

# FUMC Leadership Team

July 17, 2018

Attending: Don Bailey, Dave Speicher, Kelli Fink, Bill DeLong, Sue Irwin, Carrie Bremer, Carol Chandler, Ellen Traucht, Kathy Rohrs, Aaron Brown, Dick McConnell. Absent: Andy Zweizig, Josiah Robinson, Jennifer Rychlik, Chris Runyan.

## Loving

- Glory Sightings

## Learning

- We spent our learning time discussing the upcoming General Conference and the recommendation brought forth by the Commission on the Way Forward. We looked over the upcoming Messenger article that is being published in order to help our church understand our current situation. We spent a good amount of time discussing the theological differences that have led to our denominational struggles.
- Our future learning will include *Canoeing the Mountains* in future months and each member of the LT is asked to purchase it and read the first three chapters for learning at our August meeting.
- We closed our learning time with prayer and communion.

## Leading

- **Leadership Team Action Items**
  - Carol motioned to approve minutes; Sue seconded. All approved.
  - Last month's communication

What needs communicated?	How will that take place?	Who will follow-up?
Annual Conference Review	Kathy will update LT; bulletin insert to follow next LT meeting	Kathy
Commission on a Way Forward	Kathy will email recommendations/bishops comments to team	Kathy
Staff Manual Sub-Team Update	Sub-Team will report at next meeting	Sue, Ellen, Kelli, Carol

- **Finance Agenda**

- Dave gave an update on financials. Revenue is right on pace for where we need to be, and we may actually be a bit ahead because of summer giving trends. 2017-2018 giving trends are pretty close in comparison. In total, we are in good shape with expenses as well. Overall, at the six-month point for the year, we are in good shape. Sue made a motion to approve the financials, and Don seconded. All approved.

- **Nomination Agenda**

Our church conference will be on Monday, December 3. We will release selection materials in September, and plan to hold interviews for the Leadership Team in October. Here is the information concerning the selections needed for 2019:

- Consider nominations for 2019 Leadership Team

*Class of 2020: Carol Chandler, Ellen Traucht, Dick McConnell and Chris Runyan  
Class of 2019: Bill DeLong, Carrie Bremer, Jennifer Rychlik, Don Bailey*

- Leadership Selection Team for 2018

*Rita Rausch*

*Ryan Rigel*

*Gene Sirca*

*2 Members of the Leadership Team will need to be selected*

- Leadership Selection Team is nominated for only one year, so we will need 3 nominations for church conference

- **Personnel Agenda**

- Staff Review with Best Christian Workplaces Institute

We voted and approved electronically on the BCWI survey in early July, and the personnel task team has been working on making progress. We are registered for the process and the task team is looking over the questionnaire that will be used. We have the opportunity to add open-ended questions to the discussion. There will be 14 staff people (core staff working 15+ hours a week) who are part of the survey process. A letter will be sent to the staff so they understand the process and its' meaning. The task team is also planning follow-up with the entire staff following the survey to review results in order to strengthen connections and grow together. The staff manual review has been set aside in order to pursue the survey process first.

- Job Description Review – Business Administrator

Kelli shared a review of her job description and pointed our attention to the human resource side, asking for clarity in accountability and standards consistent for all of the staff. An extensive conversation was held on the supervisory roles of the staff, and who is responsible for supervising whom. Carrie will work on a flow chart based on our conversation tonight.

- **Building / Maintenance Report**

Bill gave a report of the FMT, and they are working on repairs to the parsonage in order to update critical structural items, including a crack effecting the basement.

The air conditioning unit in the sanctuary is malfunctioning, and the coil replacement needed will be \$9,000. The FMT is considering replacement of the entire unit. There are five units and they are 21 years old. The immediate direction would include replacement for one unit – cost yet to be determined. Basically, the unit is running hot, and we need to fix the issue. There is also the consideration of upgrading preventative electric service to remedy the problem.

- **Communications Team Report**

The Communications Team has met and set three goals:

- Updating the bulletins, particularly in the contemporary service (by August 15)
- Revamping the website
- Branding/marketing for the future

We had a discussion around stepping back and looking at all of our communication channels and how to fill the gaps that exist in the church.

- **Ministries Team Report**

We completed the ministry review process and the facilitators shared about the glory sightings from their interviews and the opportunities to grow and better support ministries as we continue this process in the future.

- Engage
  - The MT are pursuing opportunities to engage the community in a way that draws them to our church intentionally through a variety of different methods. One of these includes the Sunday worship at the Covered Bridge Festival on September 23 (thanks to Sue Irwin's connection).
- Connect
  - Matt Whitworth will be joining the connect team, working with Ashley Alonso and the team to accomplish their goals.
- Equip
  - Peggy is working with her team, and has encouraged each of them to find a particular person to mentor/disciple as part of their role on the team
- Send
  - Dave and Tami Speicher have developed forms to help assess ministry giving and organize the 2019 giving budget.

● **Administrative Discussion Items**

- Church Conference Monday December 3
  - 5:00 Pastors meet with District Superintendent
  - 6:30 LT meeting with District Superintendent
  - 7:00 Charge Conference
- Worship Security Team report
  - Don Bailey gave a brief update on the Alice training he attended
- 2018 Goals
  - Complete Governance Policy
  - Worship Assessment Team
  - Form a Communications Team
  - Building Security
- Volunteer Recognition for July – Cindy Butts

● **Open Discussion**

● **Communication**

What needs communicated?	How will that take place?	Who will follow-up?
Ellen's Hope Center Testimony	Kathy will contact Matt to arrange video	Kathy
Staff survey communication	Task team	Sue, Ellen, Kelli, Carol
Church conference – Dec. 3	Messenger insert	Aaron
Internal - begin staff org chart	Carrie will work on draft	Carrie
Internal – Kelli' job description updated	Kelli to work on draft update "Church administrator" (?)	Kelli
August 21 Meal	Raspberry pie prepared	Dick

We ended the meeting with prayer.

Respectively submitted,  
Kathy Rohrs