

FIRST UNITED METHODIST CHURCH of Midland
STRATEGIC LEADERSHIP COUNCIL (SLC) Meeting Minutes

March 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		

Pastor Bethany Maciejewski and Hilary Ferguson joined the meeting as guests to present information on next generation ministries.

7:01 p.m. – Meeting called to order.

OPENING PRAYER: Brantley Lather offered the opening prayer and devotion.

ACTION: Future meeting opening prayers/dedications were assigned. April 23 – Ellen Talbott; May 28 – Bill Pritchett; June 25 – Diane Lake.

FEBRUARY MEETING APPROVAL: Minutes had been approved via email prior to the meeting.

UPDATES

Accounting: Bill Pritchett reported that overall, we are in a good financial position and giving is \$13,765 ahead of where we were last year. Expenses are also down slightly. Facilities has spent \$13,900 less than budget, however, there are pending expenditures anticipated. Compensation and benefit costs are \$11,504 less than budget. Expenses for several ministries

including education/discipleship, worship and community assistance are \$6,544 over budget, however, they are restarting programs and activities that were stopped during the COVID pandemic. Costs have been kept under control and we continue to be in a good financial position with excess income over expenses of \$489,945, \$101,339 better than prior year.

HR: Diane Lake reported that Erika Hall has begun her role as administrative assistant and has successfully completed the 30-day review. She is organized and has strong communication skills.

There was no HR team meeting this month. The next scheduled meeting is in April.

There is a job posting for a Youth Director, which will initially be a 20-25 hour per week role. There are a few candidates identified who will have first or second level interviews. In total, there were twenty applicants, only three who met the requirements of the position. If they cannot find a suitable individual, the subcommittee is open to redesigning the position if needed.

Facilities: Jon Horton reported that there are several modifications to the sound system upgrade plan. They are meeting with the company next week to finalize the plan. Will need to earmark a down payment of approximately \$71,000 for materials due in April. Project work will begin in May or June. Announcements about the upgrade were placed in E-blast and will be in the bulletin after Easter. Also, an update will be given at the Town Hall meeting on April 14th. Funding sources will be from memorials, discretionary spending, special donations and the Currie fund.

The Pepperidge Court property had dead trees that were removed. There are additional trees that need to be removed this week through a contractor. Also, tile and drywall in the bathroom require repair. They are in the process of getting estimates for repair. Matching the tile will be challenging. They are leaning toward replacing the tile and the bathtub. It is critical that this project be done.

Regulator and valves in the mechanical room are leaking and require repair at an estimated cost of \$4,000. They are working with contractors now to get a bid for the work.

A draft technology policy was distributed for review and approval. This was the third revision of the policy. Key points of the policy were outlined and include:

- Facility Management Team (FMT) has overall control of electronic technology (hardware and software) bought and maintained for supporting staff and volunteers.
- All staff/volunteers are to go through the Church Technology Coordinator (CTC) if they need additional equipment or software.
- No one may purchase their own equipment or software.
- Authorization level of approval is based on purchase amount.
- Departing employee/volunteers must return all equipment/software to FUMC.

- All documents created for church support and use should be developed or maintained on authorized, church owned equipment and software.

It was identified that this is a critical policy and should be included in new employee orientation and will require current employee training. A motion was made and passed to approve the FUMC Technology Policy. (Brantley L. moved; Bill P. seconded)

ACTION: Jon Horton will work with Bill Pritchett to determine the funding for the sound system. Diane Lake will work with the HR team to ensure the technology policy is included in new and current employee training.

SEP: NEXT GENERATION MINISTRIES: Pastor Bethany and Hilary provided an update of their one-year plan for next generation ministries that includes children's and youth programs. They were pleased to report they have doubled the attendance of youth group reaching ten active participants. There are now 22 children attending Sunday school programming. The first goal is to build trust with the youth and that has been the initial focus. Highlights of their activities are outlined below:

- Game night for families (4/19)
- Youth worship and scholarship awards with reception (5/19)
 - Includes helping youth decide where they wish to serve (mission trip, friendship lunch, rummage sale, etc.)
- Family Vacation Bible School (VBS) in the evenings (6/10 – 6/13)
 - Children can attend with or without families.
 - Looking for many volunteers to support.
 - Interactive, hands-on program.
- Future Activities
 - Family Day of Prayer
 - Back to School Drive
 - Youth Shopping for Sharing Tree
 - Kick off Sunday
 - Revive the Family Retreat
 - Planned roll bake in 2024

The goal is to increase to 30 the number of young families actively participating in programming. They are also working to upgrade supplies and support for the ministry. Next year the goal is to have youth group weekly.

The SLC thanked Pastor Bethany and Hilary for their excellent presentation and encouraged them to reach out if they need additional resources. The SLC wants the youth to know they are important to the church.

SAFETY AND SECURITY PLAN: Julie Pangborn brought up the topic of a formal safety and security plan for FUMC and wondered if a policy exists at FUMC and whether a review of the policy and process is indicated. This review should include the following:

- What do we currently have in place?
- What should we have in place?
- What do we need to close the gap?

It was agreed that the Facilities Management Team (FMT) has the accountability and responsibility for safety and security. Jon Horton believes that a policy exists and will be working with this team to locate and review the policy including any gaps that may exist. It will take some time to conduct this review.

ACTION: Jon Horton will work with the FMT to locate pertinent safety and security policies and provide a review and gap analysis of the policy and process. He will provide an update to the SLC when completed.

The regular meeting was adjourned at 8:40 p.m. and an executive session with SLC members was convened.

NEXT MEETING: April 23rd

8:40 p.m. – Meeting adjourned.

Respectfully submitted by

Ellen Talbott, SLC Secretary