



# FIRST UNITED METHODIST CHURCH of Midland

## STRATEGIC LEADERSHIP COUNCIL (SLC) MEETING MINUTES

February 27, 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 Talbot			X
Jung Yum	X		

Hilary Ferguson and Rob Morganstern also joined the meeting as guests. Both have been involved in the discussions with HighPoint Hybrid Academy.

7:00 p.m. – Meeting called to order.

**Opening Prayer** was offered by Julie Pangborn.

**January minutes** had been approved via email, prior to the meeting.

### Updates:

**Accounting:** Bill Pritchett reported that the payout from the Endowment was higher than expected. The 2024 payout will be \$574,347. This increase in income will help to reduce our budget deficit, bringing that amount from \$138,700 down to \$109,353. Bill also shared some figures related to our church's giving to United Methodist causes in 2023. Based on our annual church statistics report, our giving to UMC causes went from \$3,788 in 2022 to \$40,256 in 2023 – a 963% increase. This increase is due to our donations to New Heart and Midwest Missions.

**HR:** Diane Lake reported that Erika Hall has started as our new administrative assistant. The HR team has also posted a job for a Youth Director, which will initially be a 20-25 hour per week role. The team is also working on a policy related to bonuses and raises for employees, as well as a policy related to funerals and weddings. That policy will be finalized without further input from the SLC.

**Facilities:** Jon Horton reported that the new screen has been installed in the sanctuary. He also brought two proposals to the SLC related to upgrading the sanctuary sound system. One plan called for a single-phase initiative that would complete the upgrade as one project, while a second plan would divide the project into two phases and allow us to spread the cost across two years. After some discussion about the project, Jon made a motion to approve the single-phase project at a cost of \$85,955.27, with the addition of a contingency amount to cover unforeseen expenses. Chris Goralski seconded the motion, and it was approved unanimously by the SLC.

**ACTION:** Bill Pritchett will contact Denny Buckler to work with the Accounting Team in determining exactly where the funding for this project will come from. Jon reported that Facilities has \$20,000 in a discretionary fund that can be used, and we discussed the idea of asking the congregation for donations. Memorial money might also be used for this project, and any additional funds could be pulled from short-term savings.

The **status of the HighPoint Hybrid Academy** was provided by Jon Horton and Rob Morganstern. HighPoint currently has locations at nine churches in the Detroit metropolitan area. FUMC has a one-year contract with HighPoint that will allow them to use rooms P1, P2, P3, and P4 on Mondays and Wednesdays from 8:00 a.m. to 4:00 p.m. through the 2024-25 school year. The outdoor play area and Youth Center (in case of inclement weather) will also be available to the students. HighPoint will pay the church \$3 per child per day, with a minimum of \$150 per day. The academy will also provide a Campus Coordinator who is responsible for setting up the rooms and restoring them to their original condition each day. Additional coordinators will be provided as necessary, so that the ratio of one coordinator per 50 students is maintained. In addition, FUMC representatives (Hilary Ferguson, Erika Hall, Rob Morganstern, and a Facilities representative) will meet on a regular basis with HighPoint to ensure that this engagement is working well for both parties.

Hilary Ferguson also expressed appreciation to the SLC for focusing on our goal of attracting more families and young children to the church. She and Pastor Bethany have plans for several initiatives that will support that goal.

Pastor Yum and the SLC discussed **team roles and how we will make decisions** in the future. Jung explained his reasoning for asking Facilities to finalize the decision related to HighPoint. This approach was consistent with the way in which the contract with Fresh Aire counseling was approached. He also expressed the need for the SLC to support each of our teams within the church. The group continued the discussion, noting that larger projects, such as the sound system upgrade, typically require funding above a team or work area's budget. Those decisions should come to the SLC for approval. Future initiatives will include a discussion about who will be involved in key decisions so that the expectations of the SLC and individual teams can be managed.

The regular meeting was adjourned at approximately 9:10 p.m. and an **executive session** with SLC members began at that time. Jon Horton and Chris Goralski departed prior to the executive session, due to time constraints. The executive session continued until approximately 10:05 p.m.

**Closing prayer** was offered by Bill Pritchett.

**Next regular meeting** is scheduled for March 26, 7:00 p.m. in the Hearth Room and via Zoom.

Respectfully submitted by Bill Pritchett, acting on behalf of Ellen Talbott, SLC Secretary

