

## Manchester UMC Leadership Board Minutes

March 26, 2023

Room 141 and Zoom, 3-5pm

**Secretary:** Suzanne S.

Attending Board & Clergy: Kristi Koehl, June Van Klaveren, Dave Divjak, Suzanne Shimkus, John Higdon, Joy Parisien, Kelly Wicks, Craig Looney, Andy Bryan, Jim Peich, Izzy Massey, Kim Taylor West, John Miller, Chris Almeida, Jim Lange (via Zoom), Sue Belval (via Zoom @3:50, arrived at 4:20)

Attending Guests: John Himpel (via Zoom), Zack Bettis (via Zoom), Robyn Bell, District Superintendent

Absent: George Mogannam, Phil Estes

- 3:02 (10 min)
  - Call to Order and Welcome
  - Devotional (John H) - from Fit over Fifty
  - Joys and Concerns
    - Jim P—lots of testing on Samantha to figure out why she hasn't been feeling great.
    - John M.—father passed away and going through his things. Siblings have come together closer in their planning of his passing.
    - Kelly—taking care of her mother whose health is declining.
    - Andy—father is on the mend, getting stronger.
    - Craig—aunt and uncle are coming to town for 1st time since 1989.
    - Suzanne—teachers returning to the classroom after spring break.
    - Jim L—2019-kidney disease, 2022-kidney donor, relocating to Cincinnati area to be closer to kids, moving at beginning of June. Will continue on Board through May.
  - Intro to Board: Izzie Massey
    - youth group, spirit camp counselor, small group, gave a sermon, AV and FB moderating, lay reader, engagement builders
    - excited to share a youth perspective to the board, voice for the youth
- 3:10 Group Photo (5min)
  - Jim P took a group photo of Board
- 3:15 Old Business (20 min)
  - Approve February '23 Meeting Minutes (V)
    - Izzy motion to approve, John H 2nd, unanimous approval
  - Board Buddy Update/Check-In
    - a few have met with Buddies; many don't have a plan quite yet, working on it, some waiting until after Easter
  - Re-cap of Kinetex Floor Selection and update from Kim West
    - 2 final durable carpet selections, both are same material, "Soundtrax" is preferred by group—vertical/horizontal stripes, someone will be here to watch how they are laid out, "enlarges" the space, is being used in airports, combo of vinyl and carpet, warranty for wear/ tear and stains, "no slip" floor—safer to
    - 2nd option "Put a Cork in it" is more of a overall pattern, not stripes
    - saw some photos of the carpet displayed in the space, those were emailed out

- further updating to Fellowship Hall—remove old molding above stage by volunteers
- discussed possibility to paint an accent wall in the future
- funds were already allocated towards updating Fellowship Hall, from endowment fund, Andy showed this on budget slide show \$66,284 total - \$29,975 for flooring.
- what did we do with “goals” and scoreboard?” Possible to sell them? Asking Phil what happened to them
- Vote to continue with Kinetex Flooring (V)
  - Dave motions to approve recommendation from committee, 2nd from Izzy, all in favor, Kelly abstained
- 3:35 Congregational Input (5 min) No one scheduled
- 3:35 Department Updates (60 min)
  - 3:35 Operations and Generosity (Pastor Andy) (25 min)
    - Financials
      - Basement of the Chapel/Library, rm 226 - old, smelly, (possibly moldy) blue carpet, proposal to replace flooring with same luxury vinyl tile as is in hallway outside offices (\$9,640 from endowment funds)
      - Room can be a mid-sized classroom space, photos for a directory, Historical Society Exercise space, outside groups to use, Recovery groups, Community groups,
      - Rec of the clergy team to use this money for this project
      - Dave inquired about painting the floor but this seemed to be a more expensive option than the flooring.
      - Outside door to aid in group meetings
      - Chris shared concerns about the budget vs using money towards flooring
      - Craig questioned the different endowments: facilities vs trustees vs board discretion; are there rules in place? Endowment committee sets the limit each year. Rich is head of Endowment Fund, formerly head of Wash U's endowment fund.
      - Jim Lange - members should be making contributions to the endowment fund. Is our endowment growing? Staying the same? Shrinking?
      - Andy confirms that endowment is growing, based on market; committee sets the rate - 3.5%-4%, based on desire to grow endowment, Are people donating to the endowment? YES, some people give regularly or annually; sometimes estate plans, money left to endowment in their will
      - Signs will be added advertise the endowment fund
      - If someone gives money without designating, yes usually goes into “operating fund endowment”
      - Operating Budget is completely different from Endowments, can not be switched around
      - Craig is concerned about HVAC
      - Jim P compared to the tech in rm 141, ability to see a project through to the end
      - Kristi suggested we table the vote on moving forward with the Room 226 Flooring until April meeting.
      - \$85,932 deficit in General Funds, giving is down - not where it was last year
      - 112.57 days in reserve
      - Chris questioned attendance vs giving—do we track this? Andy - attendance has been comparable, however there is less giving per person
      - Next meeting of Generosity committee is not yet set, Kristi asked that the next meeting date be shared with the Board
      - Andy shared numbers for Building and HVAC giving

-Kim shared the lower mortgage/less debt due to selling of parsonage  
-Jim L asked about posting about money in the weekend bulletin; Andy reinforced giving strategy, in that he wants people to give in gratitude for all that God has given us, rather than give towards a budget; Give -> then set the budget.

-Chris asked how the Board can help. Andy shared that things are more expensive for houses AND churches. Encourages congregation to work towards tithing, last year Board members volunteered to speak in front of congregation to voice their support of mission and vision. Kristi encouraged those who would be interested in doing this to come forward.

-Joy recommended all board members visiting the library to see it

- Landscaping Update
- 4:00 Lead Pastor Update (Pastor Andy) (15 min)
  - Charge Conference for Consideration for Ordination – Ali Fields
    - moved into a Charge Conference to formally vote
    - adjourned Charge Conference
- 4:15 Ministry and Leadership (Pastor Jim) (15 min)
  - Preschool, good financial position, strongest year for enrollment for upcoming year
    - strong interest in summer camp, sold out
    - new families
  - New file server -\$3000, seeking a grant for reimbursement full amount, paid for out of IT fund
  - Converted 2 laptops to be kiosks for registrations, etc, for use by ministries to utilize as needed
  - annual tech audit/inventory—using that to plan for future needs
  - HR—insurance update, online enrollment
  - interviewing for custodian
- Task Force: Engagement Builders (evangelism)
  - shared 3 goals
  - surveyed 842 congregants via email Dec. 2022; 536 opened email, 110 responded to survey
  - 36% of respondents were in 70s age range, 60% were members, 29% have been at MUMC for 20+ years
  - 72% said Faith is VERY IMPORTANT in everyday life
  - 67% say very or somewhat engaged at MUMC
  - 39% neutral to “I want to be more engaged at MUMC”, 35% somewhat agree
  - 43% learned about MUMC from someone else
  - 62% agree to “God wants me to invite others to church”
  - 48% said they have NOT invited anyone new to church in last 6 mos
  - 59% feel comfortable inviting others to church
  - Jim and clergy staff is excited to speak to HOW to invite others to church
  - shared Next Steps of the group
- 4:30 Closed Session – Board Chair Update
- 4:45 New Business (15 min)
  - Plan for 2023 Pastor-Parish Relations Committee Evaluation (I) – due May 1
    - Celebrations, Challenges, Goals
    - Resources Needed
    - Leaders Created

- Pastor Evaluation
- Lead Pastor 360 Review due April 15-his subordinates will provide an evaluation
  - Completed by Direct Reports, others
- DS Recommendations for Staff Retention/Morale-bring in a 3rd party consultant to engage with staff, evaluate staff morale, and come up with recommendations. Working to determine cost.
- Discussion around Feedback & Actions (Kristi email 3/11)
  - look at themes from board feedback survey, share that with Andy and Board to come up with next steps

5:00 Closing Prayer (Kelly W)

Adjourn

Next Meeting:

**April 23, 2023** Room 141 and Zoom, 3-5pm

**Secretary:** Chris      **Devotional:** Joy      **Closing Prayer:** Sue

Key: (R) Reporting, (I) Input needed, (V) Vote needed