

## Manchester UMC Leadership Board Minutes

April 23, 2023

Room 141 and Zoom, 3-5pm

**Secretary:** Chris A

Attending Board & Clergy: Kristi Koehl, June Van Klaveren, Dave Divjak, Suzanne Shimkus, John Higdon, Joy Parisien, Kelly Wicks, Craig Looney (via Zoom), Andy Bryan, Jim Peich, Izzy Massey, Chris Almeida, Jim Lange (via Zoom), Sue Belval, Kim Taylor West (arrived @ 3:05pm)

Attending Guests: Andy Blacksher, Kristen Blacksher, Robyn Bell (District Superintendent)

Absent: Phil Estes, John Miller, George Mogannam

- 3:00 (10 min)
  - **Call to Order and Welcome @ 3:02pm**
  - **Devotional (Joy P)** - Finding out what's under 2<sup>nd</sup> base (from book This I Believe, Life Lessons)
  - **Joys and Concerns**
    - Andy in Springfield to see Wes in play (Joy)
    - Kelly Accidentally remodeling two kitchens at one time (Joy/Concern)
    - Jim's daughter confirmed next weekend (Joy)
    - Kim successful gala last night (Joy)
- 3:10 Old Business (20 min)
  - Approve March '23 Meeting Minutes (V)
    - Izzy Motion, Kim Second – Passed Unanimously
  - Re-cap of Endowment Fund vs General Fund distributions (email from Andy 4/3)
    - General discussion by Kristi, comfortable moving forward to a vote.
    - Members went to visit library.
    - No other questions from board
  - Vote to continue with Kinetex Flooring in Room 226 (V)
    - Dave clarified room 226 is Library.
    - Kim Motioned, Sue Seconded, 12 Voted In Favor, 1 Opposed
  - Engagement with Team Coach, M. Div - United Theological Seminary
    - LinkedIn profile provided to Board in advance of meeting.
      - \$1k for 26 staff interviews (all staff). No vote needed for dispersement of special gift.
      - Kristi opened to board for discussion.
      - Discussion if staff is aware, supportive, what outcomes are for time, suggestion of generating SOW first. Kristi clarified scope to be interviews, action plan to restore staff to healthy state.
      - Would report to board chair, different between board buddies and this effort – suggestion to clarify role of staff. Would be truly be anonymous, enable Andy to create action plans.
  - Task Force Update from Chair – Board Feedback, Themes
    - Kristi shared powerpoint recap via zoom titled: Why?, What?, How?
      - Kristi, Joy, Stephanie Ramos, Chris worked together to synthesize feedback captured from across the broad and congregation
      - Feedback captures into 6 C's: Confusion, Care, Communication, Connection, Concern, and Confetti
      - Connection to Century 3, but COVID and other events may require some near-term focus,
        - Separate internal and external focused activities
        - Link similarities with Century 3 committees, Engagement Building with Congregational Engagement
        - Shared potential next steps
          - Communication from Century 3 items
          - Evaluation of Monthly Agenda
          - Requested Recommendations from Board for Future Actions
- 3:30 Congregational Input (5 min) No one scheduled.
- 3:30 Department Updates (60 min)

- 3:30: Lead Pastor Update (Pastor Andy) (30 minutes) – Shortened based on timing of introducing new pastor
  - Operations and Generosity (First Quarter Results)
    - Not full financials, finance team involved in annual audit process for Missouri Conference, due 6/1.
    - Preliminary numbers shared, March within 2k, YTD (\$74k) Deficit, (\$251k) Variance.
    - No details available, but will impact days of reserve, lower than prior meeting.
    - Generosity meeting is not set, but 3 new people have joined committee. Move to monthly mtgs, were quarterly before.
    - Questions from board on attendance trends, is email asking to give after digital connect card new (no, has happened), what should the first things be to action on (and should it be communicated), discussion on potential action steps, especially in light of decline during summer months.
    - Andy to analyze trends with finance team
    - Discussed possibility to have meeting week of May 7<sup>th</sup> to review in details via zoom, pre-read to be sent in advance. Not confirmed.
  - Sacramental/Structural Vision
    - Not reviewed due to time
- 4:00: New Pastor Introduction (10 minutes)
  - Board met new pastor, went around room sharing about each other.
  - Dist Superintendent discussed transition details.
  - New pastor can be introduced to MUMC next Sunday, April 30 @ Noon.
  - New Pastor and Leadership board to attend right start training to help with transition.
- 4:10: Ministry and Leadership (Pastor Jim) (20 min) – shortened due to time.
  - HR Update
    - After annual review of benefits, staying with same company and within budget. Staff happy with stability.
    - C. Thompson transition to be volunteer role in financial tasks – money counting, etc.
    - All of staff trying to figure out how to do more with less, etc
    - Open custodial position, hard time getting people to show-up for interviews. Job description to be updated, given recognized need for basic maintenance skills. Reposted job, 5 applicants to date.
    - Praise for staff.
  - Farewell
    - Season of lasts now...Last board meeting, gave thanks for board and the particularity each board member brings. Congregation has been here and will continue to thrive. Thanks for the honor and privilege, will miss this church.
    - Shared prayer with board – Peace Prayer
- 4:30 Closed Session – Adjourned to Closed Session 4:34pm
  - Pastor-Parish Relations Committee Evaluation
  - Lead Pastor Evaluation Review
  - Update re: Pastor 360 Review
- Returned from closed session at 5:12pm
- 5:00 Closing Prayer (Sue B) – Shared at 5:12pm
- Adjourn – 5:14pm