

## **First Parish Church Council November 20, 2019**

**Attendees:** Fred Merrill-Moderator, Anne Engelhardt-Assistant Moderator, Dee Deranian-Facilities, Beth Hunter-Missions, Cynthia Gray-Clerk, Sue Lindemann-Diaconate, Becky Fleury-Treasurer, Anne Marie Merrill-CE, Margie Ives-Stewardship, Carol Guerrin-Personnel, Reni Harnden, Member at Large

**Absent:** Ryan Lehoullier, Cathy Pottle, Cathy Zylinski, Reverend Deborah Roof

**Guest:** Paul Lindemann

**Opening Prayer:** Beth Hunter

**Meeting Minutes:** September and October minutes were reviewed and approved with corrections.

**Pastor Deborah's request for study leave:** Council reviewed request for study leave which was occurring concurrent to this meeting. There was some confusion as to study leave versus personal time.

**Action item:** Personnel will meet with Deborah for clarification and will update Council next month.

**Bylaws Discussion:** Regarding last months concerns over the wording of Ministry of Care, the Deacons have agreed on changes. Community of Life Committee agreed on wording. Christian Education asked to have different terms than all other committees. They would like to have two three year terms as opposed as all others at two two year terms. Historical Preservation Committee segment-all agreed Building Advisory Committee should be removed as it is a temporary body. Pastors Advisory Committee will be the new name of Pastor Parish Relations Committee. Under Responsibilities the last bullet will be removed (Establish procedures for the Pastor Congregation dispute resolution.) In the proposed new segment,

third sentence will end “..members in all times.” All other wording will be removed as the Council felt these were rules as opposed to its purpose and responsibilities.

**Action item:** Bylaws Committee will send out their revisions in anticipation of finalizing with the congregation at a future meeting.

**Financials:** Building Rehab Income and Expenses presented. LCHIP money came in for \$24,000. Next LCHIP of \$31,000 should be submitted soon. Balance sheet: money market increased. Mortgage payment detail separately submitted. FPC Income and Expenses shows pledging has increased, almost on target. Plate donation still low. Predict we will end the year about \$4-5000 below budget.

**Action items:** Becky and Dee will meet to discuss the proposed insurance increase and that we may need a new insurance company due to large increase.

Becky asked up to begin to discuss next years' budget. Per contract Deborah is due twelve weeks for her sabbatical so there will need to be money for her sabbatical and for substitutes.

Personnel stated that they had submitted 3% pay increase so Becky will work with them.

Thus far, only 38 pledges have been submitted for a total of \$127,000.

**Pastors report:** Submitted.

**Meetinghouse:** Paul Lindemann discussed his plan for decorating the meeting house for Christmas. Also submitted article that was featured in the Traditional Building Magazine on our rehabilitation project.

### **Round Table:**

Margie commented on the great teamwork she is seeing for the Sugarplum Fair. She is asking for assistance at the Sonshine Soup Kitchen at noon on December 23. She also commented on the Irish visit and how positive it was for everyone.

Anne reported that there is one more area of the By-Laws that will need to be reviewed next month. It was decided we would meet at 6:30 to finish that work.

Carol reported that they have been working on the employee handbook. She tells Council that Cathy Z is still concerned about the front door being locked with new keys and perhaps a camera outside. Some discussion about Christmas gifts for employees.

Beth reminded committee of the Missions work including the Angel tree and Thanksgiving baskets.

Dee, representing Facilities, will follow through on the insurance issue. Also presented a proposal that we enter into a preservation timber plan for long term maintenance. This would cost about \$25,000 per year. He will send out information for next months meeting.

Becky commented that she thought the prayground was going well. Bill Mann, John Worthen, and Brian Williams will pick up the industrial mixer for the Sugarplum Fair. Square One will be used at the Fair.

Anne Marie told Council that AA is setting up the prayground. CE is trying to coordinate the lectionary with the Sunday School lessons.

Christine is trying to coordinate with other churches' especially some have no CE. May form a group of Christian Educators in NH. Advent workshop is December 1. Christmas Eve-children will do the 4:00 service and CE will clarify with Sue L of the Deacons for duties.

Missions will have a table at the workshop, Beth will coordinate this.

Margie did the closing at 8:30 with a prayer by Margie.

**Next Meeting:** December 18, 2019 at 6:30 pm. Note time change for ByLaws discussion.