

BCC Meeting 10/21/2021

- I. Prayer and invocation - Father Tim
- II. Core Values
- III. Approval of Minutes from 9/16/2021
- IV. Bishop's Warden Notes
 - A. Technology concerns – Upgrade discussion on WIFI and computers.
 - B. Financial Stewardship and vision – Estimate of Giving form and Leaf from the BCC.
- V. Property Warden's Report – Jeff Nieuwma
 - A. Drywall follow up
 - B. Greenhouse –
 - C. Snow removal -
- VI. Clean up – Notes from Peg nelson, Jeff Nieuwma, Tracy Platz
- VII. Financial Stewardship and Vision – Jim Thoming Treasurer
 - A. Review Draft Budget
- VIII. Celtic Fest
- IX. Youth Group – Jim Thoming
- X. Outreach and Safety- Bookie
- XI. Realm – Alicia, Michelle, Geri,
 - A. Action items – connect with Eileen, Alicia, Michelle, and others.
- XII. Vicar Notes – Father Tim
 - A. Updates on for Staff Vacation time – Parish Admin is taking 3 weeks off Oct19th-Nov8th.
 1. Father Tim is taking November 19th, thru the 27th Sandy Grundy on the 21st.
 - B. Choir is in!
 - C. All Saints Service – Nov 7th
 - D. Bishop's visit and Installation of Fr. Tim on November 14th.
 - E. BCC Retreat - who
- XIII. Old Business
- XIV. New Business – Recognition
 - A. Financial Stewardship and Vision, new business
 - B. Services in person in the cold weather months? -
 - C. BCC retreat.
- XV. Prayers and adjournment

Fr. T - Father Tim Backus
NB - Deacon Nancey Bookstein
SM - Sean McGaughey, Bishop's Warden
JN - Jeff Nieuwma, Property Warden
BM - Barb Miller, Adult and Youth Formation
AF - Alicia Florin, Children and Safety
TP - Tracy Platz, Member at Large
GSC - Geri Sue Coe, Member at Large
VE - Vicky Emerson, Member at Large
JT - Jim Thoming, Treasurer
MM - Michelle Mersan, Clerk

SM - 7:09PM start All Present

I. Prayer and Invocation - Fr. Tim

II. Core Values

Children - SM

Outreach - TP

Hospitality to All - GSC

Christian Formation - BM

Caring Well/Home - JT

Safety - AF

III. Approval of Minutes from 9/16/21

No questions or comments on the very timely minutes

JN - Motion to approve minutes

GSC - Second

All approved - motion passes unanimously

IV. Bishop's Warden Notes

1. Technology concerns

SM: Thanks to everyone who helped upgrade the technology at the church. It seems to be working much better.

AF: There is an un-passworded guest on system that needs to be removed.

SM: We need help with sound board and Zoom during service, let SM know if you can help.

2. Financial Stewardship and Vision

SM: FSV committee has been working hard to put together the Fall Funding Campaign. Thank you to all involved. Letters have gone out to the congregation for Estimate of Giving. We have a tree in the Sanctuary and we would like the BCC to add their leaves now to show leadership team is supporting the church.

Fr. T: Let's get our leaves up now to lead by example and show our support for 2022.

JT: We should figure out logistics. Is someone putting leaves up for us?

AF: Offered to put up leaves when she preps the altar.

SM: We are only putting names on leaves not \$\$

NB: Who is going to see the returned pledge forms?

JT: Eileen, Marlene, JT, SM

NB: Make sure forms are confidential and that congregation knows that during the presentation.

ACTION ITEM(S):

SM: Put up leaves for BM, VE, JN/MM, GSC

JT: Get a grenade launcher

V. Property Warden's Report

1. Swamp Coolers

JN: The swamp coolers are wintered in house and church. USE FAN ONLY SETTING

NB: Vent or Fan?

AF: What does the vent setting do on a swamp cooler?

(Answer via the chat) During vent-only operation, the water pump does not operate and the outdoor air is not humidified. This lets you use the evaporative cooler as a whole-house fan during mild weather. Control the cooler's air movement through the house by adjusting window openings. swamp coolers don't even have to run the fan, but the fan helps to circulate the now-cooled air.... The drying process really does cool down the air around the swamp cooler and a small fan can spread that cool air around.

2. Drywall

JN: Drywall is still wet, hoping that next time I am there I can do something.

3. Greenhouse

JN: Looks done but there is still a hole for where they are going to tap into the drain. I am not sure when that will be done. I can still fit my truck thru the opening, BARELY!

4. Snow Removal

JN: The snow removal bid was too complicated for anyone to put in a bid. Generally the snow removal companies want to do the same job at every place with no special exceptions. Mike Wilson has accepted the job of clearing sidewalks as per the city mandate, clearing the driveway, porch, walkway to Kildare room, and on Sundays or meeting nights he can clear the parking lot and handicap pad. He will do it at the same rate as last year. JN and JT weren't sure what that rate was and if it was better than the previous year.

JN: Issues are we need lot cleared on Sunday mornings only not the rest of the week. We do need to clear the driveway and walkways but we can save \$ by not worry about parking lot during the week. The roads are cleared early so staff can park on the road if needed. If there is a special event THEN MUST PUT ON CALENDAR OR TELL JEFF so he knows to alert Mike Wilson.

AF: Predicted that it will be a mild winter

Fr. T: Looks good, we have been trying for months to get a contract. The plan sent out was very detailed and now we found someone to do the job with the new more limited scope. I think this is the way to go.

TP: Agrees, should make the call on Saturday morning whether to plow the parking lot or not.

SM: Thanks Jeff, makes sense and everyone make sure to let Jeff know of any one-off events.

5. Clean Up

SM: Peg and Jeff put together a clean up letter.

JN: Peg and I met and we walked the ground and inside the church with new eyes. Like we have never been there to find what looks inviting and what needs to be fixed. Peg made a list of what needs to be done before the Bishop's visit. (See attachment in email).

AF: Natural lighting needs to be addressed. Dom should talk to Peg.

Fr. T: Laura wants to do a clean up day on November 7.

JN: Yes we talked about doing that but we need a Shepard to drive that flock. Hopefully Laura can make the list and be in charge of directing the crew.

Fr.T: Laura says she can sit in a chair and boss people around.

TP: Clean up in Sanctuary? Dusting the wood, get rid of cobwebs, clean chair rails, new candles, cleaning the floor, oiling the wood. Altar Guild will do brass cleaning and oiling altar wood.

JN: sliding door was finished with polyurethane.

AF: can use same product that we use on altar on the barn door

MM: Lots of candles in A'it Caol closet.

ACTION ITEM(S):

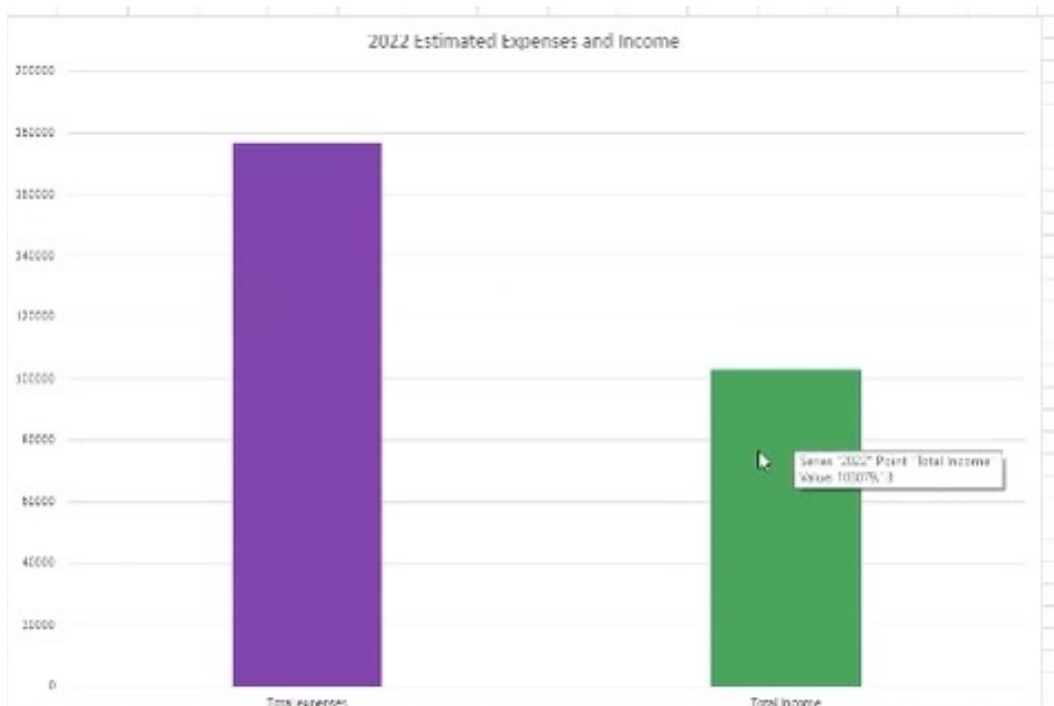
ALL: Let Jeff know of all special events at the church where snow removal may be necessary. Add to facilities calendar. Let all staff know too.

ALL: Find someone to clean the floor when nobody else is around...Arnolds? Someone else? No power washer!

JN: Get with Laura about clean up day on November 7.

VI. Financial Stewardship and Vision

JT: The year has gone as expected. I have had to move our first 10k out of savings into operating. I have drafted our first estimated budget. Ultimately our expected expenses for 2022 are very similar to 2021. Unfortunately we are not expecting the same incoming funds we got in 2021: no paycheck protection loan, shop with scripts not set up, anonymous donor?, fund raising?. Nothing dramatically



Caption

alarming. We are hoping the Fall Funding Campaign will bring in the same or more than last year. Our expense increase NOT due to new Vicar, we are just unsure of where funds are coming from. This is not unusual for a non-profit at this time of year. Demi is doing a great job of making the point of why are we here and what are we going to do about it?

NB: Are you going to show colored graphs to congregation? Hearing people talk is one thing but showing a visual has a much bigger impact.

JN: Show a whole bucket of red!

NB: People don't think about expenses and having a visual makes a better point.

JN: It is important to make people realize the financial situation we are in. If they don't know we are under water then they will keep doing what they have been doing.

TP: Graph shows we need 2/3 more to catch up. Yes on visual aid.
...more discussion on what type of visual...

SM: Seeing visual aid is quite sobering. St.B has always reached higher than their means and succeeded. Showing the graph is good but make sure to encourage too.

...more discussion on visual aid and colors...red, blue, green, purple, shocking, nice, bad, good...

JT: Not all doom and gloom. StB is doing great, we have many new people and we are looking forward and dreaming, people just need to be aware that there is a gap right now.

TP: What is delta between this year and next year?

JT: Minimum estimate is 10K in the hole this year and next year 70k in the hole but things can change. Studies show that 'pledge' scares young people so changing language to estimate of giving.

AF: No daycare or daycare provider. Should we store, donate, throw away some toys. Are we still paying a daycare provider even though we are not using a daycare provider?

SM: We will table that for later and add it to the work day list.

JT: Paying daycare provider has gone away.

SM: Is there anything about PPP Loan rules that we need to look into?

JT: We have to spend all of it but it doesn't have to be exactly how we said originally. We are spending more in salary than what we applied for. We don't have any concern about loan forgiveness. 2020 is already forgiven and Eileen working on final document for 2021.

ACTION ITEM(S):

JT: Figure out the visual aid to shock the congregation into giving more money!

VII. Celtic Fest

Fr.T: CF is a big deal, every time it is mentioned there is excitement from congregation and the community. Should we have it in 2022? Eileen wrote a document about pros and cons to doing Celtic Fest. Need lots of energy. How does everyone feel?

AF: Community loved it, RenScots loved it, Celtic Community loved it, but it took a lot out of the volunteers. We need more volunteers if we are going to do it again. Salvation Army, Scouts, anyone but we need help.

JT: Not everyone agrees what type of event it should be. Spiritual vs Fundraising/Party. Maybe have another parish join us.

AF: Can separate out the spiritual vs fundraising areas. And we need not be afraid to say we are funding the church.

JT: It absolutely needs to be a fundraiser. If we don't make money doing it then it will be a mistake.

Fr.T: Eileen said 10K would be realistic expectation of funds raised.

SM: CF was a big wow as to why he liked StB. I agree it has to be a fundraiser. No bones about it we are funding the church. Maybe United Way, Scouts, other parishes?

JT: More conversation is needed, what are the next steps? Go to congregation, need meeting when Eileen is back.

MM: Need major organizational plan. We had lots of meetings and asked what are you going to do. We need more pre-made lists of what each job entails so people don't get so overwhelmed.

JT: Person in charge needs to not be doing 100 other things.

JT: Who is interested?

AF, MM,

ACTION ITEM(S):

Fr.T will send out email about Celtic Fest

VIII. Youth Group

JT: Juanita is getting burned out. The kids are getting confused because they have no plan or structure.

Fr.T: Juanita will be back in a week or two so we can discuss this then.

NB: We can build a youth group with other churches, even non-Episcopalian.

AF: Juanita is overloaded. We have done events with Rinn United Methodist in the past and it worked.

NB: Holy Comforter would like to share youth group with us. Some churches are sharing a youth director.

Fr.T: Lots of options so it's not a lost cause.

ACTION ITEM(S):

SM: Make note to set up meeting with Juanita and make a plan for where we are going with Youth Group.

IX. Outreach and Safety

Outreach

NB: We used some outreach funds for in-reach to help prepare us for what we do. We received a letter about doing a gift drive for the Help center. We do want to do that, we have done it for a lot of years. We maybe will do it for the DACA kids (unless they only want \$). Outreach should be more than just giving money. It is better if we get out and do things in the community. We need to commit to how many participants. I will bring it to the Outreach committee and then the congregation after Fall Funding Campaign. We may do Thanksgiving Food collection for the Help center. I haven't called them yet to see what they need. Blah blah blah blah... Outreach committee is working on what we will do. I hope we have better participation now that we are together.

Safety

NB: We are getting too lax. Bathrooms are not being cleaned as per protocol. We need to do better. Have a CO2 monitor for Sanctuary. The rubber mats in entryway are tattered and a hazard. Are there any other safety issues anyone knows about? We are fortunate to have the type of building we have so we can congregate inside. We will have to wear jackets, layers, snow pants, not running heat up to 90'!

AF: COVID update - Kids can get vaccinated starting 11/4. We could do a clinic like the one we did this summer? Maybe Weld County?

NB: We can reach out to group from Weld County again and do it outside. We still have unvaccinated people in the church so we need to follow precautions. I ordered vocal performance face masks for the choir! So the choir is coming back.

ACTION ITEM(S):

Start collection to buy Fr.T a parka, a vest, and turtlenecks for Sunday Services!

X. Realm

MM: I have been playing around in Realm and have answers to some of the previously asked questions.

- allergies being mandatory is turned off
- get more than male/female - ACS needs to fix that
- Calendars - can we have more than one calendar? No, one calendar but

within each group you can have events that only that group sees. I am using Altar Guild as my guinea pig.

We need some new programs: Constant Contacts (email marketing) and Vanco (payment processing). I have also gone through the programs we have and found lots of overlap and things we are paying for that we may not need. (See attachment(s) or email for tech spending and tech recommendations).

I am looking at how to integrate everything and GSC and AF are looking at how to get people signed up.

GSC: We need to take the proper time to figure out how to use Realm properly before we roll it out and can't change anything.

NB: Ask Tracy to unlock the StB group. Eileen was supposed to do it before she left but did not.

XI. Vicar Notes

Choir is BACK! First time is November 14.

BCC retreat - table that because of time

XII. Old Business

XIII. New Business

TP: My google drive is very full and it's because of the videos from Vicar search. FYI any uploads you do go against your personal account. I would like to delete those if nobody has a problem with me doing that.

JN: We hired somebody so you can delete it!

MM/JN: MM tried to share screen but no glory!

XIV. Prayer - Fr. T and Adjournment - SM at 8:49pm