

Cathedral of Hope

Board of Stewards Meeting Minutes

March 25, 2019

Regular Session

Attendance

Roger Poindexter (Chair)
Mary Hershiser (Vice-Chair)
James Deets (Treasurer) (Absent)
Rich Dudley (Secretary)
Dana Goodenow
Jesus Lopez
Bob Shea
Dutch Ross
Roscoe Compton-Kelly
Rev Dr. Neil G. Cazares-Thomas (Absent)

- 1) Call to order/Opening Prayer
 - a) Roger Poindexter called the meeting to order at 7 PM
 - b) Rev. Michael Diaz opened with prayer
- 2) Congregational Elections for Board of Stewards
 - a) The following were elected for three-year terms
 - i) Dana Goodenow
 - ii) Jesus Lopez
 - iii) Roger Poindexter
 - b) The following was elected to fill the remainder of a one-year unexpired term
 - i) Dutch Ross
 - c) Motion: Accept and certify the elections of the Board of Stewards
Made by: Rich Dudley
Seconded by: Roscoe Compton-Kelly
Vote (Y/N/A): 4/0/4
Approved Motion
 - d) In the subsequent Executive Session, the officers elected for 2019
 - i) Chair: Roger Poindexter
 - ii) Vice-Chair: Mary Hershiser
 - iii) Treasurer: James Deets
 - iv) Secretary: Rich Dudley
- 3) Agenda
Motion: Approve Agenda
Made by: Bob Shea
Seconded by: Mary Hershiser
Vote (Y/N/A): 8/0/0
Approved Motion
- 4) Consent Agenda
 - a) Acceptance of February 25, 2019 meeting minutes
 - b) Acceptance of reports
 - i) Strategic Planning

- ii) Personnel
- iii) Development
- iv) Membership
- v) Bylaws (No report this month)
- vi) Building & Grounds (No report this month)
- vii) Finance
- viii) Nominations (ad hoc)
- ix) Communications & Social Media
- x) Youth & Young Adult Ministries
- c) Recommendations/Motions from Committees
 - i) Personnel
 - (1) Approve new committee member
 - (a) Michael Brown
 - ii) Membership/Engagement
 - (1) Approve new committee members
 - (a) Susie Hess
 - (b) Jay Williams
 - iii) Nominations
 - (1) Request deactivation until next Annual Congregational Meeting or such time they become needed
- d) Motion to accept minutes, accept reports, and approve recommendations from standing committees
 - Motion: Accept minutes, accept reports, and approve recommendations from standing committees
 - Made by: Rich Dudley
 - Seconded by: Mary Hershiser
 - Vote (Y/N/A): 8/0/0
 - Approved Motion
- 5) Finance Reports
 - a) James Deets provided written Treasurer's report due to absence from meeting
 - b) Rev. Andria Davis read a written report provided by Scott Cannon due to his absence from meeting
- 6) Committee Recommendations & Motions not included in consent agenda
 - a) Strategic Planning
 - i) Requesting direction for researching and preparing options for a multi-year strategic plan
 - ii) The board expressed interest in such work and directed them to research options for a three to five year strategic plan with report back in two months
- 7) Strategic Discussion: Presentations and Feedback
 - a) Worship Report – Rev. Dr. Neil Cazares-Thomas
 - i) Rev. Dr. Neil G. Cazares-Thomas provided written report due to his absence from this meeting (detailed report included in attached package)
 - b) Strategic Presentation--Connect
 - i) Rev. Michael Diaz discussed Cathedral of Hope engagement goals and results as compared to benchmarks found in The Unstuck Church Report (theunstuckgroup.com)
 - c) Strategic Plan Dashboard Update
 - i) While not yet available for 2019, new format expected to be available for discussion at April meeting

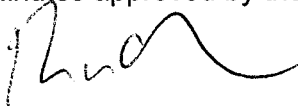
- d) Next strategic presentation currently scheduled to be Finance & Development. This may change with a new calendar from the Strategic Planning committee
- 8) Continuing Business
- a) Results of proposed Bylaw changes balloted at the Annual Congregational Meeting
- i) Change #1-Inactive Members: Passed 98.9%
 - ii) Change #2-Absentee ballots count for quorum: Passed 97.8%
 - iii) Change #3-Absentee voting: Passed 94.9%
 - iv) Change #4-Executive sessions of Board of Stewards: 97.8%
 - v) Motion: To receive and certify passage of all four proposed changes to Bylaws
Made by: Roscoe Compton-Kelly
Seconded by: Rich Dudley
Vote (Y/N/A): 8/0/0
Approved Motion
- 9) New Business
- a) Staff recommendation to renew congregational members to active status
Motion: Approve reinstatement to active membership status for:
- Twylia Drouin
- Made by: Roscoe Compton-Kelly
Seconded by: Mary Hershiser
Vote (Y/N/A): 8/0/0
Approved Motion
- b) Hope Day School. Rev. Andria Davis provided an update on the opening of the school last week
- 10) Adjourn
Motion: Adjourn
Made by: Rich Dudley
Seconded by: Roscoe Compton-Kelly
Vote (Y/N/A): 8/0/0
Approved and meeting adjourned at 7:42 p.m.

Questions/Open Session

Executive Session

YES

Minutes approved by the Board of Stewards at meeting on April 29, 2019



Rich Dudley
Board of Stewards Secretary
Cathedral of Hope UCC

Note: Due to closure of church offices on the Monday following Easter, the next meeting for the Board of Stewards will be on April 29, 2019

Cathedral of Hope
Board of Stewards Meeting
 March 25, 2019

Agenda

<u>Regular Session</u>		
<u>Activity</u>	<u>Action</u>	<u>Time</u>
1) Call to order/Opening Prayer		
2) Congregational Elections for Board of Stewards	Affirm	2 min
a) The following were elected for three-year terms		
i) Dana Goodenow		
ii) Jesus Lopez		
iii) Roger Poindexter		
b) The following was elected to fill remaining one-year unexpired term		
i) Dutch Ross		
c) In the subsequent Executive Session, the officers elected for 2019		
i) Chair: Roger Poindexter		
ii) Vice-Chair: Mary Hershiser		
iii) Treasurer: James Deets		
iv) Secretary: Rich Dudley		
3) Agenda	Consent	1 min
4) Consent Agenda	Action	5 min
5) Finance-James/Scott	Discussion	15 min
6) Committee Recommendations/motions (not in consent agenda)	Discussion	5 min
a) Strategic Planning		
i) Request direction for researching and preparing options for a three-year strategic plan		
7) Strategic Discussion: Presentations and Feedback	Discussion	30 min
a) Worship Report – Rev. Dr. Neil Cazares-Thomas		
b) Strategic Presentation—Connect: Engagement Benchmarks—Rev. Michael Diaz		
c) Strategic Plan Dashboard Update		
d) Strategic Plan Calendar (April presentation—Finance & Development)		
8) Continuing Business		
a) Results of proposed Bylaw changes balloting at congregational meeting		
i) Change #1-Inactive Members: Passed 98.9%		
ii) Change #2-Absentee ballots count for quorum: Passed 97.8%		
iii) Change #3-Absentee voting: Passed 94.9%		
iv) Change #4-Executive sessions of Board of Stewards: 97.8%		
b) Update on Hope Day School		
9) New Business		
a) Staff recommendation to renew congregational members to active status. Anita Haddy affirms they are attending, giving and/or participating in church activities.		
i) Twylia Drouin		
b) Affirmation of executive session approval of funding for media relations program		
10) Adjourn	Action	<1 sec
Questions Only/Open Session		
Executive Session	YES	

Consent Agenda Items

- 1) Acceptance of February 25, 2019 meeting minutes
- 2) Assignment of Board Liaisons to Standing Committees
 - a) Strategic Planning: Bob Shea
 - b) Finance: James Deets
 - c) Bylaws: Jesus Lopez
 - d) Personnel: Mary Hershiser
 - e) Development: Roscoe Compton-Kelly
 - f) Building & Grounds: Dutch Ross
 - g) Membership Engagement: Dana Goodenow
- 3) Acceptance of all reports
 - a) Strategic Planning
 - b) Personnel
 - c) Development
 - d) Membership
 - e) Bylaws (No report this month)
 - f) Building & Grounds (No report this month)
 - g) Finance
 - h) Nominations (ad hoc)
 - i) Communications and Social Marketing
 - j) Youth & Young Adult Ministries
- 4) Recommendations & Motions from standing and ad hoc committees
 - a) Personnel
 - i) Request approval of new committee member (Application and staff clearance completed)
 - (1) Michael Brown
 - b) Membership/Engagement
 - i) Request approval of new committee members (Application and staff clearance completed)
 - (1) Susie Hess
 - (2) Jay Williams
 - c) Nominations
 - i) Request deactivation until next Annual Congregational Meeting or such time they become needed

Committee: Strategic Planning

Date: March 19, 2019 (Meeting date March 18, 2019)

Attendees: Larry Adams, Michael Diaz, John Erdos, Jim LeCroy and John Perez.

Prepared by: Larry Adams

Meetings held since last Board meeting: February 18, 2019

Changes in membership: None

Actions since last meeting: None

Discussions/Future plans and goals:

Reviewed 2019 goals, priorities and metrics

The committee discussed developing a blueprint for a 3 year strategic plan in conjunction with staff and the appropriate committees at the direction of the board.

Recommendations/motions for the board:

Recommend that the board direct the Strategic Planning Committee to research and prepare options of the process (including cost, reach and expected output) to developing a 3 year strategic plan. The intent being for the board to select an option and the Strategic Planning Committee executes the development of a 3 year plan.

Next scheduled meeting: April 8, 2019

Committee: Personnel

Date: March 21, 2019

Prepared by: Pam Weekley

Meetings held since last Board meeting:N/A

Changes in Membership: Michael Brown was approved by church staff and has been added to the committee

Actions since last meeting: None

Future plans and goals:

Continue recruitment of new committee members

Next meeting is scheduled for April 1, 2019

Recommendations/actions for the Board:

Approve addition of Michael Brown as member of committee

Committee: Development

Date: March 14, 2019

Prepared by: Bruce Ackerman, Clerk

Meetings held since last Board meeting: March 14, 2019

Changes in membership: Tom Adams, a potential new member was introduced to the Committee.

An interim meeting was held 2/28/19 to discuss the logistics for the 3/1 Bowling event.

The 3/14 meeting was called to order at 6:36 by Chair Harriet Garey and Harriet led the prayer. Richard Du Pont, Paul Taylor, Debbie Kelly, Jeanette Bell, Mark Mansell, Harriet Garey, Katrina Wollenberg, Bruce Ackerman, Tom Adams, Cliff Bohaker, Anita Haddy and Patsy Bjorling.

Agenda:

It was discussed and agreed that the Development Committee and the Anniversary Committee be held together.

The results of the Bowling event were discussed in detail:

The event was well attended...@140.

\$8,882 was raised with a net profit of \$5,355.

It was determined that the \$26 bowling fee was well accepted.

All pin prizes (well over 150) were awarded.

The 50/50 raised \$884 and \$442 was presented to the winner with the additional \$442 added to the event.

Auctioning Rev. Neil for their team raised \$500.

It was noted that more volunteers will be needed for the next Bowling event and they should be in 1 or 2 hour duration.

More bowling mate assignments should be in advance of the event.

Anita Haddy discussed the upcoming Appreciation/Volunteer Day event.

There was mention of the Choir Anthem that has been commissioned for the 50th Anniversary.

Anniversary Dinners:

The goal is to raise \$20,000 will be "billed" as an Anniversary Season to go from May thru July so there will not be as much pressure to complete in the one month of July. This will also overcome the problem people being invited to several dinners in the same month.

It was suggested the Anniversary Dinners can also be held as a brunch, luncheon, cocktail party or BBQ event.

The 49th Anniversary party will be the last Saturday of July (7/27) and be held in the Sanctuary. There is currently a wedding planned for that afternoon, but contract not yet signed. Cliff Bohaker is checking the status. This conflict will make "set up" for the Dinner more difficult.

The Anniversary party will have free entrance and pay for food and drink. It was suggested a permit for alcohol be obtained (@ \$250) since the sale of alcohol at the Flight Museum was very profitable.

The "color theme" for the event might be copper and teal which are the colors for 49th anniversaries.

Hero of Hope event is planned for the last weekend of August.

The Anniversary Party and the Hero of Hope program will both be held on site.

Two additional ideas were presented for raising funds:

First, is a Cathedral of Hope decal for car windows. A sample will be presented to our Web designer. A thought that the price will be "what you want to pay, with the objective of getting as many on cars as possible.

The second idea was to develop a calendar with a picture for each month with a CoH ministry...e.g. Choir, Orchestra, BACH, I Care, Food Pantry, Greeters, Voices of Hope, etc., etc. This will bring attention to all the ministries of the church.

The calendar can be offered in two sizes...10x10 and 6x6 inches. Price to be determined.

A program for "Flowers That Don't Wilt" was suggested by Katrina Wollenberg. This program gives an alternative to Memorial flowers when "in lieu of flowers" is suggested at funeral services. There are churches that find this a very good fund raiser.

The committees will have an interim meeting on 3/28 at 6:30 to further discuss the 49th Anniversary.

The meeting was adjourned at 7:56.

Committee: Membership (Congregational Engagement)

Date: 3/20/2019

Prepared by: Morgan Borer

Meetings held since last Board meeting: One on 3/4/2019

Changes in membership: Yes. Dana Goodenow was elected to the Board of Stewards, which has ended her member status on the committee. She has been appointed as Board Liaison to the committee. In addition, see Recommendations to the Board below

Actions since last meeting: The committee reviewed and discussed the rough draft of the proposed engagement dashboard

Future plans and goals: The committee will not meet in April to allow time for the new dashboard to begin populating with data that will be reviewed and analyzed.

Recommendations / motions for the Board: The committee recommends that the Board of Stewards approve the following two people as committee members of the Membership (Congregational Engagement) Committee:

1. Susie Hess
2. Jay Williams

Both have been vetted through Anita and confirmed to be active members of COH and contributors to the financial wellbeing of the church

Committee: Finance

Date: 03/21/2019

Prepared by: Brian Lebow

Meetings held since last Board meeting: one 03/20/2019

Attendees at the meeting:, Allison Klein, Jacques Borel, James Deets, Bobby Springfield , Mike McCue and Brian Lebow.

Actions since last Meeting:

We reviewed preliminary income and operating expenses from the information provided by Scott Cannon. We are pleased that donations are exceeding budget so far this year and expense are in line.

We also developed our protocol for beginning internal audit. We will be working with Scott for most of it. We will report our results.

Recommendations for the Board: None at this time.

Nomination Committee Meeting Minutes

Meeting Details

Facilitator	Winner A. Laws	Scribe	Winner A. Laws
Date	March 23, 2019	Time	9:00 – 9:56 AM (CST)

Agenda Items

No.	Agenda Item	Item Presenter
1.	Prayer	Minister Winner A. Laws
2.	Board of Stewards Updates	Mary Hershiser
3.	Process / Procedures Feedback	ALL
4.	Suggestions for Nominations Committee Consideration	ALL
5.	Positions Available for 2020	ALL
6.	Close	Minister Winner A. Laws

Attendees[#]

Status: P = Present; A = Absent; Conference Line = *CNew Team Members names have been added in*

Name	Client	Status
Anita Haddy	CoH Staff	P
Mary Hershiser	CoH BoS	P
George Mera	CoH	P
Barb Nunn	CoH	P
Keith Carlisle	CoH	P
Winner Laws	CoH Ministry	P

Meeting Outcomes

No.	Agenda Item Notes
1.	Prayer
2.	Board of Stewards Updates <ul style="list-style-type: none"> • Everybody thought process went well. • Recommendation Bylaw changes should be on one page with regard to the vote counting (Put all explanation for each Bylaw on separate pages from the voting page) • Update the new Bylaws in Spanish for Spanish speaking members after the election • Recommendation for Committee chairs to suggest people for the candidate slate even prior to formal election period (summer/autumn) • Quorum was reached earlier than any other year
3.	Process / Procedures Feedback <ul style="list-style-type: none"> • All Survey questions got positive (top ratings). Certain steps of the process should be optional. Feedback from survey stated the consultant meeting and the current board meetings should be optional for anyone that is currently on the BofS. Process has changed substantially for the

No	Agenda Item Notes
	<p>Nomination Committee over the last few years and they should be able to determine if someone on the BofS at the time they re-run should participate in these activities.</p> <ul style="list-style-type: none"> • Candidates liked that the process this year allowed the candidates to be shepherded throughout the entire process as well as the procedures. • The Nomination Committee members truly liked the shepharding aspect of this process/procedure in terms of supporting the candidates as well. • Some candidates used the Nomination Committee to confirm dates, resume review, and speech content verification. • If the candidate has never been on the board, they should be required to meet with Orientation Committee and BoS to understand process and procedures. • For the Recruiting process; recommending candidates should attend Board meetings to get exposure. Best practice for candidates to have experience on Committees or ministry involvement (active in the life of the Church). • Create and publish an article in the weekly (October) to come to a BofS meeting if you have interest in running for the BofS in the near future. • Set dates for 2020 congregational meetings and town halls on a calendar at an executive session no later than May 2019; that way the church leadership team can avoid any overlapping meetings and obligations during that time period. • STRONG Recommendation for Chancel Announcements: At least four Sundays before the deadline of candidate submission of application from the Chancel during the announcements – This year 2019 – “The invitation was not strong enough to get people to meet with the candidates from the Chancel announcements.” • STRONG Recommendation for Chancel Announcements: On the Sundays of the meet and greets, announce that the candidates are available for questions and interfacing. Announce each candidate’s name and encourage the congregation to take advantage of this opportunity. • Consider stating at the end of service that the “BofS candidates will be in the Fellowship Hall to answer your questions....” So the congregants can be reminded that the BoS candidates are available to interact with them • Upcoming to the Congregational meeting the candidates’ biography as well as their pictures should be placed in the weekly bulletin • Any candidates should not to be on Chancel or do Choir solos during the election period once they are identified that they will be a candidate running for the BoS. • Create a prospective candidate letter to include BofS Calling (Have you considered a calling to the BofS? We have open positions and your name has been suggested....)
4.	<p>Suggestions for Nominations Committee Consideration</p> <ul style="list-style-type: none"> • Recommended highly that the 2020 Nominations Committee be part of the October Town Hall so they can do a pitch for the next set of candidates • Consider a different staff liaison so someone else learns this process for

No	Agenda Item Notes						
	<p>next year (Scott's name was suggested).</p> <ul style="list-style-type: none"> • The Nominations Committee Chair should be rotated to someone else for next year 2020 • Ensure appropriate supplies for vote counting are purchased and available (including rubber finger and sticky gunk) • Recommend 8 vote counters just in case we have a large turnout for voting – it will help with counting votes quicker • Continue sending survey to candidates to get their feedback and acknowledge their willingness to participate in this process 						
5.	<p>Positions Available for 2020</p> <ul style="list-style-type: none"> • Seats that will be open for election in 2020: <table border="1" data-bbox="419 633 1418 752"> <tbody> <tr> <td data-bbox="419 633 959 676">• James Deetsl</td> <td data-bbox="959 633 1418 676">•</td> </tr> <tr> <td data-bbox="419 676 959 719">• Bob Shea</td> <td data-bbox="959 676 1418 719">•</td> </tr> <tr> <td data-bbox="419 719 959 752">• Dutch Ross</td> <td data-bbox="959 719 1418 752">•</td> </tr> </tbody> </table> • 	• James Deetsl	•	• Bob Shea	•	• Dutch Ross	•
• James Deetsl	•						
• Bob Shea	•						
• Dutch Ross	•						
6.	Close						

Communications Report

Website

We are continuing development of the new web site for Cathedral of Hope. The new site will be launched alongside our new data base application. We anticipate a launch Easter week, but this depends on the coordination with the Realm launch. Meanwhile, we are continuing to update and improve the existing web experience. The existing site will be archived for a limited time to facilitate movement of data to the new site.

While we are developing our new website in English, we are also developing our website in Spanish with focus on the needs of our 1pm congregation.

Social media

We had a successful month on social media. Our engagement with our followers across all social media platforms was up 66% over February 2018 and our link clicks were up 38%, which means people are seeing us and actively engaging. A big part of that success was due to the powerful video of Rev. Neil and the staff standing in solidarity with our LGBT United Methodist Church siblings, which reached over 25k viewers. This confirms that our prophetic voice for justice in the world/church is needed on social media, and that personal video messages go further in reach than any other posts. The communications team will be collaborating over the next few weeks to push some strategic video campaigns to get people in the doors this Easter.

Email

Over the last few years our weekly email blast has served the purpose of being a graphic-based platform to highlight the most pressing church-wide events. Thankfully the staff is in the process of switching from a very difficult database that has many limitations with what we can do in our design of the emails. As we begin to integrate the new system, we are already making plans to move over to a more fluid and user-friendly email platform such as Mail Chimp or Constant Contact. Once we move over, Chris Chism will be working on a new design and layout, that includes more engaging content, so that those who already get their events from other communication sources still have a reason to open it.

Print

Over the first quarter of the year, we have begun creating bulletins for each of our worship services so that we might have continuity in information dissemination. While this has created increased costs in printing, we continue to solicit relevant, community-based advertising to offset cost. We are continuing to find better ways to minimize printing costs by implementing individual printing codes to track usage.

We continue to develop vibrant signage around the building, the most noticeable being our new Celebrate, Connect, Commit, and Claim signs in the Narthex and the window clings for Hope Day School. Our large format printer allows us to continue to create these signs internally much lower cost.

We have been selective in our print marketing in order to better track how effective such marketing is at driving attendance and engagement. We are continuing to develop marketing plans that drive attendance and increase rentals.

Database

We continue to implement ACS Realm which will serve not only as our database for member records and contributions but will also serve as one of the primary connection points for our small groups/ ministries.

While we are still in the process of cleaning up our data, we have selected several small groups to beta test implementation and drive buy-in across the congregation. Our hope is that by early summer, most of the congregation will have had some access to the system. We continue to assess the best process for converting our current auto-givers to our new system and will work systematically throughout the next year to make sure all auto-givers are established in one of our giving methods.

Media Ministry

Views on Vimeo:

1854 Plays

186 Finishes

4 new Likes

Average View time 13 min

Since January, we have filmed 14 video testimonies for use in worship and online. We have also filmed / created a number of videos for use during service and as promotional material on social media. The Media Ministry supported 8 non-worship events (Wedding/Funeral or Special Service.) with sound and audio support.

The first quarter of 2019 has brought continued work on improving infrastructure. The current studio set up was poorly labeled and has been modified over time without documentation. It has become almost impossible to diagnose any issues without significant time and cost.

We are currently in the process of cleaning up our audio infrastructure by removing old XLR Cables and testing existing line to make sure all are working properly. This process has allowed us to identify existing camera lines and has helped us to determine which lines need to be re-run to optimize video feed. Our current lines are all below our quality standards and will need to be replaced as budget allows over time. We have replaced the failing HD-SDI lines in the Studio.

Ministry to Youth, Young Adults, Children and Families: February Board Report

Families with Children:

We will be moving permanently to the new Sunday facility on the 31st of March. Much preparation is still underway to accomplish this. The parents and children are scheduled to tour the area on the 24th, meetings are underway with all of our regular volunteers to discuss logistics of the much-expanded area, a new outline of Children's Church and activity schedule has been written and will be subject to revision after we have tried it for a couple of weeks. Cori is scheduled to give our workers specific training in regard to infants in the new space at 9:30 on Sunday, the 24th. Pastor Wyma will be having frequent meetings with Cori as well as with Lynn over the next month as we continue to settle in and finalize storage needs. Meanwhile, the children love the new outdoor area and are praying for good weather every week.

Youth:

The COH Youth had a successful pancake dinner, making \$705 in ticket sales. The youth also had a fun and successful day at the movies for spring break. Five of us went to see Captain Marvel and have lunch together. It was a great time of community building. Registration for the summer mission trip has closed and we have a total of 13 youths and adults going to Colorado Springs this year.

Young Adults:

The Young Adult ministry leadership team has planned out through April. We have had several young adult weekly meetings, with average attendance around 10. Our Young Adults did service work, helping out the youth with their pancake dinner. We have a Young Adult open house scheduled for Friday, March 22. We will have food and talk about what the young adults program means to them. We are going to be scheduling some more service opportunities coming up soon as well as a couple of fun excursions.

Treasurer's Report to the Board of Stewards of Cathedral of Hope, UCC

To the Board:

The 2018 year-end financial statements are still in the process of being finalized, and therefore, I am still unable to provide a detailed summary of results for calendar year 2018. Through the week ended March 17, 2019, ministry contributions were approximately \$15,000 ahead of budget on a year-to-date basis.

Expenses also remain within budget, although through March 17, 2019, we have seen a year-to-date operating shortfall of (\$16,000), while the prior month saw a year-to-date operating surplus of \$15,000. Staff has indicated that this is within budget expectations, as we generally budget for operating shortfalls over the first few months of the year.

The Finance Committee met on March 20, 2019 and discussed commencement of internal audit procedures per the policy that the Board of Stewards recently adopted. Internal audit procedures will commence over the next few weeks and I will report any findings to the Board as warranted.

Respectfully submitted,
James Deets – Board Treasurer

FINANCIAL HIGHLIGHTS – BOS 03/25/2019

We finished 2018 very strong financial. If you recall from the Annual Congregational Meeting presentation, we ended 2018 with a \$165,000 surplus. And although this seems like a lot of money, \$122,000 was used to pay the principle payments on our mortgage loan. This left a net surplus of \$43,000 to start 2019.

The February 2019 financial statements should be finalized by Monday, April 1.

For 2019, we are meeting or exceeding our revenue budgets. Our expenditures are within the budgeted ranges in almost all areas.

A review of the “Weekly Financial Status Report” shows the following.

- 1) We are in good shape regarding our funds. Of note, we have 4 months mortgage payments in our mortgage reserve account which takes us through our July mortgage payment. We have several large expenditures coming up as you can see with payroll and our benefits payments. This may require us to move some of our funds from the reserve account to the operating account.
- 2) We have been notified that both the estates of [redacted] and [redacted] have designated Cathedral of Hope as a beneficiary.

- 3) For ministry giving, the month of March is looking great! We should achieve our ministry budget goal as we have one more week of giving including a Sunday, a Wednesday and a week of mail and auto-giving processing.

- 4) Year to date ministry giving (as of Sunday, March 24) exceeds our year to date budgeted ministry giving by \$14,201.

- 5) Looking at the statistical and historical information in the large grey box:
 - a. Giving units (number of people giving one or more times during the month) and the average gift for 2019 are consistent with 2018 for January and February.

 - b. Auto-giving for 2019 has increased over the 2018 levels. January and February 2018 auto-givers were 385 and 406, respectively. For 2019, January and February auto-givers were 423 and 420, respectively. January and February 2018 auto-giving was \$92,500 and \$99,860, respectively. For 2019, January and February auto-giving was \$105,880 and \$102,850. Hopefully, we will continue to grow our auto-giver base which provides a greater level of stability to our ministry giving.

Worship Report to the Board of Stewards, Cathedral of Hope March 2019

Lent is here and we are steadily moving through our sermon series, "The Open Door" leading us toward Holy Week and Easter. It does not seem possible that the first quarter of 2019 is almost over.

We began this new year, launching our year of "All In" by calling Cathedral of Hope to embrace a Christian life that would lead us all into deeper relationship with God, with one another and with ourselves. Using a model of "simple church" we outlined a discipleship path that would assist us all in evaluating where we are in our personal "walk" with God. Designed to help us all go deeper and following this path, our Lenten small groups have ushered in a new small group program. Thus, begins the 2nd "C" in the 4C discipleship path.

This discipleship path is our way of keeping it simple!

Cathedral of Hope United Church of Christ desires to be a **Vibrant Inclusive Progressive (VIP)** congregation. Our mission is to **reclaim Christianity** as a faith of **extravagant grace, radical inclusion** and **relentless compassion**.

- Celebrate:** We worship in community to celebrate the unconditional love of God.
- Connect:** We gather in small groups to encourage one another and deepen our relationships.
- Commit:** We share our time, talent and treasure as committed followers of Jesus.
- Claim:** We communicate the hope of God's love through acts of service and justice in the world.

As we gather each week, we are celebrating the goodness of God's grace, encouraging one another to join a small group that will help us talk about our faith experience and to connect with like-minded people with whom we can share our intimate, spiritual lives as community. Through these small groups we learn to pray together, care for one another, and grow in faith.

Our small groups are important to our discipleship path and will be places of "care, connect and grow". They will also be places where we learn to commit our time, talent and treasure – giving back and opening our worship space to newcomers, visitors, guests. It is throughout commitment, that we learn to be of service to the church, the community and to the world. Thus, bringing our full selves into alignment with God's purpose for us. Finally, through our personal transformation we can claim a faith that is both personal and relevant. In turn we share our faith, proclaiming it to our friends and inviting them to join us on this journey.

Worship continues to be the place where most people first encounter Cathedral of Hope and our best intent on connecting these folks on their first visit is made. We do this through the Connect center, the Connect Cards and, starting in April a "newcomer's gathering." These will be hosted by lay folks who can share their testimony and experience of Cathedral. This newcomer's gathering will be the place that we will invite them to take a step on the discipleship path.

This is simple church at its best and it is our hope that this will foster growth that is beneficial to the individual and to the church.

In 2019 we have set two objectives in line with the strategic priorities and strategic goals against which we will be able to measure our success.

Goal: To increase overall worship attendance by strategically resourcing the many worship experiences at CoH.

3% First Time Visitor Rate
2% Worship Attendance Growth Rate

These goals might seem small, but in an environment where global attendance at churches is in decline, to increase is not easy. Our hope is that we might be able to buck this trend and reverse it!

Once again, here is a list of our regular worship experiences.

Regular Worship Experiences:
Traditional Sunday Morning 9 & 11 AM (English)
THE CHAPEL - Modern Sunday Morning 10 AM, IPC
Traditional Sunday Mid-Day 1 PM (Spanish)
PULSE - Contemporary Wednesday Night 7:15 PM
REFLECT - Meditative Wednesday Night 7:30 PM
(1st Wednesdays)
Contemplative Thursday 12:15 PM, IPC

As always, I want to acknowledge my appreciation to the Board of Stewards for their prayers and support as together, we reclaim Christianity and put Christ back in the Christian.

Blessings and peace,
Reverend Dr. Neil G Cazares-Thomas, Senior Pastor

SUNDAYS, 9, 11 & 1

Overall Worship Theme for 2019 **All In**
Celebrate, Connect, Commit, Claim (and Proclaim)
Unapologetically Christian (progressive) voice

April 2019

7 th	
14 th	Palm Sunday
18 th	Maundy Thursday
19 th	Good Friday
20 th	Holy Saturday
21 st	Easter Sunday
	Beauty for Ashes
28 th	Trinity Sunday <i>Who is Jesus? (God, Son, Holy Spirit)</i>

May 2019

5 th	Prophet, Teacher, Savior
12 th	Sin, Redemption, Salvation
19 th	Christ, Logos (Word), Revelation
26 th	Mind, Body, Spirit

June 2019

Sermon Series **RESIST: Challenging the Norms**

2 nd	
9 th	<i>PENTECOST</i>
16 th	
23 rd	
30 th	

July 2019

Sermon Series **Power of the Church (Anniversary)**

7 th	
14 th	
21 st	
28 th	49 th Anniversary Sunday

August 2019

Sermon Series **Wonder Women**
(Justice Seekers, prophetic witness. Those who are "all in" and often unspoken)

4 th	Esther
11 th	Pricilla
18 th	Dorcas
25 th	The Phoenician Woman

September 2019

Sermon Series **Progressive Christianity**

1 st	
8 th	<i>Homecoming</i>
15 th	
22 nd	
29 th	

October 2019**Sermon Series****All In***Book Study – Five Practices of Fruitful Congregations by Robert Schnase*

6 th	Radical Hospitality
13 th	Passionate Worship and Intentional Faith Development
20 th	Risk Taking Mission and Service
27 th	Extravagant Generosity

November 2019**Sermon Series****Honoring/Remembering***(Before You Die? What Legacy do you want to leave behind? Bucket List)**(Each Sunday acknowledge one person who is a "saint" among us"*

3 rd	All Saints/World Communion Sunday
10 th	Veterans
17 th	Transgender Day of Remembrance
24 th	Reign of Christ/Thanksgiving Sunday
Thursday 28 th	Thanksgiving/Harvest Festival (IPC)

December 2019**Sermon Series****Make Room***(Making space for God to work)*

1 st	Advent 1
1 st	World AIDS Day evening service
8 th	
15 th	
22 nd	
Tuesday 24 th	Christmas Eve Worship 7,9,11
Wednesday 25 th	Christmas Morning Worship at 11am (IPC)
29 th	

January 2020**Sermon Series****Something New/All Things New**

Staying the same can be comfortable, but never exciting. Living in a rut is easier, but boring. Remember your first "new" car? Maybe it was used, but it was new to you. How long did it take before you stopped showing your "new" car and just drove the thing? So, how is your life? Is it constantly renewed? How is your relationship with God? Is it boring or exciting? In this sermon series, we'll explore becoming new, being renewed, and seeing all of the new things God is doing.

5 th	You Are Not a Mistake
12 th	The Things God Makes
19 th	New Body – New Mind
26 th	A New ME

WEDNESDAY PULSE WORSHIP

April 2019

17th

24th

BE: ATTITUDES continues

Holy Week (Worship Night)

BE: Risen

May 2019

Rooted (based on Jeremiah 17:8)

Rooted: This sermon series covers the topic of discipleship and spiritual disciplines.

June 2019

Breathing Room

July 2019

My Story

(based on the Untold Stories of LGBTQ Christians)

Invite CoH authors to speak to their chapter in the book

3rd

NO PULSE

August 2019

I Choose

September 2019

Fall Revival

October 2019

All In

Stewardship Month

November 2019

21 Days of Thanks and Praise

December 2019

Christmas Beyond Words

(3 weeks of mostly singing Christmas carols (traditional and contemporary). As a part of the worship we will unwrap a pre-wrapped gift each week that will contain one element of the Christmas story. A pastor will give a 5-8 minute "sermon" on what they find when the gift is unwrapped.)

25th

NO SERVICE

January 2020

Re-Gift

1st

NO SERVICE