

Manchester UMC Leadership Board
Minutes of the January 14, 2024 Leadership Board Meeting

January 14, 2024 / 3:00 – 5:00pm

Room 311 and Zoom:

Present: John Miller, Joy Parisien, Joe Eltsner, Suzanne Shimkus, John Heskett, Dave Divjak, Doug Christopher, Izzy Massey, Mindy Brinkhorst, Kandi Karger-Robinson, Craig Looney, Sara Beebe, Sue Belval, Jennifer Forsythe, Rev. Andy Bryan, Rev. Andy Blacksher

Visitors: John Himple, Sarah Watson, Mary Taber

3:00 Call to Order - 3:06

- Minutes – Suzanne Shimkus
- Devotional – Sara Beebe
- Joys and Concerns - none
- Prayer - John Heskett

Congregational Input (10 Minutes) -

- Statement made by Sarah Watson regarding Rev. Hamilton's dismissal and the pain that came after, agreement from Mary Taber

Approval of December, 2023 Board Minutes

- motion to approve by Joy Parisien, 2nd by Izzy, unanimous approval

Approval of Amended Board Structure

John Heskett and Rev. Blacksher met with District Superintendent, recommended to not put too many responsibilities on the chair's shoulders, board members to serve in the roles as point person (listed below)

- Chair - John Heskett
- Lay Leader - Sue Belval
- Point Person for Pastor Parish Relations - Craig Looney
- Point Person for Finance - Kelly Wicks
- Point Person for Trustee - Dave Divjak

-motion to approve these changes to structure by Joy Parisien, 2nd by Sara Beebe, unanimous approval

2024 Meeting Schedule and Expectations

Call to attention to the Board calendar sent via email

Lead Pastor Report (15 minutes), Rev. Andy Bryan

- Financial Report -
 - 1st page is a summary
 - Page 3 - operating summary page - made money in Nov. but deficit for the year
 - Page 11 - bottom right, monthly trends, # of days in reserve fund (based on 0 income, can still operate for that many days) 114 days (policy is 90 days of

reserve), Giving and spending are both under what we budgeted = giving is down but spending is also under the expected amount

- Page 10 - Dave pointed out the bequest of \$1.2 million added into the funds, with no strings attached
- Preparation for Rev. Ozier
 - Andy Bryan's coach, come on site to be with staff and congregation
 - Feb. 24-25 rescheduled date

Associate Pastor Report

- Sale of Property
 - Trustee - Dave Divjak - has not sold, \$380,000 dropped the price to \$359,000, lots of showings but no offers

-Lower level carpet is installed and looks beautiful! No mold or anything under carpet when pulled up.

- Staff Recruitment Report
 - Facilities manager - Scott Hammond starting on Tuesday, Andy Blacksher personally knows him and was not part of interview process
 - Final interviews for Director of Modern Worship Arts - extended an offer and accepted but not public
 - Open position for Interim Coordinator of Ministries - hire someone to take some pressure off Tiffany Conway until a Pastor can be placed this summer, end of June

Orientation and Training for the Board - Revs. Bryan and Blacksher

- Handout for Leadership Board Orientation
- Mission - what are we doing?
- Vision - how are we doing it?
 - Strategic Planning team is looking at these and determining if they still fit and represent MUMC
- Strategic Plan - Century 3 plan
 - Connectionalism
 - Engagement
 - Generosity
 - mission/service
- What does the Board do?
 - Governance Board policies
 - "The governing body of the congregation"
 - Create and implement policies
 - Make sure that our goals are in line with these policies
- Management - Rev. Andy Bryan, Rev. Andy Blacksher, Pastor 3 (to be named in July), staff

- High value on transparency and collaboration - communication with John Heskett and Sue Belval as Chair and Lay Leader, meet regularly, they are Lead Team's point of contact as "the Board"
- Open Meetings Policy - for any congregant to sit in on Board meetings
- Governance Policies for the Board, document shared via email
 - Ends Policies - come from the Vision statement, "we want these things to happen"
 - Executive Limitations Policies - "Pastor, you can do whatever you want to make those things happen, EXCEPT" these are the boundaries
 - Governance Process Policies - how should we act. . .
 - Management Delegation Policies - delegating management through lead pastor,
 - See organizational chart provided
 - Board evaluates Lead Pastor who evaluates the staff
- Questions:
 - Craig Looney - asked about Executive Limitation Policy 4.0 regarding same-sex marriages, which is against the Book of Discipline, MUMC allows the marriages but does not immune our Pastors from discipline from the Conference

Executive Session (closed session)

- Sue moves, Craig seconds, unanimous decision

Closing Prayer – John Heskett

Adjournment