



FIRST UNITED METHODIST CHURCH of Midland

STRATEGIC LEADERSHIP COUNCIL (SLC) Meeting Minutes

January 23, 2024

ATTENDANCE:

| NAME | PRESENT | PRESENT (VIRTUAL) | ABSENT |
|-----------------|---------|----------------------|--------|
| Faith Fuentes | | X | |
| Chris Goralski | | X | |
| Jon Horton | X | | |
| Diane Lake | | X | |
| Brantley Lather | X | | |
| Julie Pangborn | X | | |
| Bill Pritchett | X | | |
| Patricia Sedon | | X | |
| Ellen Talbott | X | | |
| Jung Eun Yum | X | | |
| Dennis Buckler | X | | |

7:00 p.m. – Meeting called to order.

OPENING PRAYER: Bill Pritchett led prayer and devotion focusing on servant leadership and using the resource “How will you lead?”.

ACTION: Future meeting opening prayers/dedications were assigned. February 27 – Ellen Talbott; March 26 – Brantley Lather. Julie Pangborn will bring the sign-up sheet to the next meeting for the remainder of the year.

DECEMBER MEETING APPROVAL: Minutes approved with amendment removing the word “of” under Accounting; Budgeting; third sentence. (Ellen T. moved, Brantley L. seconded)

UPDATES

ACCOUNTING: Bill Pritchett indicated that we ended the year of 2023 in the black when a deficit was expected. This resulted in \$107,000 more dollars than anticipated, a \$23,48 surplus of funds. Bill stated that people have continued to be faithful in giving which is still solid. He will be providing an update to the congregation on Sunday.

There will be an in-depth discussion of the 2024 Budget later in the agenda.

HR: Diane Lake reported the HR Team met in early January and needs to further clarify the policy on snow days and employee pay status. The process for notification including responsibility and accountability needs to be defined. Recent weather events highlighted some issues with the current policy and process. The current policy was reviewed including the requirement that staff need to report to work when and if it is safe to come in. Rev. Yum makes the final determination on whether employees are to report for full/partial or no workdays. Ensuring personal safety of the employee is a key component of this policy. Key elements that need to be clarified with employees and in the policy are a clear communication process, how an employee will be paid (make-up work time or use of sick time), and decision and communication accountability. Diane will be meeting with Rev. Yum soon to discuss the policy and process.

The employee that was recently hired into a HR position was a no call/no show for work this week. Attempts to communicate with the employee via text and phone have been unsuccessful. The group agreed that this is a critical position, and the behavior is a serious concern. Diane will be meeting with the HR Team to discuss next steps and an action plan including the need for formal correspondence with the individual.

ACTION: Diane Lake will be meeting with Rev. Yum and the HR Team to review and finalize the policy on adverse weather and defining next steps for the HR employee. She will be distributing the policy revisions to the SLC members for feedback.

FACILITIES: Jon Horton reported that FUMC lost the ability to heat due to air handlers which was quickly rectified.

There was an issue with the elevator filling with water due to a bad sump pump. A new one was installed, and the elevator was cleaned with bleached, and the smell abated.

New carpeting was installed in the preschool area and is a nice improvement.

PRESCHOOL UPDATE/DECISION: Jon Horton reported that he met with Rev. Yum to clarify which committee has the responsibility to make a final determination and selection of which organization can lease the church for preschool or youth services. It was determined that the Preschool Subcommittee will make a recommendation to the Facilities Team regarding who they feel would be the best choice to use the preschool wing of our building. A member of the Preschool Subcommittee will speak with “stakeholders” of the church to get their input about the use of the preschool wing, prior to making their decision and reporting to the Facilities Team with their recommendation. The Facilities Team will make the final decision, and then report that decision to the SLC. Rev. Yum agrees it is critical to seek out stakeholder input prior to making a final decision including staff who overseeing children and youth services. Concern was expressed that the SLC had previously been responsible for overseeing this project. The SLC expressed agreement with the plan as outlined above.

Jon reported that the Preschool Subcommittee is considering two options for leased space for in the preschool area. Option 1 is Highpoint Academy, which is a home school organization that

would use the facility two days per week. Option 2 is the ESA who is seeking to provide preschool services five days per week. The space that is available to use would be Rooms P1 – P4, 2 BRs, and the youth center. The goal is to increase the utilization of the building, not to increase revenue.

ACTION: Jon Horton, through the Preschool Subcommittee reporting to the Facilities Team, will take the lead in reviewing potential opportunities and making a final decision regarding leasing of space for preschool/youth services. This will be done by seeking input from key stakeholders within the church. Jon will keep the SLC apprised of the project and will report the final decision to the SLC.

APPROVE 2024 BUDGET: Denny Buckler presented the proposed 2024 Budget. A preliminary budget was presented to the Accounting subcommittee. Key points to creating the budget included: (1) predicting what we expect to receive from pledges and non-pledges (general income), excluding designated giving, (2) reviewing the number of pledges (pledging units), and (3) estimating excess income by percent over and above pledges. It is important to note that the year 2021 was an unusually high percentage and this year was excluded from the average. It was determined that a 28% average would be used to predict excess over pledges (\$150,000). A reminder that a budget is just an estimate based on the best data and information available at the time.

The expense portion of the budget was based on 2023 performance and input from key groups and individuals. It is important to note that Community Assistance received an additional \$10,000 allocation from the SLC midway through the budget year. It was also noted that there is a need for a process and potential funding to support members of the church who experience serious financial hardship due to unplanned housing maintenance issues. There is an upcoming meeting to discuss creating a program to address this. The SLC decided that when a process and a program has been created, it can be presented to the committee for potential budget amendment. It was proposed that \$6,000 be removed from the Community Assistance expense line leaving them with a budget of \$30,000.

With the amendment, the proposed budget for 2024 results in income (over spend) of a deficit of \$138,700. Based on past performance, Denny felt the deficit risk was minor. The 2024 Budget was approved with amendment removing \$6,000 from Community Assistance leaving them at a budget of \$30,000. (Jon H. moved, Ellen T. seconded)

CLOSING PRAYER: Bill Pritchett closed the meeting by leading the group in the Lord's Prayer.

NEXT MEETING: February 27th

Closing Prayer – Ellen T.

8:55 p.m. – Meeting adjourned.

Respectfully submitted by Ellen Talbott, LSC Secretary

