

Manchester UMC Leadership Board Agenda

February 26, 2023

Room 141 and Zoom, 3-5pm

Secretary: Jim Lange

Attending Board & Clergy: Kristi Koehl, Kim Taylor West, June Van Klaveren, Jim Lange (via Zoom), Dave Divjak, Suzanne Shimkus, John Higdon, Sue Belval, Joy Parisien, Kelly Wicks, John Miller, Craig Looney, Andy Bryan, Phil Estes, Jim Peich, Izzy Massey (joined via Zoom near end of meeting)

Attending Guests: Ali Fields, Linda Horodenski (via Zoom), Zack Bettis (via Zoom), John Himpel (via Zoom)

Absent: George Mogannam, Chris Almeida

- 3:00 (5 min)
 - Call to Order and Welcome
 - Dave Divjak shared a devotional - Caring for Creation: Inspiration from a Hike in the Wilderness
 - Joys and Concerns were shared -
 - Andy's Father has some health concerns. Prayers for Andy's Dad and his mom who must care for him.
 - Prayers as well for Andy's Foster Kids who transitioned to their forever family.
 - Kim has two joys.... Kim is doing well and will soon lose the eye patch over one lens of her glasses. Also, Kim's youngest daughter will join Disney's College Program in August and be graduating very soon.
 - Dave is a new grandfather and Great grandma is 99 and will be 100 this weekend.
 - There were no Ministry Highlights or Congregational Input for February
- 3:05 Old Business
 - Approve January 23 Meeting Minutes
 - Clarification was provided regarding a motion and second during the 1/23 meeting. The motion was made by Jim and seconded by June and passed
 - Motion Made by: Sue Belval
 - Seconded by: Kim Taylor-West
 - Passed: Unanimously
 - Board Buddy Update/Next Steps
 - Kristi: Three more people have signed up and are being matched with Board Members. Hope to finalize by March 30.
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 - Re-introduction – Dave Divjak and Izzy Massey
 - Dave Divjak: Dave introduced himself to the new members of the Leadership Board giving a summary of his involvement with MUMC for more than thirty years.
- 3:15 Ordination Affirmation Presentation - Ali Fields:
 - Andy explains the process which involves the Pastor and then approvals from the pyramid of boards within the Methodist Church. Ali has discussed this journey with Andy on several occasions. We will have a formal charge conference to vote on Ali's request. The vote is expected to be taken at a charge conference as part of our next meeting.
 - Ali provided her perspective on her decision and her journey to seek ordination.

- 3:35 Department Updates
 - 3:35 Ministry and Leadership (Pastor Jim) (20 min)
 - Human Resources (R)
 - Jim has begun the process of getting insurance quotes for the yearly enrollment process.
 - Joe Paitz, a custodian at MUMC for the past 7 years is retiring. Candidates are being interviewed for the open position.
 - Staff turnover: There appears to be 3 reasons for recent staff turnover; retirement, position eliminated, personal reasons. Exit interviews are shared with leadership and addressed on an ongoing process. Employee manuals are being updated and we are clarifying the feedback process. Leadership has tried to be as transparent as possible regarding the reasons for staff reduction. Not raising salaries has had an impact on staff morale.
 - Program Ministry (R)
 - 16 New members were welcomed this weekend.
 - Bike Rehab was recognized by the city of Manchester this past week at the Manchester Board of Aldermen Meeting.
 - Ash and Dash continues to grow as a holy experience. This year welcomed 648 participants.
 - Community Dinners continue to go well and grow.
 - The new preschool website has launched.
 - MoHab kickoff starts tonight.
 - Night at the Bistro begins next Friday and Saturday.
 - The Lenten all church study begins this weekend.
 - Legal and Insurance (R)
 - Legal and Insurance matters have moved to Jim. He has been meeting with our insurance brokers regarding all of our insurance policies. We are also meeting with the broker's risk assessment consultant who has identified 19 different recommendations but nothing major. Jim is working with staff to have the recommendations implemented. In a month Jim will conduct a walkthrough with our insurance broker to make sure we are complying. Jim is studying the possibility of adding a \$10M umbrella policy because of housing the pre-school.
 - Question was raised about lighting in a stairwell that is not automatic
 - 3:55 Lead Pastor Update (Pastor Andy) (30 minutes)
 - Review of Governance Policies (Q&A) (I)
 - Questions about the governance policies: none
 - Century 3 Strategic Plan Update? (R) Linda Horodenski is a member of the Connectionalism Committee. Linda is here on behalf of the committee with a motion for the Board's consideration. Linda gave a summary of the committee's work, and the congregations understanding or misunderstanding of the Welcome, Mission, and Vision statements. The Welcome statement is the most recognizable. In addition, many new members have identified it as their reason for visiting and possibly joining MUMC. The committee is asking the Board to appoint a taskforce to review/tighten the vision/mission/welcome statements
 - Andy fielded questions about how the taskforce would be constituted.
 - Motion was made for the clergy to create a board approved taskforce with the responsibility to further refine the Welcome, Mission, and Vision Statements
 - Motion Made by: Sue Belval
 - Motion Second by: June Van Klaveren

- Motion passed: Unanimously
- Communications (R)
 - We are close to launching a new revitalized MUMC website. Kenna is reviewing the respective pages with ministry leaders with a formal launch expected in March.
 - New site is expected to be easier to navigate.
 - Kenna has also put together a communications strategy including “brand standardizing”. The intent is to make it easier to identify all communications coming from MUMC no matter the media.
 - Clarification was made that Kenna is responsible for broad communications to the overall church and community, whereas individual ministry/group leaders are responsible for communicating to those who participate in their ministries/groups.
- UMC Updates
 - Denominational Updates/Changes/Disaffiliation...most disaffiliations are happening in the Southern part of the country.
 - MO has moved from 9 districts to 5. However, this is more a function of several decades of lost membership and congregations than a result of the current controversy.
 - Annual Conference in June ‘23
 - General Conference May of 2024
 - Jurisdictional Conference July 2024
- 4:25 Operations and Generosity (Pastor Phil) (25 min)
 - Facilities/Grounds Maintenance Update
 - The board reviewed samples of flooring for Fellowship Hall and possibly the library too but at a future date. Kim West reminded the Board that funds for the flooring does not come out of the General Fund, but out of allocated funds that have already been approved for this purpose.
 - Financial Review

The financial information emailed to the Leadership Board was discussed as presented on slides prepared by Pastor Phil. We ended the month of January with a slight surplus. However, overall giving in January came in lower than budget, less than PY, and less than the 3 year average. There are also several unfilled positions that have not been filled and thus are not expensed.
- 4:50 New Business (10 min)
 - Change to May meeting date and time (May 21, 2 – 4) There was discussion about the revised calendar noting changes in meeting dates and times. No official motion or vote was taken.
- 5:00 Closing Prayer Kristi Koehl and Izzy Massey
- Adjourn

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Secretary: Suzanne **Devotional:** John H **Closing Prayer:** Sue B

Key: (R) Reporting, (I) Input needed, (V) Vote needed