

**MUMC Leadership Board Minutes**  
**September 13, 2020, 4 – 6 pm (via Zoom)**  
Secretary: Jeff

**Attendance:** Andy Bryan, Jim Peich, Stephanie Lendt, Phil Estes, Mike Clement, Jeff Haupt, Chuck Healy, Beth Hunyar, Susanne Mertens, Barb Zenser, Joe Strohm

- Devotional/Prayer - Beth
- Joys & Concerns
- Minutes approved from August 16<sup>th</sup> Board meeting

**RubinBrown Financial Review**

- Guest presenter Dominic Pisoni from RubinBrown presented the 2019 “Agreed Upon Procedures Report” as well as recommendations based on the report.
- With only a couple minor exceptions, there are no major concerns/issues to report/discuss.
- Recommendations have been made to “prepare for eventual succession within the accounting department”. This is being addressed and the process has already been started.

**Congregational Input**

- David Givens – Presented a concern with the new revised Governance Policy, specifically under the Governing Style 2.1(f). He recommends some new verbiage to say “The Board will govern faithfully, lawfully, and ethically, with an emphasis on...a focus on the future *while acknowledging the past.*” Andy and the Board agreed upon this recommended change and it will be revised as recommended.

**Andy’s Update**

- COVID Update
  - We remain in Phase 2 with a planned re-assessment on November 1<sup>st</sup>.
  - Trends are looking good, but still not quite good enough. There are no hard and fast #s.
  - We are also still honoring the St Louis County’s capacity limit of 50 or less people at a gathering.
  - Mike mentioned/proposed that we may want to contact the local health dept and see what support/guidance they might be able to offer.
- Governance Policy Book
  - Andy reminded the Board that changes can be made ongoing (with motion) but made a suggestion that it be reviewed annually in January so as to give new board members the opportunity to be part of the process.
  - The Governance Policy Book (including revisions from proposed changes in August 25<sup>th</sup> email) was approved by the board, with a “no” vote from Mike Clement.

**SPRC Update**

- Salaries and Staffing
  - Andy reviewed the goal set forth of increasing staff salaries to a minimum of the 75<sup>th</sup> percentile by the end of 5 years.
  - According to Phil we currently have 6 on staff that meet the requirement.
  - Andy welcomed discussion about this goal and based on the feedback and lack of objection, the plan will move forward until further assessment is necessary
  - Pastoral Salary Forms will need to be reviewed and approved for the upcoming Charge Conference.

- Employee Handbook Update (Jim)
  - Committee has a goal of completion by the end of the year.

### **Finance Update**

- July Financial Update (Chuck and Phil)
  - We are tracking very good with the budget.
  - Current surplus of \$241,235.
  - “Stand in the Gap” funds of \$63,773, of which 10% (\$6,377) is being tithed to the Mozambique Hand-Washing Stations mission.
  - Pre-paid pledges of \$79,300 and gifts above pledges of \$110,451.
  - Phil reviewed the Paycheck Protection Plan loan info.
- Generosity WIN Team Update (Phil)
  - Plans are being made to launch a generosity campaign in January 2021.

### **Trustee Update (Phil)**

- Starbuck Family Gift – Blessed/Approved by the Board
- Building Updates
  - Administrative roof and parapet wall projects have been delayed due to COVID.
  - A new video intercom system has been installed at the north office entrance.

### **Programs Update (Jim)**

- More than 125 people RSVP’s for Communion Circles
- Getting ready for all-church visioning study where everyone will have an opportunity to share their ideas and perspectives for the 2026 plan
- Departments have been preparing their 2021 Ministry Plans
- Youth kickoff featured visits and phone calls with 101 youth
- 24 confirmands in the newest class
- Finished first two weeks of preschool and it went very well.
- Pivoted due to Covid-19 and offered 34 Kindergarten and 3rd grade Bibles via a parade. Will likely offer a parade moving forward.

### **Pastoral Care Update (Stephanie)**

- Stephen Ministers are continuing to connect with people via phone visits.
  - Stephanie shared a positive testimonial regarding the daily devotionals on FaceBook. Keep up the good work!
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- Mike closed meeting with prayer at 5:55
  - Next meeting: Sunday, October 11<sup>th</sup> (Secretary – Nick, Devotional – Susanne)