



CHURCH OF THE TRINITY
METROPOLITAN COMMUNITY CHURCH

Board of Directors

Agenda

January 18, 2022

6:30pm: Pre-Board Training
Community Church Builder

7:00pm Board Meeting

Preparing to Do Our Work

- Inspiration and Check In
- Reading of Agreements
- Prayer
- Establish a Quorum

Our Role as a Working Board

Receive and Approve Reports: Minutes of November 16, 2021 Board Meeting; Buildings & Grounds Report for November; Treasurer's Report for December; Financial Report for December, 2021; Building and Grounds Report for January; Fundraising Report for January; Pastor's Report for December.

- Treasurer's Report – Jesse
 - Virtual and Sanctuary Attendance – Jesse
 - Pastor's Compensation – Rev. Lillie
-

Our Role as a Strategic Board

- Reimagining Work Groups: Gathering, Community, Spiritual, Memorial Updates
-
-

Our Role as a Governance Body

- Options for Board Elections
- Covid Status

Leaving to Serve

-
- Any outstanding items
 - 1.
 - 2.
- Review action items
 1. Accepted and approved reports
 - 2.
- Prayer
- Adjourn:



CHURCH OF THE TRINITY

METROPOLITAN COMMUNITY CHURCH

Board of Directors

Draft-Minutes

November 16, 2021

Preparing to Do Our Work

The meeting was opened at 7:00pm by Becky McDonough. All Board members checked in; Fuzzy Mintz and Jesse Clayton shared reading our agreements. Becky McDonough provided inspiration and Rev Lillie led us in a prayer of reflection and generosity.

Marilyn Kane established a Quorum: 7/8 members present were: Rev. Brock, Clayton, Frye, Kane, LaChapelle, McDonough, F. Mintz Absent: None Guests: B. Alberti, S. Mintz

Our Role as a Working Board

Rev. Lillie and Becky welcomed and congratulated the current Board members who were elected and a new member, Bonnie Alberti, who will start in January.

Receive and Approve Reports for November 2021 Board Meeting: Minutes of October 19, 2021 Board Meeting, Buildings and Grounds Report for November, 2021, Treasurer's Report for October, the Pastor's Report for October, 2021. Motion by Mintz, second by Frye, and approved unanimously.

Jesse Clayton reviewed the Treasurer's Report from the Finance Team. This was an update on the Budget status. Plate for October was \$5179 for a total of 12,252 under for the year. We are currently under budget by \$38861. However, our expenses are down this year at \$21,145 so we are under by \$17, 716. The only expense category over budget is Staying Connected, caring for our Church family.

Jim LaChapelle brought up a change of location for the Transgender Memorial garden since that location is currently being used for AIDS Memorial. He proposed a new location midway along the eastern border under the tree. This was seconded by Fuzzy Mintz and approved unanimously.

Our Role as a Strategic Body

Our Role as a Governance Body

Reviewed the policy and procedures for onsite services for dealing with Covid 19 Pandemic which are working well. Local statistics in both Sarasota and Manatee show decreasing risk. During Advent, stickers will be optional for those who request them. No sticker will be equal to green. The Worship Team also add options to the current self-serve option for Communion. Congregants can come forward to the self-serve area down in front and then either return to their seat or go to someone for a blessing. Music will be played during this time. Another area discussed was spreading out the choir to sing without masks yet reduce the aerosol spread.

Rev Lillie reported on the response to her dinner invitation to encourage pledging. So far, 44 have signed up. She is hoping to get 50 by the date scheduled.

Leaving to Serve.

Outstanding Items: None

Review Action Items:

1. Accept reports submitted for approval
2. Approve move of Transgender Memorial Garden

Closing Prayer: Susan Mintz

Adjournment: Motion to adjourn by Fuzzy Mintz, second by Jesse Clayton, and unanimously approved at 08:00pm.

Respectfully Submitted:

Marilyn A. Kane, Clerk

**Pastor's Report
December 2021**

| Item | Comments | Next Steps | Action Items |
|--------------------------------------|--|---|--|
| Congregational Meetings/Pastor Chats | N/A | I will be scheduling the Pastor Chat dates for 2022 in advance. | Announce first Pastor Chat for Feb. 6 th . The primary focus will be updates on our investments, outstanding income possibilities and Music Director Proposal |
| Pledge Campaign/Generosity | We have pledged about 87% of our plate income budget. 14 people increased their pledges over last year. We have 6 new givers. | Ambor is making calls to those who pledged last year but not this year to see if we can fill our a pledge card on their behalf. | We will work on gathering pledges until the end of January. |
| Pastoral Care | We continue to have a lot of folks who are sick or struggling in some way. Aside for illness and struggle, I think there are also pandemic consequences of all kinds that we are living through. | I will be putting together a program for the deacons that I hope we can start in the second quarter. | Decide on a couple of new people to recruit as deacons. |
| Planning for 2022 | I have laid out the strategic priorities for 2022 and have worked with the board on their role in accomplishing those. | Need to flush out staff plans for accomplishing the priorities. | Focus on Music Enhancing use of the land Programming |
| Staff | We are glad to have Collis Floyd as a Clergy Intern. She begins Jan. 16 th and forward for 6 months | I have reinstated Staff Meetings. They are every other Thursday at 10am. | |
| Programming | Because of the pandemic and staff | We will be having a Fat Sunday Brunch on | Collis and I will be working on this |

| | | | |
|---------------------|--|---|--|
| | shortage, we have not had much programming. I am planning to shift this over the next couple of months. | Feb. 27 th and it will serve as a launch event for Lent Programming. | together, along with Ambor's admin. Help. |
| Worship | Covid continues to keep protocols in place but hopefully, all of that will begin to improve. | We have the makings of a Praise Band. They have met and are making progress!!!! | We will continue to entertain how we might utilize the sanctuary differently in order to have more diverse worship. The worship team is reconvened and is doing great work together. |
| Special Assignments | Programming Team for General Conference Board of Pensions for UFMCC Supervisor for Clergy Intern | | |
| | | | |

BUILDING AND GROUNDS REPORT 1/18/2022

- * Pavers pressure washed and sealed in columbarium
- * Sprinklers repaired in columbarium
- * Liturgical Arts shed cleaned, shelves completed and things organized
- * Ground clean-up continues
- * Bamboo fencing completed for additional number purchased (purchased by Sandy & Cheryl, Jan, Jim). Fencing put up by Sandy, Laticia, Jim and myself.
- * Drains cleaned out
- * Sandy planted flowers and poinsettias in court yard
- * Things needed to be addressed per fire inspector completed (Jesse)
- * Sheds cleaned out as much as possible at this time
- * New folding chair rack purchased
- * With Ambor during ADT service call
- * Gutters on Pierce Hall and office /downspouts cleaned (pending)
- * AC cleaned, weatherstripping repaired, dehumidifier set up in Food pantry shed (pending)

January, 2022

Fundraising Report

Bonnie and I went to The Fish Hole miniature golf course in Lakewood Ranch and spoke to the on-site manager of the day. They have done numerous events there and we were able to get some information as to how to run a tournament there. We are waiting to hear from the owner as to price and availability. Bonnie and I will share the info we have with you at the next board meeting.

The Fish Hole does not have a clubhouse or dining venue but suggested The Grove, which is within walking distance of the course. We went and talked to them and they have private rooms where we could do lunch and the raffles. We are waiting to hear from the Event Sales Manager with more info regarding room fees and custom menu pricing. Again, we will give the board the info that we have at the meeting.

**Church of the Trinity MCC Treasurer's Report
Income and Expenses v. Budget December 2021**

| Total Sources of Income | December Actual | December Budget | Over/(Under) Budget | Year to Date | | Year to Date Budget | YTD Variance |
|---|---------------------|---------------------|----------------------|----------------------|----------------------|-----------------------|--------------|
| | | | | Actual | Budget | | |
| Plate Collections | \$ 18,322.06 | \$ 17,119.00 | \$ 1,203.06 | \$ 212,294.56 | \$ 222,500.00 | \$ (10,205.44) | |
| Bridge the Gap | \$ - | \$ 1,663.00 | \$ (1,663.00) | \$ 13,298.40 | \$ 20,000.00 | \$ (6,701.60) | |
| Seed Planters | \$ - | \$ 771.00 | \$ (771.00) | \$ - | \$ 10,000.00 | \$ (10,000.00) | |
| Service Income | \$ 18,322.06 | \$ 19,553.00 | \$ (1,230.94) | \$ 225,592.96 | \$ 252,500.00 | \$ (26,907.04) | |
| Ministries, Programs, and Events (Raffle, Lenen Books, Music Ministry, Wednesday Dinners) | \$ 1,300.97 | \$ 1,350.00 | \$ (49.03) | \$ 2,470.97 | \$ 10,200.00 | \$ (7,729.03) | |
| Other (Fundraising -net, Advertising/Sponsorship, Facilities Donations, Includes Investment Income \$13,987.13) | \$ 198.30 | \$ 2,790.00 | \$ (2,591.70) | \$ 21,021.45 | \$ 33,557.00 | \$ (12,535.55) | |
| Total Undesignated/Unrestricted | \$ 19,821.33 | \$ 23,693.00 | \$ (3,871.67) | \$ 249,085.38 | \$ 296,257.00 | \$ (47,171.62) | |
| Interest Income -CDs | \$ - | \$ - | \$ - | \$ 327.71 | \$ - | \$ 327.71 | |
| Love Offerings | \$ 5,584.94 | \$ - | \$ 5,584.94 | \$ 18,914.82 | \$ - | \$ 18,914.82 | |
| Interest Income - Building Fund Reserve | \$ 0.36 | \$ - | \$ 0.36 | \$ 6.61 | \$ - | \$ 6.61 | |
| Building Funds Received | \$ - | \$ - | \$ - | \$ 10,000.00 | \$ - | \$ 10,000.00 | |
| Designated/Restricted & Bequest | \$ 5,585.30 | \$ - | \$ 5,585.30 | \$ 29,249.14 | \$ - | \$ 29,249.14 | |
| Total Income | \$ 25,406.63 | \$ 23,693.00 | \$ 1,713.63 | \$ 278,334.52 | \$ 296,257.00 | \$ (17,922.48) | |

**Church of the Trinity MCC Treasurer's Report
Income and Expenses v. Budget December 2021**

| Total Expenses by Category | December Actual | December Budget | Over/(Under) Budget | Year to Date | | Year to Date Budget | YTD Variance |
|--|---------------------|---------------------|----------------------|----------------------|----------------------|-----------------------|--------------|
| | | | | Actual | Budget | | |
| Preparing for and Conducting Worship | \$ 5,443.31 | \$ 5,975.00 | \$ (531.69) | \$ 62,674.52 | \$ 72,355.00 | \$ (9,680.48) | |
| Reaching Out to Serve Our Community | \$ - | \$ 79.00 | \$ (79.00) | \$ 949.14 | \$ 1,270.00 | \$ (320.86) | |
| Staying Connected/Caring for Our Church Family | \$ 14,999.23 | \$ 10,734.00 | \$ 4,265.23 | \$ 166,781.20 | \$ 140,935.00 | \$ 25,846.20 | |
| Spiritual Education and Growth | \$ - | \$ 125.00 | \$ (125.00) | \$ 279.90 | \$ 1,500.00 | \$ (1,220.10) | |
| Equipping & Maintaining Buildings and Grounds | \$ 1,412.01 | \$ 3,032.00 | \$ (1,619.99) | \$ 41,786.28 | \$ 44,910.00 | \$ (3,123.72) | |
| Supporting the Wider Mission UFMCC | \$ 2,149.91 | \$ 2,630.00 | \$ (480.09) | \$ 26,286.13 | \$ 33,787.00 | \$ (7,500.87) | |
| Contingency (Loans Forgiven) | | | | | | \$ - | |
| Contingency Funds Transfer | | | \$ - | | | \$ - | |
| General Conference | | | \$ - | | \$ 1,500.00 | \$ (1,500.00) | |
| Total Expenses by Category | \$ 24,004.46 | \$ 22,575.00 | \$ 1,429.46 | \$ 298,757.17 | \$ 296,257.00 | \$ 2,500.17 | |
| Adjustments | | | | | | | |
| Seed Planters Transfer from MIMA to checking | \$ - | | | \$ 5,769.23 | \$ 10,000.00 | \$ (4,230.77) | |
| Love Offerings Paid | \$ (2,472.42) | | \$ (2,472.42) | \$ (19,432.02) | | \$ (19,432.02) | |
| Total Adjusted Expenses | \$ 21,532.04 | \$ 22,575.00 | \$ (1,042.96) | \$ 285,094.38 | \$ 306,257.00 | \$ (21,162.62) | |

Church of the Trinity MCC Treasurer's Report
 Income and Expenses v. Budget December 2021

| Seed Planter Carry Forward | Beginning Balance | 50% Tony's Pay |
|--------------------------------|-------------------|----------------|
| | \$ 10,992.08 | |
| T. Viglione, 50% salary Jan. | \$ (769.23) | \$769.23 |
| T. Viglione, 50% salary Feb. | \$ (769.23) | \$769.23 |
| N. Viglione, January contract | \$ (750.00) | |
| T. Viglione, 50% salary Mar. | \$ (1,153.85) | \$1,153.85 |
| T. Viglione, 50% salary, Apr | \$ (769.23) | \$769.23 |
| T. Viglione, 50% salary, May | \$ (769.23) | \$769.23 |
| T. Viglione, 50% salary, June | \$ (769.23) | \$769.23 |
| T. Viglione, 50% salary, July | \$ (769.23) | \$769.23 |
| Ending Balance | \$ 4,472.85 | \$5,769.23 |
| Adjustment to balance | \$ 75.00 | |
| Ending Balance | \$ 4,547.85 | |
| Transfer to meet Payroll | \$ (3,842.97) | |
| Transfer for Spiritual Renewal | \$ (704.88) | |
| Ending Balance August 2021 | \$ 0.00 | |

Trinity Spiritual Trail or Other Title **DRAFT**

Please see attached spiritual sites map on our grounds. It is not drawn to scale etc. but does represent the sites we have. Below is a brief description of needs

1. OVERALL for all of the sites:

- a) needs connecting graded or paved walkways for disabled, elderly, etc
- b) need signage/map for directions and destinations
- c) needs information for each site: name, honoring, description, how to use, etc.
- d) needs individual attention (see below)
- e) choose order of paths for newcomers
- f) plan for routine maintenance

2. Specific Needs by site

A. Rev. Gerry Harvey Reflection Trail

- 1) clean out overgrowth
- 2) clean and touch up existing signs or replace if needed

B. Labyrinth

- 1) reset guiding bricks
- 2) refresh mulch
- 3) ?? widen to accommodate W/Cs, scooters, assistance level

C. Prayer Tree

- 1) consider grading area
- 2) pre-hung hanging clips to use
- 3) consider offering waterproof cards/ink for hanging

D. Fire Pit

- 1) for special events
- 2) safety handout or signs when in use

E. Transgender Memorial Garden

- 1) border to reduce walkovers

F. Vespers Area

- 1) visually link benches to Cross

G. AIDS Memorial Garden

- 1)

H. Butterfly Garden

- 1)

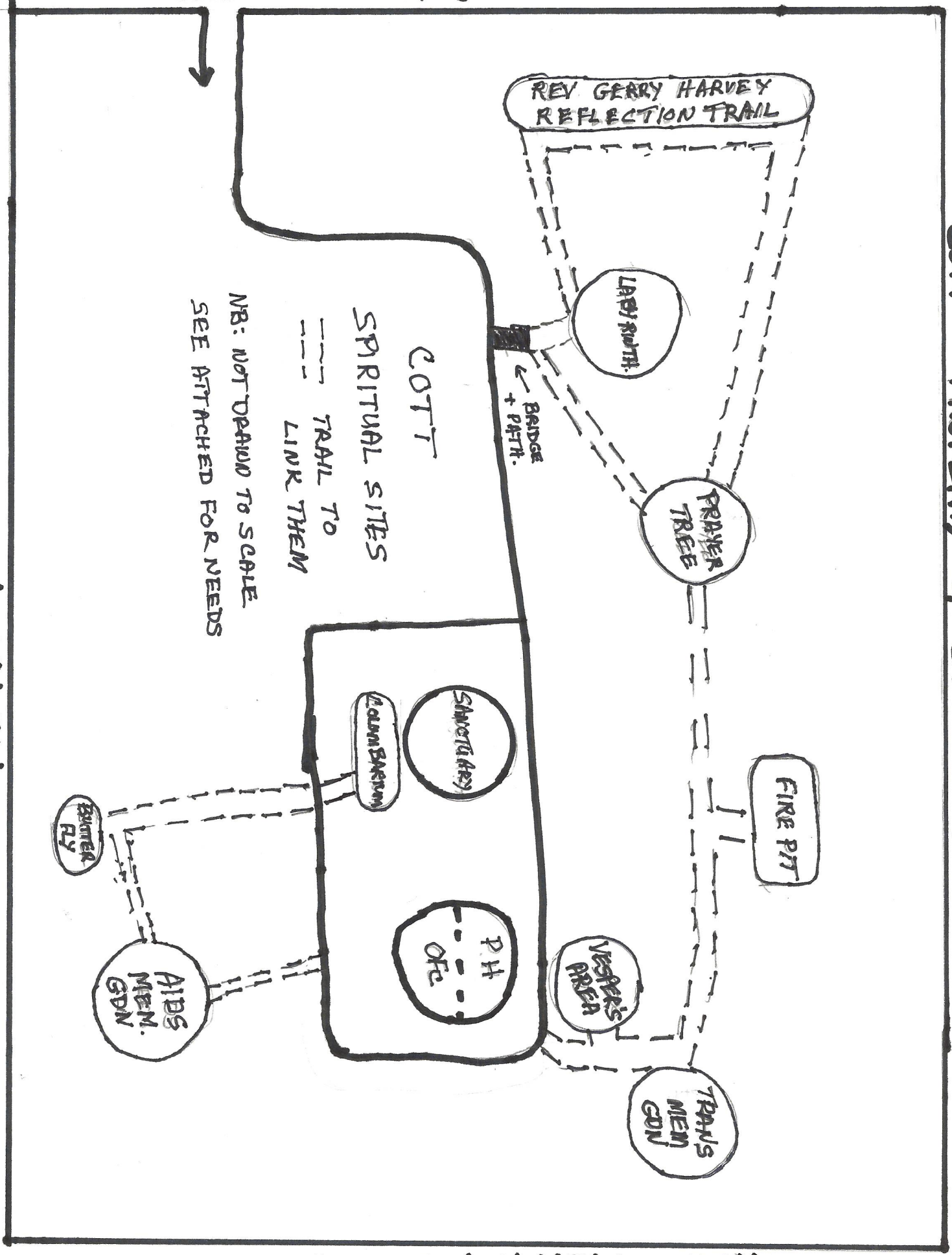
I. Columbarium

- 1) Shade

→ LOCKWOOD RIDGE ROAD →

GOTT PROPERTY 4 SALE - MARSH

PROPERTY LINE - CLARE



REAR PROPERTY LINE - DEVELOPMENT

Options for Board Elections

Current Option: Election of a Slate of Candidates

Process:

- Board Appoints a Nominating Committee
 - The committee selects its chair
 - Primary purpose is to recruit and screen applicants
 - A list of criteria is used for screening and it includes
 - Criteria that is outlined in bylaws
 - Skills needed based on skills of board members who will remain on the board the following year and the skills they already bring to the table
 - A rubric is used to score each applicant who passes the screening
 - Those who meet the bar set by the committee are given to the board
- Board chooses a slate based on the number of seats that are vacant
 - Consider the skills needed to have a well-rounded board (and that are currently missing)
 - Consider reliability, ability to be a team member, level of board experience
- Slate is brought to congregation for an up or down vote

| Upsides | Downsides |
|---|---|
| Better insures a well-rounded board with a mix of skills and gifts needed | Can be a conflict of interest when the board appoints the nominating committee and decides on the slate of candidates |
| Avoids popularity vote | Gives the congregation inability to vote on each individual candidate |
| Better insures skills needed are the ones we end up with | Can feel like the board has too much power in deciding who makes up its members |
| The wisdom of the current board about skills needed has a significant place in the decision (this is a positive because of what the current board knows that is not known to the entire congregation) | |

Option 2: Election of Individual Candidates

Process:

- Board appoints a Nominating Committee
 - The committee selects its chair
 - Primary purpose is to recruit and screen applicants
 - A list of criteria is provided that includes:

- Requirements stated in the bylaws
 - Committee passes along all names that meet this basic criteria
 - The board prepares a written ballot that includes all those who were submitted by the nominating committee.
 - The congregation votes (i.e. If there are three vacancies and five names, congregants vote for three out of the five).

| Upsides | Downsides |
|--|---|
| Everyone who wants to run for the board can, as long as they meet very basic criteria. | Does not ensure that the board has experience or a well rounded group of skills represented. |
| The congregation has a say about every person whose name is on the ballot | Can turn out to be a popularity vote |
| There is no conflict of interest | The candidates that are the best at speaking in public may be the ones who get votes rather than the ones who are most qualified. |

Option 3: Hybrid

Process:

- The board and congregation bring forward names of people to serve on the nominating committee.
- The board approaches the suggested candidates to determine who is willing to serve.
- A special congregational meeting is called to have the congregation elect a Nominating Committee of 3.
 - The committee selects its chair
 - Primary purpose is to recruit and screen applicants
 - A list of criteria is used for screening and it includes
 - Criteria that is outlined in bylaws
 - Skills needed based on skills of board members who will remain on the board the following year and the skills they already bring to the table
 - A rubric is used to score each applicant who passes the screening
 - Those who meet the bar set by the committee are given to the board
- Board chooses a slate based on the number of seats that are vacant and the information forwarded by the Nominating Committee.
 - Consider the skills needed to have a well-rounded board (and that are currently missing)
 - Consider reliability, ability to be a team member, level of board experience
- Slate is brought to congregation for an up or down vote

| Upsides | Downsides |
|---|--|
| Congregation has equal participation in the process as the board does | The conflict of interest could shift to the congregation who may want nominating committee members who represent their personal interests rather than the good of the whole. |
| The conflict of interest on the part of the board is eliminated | Takes extra time to call a special congregational meeting to elect a nominating committee. Time line would have to be moved out an additional month to do this. |
| Candidates are still given a rigorous vetting so as to determine who has the best skills needed at the time | Suggests that elected board members are not trustworthy to appoint a Nominating Committee. |
| Disperses locust of power | |

Option 1: Slate of Candidates

| Upsides | Downsides |
|---|---|
| Better insures a well-rounded board with a mix of skills and gifts needed | Can be a conflict of interest when the board appoints the nominating committee and decides on the slate of candidates |
| Avoids popularity vote | Gives the congregation inability to vote on each individual candidate |
| Better insures skills needed are the ones we end up with | Can feel like the board has too much power in deciding who makes up its members |
| The wisdom of the current board about skills needed has a significant place in the decision (this is a positive because of what the current board knows that is not known to the entire congregation) | |

Option 2: Elect individually

| Upsides | Downsides |
|--|---|
| Everyone who wants to run for the board can, as long as they meet very basic criteria. | Does not ensure that the board has experience or a well rounded group of skills represented. |
| The congregation has a say about every person whose name is on the ballot | Can turn out to be a popularity vote |
| There is no conflict of interest | The candidates that are the best at speaking in public may be the ones who get votes rather than the ones who are most qualified. |

Option 3: Hybrid

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|---|--|
| Congregation has equal participation in the process as the board does | The conflict of interest could shift to the congregation who may want nominating committee members who represent their personal interests rather than the good of the whole. |
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