

**Minutes of the MUMC Leadership Board**  
**April 14, 2024 Monthly Meeting 3:05 pm - 5:45 pm**  
**Room m311 / Zoom ID 925 6848 4101 / Password 177678**

Attendance: John Heskett, Sue Belval, Rev. Andy Blacksher, Rev. Kurt Schuermann, Craig Looney, Doug Christopher, Joe Elstner, John Miller, Jennifer Forsythe, Joy Parisien, Dave Divjak, Kandi Karger-Robinson, Mindy Brinkhorst,  
Participating via Zoom: Sara Beebe, Kelly Wicks  
Visitor: John Himpel

3:05 Call to Order- John Heskett (candle lit by John Miller)

Minutes: Joy Parisien

Devotion: John Heskett- Circling the Wagons

Approval of Board Meeting Minutes from 3/10/2024

Motion: Joe Elstner Second: Sue Belval

Discussion Items:

Financials- Expenses exceeded revenue for the month of February by \$34,000. Designated building and heating/cooling revenues brought the deficit up to \$44,000 Largest charge hit in February was for carpet, but largely offset with endowment funds.

Four bids for new roof are in, but all were for overlay. Now taking bids for removal of old roof so that any problems can be addressed rather than covering them up.

Preliminary figures for March were not as strong as one year ago, but Easter offerings were added to April. \$160,000 versus \$202,000 one year ago for March. YTD not very far off the mark. Still have \$800,000 buffer in operating cash.

General Conference- 4/23-5/3 in Charlotte, North Carolina

Technically this is the postponed 2020 General Conference which could not take place due to the pandemic. In 2026 the General Conference will meet again representing the 2024 Conference and then the General Conference in 2028 will catch the process up. It is a requirement that a GC be held every 4 years. 800+ delegates are expected to be in attendance with roughly 250 from the United States. The first week is spent with committees discussing which topics to bring forward. The second week is when the whole body of the conference discusses the chosen topics. The last day is the most important as that is when decisions tend to be made. Changes in the clergy pension fund are expected to pass. The biggest issue has to do with regionalization, and some version is expected to pass. It will hopefully address the difficulties now inherent where rules that apply only in the U. S. are subject to being ratified by all countries in the Conference.

Approval of Delegates to Missouri Annual Conference- 6/7-6/9, St. Charles Convention Center

Rev. Andy Blacksher and Rev. Kurt Schuermann will attend Annual Conference. The two lay people who were expected to attend had to back out. A motion was made by Craig Looney to have Sue Belval and John Heskett attend as the lay representatives. The motion was seconded by Jennifer Forsyth and the board was unanimous in its support.

April 10 Meeting with Mary Beth Hartenstein and Nancye Dunlap

Sue Belval and Joy Parisien attended this meeting to decide whether steps needed to be taken to address congregational members who were still struggling. Everyone felt that time had been a great healer and that nothing major needed to be done. Mary Beth, however, quietly plans to touch bases with a few people and groups. She asks that Board members pass on the names of any people you feel could benefit by her speaking with them.

#### Plans for Dr. Susan Nienaber's Consultation with the Board and staff

Dr. Nienaber is a trauma informed therapist as well as an ordained minister. She has already been in conversation with Rev. Blacksher, Rev. Mary Beth Hartenstein, Rev. Ron Beaton, as well as John Heskett and Sue Belval. Future phone calls will help to clarify the goals that hopefully can be achieved with her help. Many on staff are still feeling stressed. It was hoped that she could also work with the board as well, even perhaps having a session with staff and board members together, either on Zoom in person. The plan is to analyze and try to fix any problems before Pastor Beaton arrives. The Conference has offered \$5,000 to help defray the cost for this intervention. It was suggested that a barbecue at Manchester Park or some social gathering with both staff and Board members after these session with Dr. Nienaber end would be beneficial. There is an interest by both the staff and the Board in getting to know each other better.

#### Staff Evaluation Process

We discussed many forms: Annual Performance Conversation, Four-Fold Wesleyan Discipleship Path which depicted the core values of Worship, Devotion, Justice and Compassion in terms of Piety and Mercy, as well as whether they would be considered Social or Personal. There was also the new mini 360 evaluation that Rev. Blacksher introduced called Staff Core Values Review and the Symlog evaluation with graphs he used as part of his doctoral dissertation.

A motion was made by John Miller to allow Rev. Blacksher to have the staff fill out the Symlog forms again. The motion was seconded by Kandi Karger-Robinson and the board supported unanimously.

#### Interim Pastor Report

Rev. Schuermann had nothing to report. However, members of the Board wanted to express their appreciation for the wonderful job he has done as our interim pastor during what has been a very difficult transition period. We let him know that members of the congregation have been very vocal in their appreciation of his leadership.

#### Lightning Round

- April 28<sup>th</sup> Optional District Learning Opportunity Registration deadline is Friday, April 19<sup>th</sup>
- Rev. Blacksher graduates on May 6<sup>th</sup> and will be in D.C. from May 3-7.
- Leadership Institute is being held Sept. 25-27 at the Church of the Resurrection. Forms are not yet available, but if interested register early.

A motions was made to move to closed session by Sue Belval and seconded by Craig Looney. The Board was unanimous.

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