

# MUMC Leadership Board Agenda

Room 141 Jan 19 , 2020, 4 – 6 p.m.

Secretary: Nick

In attendance: Rev. Andy Bryan, Rev. Phil Estes, Rev. Stephanie Lendt, Rev. Jim Peich, Mike Clement, Jeff Haupt, Chuck Healy, Nick McGeehon, Susanne Mertens, Tara Sintek, Joe Strohm, Barb Zenser Absent: Beth Hunyar

**Mike Clement opened meeting. Welcomed guests in the audience. Gave the rules for participation in public comments.**

- **Devotional /prayer (Mike)**
- **Joys & Concerns**
  - Mike Clement - Joy that there is a big membership class and baptism the morning service.
  - Jim Peich - A new person in church took time to seek Jim out and talk about the welcoming nature of this church
  - Barb Zenser- Volunteers helping with Epworth
- **Approval of last meeting's (Nov 10) minutes (Mike)**
  - Tara Sintek moved for approval. Joe Strohm second. Minutes approved unanimously

4:10 pm

- **Update from Lead Pastor/2020 Goals (Andy)**
  - Navigating Methodist Separation (goal) -
    - (Pathways2/Bishop's task force) - Overview of nuts and bolts of what is happening. Talked about ideas that are floating around and process surrounding ideas and the general conference ahead. Spoke to issues and processes at work in the MO Conference in an effort to keep the conference together.
    - Next Pathways meeting is Feb 3. Andy will have more information following that meeting.
  - Governance/Lead Pastor's Task Force (goal)
    - Work is going well. Task force has been put together to look at policy guidelines and suggest rework. Goal is to present suggested changes this spring.
    - Barb Zenser mentioned working towards clarity and definition of what we are doing, how we are doing it, and why we are doing it.
    - Possible April/May timeline of presenting suggestions for changes.
  - MUMC salary issues (goal)
    - Update from December meeting regarding budget and addressing this issue. Has been discussed with the Leadership Board. Church salary goal is working towards 75th percentile for each paid position within similar positions and similar size congregations (including years of experience). Goal will take about five years to get MUMC in line with this goal. Target is moving and dynamic and

will have to be addressed annually in the budget. MUMC already has six paid positions that are already in line with the 75th percentile target.

- Examining Worship Life at MUMC (goal)
  - Looking to revitalize and examine worship life. Worship WIN team has been reactivated with two meetings already. Meetings have been energizing. Andy excited about what that team is doing. Its high-level work examining what worship is about, and how we live that out as a worshipping congregation.

4:30 pm

- **Congregational input (approx 3 minutes each)** (speakers should sign- in)

Mike Clement - explained the set up for this section.

Speakers:

**Tom Lawrence** - Provided a hand out to the group. Spoke to welcome statement of the MUMC. Spoke to how the welcome statement was written and its origins as he understood it. Spoke to a diagram that he presented. Feels that his views as a conservative should be valued as much as those whose views reflect different perspectives.

**Bob Fries** - Gave background on he and his wife's relationship with MUMC. They recently joined the church after visiting for 17 years. He gave reasons why they joined, including visiting the Church one Christmas eve to check out the church. The service was, and remains awesome. Generosity of this church is phenomenal. Impressed how committees work and make decisions for the church. It appears something is getting done. Bob came to be part of the process and be part of the issues going forward.

**Dave Foshee** - Question is "what is the leadership board?" Church needs to do a better job of communicating finances and what we are doing. If you want people in the church to give money, have something specific goals (i.e. roof/AC). Sometimes you need to talk about money.

**Terry Zenser** – Talked about MUMC reconciliation. Gave statement in support of reconciling ministries statement. "Stronger when we are together" We do not have to agree with everything MUMC does or says to be a member. 1 Cor. 12, 12,13.

**Steve Barton** - When invited up, Steve indicated that his question had been asked by a prior speaker, so chose not to speak.

Mike thanked speakers and wrapped up this portion of the meeting.

4:45 pm

- **Leadership Board Retreat (ideas and topics?)**
  - Mike asked for someone to step up and put together a retreat. No takers from the board.
  - The reason for past board retreats were to "onboard" and familiarize the new members of the board. New 2020 members said they, as new members had been invited and started attending in October, 2019 meeting and therefore felt acclimated to the board and the process.

- Consensus from the board was that no retreat is necessary.
- Church and ministry leaders will gather in September this year instead of spring. Jim spoke to the fact that the change in date from spring to fall is to get in line with the program calendar and streamline the process.

4:55 pm

- **Finance update (Chuck & Phil)**
  - Y2019 update/status - Phil Estes walked through 2019 budget and numbers.
  - Mike Clement asked if financial information can be found online. Phil indicated it is not. Phil said that it is not good practice to put financial information online fearing that it might get into wrong hands. However, the report is available in the volunteer workroom for viewing. And, Phil Estes is always happy to send them to someone or meet with members to discuss financial reports.
  - Andy Bryan mentioned he is working towards a new policy in the guidelines of what MUMC's goal is in reserve days on hand.
  - Jim Peich spoke to the, "One Fund" approach and asked Phil to clarify. Phil spoke that churches across the board had difficulty when implementing the "One Fund." Since going away from that model, MUMC has already exceeded the goal for its designated capital funds.
  - Mike Clement asked for clarification on the "deficit" and what is the remedy.
    - Phil Estes answered we need to continue our effort to raise additional funds. Need 125 more pledges from the congregation. Phil Estes and Andy Bryan, along with staff, are working on making one-on-one calls with key members of the congregation. The calls are to seek consideration for enhanced giving.
  - Barb Zenser Asked about the variance in capital fund, which seems healthy, and the operation fund, which doesn't seem healthy.
    - Andy Bryan spoke to question about the approach from the church and how it is evolving and naming specific needs of the church while also taking care of the everyday needs of keeping the church alive.
  - Mike Clement spoke to Andy Bryan's leadership and commitment in reaching out to fund the need. Mike believes Andy's leadership is significant.
  - Andy Bryan commented momentum is building. Gap is getting smaller. But this is also about an entire group of people buying into a bigger vision. Andy believes that it's on all of us to make this happen.
- **Y2020 Budget (presentation and approval)**
  - Andy Bryan presented the budget for 2020. Budget was presented to the board in December 2020. Andy and board members presented the budget to the staff on January 7.
  - No change to the budget since presented to the board in December 2019.
  - Phil Estes asked for questions from the board.
    - Question from Mike Clement - Growth in the budget is to account for making up staff salaries? Confirmed by Phil Estes/Andy Bryan.
      - Jim Peich also added ministries run lean and efficient. Most of slight increases/decreases but run pretty efficiently. Examples of staff that provide value to this church in their work but are not paid a just and fair

wage. this is an opportunity to show those that are committed to this church that this church is also committed to them.

- Tara Sintek asked where are MUMC is with pledges?
  - Phil Estes answered that there are 608 pledges with a total operation of \$2.106M
- Mike Clement asked how it compared to last year?
  - Phil Estes answered that 558 pledges were collected last year.
- Chuck Healy asked what part of the revenue is unpledged?
  - Phil Estes answered typically half a million
- Mike Clement asked about a decrease under Office and where is that coming out of?
  - Phil Estes answered that these account for administration office supplies not payroll.
- Jeff Haupt asked if MUMC is changing or upgrading our data system, as he did not see this in the budget.
  - Phil Estes answered there is no increase in this as its ongoing and also included.
- Mike Clement commented that this budget is optimistic and the Leadership Board needs to pay attention to this on a monthly bases to understand where we are.
- Nick McGeehon spoke in favor of budget because of Andy's vision and leadership on the effort.

**Chuck Healy moved to approved the budget. Joe Strohm seconded. The 2020 budget passed unanimously.**

5:20 pm

- **SPRC update (Joe & Andy)**
  - No report
- **Trustee update (Tara & Phil)**
  - Tara Sintek gave a brief report of Trustees including review of land boundaries of church parcels off Creve Coeur Road. Working with the Archdiocese of St. Louis on this issue.
  - Looking into air quality in the bike rehab house.
  - Ameren solar panel structure - however, MUMC is in the lower tier of applicants.
  - Charging station for vehicles, but more work to be done to determine cost
  - Administrative roof is in need of replacement, will need discussed at future board meeting
- **Programs Update (Jim)**
  - Jim Peich submitted his report via email prior to the meeting and is included below:

### **Preschool:**

- Our Preschool enrollment has increased by more than 10% this school year.
- Interest in the 2020-2021 school year is strong with many tours being offered. We'll again be offering before and after care options.

### **Nursery & Safe Gatherings:**

- The Missouri Conference has changed the vendor they use for safe gatherings (formerly safe sanctuaries) certification at the conference level. Manchester UMC has moved to the same vendor (Safe Gatherings). The new system is all online and more streamlined.
- Parent Group on Fridays continues to grow; 27 children on the list for childcare.

### **Children & Family Ministry**

- 323 people attended "A Night in Bethlehem" event in December. Nearly 40 people volunteered to make this event possible.
- The 3 p.m. family services was well attended and the kids did a fantastic job.
- Winter/Spring Sunday School teacher training workshop was held. Lead teachers are now asked to serve 2x per month in the classroom for consistency.
- 4<sup>th</sup> and 5<sup>th</sup> graders are preparing for the transition to middle school through our JUMP program. 25 elementary kids registered for JUMP lock-in at the church.

### **Youth**

- 20 kids went on the Youth High School Retreat. This is an increase from 12 last year.
- Youth leaders participated in their first annual Leadership Retreat with rave reviews.
- Night at the Bistro is just around the corner and the theme is 1980's.
- The final technology purchases for the Youth Center technology were made and installed.

### **Young Adults**

- Winter has returned from her 4-week formational leave.
- Shared Streets will be hosting an experiential workshop on the "Delmar Divide" on MLK Day. All are welcome.
- We are waiting to see if we have received another grant from the Missouri Annual Conference for Shared Streets.

### **Adult Faith Formation**

- Pastor Jim lead a group of 38 on a 9 day trip of the Holy Land. It was an incredible experience with positive reviews.
- Fall 2019 Meals and Ministries fed 1,055 adult meals and 250 child meals. There were 203 people who were brand NEW to Meals and Ministries! Our Thanksgiving dinner was one of the biggest participation - we fed 230 adults and 36 kids. In addition, we had music (i.e., The Method, Music Makers Children's Choir, Tom Lawrence and Rev. Dave Bennett) at some of our M&M nights.
- We had 20 people go through New Member class last weekend and most joined this weekend during worship.
- We are kicking off another all-church study for Lent. 39 leaders have agreed to facilitate a group for this study and we have 25 groups participating so far.

## **Missions**

- Our preliminary numbers:
  - Christmas Offering: \$56,000
  - # Gifts donated to Gifts in White: 2,484
  - Volunteers in 2019: 241 individual volunteers across 23 missions ministries

## **Social Justice**

- Members of the social justice team have been making rainbow mini-stoles available in Fellowship Hall.
- Interested persons were able to make a resist harm sign today in Fellowship Hall.

## **Leadership & Development**

- We will be conducting a ministry needs assessment this Winter/Spring to determine what Manchester UMC needs to host more conferences, training events, workshops, etc. as we seek to be a leader in our denomination and community.

## **“2021 Plan” & WIN Teams**

- We will be recruiting new members to join our existing WIN Teams to keep the ideas fresh and to replace those who have cycled off.

- **Pastoral care update (Stephanie)**

- Stephanie Lendt reported:
  - There was a big training in October to train and recruit new Hospitality members. Next training is March 14.
  - Stephen Ministry - MUMC has one of the biggest in St. Louis and also one of the best. Have 24 active ministers that go above and beyond. Doing one-on-one visits as well as hospital visits. Much positive response has been received.
  - Budgeted for another Stephen Leader. Currently have 3 but will add a 4th.
  - There is a list of all the homebound members of this church. Any that want a regular visitor, we have volunteers to visit them once a week.

- **Upcoming events & announcements? (Mike & LB members)**

- Andy Bryan - In the works, after M&M dinner, to have open conversations around topics relevant to the church. Goal is to be open and transparent. Tentative 3/11 - no title yet, no topic set either.
- Mike Clement - Night at the Bistro - tonight is the last chance to buy tickets
- Mike Clement - Veterans resource event here at MUMC on 2/27. 35 agencies present for 3 hours that morning. Encourage veterans and families of veterans to come out to this event.
- Jeff Haupt- Gave update from Discipleship WIN team. As of Dec. 2019 - at 1,009 surpassing goal of 1,000.
- Jim Peich - 350 foster kids at MUMC in December. Partnered with agencies in STL for a holiday event that was held at MUMC.

Phil Estes disseminated a document to the board that authorizes the church to buy stock. No action is needed at this meeting but will need to approve at future meetings.

Andy Bryan Thanked board for work and faithfulness to the church. Looking forward to promises of the year ahead.

Phil Estes gave closing prayer.

6:00 pm

- Final comments/closing prayer, adjourn

**Next meeting: Sunday, Feb 16 (Secretary-Chuck; Opening-Stephanie)**