

Church Family, the Personnel team is excited to redevelop and launch a group of leaders in our community. We are calling it the Council. (We realize this sounds a bit Game-of-Thrones-ish)

We hope that this Council will achieve the following:

- Increase communication between the church, the teams and the staff
- Intentionally tackle and solve issues that arise
- Share among the Council members an update on their respective teams and engage with other teams based on this co-sharing
- Work to develop stronger relationships with each other and the community at large
- Share the burdens and joys of leading an ever-changing and developing body of unique individuals by supporting the staff in practical and spiritual ways
- Proactively spur their teams to seek to make Park Ave a safe and loving space for all
- Facilitate the sharing of skills, ideas and vision with their teams
- With their team, set short and long term sustainable goals for their teams

We recognize that these folks will not be compensated for their work and we acknowledge the time and sacrifices they will make as a part of this team. We honor their determination and investment in our church.

We also recommend the following practical items:

- The Council should meet at least 10 times a year in conjunction with the staff and should create a way to easily communicate among themselves on a regular basis so that the flow of information is open and intentional
- The Council should consist of the chairs of: Fundraising, Worship, Spiritual Development, Finance, Personnel, Building & Grounds, Deacons. It should also include 3-4 church congregants at large. These 3 or 4 people should be nominated or chosen by the congregation as representatives of the congregation that do not technically hold leadership positions, but do have a vested or heavy interest at PABC
 - The implementation of the Council, the times and dates it will meet and its members and how they are chosen is all up to the Council and Staff. If new teams arise, those teams may need to have reps on the Council.
 - The Council members from each team could be rotated in and out based on the number of people on a given team so that no one person carries the responsibility. We leave this up to their discretion.
 - The Council could elect one or two members to “convene” the meeting and facilitate it, not to “lead” it, but to ensure that it happens and to schedule it in conjunction with the staff.

We recommend that the chairs of the above teams and the staff and any other interested parties find a date over the summer to meet and discuss the details.

The Personnel team will have a representative on the Council, but will not facilitate it. We are merely developing the concept, and we are excited about it!

Looking forward,
Lorie, Lindsey, Nikki

The Council 8/3/19

- Opening Prayer and Ritual for Spiritual Grounding

Attendees:

Daniel Bass	danielcliettbass@gmail.com	404-626-1467
Joshua Chandler	chandlerjd58@icloud.com	417-880-5917
Megan Chandler	megan1118@gmail.com	417-773-7807
Myles Markham	myleskalei@gmail.com	850-499-1629
Sam Hodges	samraehodges@gmail.com	612-750-0056
Codi Norred	cdnorred1@gmail.com	706-957-5540
Naretha Timberlake	scarab.nat@mindspring.com	404-210-0274
Lindsey Huggins	lindseykhuggins@gmail.com	804-822-5313
Nikki Hardeman	nikhardeman@gmail.com	478-550-5043
Nikki Frazier	tinknikblue@aol.com	404-603-6118
Amir Jones	amir@thehealthinitiative.org	470-338-0931

- Brief Staff Updates 10:05-10:15

- Breeze
- My PABC Membership Page
- Candler Student Profiles
- Shade Festival

- Ministry Team Updates-10:15-11:00
 - Worship - Daniel

Team will meet seasonally; a group of songs that will be repeated seasonally; these will be augmented by "special music"; working to make songs match liturgically; this will educate the congregation and let the band feel more comfortable; discuss theological priorities - making sure we are using a range of pronouns or no pronouns for god; leaders being sensitive to what the congregation needs; looking for 3-4 worship leaders and 2 singers per sunday; schedule for the whole team;

The other parts of worship organization question: preaching team - reaching out to congregational voices; sermon series meetings; move toward more coordination; intentionality of diversity

Can there be intentionality with building and grounds and the worship team?

-Written statement: If during the interval of the time you are using the space the tech got messed up - then you are liable...

-Can we spend some time making the space of the Tech area on the balcony look more cleaned up?
What is the budget??? - Josh will get a team of folks together will do the audit;

- Building and Grounds - Sam

List of Building Repairs; Retreat for Lydia's house - 1st weekend of October (mock modules, dinner, understanding more about Lydia's house; overhaul of all of Lydia's house); Work days used to be the 2nd Saturday

- Lydia's house - Lindsey

2 groups this August; it hasn't had an update since it started; new flooring for about \$500; price raise - to \$15 several years ago - to \$17 now and this - will be justified by the update

Module creation by congregants!!!

Lost and Found youth - emergency housing; 2-3 months; Lindsey received an MOU about it; we can make our own edits!

- Personnel- Nikki H.

Have met with all 3 staff people to talk about job descriptions; Lindsey met with those who had issues with the job descriptions;

The language is modified and specified; Park Ave. 101 - is now under the Deacons responsibilities

Working on Policy now

Daniel: it would be helpful to see a visual "pie chart" of how much comes into the church and how much is paid for staff; He would love to see a comparative size structure of finances to see what percentages are paid to pastors - Codi suggests that we get data from Berea congregation

- Finance (*Henra able to call in at 10:30*) -

Some improvements happening; increase the pastor's salaries back to \$18/hr; with the same hours until the vote tomorrow, Starts in August.

Henra met with the eldercare and they will move forward, probably will receive \$3000-\$4000 per month with building renovations;

Presenting tomorrow - \$18/hr for 3 pastors at 20 hrs a week with the admin at 10hrs per week.

- Fundraising - Cody

Needs to know what the priorities are - that he needs to fundraiser for. In order to better distinguish what we need to research for.

Each team creates a prioritized

\$30,000 grant for energy updates; then we need to decide how we report on those funds; guaranteed to be spent on the correct

Sam needs to know more about the current lights and windows grants.

Types of Grants - Strategic, & Immediate

The Council can be a place to create a process of how to

- Growth + Formation - Myles

Need more people; Visibility of what this church offers needs to increase; clear on the website;

Merging the conversation about "Homegroups" with the committee

What are we welcoming people to???

PABC gives agency to be as involved as you can....

Sexual Ethics sermon series - Lanta will engage with parents and they have the autonomy to decide what their children here;

Daniel speaks about "Homegroups" - faith formation in the home setting; hosts/leaders that meet weekly; space for people to share celebrations and difficulties; a time for prayer/fun/ getting to know each other

Stage of life; affinity; hobbies; geographical; could be the grouping

6-12 people - Informational meeting soon - a place to deepen relationships - to extend the welcome

- Deacon Updates- Amir

Meeting again soon; they met before the last business meeting; Park Ave 101 - if it shifts to deacons per view

Re-introduce deacons - having deacons take the offering

Deacon family structure; informing the congregation about what the focus of pastoral care is for Deacons

- Next deacon meeting is not scheduled yet
 - 8/4 Business Meeting Overview - 11:00-11:15

Deacons are going to become more of an entry point

At the business meeting -

Start: "tell me something good"

What we will present-

#lessonslearned from last business meeting - don't overwhelm people; the priority is passing the job descriptions; we are voting on the wages

- print out the model "breakdown" sheet
 - In the future - have a visual and written out representation of the finance stuff
-
- Reflecting and Brainstorming 11:15-11:50
 - What have we been? Who are we? Who are we becoming?

It would be nice to have a visual on - if everyone who attended on Sunday gave \$5 this is how it would impact this church.... (Daniel)

People want to see what we are doing with their \$/trust/support/love

Name tags - pronouns, committees, make it super optional; visibility to what end? - knowing who people are because they play a role;

Every speaker says who they are before they speak -

- Structure of the Council

Proposals that come up to vote - go through the church council -

Council meeting 2 weeks before Business Meeting

Schedule the meetings for a year in advance

Quarterly set meetings; with allowance for called meetings

Meeting again in 2 weeks;

8/24/19 - Council meeting - Saturday, 10-12pm

9/8/19 - Business meeting- Sunday, 11:30-12:30pm

11/16/19 - Council Meeting- Saturday, 10-12pm

12/8/19 - Business Meeting- Sunday, 11:30-12:30pm

- Closing Prayer and Ritual

The Council Meeting 8/24/19

Opening Prayer and Ritual for Spiritual Grounding

Attendance

- Daniel Bass danielcliettbass@gmail.com
- Nikki Hardeman nikkhardeman@gmail.com
- Megan Chandler megan1118@gmail.com
- Joshua Chandler chandlerjd58@icloud.com
- Megan Francis megan.o.francis@gmail.com
- Naretha Timberlake scarab.nat@mindspring.com
- Lindsey Huggins lindseykhuggins@gmail.com
- Nikki Frazier tinknikblue@aol.com
- Nikki Roberts njoicommunications@gmail.com

Parking Lot Updates 10:05-10:15

- AV/Sermon Recording
 - Tech team guide
 - Josh made it less of a fire hazard up there
- Admin policy
 - Working with Alexia to make guides to everything
 - To set the admin up for success
- Nametags
 - Where are we at with this?
 - Saying who we are on the mic - is helpful
 - Say pronouns from the mic too
 - Pronoun buttons!
 - Pronoun buttons from vista print
 - Greeters, pastors, nursery workers

Ministry Team Updates-10:15-11:00

- Personnel (Lanta & Nikki Hardeman)
 - Pastor Lanta is resigning as of December 31, 2019. She read her resignation letter aloud.
 - Lanta will be voted in as "Interim" and then by September 15 Personnel will have an ad up for the position to receive CVs until mid January.
 - Personnel will not be the search committee. We need to form a search committee to evaluate the candidates. The committee needs to be more diverse than personnel is now.
 - Megan - concerned with the budget - suggests that we wait to hire another person.

The Council Meeting 8/24/19

- Need proposal from Finance committee for how to move forward, so that we don't find the person and lose them due to a timeline.
 - Also need to consider that the congregation has already voted in the model, which has 3 pastors.
- Establish a timeline first, then start the search committee.
- What do we need to do related to the vote 2 weeks away?
 - How does that announcement come to the congregation?
 - Josh- thinks it's best to announce before the vote...
 - Intention to present Lanta as the "Interim" then
 - Email from the personnel team next week to explain the business side of it
 - Share tomorrow - an email goes out with the letter with a paragraph from Personnel supporting this transition timeline
- Worship (Daniel)
 - Committee Meeting did not pan out. Oops.
 - Emma is back! Rachel too is back!
 - Daniel has connected with newer congregants have worship experience.
 - Leea is back for about a year they have said.
 - Continuing to work for a group of re-occurring songs during each season.
 - Creates continuity among the different styles of worship leaders:
 - Aaron
 - Kevin
 - Daniel
 - Jill
 - Need for Sound technician
 - Previously Brandon would text the AV Team
 - Ideally feedback would come from Crow's nest, and a few willing congregants
 - Please give feedback- open policy of feedback
- Building and Grounds (Megan Francis)
 - Everything is going really well
 - Going through the list
 - Prepping for the Lydia's house work retreat (October 4-5)
 - Lindsey
 - Friday night will be dinner and discussion
 - Cleaning painting Saturday
 - Drain in the kitchen needs to be snaked
- Finance (Megan Chandler)
 - More roof estimates and other expenses we need to do
 - Thinking about a temporary fix on the flat roof to buy us about 5 years
 - Budget is looking better, doing good with Emory in the Parsonage
 - Try to meet again soon to come up with plan for pastor transition

The Council Meeting 8/24/19

- Fundraising (Codi sent report to Lanta)
 - Codi is going to send Sam a building grant
 - We did not get the BTS \$500 grant
 - Fundraising meeting in the next week
 - Send him funding priorities for each team
- Growth + Formation (Myles sent report to Lanta)
 - Lisa Heilig is officially not doing growth and formation
 - Allyson and Isaiah moving
 - GPPN Halloween Parade + Picnic
 - Do we want to continue partnership?
 - Need 20 volunteers
 - GPPN does a parade that ends on the corner of Sydney and Cherokee
 - PABC does the game booths
 - We cook all the food
 - 1000 hotdogs
 - Popcorn
 - Last year we did not have enough volunteers who stuck around...
 - Can we do the food and hand out only
 - Are we willing to say yes to 5 stations and food?
 - Need an extra grill
 - Need a truck (rachel / cody)
 - GPPN provides the tables
 - Strategic announcements -
 - Slideshow - video
 - Emphasis- having it be the only announcement
 - This is the big event of this season!

Nikki Roberts - Our outward facing volunteerism is less...

-How can we emphasize the "do"?

-Feels rushed NOT connectional

Daniel - There are less people with the long term buy in...

-We need to create more community to give people a sense of belonging...

-Figure out what it takes to make people feel that this is your home

-Homegroups needs to move forward...

Pick a date - move forward

Lindsey- Affirms that the "homegroups" will work to shift the sense of belonging

Deacon Updates (Nikki Roberts)

- Welcome Table

New table in the narthex.

- Security

-Access to the building is limited. Need to go over in a private ways how to react in a crisis.

The Council Meeting 8/24/19

-Alternate accessible entrance in the back - need more signage. Putting it more visibly on the website. Special needs accommodations. Bathrooms/parking...

-Restrict access to the balcony to AV / Tech team only.

-Check in check out possibility through breeze

- Census - Nikki, Myles, Darci working on it
- Lost and Found Update (Lindsey)
 - Insurance will cover our site for them
 - MOU mentioned staff person 8am-8pm - they agreed...
 - Lindsey needs to send the final so send her updates if you have any...
- Ministry Residence Update
 - Hospitality needs
 - Lost and Found will be in the blue room
 - The "Pink Room" will be for congregation hospitality needs
 - Lindsey is moving out by Sept. 1

9/8/19 - Business meeting- Sunday, 11:30-12:30pm

- Staff will not be present
- Conversation before the vote
- What do we need to hand out?
- Job Descriptions
 - Send via email
 - Here are the documents that being approved

Emails

Lanta's announcement 8/26

Business meeting announcement 9/1

Follow up from Last Council Meeting 8/3, 11:15-11:50

- Defining the purpose of the Council: Roles, Goals
- Next Business Meeting: September 8, 11:30am
- Next Council Meeting: November 16, 10-12
- Business Meeting: December 8, 11:30am

Closing Prayer and Ritual

Go to the Shade Festival!