

Minutes of the MUMC Leadership Board
September 15, 2024 Monthly Meeting 3:00 pm - 5:20 pm
Room 311 / Zoom ID 925 6848 4101 / Password 177678

Attendance: John Heskett, Sue Belval, Craig Looney, Doug Christopher, Joe Elstner, John Miller, Jennifer Forsythe, Joy Parisien, Dave Divjak, Mindy Brinkhorst, Sara Beebe
Participating via Zoom: Kelly Wicks
Visitors: Rich Luze, John Himpel

3:00 Call to Order- John Heskett

Joys and Concerns:

Kelly Wicks was on Zoom as she was not feeling well. Kandi Karger-Robinson is in the hospital for tests. Andy Blacksher is vacationing with his family at Disney World. Sara Beebe announced that she will be expecting her fourth child in February. John Heskett offered a prayer for all.

Devotion: Joe Elstner

Approval of Board Meeting Minutes from 8/11/2024

Motion: Craig Looney Second: Mindy Brinkhorst

Reports

Endowment Committee: Rich Luze, chair of the endowment committee at MUMC, discussed the plan to launch an endowment campaign sometime in 2026, the 200th anniversary of Manchester United Methodist. MUMC's current endowment is approximately \$3M. This produces an annual payout of approximately \$100K. The hope is to grow the current endowment to \$3.5M or more before the actual campaign begins. An endowment in honor of Kevin McBeth is in the planning stages to help support the endowment campaign. The ultimate goal is to achieve an endowment of \$10M by the year 2036. That size endowment would produce an annual payout of \$300,000-\$400,000 annually. To achieve this will require an annual growth rate of approximately 11%. The current growth rate is 6%. The campaign is being designed in a way that it will not compete with annual giving campaigns. Its focus will primarily be on legacy (estate) gifts.

Finance Report: Church operational funding is still below where it was for the same period last year, but giving versus expenses has been improving. An unexpected gift of \$75,000 will help with September's financials. The staff has begun work on determining the budget for 2025. This budget will probably not be finalized until February of 2025.

Follow-Up from Rev. Nienaber (knee-knobber) Consultation: Rev. Nienaber met with the Leadership Board and with staff separately in an attempt to alleviate some of the trauma that individuals experienced this past year. Conflict management was discussed at all different levels. Rev. Nienaber offered good resources for the future. This is a time for healing and each individual needs to progress at their own pace.. Both the Board and staff remain united and supportive of each other. The Board discussed ways in which we could be more pro-active in responding to congregational concerns, especially when rumors get started on social media sites. Pastor Ron says that Lisa, MUMC's receptionist, handles the "connect cards" where members sometimes express concerns. This has been helpful to him and is one way simple way for congregants to communicate. There was discussion of an email address that members could direct their concerns. Some members expressed a desire for the Leadership Board to be more transparent. The minutes from meetings are not always easily understood unless one is present at a Board meeting. Perhaps a more thorough summary of what occurs at Board meetings could be included in the E-News. The Board also wants to find a way to continue to bond with the staff. The practice of giving everyone on staff who wanted to participate a Board Buddy sometimes did not work out in everyone's best interest. Jennifer Forsythe and Mindy Brinkhorst are going to continue to work together to find ways to increase transparency with the Board and with the church at large.

Bishop Farr: On November 1st the Board will have an informal meeting with Bishop Farr at Sue and Jim Belval's home. The tentative time is 6:30 and details will follow about whether this will be a pot luck.

Consultation Form and PPRC Evaluation Forms: The Consultation Form is due November 1 and the Charge Conference Form is due December 1. John asked the board members to review the Consultation Form in preparation for a discussion and vote at the October Board meeting. The Pastor Evaluation / Self Evaluation and the Appointed Associate Evaluation due dates have not been established but will likely be due in early 2025.

Church Directory: Joy Parisien researched companies who still do church directories. ReMEMEBER is the company that did our last directory in 2019 and they have the best offer. Participants will receive a free 8 x 10 as well as a church directory. People who cannot get to church and want to upload a photo can do so, but then would be charged \$20. MUMC will receive a percentage of free, extra directories based on the number of participants. (20%) Also, three times the number of families photographed equals the number of names and addresses that can be printed in the back of the directory. A one-time fee of \$25, paid for by MUMC and allows this directory to also be used as a mobile directory. Sign-ups will be starting soon. Six weeks are allotted for the time to

sign up. There will be a link to use or you will be able to sign up at the information center at church on Sundays.

Discussion:

Development of Policy/Procedure for Annual Clergy: In March Andy Blacksher will present the staff evaluation process to the Board for review and approval. He will also work with members of the Board to design the Clergy evaluation process for use by the Board for the annual Board evaluation.

Structured Review of the MUMC Governance Policies: Next year the Board and Clergy will structure a multi-month review of each section of the Governance Policies for MUMC . The purpose will be to identify any changes that may be necessary and to fully apprise the Board of Governance policies. This will become an annual procedure.

A Closed Session was held.

Closing Prayer: Sarah Beebe

Adjourn: 5:20. All were in favor.