

## **Minutes of the MUMC Leadership Board Meeting Amended Agenda**

February 18, 2024 Meeting 3:00 – 5:00pm

Room 311 / Zoom ID 925 6848 4701 Password 177678

*-had trouble with the Owl, could not get Zoom started unfortunately*

Attendance: Doug Christopher, Jennifer Forsythe, Sara Beebe, Joe Elstner, Craig Looney, Joy Parisien, Kelly Wicks, John Miller, Sue Belval, John Heskett, Suzanne Shimkus, Rev. Andy Blacksher, Rev. Kurt Schuermann

On speakerphone: Kandi Karger Robinson

Guest: John Himpel

### **3:00 Call to Order**

- Minutes – Suzanne Shimkus
- Devotional – Craig Looney
- Joys and Concerns -
- Prayer – John Heskett

### **Congregational Input**

- none

### **Approval of the January Board Meeting Minutes - John**

- Joy-motion
- Joe-second
- Kelly-abstain, the rest approved

### **Introductions of Rev. Schuermann and Board Members**

#### **Comments from Rev. Schuermann**

#### **Role of the Interim Lead Pastor**

- 20 weeks: 20 hour per week, hope to work closely enough but not “bind” to anyone too much to make the next transition even tougher

#### **Ways in Which the Leadership Board Can Assist**

- Remind folks that he is not full-time and that is for our benefit
- Willing to hear anything anyone has to say

### **Report on Status of Pastoral Appointments – John**

- Report Provided to Rev. Bell
- To be clear, Rev. Blacksher is NOT going anywhere. The goal is to have 3 total clergy.

- Since MUMC is one of the largest in the district, we are a critical appointment. Other churches somewhat depend on us and other big churches. This causes things to move a little more rapidly for us, since we have to come first. However, conducting a nationwide search for the best candidate, so it may be early to mid March before we know for sure.

### **Discussion Regarding Desirable Characteristics, Abilities, Skills, Experience for the Lead**

- From our consultation form to Rev. Bell, regarding potential pastoral change - *passion for Gospel and spirituality, engaging preacher, welcoming to members, staff management, mediation and resolution of staff conflict, work closely with the board, financial savviness*
- Discussed some traits as sent per Rev. Bell:
  - Proven leadership skills in a large church
  - Good preacher
  - Financial operations
  - Healthy leadership style with ability to heal
  - Inclusive
  - Progressive but not alienating to those that aren't as much
- Added items from board members:
  - Music as a priority
  - Committed to mission and outreach
  - Extroverted and able to connect one-on-one
  - Savvy business and financial knowledge
  - Passion for growing the church and for new members
  - Full inclusion for all LGBTQ+ members
  - Welcoming to all without alienating some
  - Able to mediate and address conflict, including amongst staff

Report of this discussion will be provided to Rev. Bell

### **Associate Pastor Report – (20 Minutes) – Rev. Blacksher**

- Insurance Policy
  - 4% increase to building insurance, carrier - Church Mutual
  - Dropped by previous insurance due to age of building
  - Wind and hail deductible - 1% of what insured for, \$335k (up from \$100k from previous) (2ndary coverage)
  - Earthquake deductible - 5% of total coverage, \$1.8 million (2ndary coverage)
  - Can “buy up” additional coverage
    - Wind and hail - \$14,293.65

- Earthquake - \$14,154
    - Total - \$28,447.65
  - We would be \$20k over budget if we buy both additional coverage options
    - Discussion regarding if this \$20k is worth it
    - Create a “fund” within the budget to cover/protect our building
    - Motion to purchase both additional coverage policies - Jennifer Forsythe, 2nd by Kandi Karger-Robinson, unanimous approval
  - Approval for the Amended Budget to include these coverages
    - Motion to approve the amended budget - Craig Looney, 2nd Doug Christopher, unanimous approval
- Sale of property - \$301,000 net, what to do with that money - tabled until next meeting
- Endowment Fund met and approved a 4% pay-out - add to March agenda
- End of Year Financial Status and Report
  - Kelly Wicks has joined “financial team”
  - 2023 contributions dipped below \$3 million for the first time in many years, when normally we have been pretty steady
  - Hoping that 2024 becomes more consistent
  - Current total operating cash is approximately \$1.4 million (2023 year-end document)
  - 129 days in cash reserve
  - Staffing is the biggest portion of the financial budget
  - Revised budget includes grant revenue from MO conference to offset the cost of pastoral transitions - this is a gift, does not usually happen
  - New custodial staff has found lots of repairs being needed - \$15k
  - Personnel - \$9k to reflect current staffing status with expectations moving forward
  - Would end with a positive cash flow \$24k instead of proposed deficit
- **Other Items**
  - Ash and Dash ashes were PALM ashes from Catholic Supply, no association with the crematorium
  - Discussion regarding putting something healing in place for those feeling aggrieved/grief by decisions made by the Leadership Board and the Bishop; could Stephen Ministers be utilized in some way? Is a conversation with Mary Beth H worth it? Perhaps make a general announcement in service about being in a period of transition feeling grief

about that, remember that Stephen Ministry exists. Tap Mary Beth H with ideas on how to help the congregation move forward to next steps and deal with grief.

- Request for a new phone list
  
- **Closing Prayer** - Kelly Wicks
- **Motion to end** - Jennifer Forsythe, 2nd by Craig Looney, all approved