Haglund and Rachel Hebda), Auditor (Chris Williams), Nominating Committee members (Fred Menko and Sue Haitz)
- Delegates for ECC Annual meeting June 24-26 2021 – LA, CA
 - The nominating committee has deferred this task until the decision has been made if this will be an in-person or virtual event. They plan to have delegates proposed and ready for approval at the Spring 2021 congregational meeting.
- Approval of delegates for GLC Annual meeting 2021

- Proposed delegates: Dan & Diane Allen, Bill Dolezal, Joe & Jen Pelegrino
- **Movement to approve these delegates passed unanimously**

2:23 PM: Church Chair Report – Mike Robison

- Website and logo have been overhauled
- The church continues to work to deal with how to operate with Covid19
 - Thanks to the church staff and leadership for stepping up and making it work
 - Special thanks to Covid Advisory Team (CAT) - Mary Ellen Hopfe, Barb Coslow, Dr. Jeff Ghiotto
 - Thanks to the congregation for your patience
 - Thanks to God for getting us through these incredible transitions over the past 3 years
- Enhanced online services with a new camera, investment in social media
- New technology chair – Fiddle Reynoso, has ramped up
- Exec team has started a new study by Tony Evans called Oneness Embraced
- Kevin Stang leading security team to evaluate, create and implement new security policies and equipment as makes sense for our congregation
- Started new At the Table partnership with City Covenant Church – thanks to Pastor Mike and Lynne for their efforts here
- Thank you to Kelly Wasmer who worked in the office, she has resigned her position and will be missed.

2:32 PM: New Business - none

2:32 PM: Old Business - none

2:33 PM: Closing Prayer – Pastor Laura Jackson