

Manchester UMC Leadership Board Agenda

November 27, 2022

Room 141 and Zoom, 3-5pm

Secretary: Ali Fields

Attendance: In-person: Beth Hunyar, Jeff Haupt, *Craig Looney*, Kristi Koehl, *Chris Almeida*, *Joy Parisien*, Linda Horodenski, June Van Klaveren, Kim Taylor West, Ali Fields, Dave Divjak, John Higdon, Rev. Phil Estes, Rev. Jim Peich, Rev. Andy Bryan. Incoming board members are in italics.

Visitor in-person: Liz Shuburte

Zoom: Rob Peterson, Susanne Mertens, Sue Belval, Jim Lange

Absent: George Mogannam, Izzy Massey

Visitors on Zoom: John Himpel

- Call to Order and Welcome
 - Special Welcome to In-coming board members in attendace
 - Joys and Concerns
 - Devotional - Jeff
- Ministry Highlight
 - Liz Shuburte – Director of Missions
 - Missions Mission Statement:
 - As members of MUMC we are called to be an inclusive community of people who love Christ deeply, worship him passionately, and serve him boldly. We live into this calling through making a difference for Christ by transforming church and community. As the Missions Team, our focus is to help guide the congregation in support of the missional work of the church to serve Christ boldly. This means providing a strategic framework for fulfilling this calling as a broad based and ongoing series of thoughtful, compassionate, and needs-based actions to lift up the lives of people in the St. Louis area and beyond ... and do this by various gifts - money, in-kind and volunteering.
 - Returning to mission work as we emerge from a Covid Pandemic.
 - Epworth
 - Served Lunch at the Drop-in Center in Normandy, twice a month
 - Food 4 Kids – In partnership with the two schools we support increased their weekly bag amounts
 - ERT – Early Response Team
 - Deployed Twice this year- Total Hours: 455
 - St. Louis Flooding (August) – 6 team members
 - Florida post Hurricane (October) – 4 team members

- Bike Rehab
 - The Bike Rehab Ministry is now back at Full Production.
 - Upcoming milestone donation 10,000 bikes.
 - Mondays, Tuesday, Thursday, and Saturdays (2nd Sat. of the Month)
 - Bridge Bread Ministry is back and selling in the lobby!
 - Distributed cookies to Barnes West and Christian Northeast Hospital
 - Bridge Bread Ministry Leaders engaged with Bridge Bread on assisting the organization with expansion into other areas of the community, including the independent and assisted living communities. Bridge Bread a hit at Meramec Bluffs!
 - Christmas Tree Lot
 - Currently underway! At the close of Day #2 (yesterday) they reported that they have sold 500 trees – about 1/3 of their inventory.
 - This 50-year-old ministry provides financial support to the youth program, seminary scholarships, LifeWise StL, Manchester Center, Circle of Concern, and many others.
- Season of Giving- Big change this year.
 - Took the opportunity of emergence to re-evaluate some things we have been doing and how those align with the church's overall mission and vision.
 - The Missions Team started the year by going through a class which combined the books "When Helping Hurts" and "Toxic Charity" to begin to talk about how we, as a church, engage in Mission Work and how sometimes well-meaning intentions can end up harming those we are wishing to serve.
 - The Missions Team and the previous White Gifts Chairperson met with representatives from LifeWise StL, Epworth, and Bridge Bread as a way to connect and hear from the agencies themselves about the community they serve and the needs that they see. These conversations were instrumental in how we then turned and looked at our Holiday Season.
 - This year, LifeWise and Epworth both told us that they were returning to in-kind donations for their Holiday Celebrations. Bridge Bread advised that financial donations to their Baker Rental Assistance Program is the most helpful way to support the work they are doing.
 - Giving Tree was created so that items specifically identified by the agency were the focus of our collection efforts. Each agency has a specific-colored paper star ornament which a person signs up to take. The item is then purchased and brought in to the church and set at tree with the star attached. As items are collected, a real ornament is hung from the Giving Tree as a way to track our progress.
- Old Business
 - Approve October '22 Meeting Minutes
 - Motion to approve: Kim
 - Seconded: Kristi
 - Motion Passed
- Congregational Input

- No one scheduled
- Department Updates
 - Ministry and Leadership (Pastor Jim)
 - Human Resources
 - **Children & Family**
 - 2 finalists for the Children & Family Ministries Director position
 - Third and final round of interviews for the 2 finalists happening tomorrow.
 - **AV Coordinator**
 - 2 candidates for the Audio-Visual Coordinator position
 - Second round of interviews happening this week
 - **Facilities Manager**
 - Clergy team updated the job description for Manchester UMC's facilities person to better clarify expectations and ensure we're prepared for the future
 - After sharing the updated job description with Chris Mann, he decided to resign his position.
 - Staff will celebrate Chris on Tuesday during a staff potluck.
 - Pastor Phil can update on the plan for coverage
 - Circle of Friends
 - Fully Staffed!
 - Program Ministry
 - We served more than 1,500 meals during the Fall Community Dinners (M&Ms)
 - We grew the volunteer team from about 6 people to more than 30 people by defining specific roles and making personal invitations
 - 15-week Community Dinner for Spring 2023.
 - The Fall all-church study around "Got Questions" ended well with some groups continuing to meet.
 - The Season of Giving initiative is now live.
 - This includes kiosks in the lobby of partner agencies
 - This includes the giving tree in the lobby
 - This includes the special Christmas offering
 - The Christmas Tree lot has sold about 1/3 of their trees already
 - Congregational Care
 - Mary Beth and Team have implemented a new care model where a SM is assigned to each person and coordinates care throughout their illness
 - She's also doing a great job of tracking our efforts so we can ensure a continuity of care for each person
 - There's a new SM cohort starting in January who will become new SMs.

- Social Justice Ministry held an informative lunch and learn around engaging with our local community.
- The youth program held two offsite weekend retreats this month. One for middle schoolers and one for high schoolers. 25 middle schoolers and 20 high schoolers participated.
- Children's Ministry
 - Sold all of the 100 tickets Manchester UMC had to tomorrow night's Winter Wonderland Walk at Tillis Park.
 - Chessey is busy preparing job aids for whomever takes over her roles
- Manchester Athletic Association Partnership Update
 - I was appointed to a vacant spot on the MAA Board of Directors earlier this month.
 - I am identifying 2-3 more people to fill a vacant spot on the board in the Spring.
 - I am identifying around 13 people to serve a full 3-year term on the MAA board starting in September
 - We want to make sure the lot isn't repurposed. We would like to keep that space available for church purposes.
- Lead Pastor Update (Pastor Andy)
 - Jurisdictional / General Conference Update
 - Attended South Central Jurisdictional conference in Houston where they elected 3 Bishops.
 - Bishops elected quickly on first ballot
 - 2 historical firsts in our jurisdiction – 1st Native American and the 1st African American to serve as bishop
 - General Conference set for late May 2024 in South Carolina
 - Still not clear if this is 2020 GC postponed or it is GC 2024.
 - ❖ Attended Board of Ordained Ministry where several individuals were approved for ordination, including our very own Pastor Jim!
 - In the room when Pastor Jim was approved for ordination.
 - ❖ Also attended the Episcopacy committee for South Central Jurisdiction where he and others met with Bishop Farr.
 - Century 3 Strategic Plan Update
 - All four teams are meeting and moving forward on strategic goals
 - Working on these plans through 2026.
 - Connectional team sent out and received survey about mission, vision statements. Sorting through data now.
 - Other teams are intending to send out surveys as well.
 - Engagement builders- Goal to have a world class digital presence.

- 93 year old only experienced Manchester UMC online. She attended in-person when she became a member and felt so welcome.
- Staff Culture
 - A shift needs to happen. The staff is feeling the energy of people coming back after pandemic. It's so good to be back and be present. People like to participate in the events but we do have the volunteers needed to put on all the activities.
 - Lack of volunteers is felt acutely in the Children's department. We are struggling to find people even in the positions that pay, like Nursery care workers.
 - Staff feel the pressure to keep all these things going. Volunteers are stepping up but we need more volunteers.
 - Staff feeling a bit overwhelmed with all the things we're doing and we need to cut things but it's hard to cut good things.
 - Thoughts and suggestions on how to address the issue:
 - Do what we have lay leaders to do.
 - How do we communicate our volunteer needs more effectively?
 - Encourage people to do one thing to feed their soul and one to help others.
 - More acknowledgment of volunteers in leadership positions.
 - A handwritten thank you note.
 - Members take things that are offered because they are offered not necessarily because it's asked for. Maybe the pressure isn't there as much as the staff thinks it is. Make volunteering a part of participating.
 - Database of peoples' gifts and callings. List of spiritual gifts assessment. (Jeff- We tried to do that two years ago and only 10 people did it. All new members do a spiritual gifts assessment)
 - Ministries highlight the number of volunteers needed to put on the event. Making gratitude part of your life.
 - When an event goes away we need to be transparent regarding why.
 - John Himpel has some thoughts he would like to communicate to Andy.
- Operations and Generosity (Pastor Phil)
 - Finance Update
 - October a very good month because we had 5 Sundays and about \$41,000 of matching funds.
 - Over half way to our fundraising goal of \$300,000
 - Our expenses were below budget \$315,187.

- If we meet our matching/challenge goal then we will have a net deficit of \$174,000.
- Dave Divjack suggested we sell one of our properties to bring down the building debt.
- Mortgage down to \$385,503.05
- Parsonage sale
 - Sold for \$320,550
 - Less fees \$25,309
 - Net proceeds received: \$293,068.51
 - Still waiting to receive \$611.11
- Communicating to congregation our dire financial situation. People often don't act until it impacts them personally.
- Fundraisers
 - Phil summarized multiple fundraisers at the church.
 - Board will approve the multiple fundraisers at the December meeting
- Grounds
 - Grounds team
 - Landscaping team meeting this Thursday, December 1. Will spread mulch and trim bushes.
 - Tree trimming company parks truck in parking lot indefinitely. They did/do some free or discounted work for the church. Good quid pro quo.
- Moved into Closed Session to Discuss Personnel and Budget Options
 - Motion to move into closed session: Jeff
 - Seconded: June
 - Motion passed
 - Motion to move out of closed session: Dave
 - Seconded: Linda
 - Motion passed
 - Decided that a Closed Session Zoom will be held mid-month to further discuss budget.

New Business

- Pastoral Salary and Consultation Forms Submitted
 - Vote to keep the salaries the same
 - Motion to approve clergy salaries: June
 - Seconded: Kim
 - Motion Passed
- Holiday Party Sunday, December 4, 2022
 - Need for folding chairs
- Charge Conference Saturday, January 7, 2023 at 10 am via Zoom.
- Beth received a letter from the WCA- Wesley Covenant Association- asking if we would like information on disaffiliation.

- Staff appreciation from the Board
 - A nice breakfast planned for December 20, 2022.
- Closing Prayer
- Adjourn

Next Meeting:

December 18, 2022

Room 141 and Zoom, 3-5pm

Secretary: Rob

Devotional: Linda

Closing Prayer: Kristi