

*MINUTES of the Ministry Council of Park Avenue Christian Church
November 21, 2017*

Attendees: Sydney Avent, Rebecca Stanton, Scott Edson, Scott Sublett, Stephen Sekiyamah (by Phone), Stephanie Kendell, Kaji Dousa, Leonne Tannis, and Caroline. Absent: Richard Sturm; C.J. Watrobski.

The meeting began at 7 PM, and those attending shared light refreshments. **Gathering and Devotions** were led by Pastor Kaji with a focus on being agents of peace.

Conversation with Peter and Mieke re Capital Campaign

Paul and Mieke walked us through a discussion of the Vandersall Collective's model for a campaign: what a campaign does, if done well, how it works, and the timeline. A handout was distributed.

- The model has to be seen through the lenses of The Park's community.
- Holistically the work transforms the community and individuals.
- Mieke Vandersall is a pastor of a small church plant.
- Peter owns a small fundraising consulting firm and met Estella Pate in an informal fundraisers group.

The messaging comes from the case document that the Council has previously seen.

- The Park as a beacon of hope in Progressive Christianity.
- Who else may be excited about what The Park is doing but is not a member— expanding what community means.
- Consistency in messaging — donate button on web, call for offering and prayer over offering: CONNECT AND CONTRIBUTE.

Fundraising in tiers.

- Large donors are those which give 6 figures or more.
 - Providing a service to top tier contributors – providing a place for them to use their money in a beneficial way.
- Major donors \$25,000-50,000.

- All of the community. Universe of donors is broad, including Ima Jean's list, Sunday offerings, congregation and more.
- Naming opportunities.
- Pastor Kaji will dedicate 2-3 days a week to fundraising.

Preparing leaders and congregation.

- 2/11 Mieke will preach.
- in April (beginning the first Thursday) will do a three-part series on money: money in the Bible, spirituality of money, and follow-up — building on Speak model.

Conversation with Paul Vasile

Paul joined the meeting by Zoom and provided his observations of the worship service and his recommendation that there is a need for a minister of music who can actively contribute as The Park moves into a robust multicultural and multilingual space.

Paul proposed himself as the interim minister of music to rebuild the music ministry. His vision includes: a multiracial team, with one person having oversight, choir(s) with flexibility and inspirational at their core, worship intern(s), a leadership model that is not siloed in style, and has heightened listening skills to facilitate interpreting and responding to others.

Scaffolding timeline: Saya remains through January, Paul starts in February. He views his role to include: active mentorship and encouraging and extending a wide and generous invitation to all interested people to come to rehearsals; classical or other formal musical training is not a prerequisite, rethinking the gates to participating in the choir; writing the job description to support a national search for a new minister of music

Paul proposed a total music ministry budget of \$235,000 and approx. \$50,000 more for 2017. The \$235,000 includes 4 soloists/section leaders – people with skills to teach

Pastor Kaji advised that there was a need for the MC to make a decision.

Scott Edson made a motion and Rebecca seconded it: the MC concurs with the vision that Paul Vasile has presented; approves the recommendation that Pastor Kaji approach Paul about entering into a ¾ times contract with Paul Vasile to serve as music worship coordinator for 5-6 months beginning February 2018; and, requests that Paul present a detailed budget be presented to MC for consideration at the December 19, 2018 meeting. The motion passed.

Presentation by Ismael Sanchez

Rev. Ismael reviewed his proposal for “Borderlands Center for Immigrants” at Park Avenue Christian Church. He reported on his fruitful discussions to obtain a commitment of donated space from the St. Ignatius Catholic Church. He proposed a budget of \$22,400 to be funded by English as a second language students, Spanish as a second language students, donations and grants, a \$5,000 donation from The Park. The budget is in addition to his current salary.

After a discussion of potentially competing programs, some of which are offered for no charge, the times when the donated space is available and a need to consider overall budget priorities, the MC took the proposal under advisement.

Prioritization Discussion

Pastor Kaji shared Rev. Jeanette’s written summary of her accomplishments since joining The Park in April 2017. Pastor Kaji also advised that The Park has paid Rev. Jeanette approximately \$75,000 to date in 2017. Rev. Jeanette is asking for a budget of \$85,000 for 2018. Pastor Kaji advised there are areas in the budget which could be reduced to bring the budget to approximately \$45,000. The MC took the matter under advisement.

Pastor Kaji shared her observations regarding the contributions Rev. Stephanie has made to The Park since her arrival and Pastor Kaji recommended that Rev. Stephanie’s title be changed to “Executive Minister,” with a commensurate increase in salary. Rev. Stephanie then discussed the research she conducted to support the draft Executive Minister’s job description and her recommendation that her new salary be approximately 60-75 % of the Senior Pastor’s salary, in addition to a housing allowance. The MC took the matter under advisement.

Pastor Kaji discussed the work of the other pastors at The Park and asked Rev. Sydney to give an oral summary of her proposed Social Justice Ministry budget. Pastor Kaji noted that the work Rev. Sydney has done in 2017 was as a volunteer. Rev. Sydney shared her vision of social justice ministry continuing to include direct action with love as well as teaching, training, and Bible study, with a particular focus on violence against women. The budget includes a part-time stipend of \$25,000, for Rev. Sydney. The MC took these matters under advisement.

Financial Report

Alvin Moonesar reviewed the October and the year-to-date financials [see attached].

Upon a motion made by Scott Edson and seconded by Scott Sublett, the MC approved the Financial Report given by Alvin Monesar. Upon a motion made by Scott Sublett and seconded by Scott Edson, the MC approved a pay back of \$800,000 from the endowment to the line-of-credit.

The meeting was adjourned at 11 PM.

—Respectfully submitted by Sydney Avent and Richard Sturm