

MUMC leadership board meeting minutes – 11/12/2023

Room 311 – 3:00 PM – 5:30 PM

**Secretary** – Craig Looney

**In attendance:** Andy Bryan, Andy Blacksher, John Heskett, Joe Elstner, Dave Divjak, Joy Parsien, June Van Klaveren, Suzanne Shimkus, Sara Beebe, Kim Taylor-West, Sue Belval, John Miller (via Zoom), Kelly Wicks (via Zoom)

**Absent:** Izzy Massey

**Guests:** John Himpel, Mary Taber

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**Call to order:** 3:03 – John opened with how grateful he was to be serving as chair and how he looked forward to working with the current board, clergy, and staff.

Devotional given by Kim Taylor-West

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**Joys and Concerns:**

Concern – Erin Bryan's mom is in the hospital in memory care, but things are looking up.

Joy – June Van Klaveren expressed that she is happy to be back. Things are improving for her, and Larry received a negative diagnosis.

Concern - John Heskett's brother involved in a motorcycle accident when a deer decided to cross the road. Several broken bones and some road rash but he will ultimately be OK.

Concern – Kim Taylor-West – Her mom, who is a cancer survivor, is now dealing with the return of cancer found in her liver and bones.

We ended this section with a prayer for all joys and concerns mentioned

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**Old Business**

Motion to approved October 8, 2023, minutes brought by Dave Divjak; 2<sup>nd</sup> by Joe Elstner – approved unanimously

Update on property at 220 Creve Coeur – renters have moved out; the house is clean and we expect a full refund of the security deposit; the house has been power washed, but we don't expect to do a lot more to it; recommendation is to sell as-is; after discussions with the real estate agent, we expect the house to bring \$350K - \$390K; there was discussion about potentially offering a home-buyer's warranty although no decision was made; The board discussed granting authority to Dave Divjak to execute the sale transaction. It was decided that no motion/vote was needed, but all in attendance voiced their support.

Motion to list the house was made by Craig Looney; 2<sup>nd</sup> by Suzanne Shimkus – approved unanimously

Point was made that not all board members had a bio or picture on the web site – suggestion was made that all should complete this.

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## **Departmental updates**

### **Andy Bryan updates:**

Announced that John Heskett would be acting chair and Sue Belval would be acting lay leader for the remainder of 2023 and serve a full-term in these roles in 2024.

announced the following 2026 classes:

Leadership board: Mindy Brinkhorst, Doug Christopher, Joe Elstner, Jennifer Forsythe, and Kandi Karger-Robinson

Nominations committee: Jack Foshee, Chris Kennedy, and Sarah Watson

Endowment committee: Rich Luze, Gary Moser, and Jackie Rocchio

### Financial update

Budget deficit currently stands at \$279K – not to panic as MUMC has received a large bequest and large financial commitments from individual members that are not reflected in this number.

Reserve funds went from 104 days in August down to 93 in September – by comparison, September 2022 was 56 days.

September actual revenue was \$174K versus a budget of \$194K

October PRELIMINARY revenue projection is ~ \$20K better than budget

Mission and Vision committee continues its work to more clearly articulate the MUMC mission and vision statements – This work is expected to continue for at least a few more months.

Andy Bryan queued Kim Taylor-West to give an update on the Tree of Life campaign – Kim indicated she had all the leaves and apples in her car, and they are plentiful! Common themes/words were Community, family, and friendship. We are looking to print a "Word Cloud" and have that hung/displayed somewhere in the church.

Andy Bryan announced that his coach, Jim Ozier, will be in town 1/12/2024 – 1/14/2024

### **Andy Blacksher updates:**

Reported that the parking lot lights are all functioning

Stated we would revisit the number and location of handicap parking spaces the next time the parking lot is resurfaced or sealed/restriped

Last Tuesday was a "Staff Retreat Day" where they identified 3 core values: Honesty/integrity/openness; Accountability; valuing/respecting one another – These values tie in with Andy Blacksher's doctorate writing which is due 1/15/2024.

Reported that the preschool will be getting new flooring and sharing in the expense – 3 bids have been obtained and the goal is to complete this work over the December break – The project is estimated in the \$80K - \$85K range with the preschool contributing ~ \$40K – the remainder to come out of endowment funds (~27K from 2023 and ~ \$20K from 2024)

Motion to fund ~ \$45k - \$47K from the 2023 & 2024 endowment distributions was made by Joe Elstner; 2<sup>nd</sup> by Kim Taylor-West – approved unanimously

Andy also reported the preschool will be getting new playground equipment

Andy Blacksher distributed an updated org chart and discussed the openings of Director of Modern Worship (will be vacant 12/3/2023) and Facility Manager (currently vacant and soliciting applicants) – phone interviews for the Director of Modern Worship are expected to begin 11/13/2023

Andy Blacksher announced MUMC facility management will consist of the to-be-hired Facility Manager, 1 full-time custodian, and an outside custodial services company.

Andy Blacksher announced he is joining the Century 3 team and will attend their meeting on 11/13/2023

#### **2024 budget discussion:**

Mary Pettit has prepared preliminary revenue and expense estimates – 2024 estimated expenses are \$2.7 million – this is based on 2023 January – September actuals and 2023 October – December budgeted amounts – 2024 revenue projections are \$2.6 million on the low end and \$2.968 on the high end

Andy Bryan's #1 budgetary priority for 2024 is STAFF RAISES! – he has a stated goal of getting all into the 75<sup>th</sup> percentile – there is a \$5K cap on individual raises though, so some staff will not quite get there

#### **Other discussion items:**

It was suggested that Suzanne Shimkus serve as recording secretary going forward (due to her copious note taking and typing skills) – She agreed, and cheers of glee were reportedly heard all the way down at the MUMC Christmas Tree Lot!! There was joy throughout the land and the people rejoiced!

It was discussed and agreed that leadership board meetings would continue to be held on the 2<sup>nd</sup> Sunday each month unless there was a conflict – it was identified that Mother's Day was on the 2<sup>nd</sup> Sunday in May 2024 so the date for the May meeting will be shifted.

There was discussion surrounding the board buddy program – What are its stated goals and was the format effective – goals were stated as the board getting to know the staff and vice versa, and to show staff that the board appreciates them - no decisions were made but John Heskett challenged all to think about this and come to the December leadership board meeting prepared to discuss it. It was mentioned that one way the board can show appreciation for the staff is to provide food or snacks – if we choose to provide food, we should coordinate with Mary Beth Hartenstein.

We agreed to (at least temporarily) cease having board members attend staff meetings

We briefly discussed having a "sub-committee structure" for board meetings where each board member could participate in their area(s) of expertise - no decision was made

It was announced that there will be a Charge Conference via Zoom on 2/3/2024 @ 10:00 AM

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Motion to go into closed session was made by Kim Taylor-West; 2<sup>nd</sup> by June Van Klaveren – approved unanimously

Discussion was limited to completing Executive Pastor Charge Conference documents/Pastoral Support Forms for appointed full and part time pastors

Andy Bryan will receive no increase in 2024

Andy Blacksher will receive no increase in 2024

Ali Field will receive a \$5,000 increase in salary in 2024

The vacant Executive Pastor of Programming salary will remain as it was budgeted in 2023, anticipating an appointment in July of 2024.

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Closing prayer given by June Van Klaveren