

## 2024.06.11 Committee of the Whole (LC) All Hands Meeting (June)

- Minutes from previous meetings. [Ministry Meeting Minutes Archive](#)
  - [Join Zoom Meeting](#), Meeting ID: 825 8167 0394, Passcode: 487224, by phone: 309.205.3325 US
  - **In attendance:** Wendy Miller Olapade, Terri Bracy, Ben Jacques, Becky Jacques, Paul Roberts, Liz Douglass Jackie Kerster Gini Berthiaume, Fraelan Curtis, Julie Roberts (10)
1. **Recruit Meeting Clerk** - Wendy & Terri
  2. **Opening Prayer** - Wendy
  3. **Clerk's Report**
    - a. Approve Sanctuary UCC Partnership (membership) for Sarah Medrano Palmer (6/09/2024) - Liz moved, Terri second - **Unanimous approval**
    - b. Approve Meeting Minutes - **Approved by declaration**
      - i. [2024.05.07 May COW/LC Meeting](#)
      - ii. [2025.05.30 Special COW/LC Meeting with Don Remick](#)
    - c. For reference: [2024.06.03 Annual Visioning Meeting Minutes](#)
  4. **Treasurer's Report** - [2024.06.11 YTD Budget Versus Actuals](#) (for reference)
  5. **Staff Updates**
    - a. Ray Retiring - Hillside Celebration Sunday, June 16 (at Picnic)
    - b. WMO Vacation - June 24 through July 31
    - c. WMO Sabbatical - begin to plan in August or September
    - d. Charmaine - in dialogue about the future
  6. **Summer All Hands Meetings**
    - a. Terri, Wendy, Mary, Tom are meeting with Don (6/11) to update and adjust the merger plan; and to develop a plan to make cross congregation connections and gather a focus group of the new folk to hear their experience.
    - b. **Cancel July all Hands Meeting**, Terri moves, Fraelan Seconds, **unanimous**.
  7. **Distribute Sanctuary Discretionary Community Grants (858.00), plus Minister's discretionary fund (858.00) – ideas:**
    - i. \*Medford Connects ESOL Council (immigration)
    - ii. Medford Family Network
    - iii. Center for Restoration of Impaired Clergy - WMO now Board President
    - iv. Royall House (just got a cummings grant)
    - v. CACHE - Arts
    - vi. \*Arts Collaborative Medford
    - vii. **Motion:** Ben supports need to immigrant services - split between Arts Collab and Medford connects; Terri seconds, Fraelan & Becky - sees strong need for immigrant services. **Approved:** 6 in favor, (1) abstention
  8. **Proposed 2024.2025 Mission and Ministry Plan (for discussion and vote)**
    - a. Regarding Partnership and Merger Discusson with Hillside

- i. We want to get married because it is mutual, we want to amplify the progressive message, wonderful growth, and purple-ness that has already occurred. “There’s nothing wrong with along engagement.”
  - ii. Sanctuary will breathe into another year - edit and prioritize what we do that is uniquely Sanctuary, careful stewardship, and attend to what Sanctuary is being called to by God
  - iii. Sanctuary’s needs/guardrails
    - Engage the whole congregation,
    - Unique to Sanctuary - TBD but ideas include: UCC ONA standing, bylaws, financial commitments to UCC and community giving, ??)
    - We are in this on behalf of purple (we do not want to be blue, what does co-pastor mean in practical terms when the portfolios are as expressed so far)?
- b. Mission and Ministry - practically this means:
- i. We will prioritize the gifts and graces and model of ministry that is uniquely Sanctuary: art/film, circles, collaboration, partnerships, meeting people where they are in the community, civic engagement and making love and justice real. Amplify what we know God is calling us to be.
  - ii. Prioritize alliances and partnerships to do ministry and mission virtually, in public spaces (ie: Arts Collaborative/Library/other churches), and with Hillside.
  - iii. [Sanctuary UCC Relocation Planning](#)
    - Recruit Implementation Team for departure
    - How/where do we “operate”
    - Costs to implement (bids, volunteers)
  - iv. Stewardship
    - Time - Staff prioritizes Sanctuary ministries
    - Talent - Find Partnerships and engage Member as Leaders
    - Treasure - expense - as we can staff, spending, ministries (TBD)
      - a. No Sexton - but will need cleaning service and one time staffing for move (to be determined)
      - b. OWL
        - i. Cut to single offering (grade 7-8) for one more year as assess
        - ii. Look for grants (Boston foundation LGBTQIA Grants)
      - c. Am2pm (pending summer 2024 outcomes; improved from 2023, still in process)
        - i. response on 20K of grant funding, July guidance on year 4 Cummings grant outcomes)
        - ii. Reduce year-round staffing from 10 to 5 hours per week (30 weeks)

- iii. Fund for this year's budget with option to cancel depending on above
  - Treasure - income
    - a. Member Stewardship -
    - b. Fundraising
    - c. Grants to support Sanctuary's mission and ministry
    - d. Feedback - (Terri )How realistic is it to ask members to contribute more and have all of the new income to hillside goes to Hillside? (Ben) we give sanctuary online and then give money in the plate at Hillside - anothe reason to move forward on process of merger and not drag it out, people are tired and economics are not benefiting Sanctuary.
- v. [Proposed 2024.25 Budget](#) (as per above); discussion:
  - line 72 total revenue - 2024 Revenue well below our goal. Proposing a new goal that is more realistic
  - line 87 in Orange \$10k cost to move out of 458 High st. Not based in any bids or specific information, just a gut feeling - but we may need to come back to COW/LC for an adjustment to this cost
  - Line 98 Parsonage HVAC may later propose a one time expense of changing that out FYI - Water heated died this past week and required \$1800 to remove and replace.
  - No change to Pastors salary
  - Administrator eliminated
  - \$1300 increase to Charmaine's salary to bring to parity with Kashawna
  - Sexton Salary eliminated, except for 200.00 per mo. cleaning costs @ sanctuary
  - One time Legal fees for merger - \$10K estimate (Paul recommend leaving it in.)
  - ½ Hillside Musicians, Worship Tech, Sunday School staff (in our budget 25,649.00/in Hillside budget 29,092 includes all worship and SS expenses); plus our own Worship expenses
  - Single OWL program 6700 (grade 7 & 8) details in tab
  - AM2PM in the next years budget details in tab
  - Paul - We are subsidizing Hillside beyond our participation; it does not cost them more for us to participate; should we give per capita? Ie: if we are 20% of the attendance should be give 20% of the cost rather that 50% of the cost. We should all be aware of the investment we are making, in addition to \$ given - Wendy's time. If the merger does not go though they lose 12% of their income in addition to the leadership of Wendy. We are paying half the freight and are not 50% of the "audience". We do not benefit from the growth and actual income from that growth; while many of us also put money in the plate when we are there.

- **Motion by Ben to move this budget** (philosophically) and Fraelean seconds; to submit it to the congregation for a vote. Offer any feedback to Wendy after everyone has a chance to review it more closely. **Unanimous yes.**
- vi. 2024.06.23 Call to Annual Congregational Meeting (to be issued 2024.06.12)
- (3) additional actions also proposed and affirmed for the required at the annual meeting:
    - a. Exend to COW model or LC Mering
    - b. Extend the Bylaw suspension of Standing Committees
    - c. Extend Pastor's Contract/Renewal for two years
  - Rev. Wendy will prepare Mission and Ministry Reports