

GSUMC Leadership Board Meeting

2/22/2022 6:30pm – 8:30pm

Present:

Bryson Smith
Anne Britt
Dawn Heldmann
Kim Ivey
Andy Elmes
Bob Stephens

Sam Kirubakaran
Darla Ludwig-Bolton
Renee Delgado
Jenny Fairchild
Lisa McGehee
John Fuller

Opening remarks – Anne Britt

Welcome everyone!

Spiritual Formation – Kim Ivey

Reading from *Grace for the Moment* by Max Lucado, God Warrants our Worship.

Review of the Covenant – Anne Britt

Updates:

- #3, was updated to a calendar year
- #7, updated verbiage regarding the Pastor not needing to be present at all LB conversations/meetings.
- We reviewed all covenants together. It was reiterated that we need to look through the materials prior to the LB meeting. We are reminded that The Covenant is a working document. We voted to accept the updates as our new covenant.

Guiding Principles Update – Bryson Smith

- There are many guiding principles currently in place at GS. Staff are organizing and collecting current guidelines for review and updating.
- The current employee handbook is being updated.
- Carol Draper had done an audit for us and has authored some financial guidelines.

Financial Update – Andy Elmes

- About \$4,000 over income budget expectations for January.
- Email about the on-line fees went out this week.
- Planning on putting out a video about year-end results.

Leadership Equipping – Bryson Smith

- We were given a list of books to read. Bryson sees value in the LB reading the same information, so we can get on the same page.
- We are encouraged to recognize that we are not in a sprint, we are in for the journey. We will be messy and that's OK.
- Bryson, Anne and Andy are attending a Giving/Stewardship webinar tomorrow night.

Vision – Bryson Smith

- Bring clarity around vision:
We offer you a space
to experience Christ through gathered worship (gather)
to explore faith (grow)
and to encourage the world by serving (serve),
so that your life (lives are) is transformed by grace.

Next Level Innovations

- Challenges – Anne reviewed the challenges from the NLI report.
- Review of Innovations:

A Vision for New Day

- Conduct a ministry audit of our current ministries. Anne asked each member of the board to sign up in one of each area of the vision: gather, grow and serve
- Update job descriptions. This is underway. LB will review once they are completed.
- Anne asked Bryson and Sam to gather people to clarify the relationship between GS and Indian church.
- Evaluate the Leadership Development function. Do we have the right people on the Nomination and Leadership committee? Re-establish meetings for guests with the Pastors. Use the Clifton Strengths Finder to evaluate potential new leaders.

Next Level Missions

- Renee is deepening the relationship with Longan ES. What does serving Longan mean to us and what does that look like?

Expectation of Multiplication

- This is a conversation about discipleship
- We're already working a Discipleship Pathway. Lisa is facilitating the Discipleship team's work on this.
- We are offering inter-generational discipleship.
- Youth ministry audit – we will ask Tim Craft, Deacon to perform that for us. Bryson will propose to pay him \$500 for this service.

Using God's Space

- Lisa is putting together task force to conduct a feasibility study.

Chamberlayne Heights UMC

- Scheduled to close at the end of June. District will take over the church building and land.
- We have been asked if we would welcome their membership.
- Assets would come also: \$35,000 in bank, \$ 195,000 – in a UM Foundation account, \$142, 000 reserve funds
- They provide about \$7,500 in college scholarships
- They have a sanctuary, Education building and a fellowship hall that includes an industrial kitchen older.
- They are closing effective June 30 and their members and assets will be transferred to Good Shepherd.
- March 9th Bryson, Anne and Dawn have another meeting with their leadership.
- There was no opposition so it was decided that a vote could take place tonight.
- Sonny Ray made a motion to move forward with welcoming the members of Chamberlayne Heights UMC and assets to GS. Dawn seconded the motion. All present were in favor and the motion passed.
- Bryson will share with Dr. Lee that we have voted to move forward.

Future Timeline:

- Chamberlayne Heights needs to make announcement about closing to their congregation
- Letter needs to go out to our congregation.
- Church conference tentatively scheduled for April 10 for vote
- Task force will be formed to liaison ideas/welcome plans and meet with CHUMC members to identify their programs and create proposals for integration to GSUMC.

Wrap Up – Anne

Next meeting will be March 29

Closing Prayer – Kim

Closed Executive Session to discuss clergy review – Leadership Board

- This is the first opportunity for the Leadership Board to move into their SPR responsibility. This is an opportunity to establish a culture of encouragement and assistance to help clergy and staff grow.
- Renee is in the process of ordination
 - 2020 commissioned as a second-year Provisional Deacon
 - Clergy evaluation from SPRC due April 1 to submit to DS and Clergy Excellence Office
 - Characteristics of Effective Clergy include:
 - Leadership Qualities
 - Vocational Competencies
 - Vital Congregations Characteristics
- Guidelines to complete Annual Evaluation for Clergy
 - Question 1 – list areas of strengths
 - Question 2 – list areas of growth with specific action suggestions
 - Questions 3 – these items have typically been an area of strength or growth... action plan to grow personally or within church.
- Timeline:
 - By March 1 – Each LB member will get notes to John. Renee will also provide John with her responses.
 - By March 8 – John, Anne and Jenny will compile everyone’s notes into one document and email a DRAFT to LB.
 - By March 15 – LB will review and send our final thoughts to John.
 - Week of March 15 – John, Anne and Jenny will send the final to Renee for feedback and schedule an in person meeting to review and share thoughts. This will include Bryson.
 - By March 22 – John, Anne and Jenny will send final revisions to LB. This will be the document that will be submitted.