

MUMC Leadership Board Minutes
Sunday, November 10, 2019

- Present: Mike Clement, Andy Bryan, Stephanie Lendt, Jim Peich, Phil Estes, Mary Beth Harper, Tara Sintek, Joe Strohm, Chuck Healy, Barbara Zenser
- Absent: Nick McGeehon, Dana Hockensmith, Matt Pasley
- Incoming Board members in attendance: Jeff Haupt, Beth Hunyar, and Susanne Mertens.
- Joys and concerns were shared
- October meeting notes were approved.
- Andy gave an update on his lead pastor's task force. They are still working on changes/updates to the Guiding Principles document and plan to present the proposed changes at a future meeting.
- Andy also provided an update on the Bishop's Pathways task force. They have met once so far. They are preparing for 2020 general conference. One of their key tasks ahead is to discuss and better understand various clergy's stances on how to proceed with marriage and ordination as it relates to LGBT.
- Andy provided his goals for 2020...
 1. Lead MUMC through the next 8 months (leading up to General Conference 2020).
 2. Work on salary issues for staff.
 - a. Fair compensation
 - b. Rewarding excellence/good work
 - c. Keep/retain talent
 - d. Do all of this while still being good stewards of the budget
 3. Work on worship life for congregation. Need to step back and create better identity's. It's ok to ask why and not just accept "it's just what we do." A task force is being created to work on this and will hopefully be able to collaborate with the Worship WIN Team.
 4. Review of Guiding Principles
- Mary Beth led discussion/updates for the SRPC...
 - Notes from their November 4th meeting were reviewed. The focus of the meeting was on staff compensation. Some highlights/key take-aways...
 - We've slid in comparison to other similar churches
 - Changes would not just keep staff, but also possibly attract new staff
 - We need to maintain a growth mindset
 - We have the same relative budget for last 10+ years, hiring 5+ staff, and yet attendance has declined by approx. 300
 - The goal is to raise salaries to reach 75th percentile for all staff over a 5 year plan with an estimated annual cost of \$58,251.
 - Followed up on the consultation forms for clergy. Mary Beth to sign and submit.
- Mary Beth reminded everyone about the Leadership Board Holiday Party which will be at the Harpers, Dec. 15 from 4 pm to 6 pm. Both current and future Board members and their families are invited. Bring an appetizer or dessert.

- Mike led discussion/review of the newly revised policy regarding open meetings...
 - Agenda should be available approx. 72 hours in advance
 - There should be an established agenda item allowing for opportunity to speak to the board. This would be approx. 15 minutes to voice an opinion, but not necessarily time for discussion.
 - We would need to reconfigure the room layout
 - No significant changes were made and the document was approved for 2020 sessions

- Phil provided a finance update...
 - Reviewed the building and HVAC giving/pledging #s. Hopeful and confident we'll reach the goal of \$450,000 by years end.
 - Updated #s on 2020 commitments. We have 465 of 730 households.
 - Discussion was had about reaching out to those who have not yet turned in their commitments. Tara suggested we try a more personal approach and go after those that aren't just "high capacity" givers. Beth asked about Financial Peace University and whether or not we could possibly offer it more or promote it more. Andy presented an idea of contacting/analyzing Defying Gravity participants.
 - Financial summary given. Our current deficit is \$204,529. This means that \$73,000+ of pledges have not been fulfilled.

- Mike acknowledged and complimented the Cemetery Committee on their report/census.

- Stephanie reviewed the Welcome Team training. Great attendance (54) and feedback!

- Stephanie gave a pastoral care update that focused on the Stephen Minister ministry.

- Jim provided a programs update via email. Some highlights...
 - We welcome 15 new members from the November New Members class.
 - The Faith Coaches ministry had a successful campaign in Fellowship Hall.
 - 2020 ministry/dept plans have been established.
 - We are considering a new vendor for Safe Sanctuary certification.
 - Another new grant of \$3,500 has been awarded to the Shared Streets ministry.

- Jim requested a limited access agreement for an individual. The board approved.

- Phil provided a trustee's update. An application for solar energy generation has been submitted.

- Barb closed the meeting in prayer.

- Notes submitted by Jeff Haupt.