

# FUMC Leadership Team

November 20, 2018

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

## Loving

- Glory Sightings. The team shared glory sightings.

## Learning

- Pastor Aaron shared A Celebration of Thanksgiving and then served communion.

## Leading

- **Leadership Team Action Items**

- Chris made motion to approve the October 16 minutes, Dave seconded. All approved
- Dave made a motion to approve the October 28 minutes, Ellen seconded. All approved
- Last month's communication briefly was reviewed

| What needs communicated?           | How will that take place?              | Who will follow-up? |
|------------------------------------|--|---------------------|
| Leadership Selection Team Nominees | All will contact suggested names       | All                 |
| Service to hear open forum         | Show up for time you volunteered       | All                 |
| Leadership Team Application        | Ask people to apply                    | All                 |
| October 28                         | Voting for Worship Assessment proposal | All come            |
| November 20 meal                   |  | Jen                 |

- **Finance Agenda**

- Dave presented the financial report. Overall good feeling about 2018 results to date as compared to budget. Revenue down but expenses equally down as well. Dave updated the team on the results of the first week of pledging for 2019. The number of pledges were down, but the average giving per pledge was up. Sue made a motion to approve the financial statements, Andy seconded. All approved.
- The 2019 budget was presented with comments for increased spending by teams. The leadership team would like a quick overview of each team's request to ensure alignment with overall church goals. It was decided to have this discussion at the January 5 combined Staff/LT meeting when 2019 breakthrough goals are determined. Dave and Sue will check to see if the URE building is available for this meeting scheduled from 9:00 – 2:00.

- **Nomination Agenda**

- Report of Leadership Selection Team for nominations for class of 2021 Leadership Team

*Class of 2021: Nathan Young, Kara George, Dave Speicher, Nathan Stackhouse  
Class of 2020: Carol Chandler, Ellen Traucht, Dick McConnell and Chris Runyan  
Class of 2019: Bill DeLong, Carrie Bremer, Jennifer Rychlik, Don Bailey*

- The 2019 leadership selection team of Sue Irwin, Jeremy Miller, and Tami Speicher was presented. Sue made a motion to nominate these individuals, Bill seconded and all approved.

- Michael George and Dave Speicher were presented as the two delegates for annual conference to serve a three-year term. The team felt a stipend should be offered for the delegates to assist with associated cost. It was agreed to add \$500 per lay delegate appointed to the 2019 budget. Ellen made a motion to accept the nominations, Sue seconded and all approved with Dave abstaining.

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- **Personnel Agenda**

- Set salaries for Pastor Aaron and Pastor Peggy - Pastor Peggy's salary was increased to meet the Pastor minimum. A motion was made by Sue to increase Pastor Aaron's salary by 2% and raise Peggy salary and housing allowance to the conference minimum. Ellen seconded. All approved, motion passed. Chris made a motion to increase Peggy's account reimbursement from 1,000 to 1,500, Carrie seconded. All approved, motion passed. Dave made motion for Aaron's account reimbursement to be set at \$5,000 and the continuing education amount as \$2,500 for education, Ellen seconded, motion passed.
- Director of Traditional Worship Position
  - Proposed job description for Linda to move to full-time - Remove item "K" from job description. Modify "B" under other duties to be required to attend all staff meetings. Sue made a motion to approve the position description as amended, Chris seconded. All approved, motion passed.
  - Salary – Chris made a motion to approve Linda Forry as Director of Traditional Worship at a salary of \$35,000 starting January 1, 2019. Ellen seconded, all approved. Motion passed.
- Kathy's resignation - Pastor Aaron asked for now not to hire anyone and he will lead the Ministries Team. Aaron expressed for a goal for 2019 to be a full assessment of all staffing needs. This assessment can begin with the staff.
- Exit Interviews with Kathy and Angie - The HR task team along with Jen will perform an exit interview with both Kathy and Angie.
- Flow Chart of Supervisory roles - Pastor Aaron will now supervise Mark instead of Pastor Peggy in light of these changes.
- Report on November 10 staff gathering - Sue Irwin provided a report on the November 10 staff gathering. Suggestions of church wide goals were shared along with comments made in response to the question of "What would make Marysville FUMC an exceptional place to work."

- **Building / Maintenance Report** – Reviewing updated quotes for the live streaming of services; the budget request increase for the emergency fund is for the replacement of 5 roof top units at approximately \$40K - \$50K each.

- **Ministries Team Report**

- The 2018 Christmas Offering was presented by Dave as a member of the SEND team. Ellen made a motion to approve the Christmas Offering as presented, Josiah seconded. All approved, motion passed.

- **Administrative Discussion Items**

- Report from Carrie Bremer on the Church Safety conference – As a result of the conference Carrie suggested the creation of a security team. Jen will gather the members of the existing security team, along with Carrie, to share what she learned.
- Comments on Bishop's meeting at FUMC on Tuesday November 13 – General comments were shared.

- Church Conference Monday December 3 – responsibilities were discussed. Due to the way the apportionment issue was brought to the floor of church conference, we should be prepared for the unexpected at our church conferences. The team was asked to have conversations with members of the congregation to see if anyone wanted to request time to speak to be placed on the agenda. Pastor Aaron also shared he would make an announcement in all services as well.
  - 5:00 Pastors meet with District Superintendent
  - 6:30 LT meeting with District Superintendent
  - 7:00 Charge Conference
- Volunteer Recognition for November – Rita Rausch

- **Communication**

- What from tonight's meeting needs to be communicated to the church

| <b>What needs communicated?</b>                      | <b>How will that take place?</b>                           | <b>Who will follow-up?</b> |
|--|--|----------------------------|
| Kathy & Angie exit interviews                        | Schedule meeting with HR task team                         | Jen                        |
| Security team formation & updates                    | E-mail to existing team members and Carrie                 | Jen                        |
| Hiring of Linda Forry                                | Bulletin   | Aaron; Kelli               |
| Staffing needs                                       | Overall assessment   | Aaron                      |
| Ministry team leaders budget request questions       | Staff to give brief presentation at Jan 5 planning meeting | Aaron                      |
| Charge conference scheduled for December 3 @ 7:00 pm | Bulletin; Messenger; Pulpit announcement                   | Aaron;Kelli                |

Respectively submitted,

Kelli Fink