

Manchester UMC Leadership Board Meeting Minutes

February 27, 2022

Secretary – Linda Horodenski

In person attendees: Linda Horodenski, Rob Peterson, Ali Fields, Andy Bryan, Beth Hunyar, George Mogannam, Izzy Massey, Jeff Haupt, Sue Belval, Jim Peich, John Higdon, June Van Klaveren, Kristi Koehl, & Phil Estes.

Zoom: Dave Divjak & Jim Lange. Absent: Kim Taylor West & Susanne Mertens

Guests: John Himpel, Janis Thompson & Bea Schwartz

Call to Order & Welcome

- Devotional – Kristi Koehl
- Joys & concerns shared

Ministry Highlight – Food for Kids -- Presented by Janis Thompson & Bea Schwartz

- 57 children served with weekend backpacks at Carman Trails & Peabody (city)
- Increasing the volunteers for this program to 24 & 1,004 bags delivered since December
- Focusing on healthy food items that the children like
- Adding seasonal items to bags for whole family when possible

Old Business

- Approved January '22 board meeting & 2/15/22 closed meeting minutes.
- Beth Hunyar motioned for approval & George Mogannam seconded the motion. Motion approved.

Congregational Input

- Rob Peterson shared information on this years MoHab ride options, including virtual
- Ride week is June 9 – 13, 2022. Details on MUMC website.

Department Updates

- Ministry & Leadership – Executive Pastor, Jim Peich
 - Human Resources – considering needs for social justice open position
 - Communications – working on how & where to communicate Easter Offerings.
 - (Secured \$10,000 Google per month grant to use indefinitely)
 - Program Ministry – Ash & Dash/Ash Wed. Service scheduled for 3-2-22
- Lead Pastor Update – Lead Pastor, Andy Bryan
 - Budget Review Committee – Jeff Haupt, Beth Hunyar & Rob Peterson forming a task force to take a more in depth look at the budget for the Leadership Board.
 - Covid update – as of 2-28-22, St. Louis County is moving from mask mandate to recommendation. Lead staff to discuss this week changes the church might make.
 - Review of governance policies: (1) End Policies & (4) Executive Limitations Policies
 - (Leadership Board's responsibility is to ensure the Lead Pastor is following the polices)
 - Century 3 - 1st draft presented to Leadership Board of the 4 task force teams' work for Engagement, Generosity, Service/Social Justice, & Connectionalism.
 - Leadership Board will discuss the Century 3 work at the next meeting after reading thru.
- Operations & Generosity – Executive Pastor, Phil Estes
 - Trustee Chair – Beth Hunyar voted to this position. Jeff Haupt motioned & Kristi Koehl seconded the motion. Motion approved.

- Landscaping proposal for a patio reviewed. UMC men's group is donating \$6,300 for the materials & labor is being donated by parishioner, Larry Frothingham. Linda Horodenski motioned for approval of this project & Ali Fields seconded the motion. Motion was approved. One vote against.
- General facility maintenance – Chapel rails have been repaired, & 3 bids are going out this week for roof repairs for up to three areas of the roof.
- Parsonage inspection complete & sale numbers were reviewed. Next steps would be to convene a charge conference at our next meeting to secure approval for the sale.
- Financial review – covered 2021 recap & January 2022

New Business

- Leadership board presentation – March 5th & 6th request for leadership board members to attend as many services as possible, including Saturday at 4:00 pm to stand in support of Beth & Jeff making the leadership boards' approved statement about discipleship.

Closing prayer – Jeff Haupt

Meeting adjourned

Next Meeting

March 27, 2022 – Room 141 & Zoom, 3 - 5 pm

Secretary: June

Devotional: George

Closing Prayer: Jim

Lead Pastor Report – March, 2022

Big Rock Goals Updates:

1 - Century Three Strategic Goals

Seeking formal board approval at this meeting.

2 - Equity in staff salaries

- Continuing efforts to encourage growth in financial discipleship to be able to restart the plan to increase staff salaries to 75th percentile.
- If we are unable to restart the plan in 2023, we'll be considering the impact of dollar amount salary adjustments rather than percentages.

3 – Changes in the UMC

- The General Conference of 2020 has been postponed for the third time and will now be held in 2024.
- The Global Methodist Church (the new “traditionalist” Methodist denomination) will formally organize in May.
- Individual congregations continue to disaffiliate from the United Methodist Church, some following the procedures, some seeking legal action to avoid the procedures.
- Manchester UMC will continue to be as connectional as we can be, with the intention of remaining in the UMC as these changes occur.
- Regardless of what you may be hearing, the issue at hand, the reason a new denomination is being formed and congregations are leaving, is marriage of same-sex couples and ordination of people in the LGBT+ community. Simply put, those who are leaving do not want to be fully inclusive of all people.

4 – Staff structure

- Conversations are ongoing with two particular staffing transitions – Social Justice and Saturday Worship Music. No decisions have been made, but plans are in the works and will be announced soon.
- Priority in these conversations is given to the mission of the church – “How best are we able to fulfill our mission?” is the prevailing question.
- Secondly, if we are able to also lower expenses in the process, we will do so.

Operations and Generosity – Rev. Phil Estes
March 27, 2022 Report to the Leadership Board

Pre-Meeting Summary – Key points

Staff Salary Report

Question: Number employees below median?

Program/Support Staff – 2 out of 26

Lead Staff – 6 out of 10

Trustees

- General Facility Maintenance Updates (R)
 - Roof replacement bids expected by March 31, 2022
 - HVAC Project – *Please see bid summary attached.*
- Parsonage (R)
 - Charge Conference scheduled for March 27.
 - 10-days advanced notice of the meeting/topic was posted on the MUMC website.
 - Rev. Andy Bryan will preside.
 - Resolution authorizes approval of the sale of 230 Creve Coeur, a.k.a, the parsonage.
Please see resolution attached.
- Long Term Facility Needs – *Please see summary worksheet attached.*

Ministry Update

February 2022

Rev. Jim Peich

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**PRESCHOOLERS
ENROLLED**

Amy Glisson was selected as the new Preschool Front Desk Coordinator.

Enrollment for the 2022-2023 school year is underway.

Children's Sunday School attendance is growing and expanding to use more rooms in March.

Seeking paid Childcare Providers for events & activities.

19

**AVERAGE
SUNDAY SCHOOL
ATTENDANCE**

Bistro sold 150 tickets and raised \$12,000. 36 youth and many adults volunteered.

Youth lock-in and retreat season is in full swing.

49

**AVERAGE
YOUTH
ATTENDANCE**

Preparing to launch Lent all-church study on anti-ableism.

306

**GROUP & CLASS
ATTENDEES**

150

**COATS
DONATED TO
STL AGENCIES**

90+ cot sheets sewn & donated to LifeWise STL.

Missions Team taking course on toxic charity.

Ministry Update

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Rev. Jim Peich

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**NEW MEMBERS
WELCOMED**

Each new member met with a volunteer Faith Coach and completed New Member Class.

New members are serving in ministries.

Realm is the new Church Information System launching in mid-March. Staff are being trained on the new system now.

New system is web-based and very intuitive.

66

**HOURS OF
REALM TRAINING
COMPLETED**

75%

**OF STAFF ON
TRACK TO RECEIVE
COVID BOOSTER**

Additional staff plan to receive the booster within the next 90 days.

Received a \$10,000 per month grant from Google for search results ads for Manchester UMC. First group of ads have started this month.

\$10K

**MONTHLY AD
GRANT FROM
GOOGLE**

63

**FORECASTED
TEMP FOR
ASH & DASH**

Drive-thru prayer will be available on Wednesday, March 2 from 7-9; 11-1 & 4-6 at the Manchester Athletic Association Parking Lot.