

Good Shepherd United Methodist Church
Leadership Board Meeting Minutes
October 11, 2022

In Attendance

Anne Britt, Andy Elmes, Dawn Heldmann, Darla Ludwig Bolton, Bob Stephens, Sonny Rea, Jenny Fairchild, Lisa McGehee, Kim Ivey, Bryson Smith

Spiritual Formation

Bob opened the meeting with a reading from Jeremiah and prayer.

Opening Remarks

Anne welcomed everyone and reviewed the Mission and Vision Statements. She reported that Maria Maxwell, an SAS consultant who visited last month's meeting, recommended we send our Board packets two weeks in advance. Anne thinks one week is enough time, but she would like to begin putting documents into a shared Google drive ahead of time instead of emailing them. Maria also felt we should be reporting more about how we are achieving our goals. Anne and Bryson believe we are still forming our goals, but that we do celebrate achievements when they happen. Jill Perrin, our SAS consultant, will attend our November meeting.

Financial Update

Andy reported that Carol Walker has not completed September's report, so he doesn't have the full picture yet. It will be a deficit month. Andy and Carol will be meeting soon to do a "deep dive" into the finances, taking into account all of CHUMC's finances and planning for the coming year. Board members will be invited to join in this meeting.

Bryson added that the Stewardship Campaign home visits began last night. There is a possibility of some revenue from rental use of CHUMC.

Approve Building Use Policy

Anne reviewed the new policy which applies to both properties. **MOTION:** Sonny made a motion to approve the new policy; Andy seconded the motion, and it was unanimously approved.

Disposal of Riding Lawn Mower

Sonny reported that we used to have volunteers come to cut the grass. We now pay a service, and the John Deere riding mower has been sitting in the shed for at least three years. He has done some research, and found we could sell it somewhere like Craig's List, or he would be willing to pay \$800 to take it. **MOTION:** Bob made a motion to accept Sonny's offer to purchase the riding lawn mower; Andy seconded the motion, and it was unanimously approved.

New Members

Lisa reported that we will begin using REALM, a database for tracking membership. It will manage the online directory, sign ups, and new member tracking. There will be an app for members to use for

communication, including small groups. It can also serve as a place to store Leadership Board documents. This will replace the Here I Am app which is not often used. Roll out will take a few months.

Lisa distributed a list of the 26 new members we received this year, not including the 246 people from CHUMC. All of these new members are already connected in a small group, choir, UMM, etc.

Leadership Development

Bryson shared a video on adaptive leadership, "Collaborative Leadership for Development." This kind of leadership is a cultural shift that we are moving towards. It is more than just the technical aspects of worship; it is about being adaptive and discerning. Todd Bolsinger is an author he recommends.

Nominations and Development

Bryson reviewed the "class" breakdown for Board members, as presented in the Pastor's Report.

Generative & Strategic Work

- Ministry Audits
 - Youth ministry audit begins tomorrow. Once the audit is complete, work will begin on Mark and Linette's job descriptions.
- Worship, Youth and Family Audits
 - Worship audit begins soon, and then Lindy's job description will be reviewed. Included in the audit will be discussion of a second service and other on-line options.
- Community Assessments
 - Lisa developed an assessment being sent to over 60 community organizations to find out what they feel is needed in our area. Congregation members are invited to take the survey. Some surveys have already been returned, and all will be reviewed soon.
- Budget Prep – Home Visits, India Church
 - First home visit was last night, five or six more are scheduled. Anne asked all Board members to sign up for one.
 - India Church is now meeting at Shady Grove UMC's Chapel.
- Job Descriptions
 - Laura Maher will be offered the Social Media Manager position. She is already doing this work. The position description was reviewed with the Board.
 - John Hall will be offered the Minister of Congregational Care position. The preaching and teaching he does are outside of this job. He will be focused on visiting home-bound members and those in the hospital. Bryson and Lisa will continue doing visits; this position adds another person to help with this. The position description was reviewed with the Board.
 - Each of these positions are 5-6 hours per week; \$5,000/year salary. It was recommended that the workloads be reviewed during the year to be sure the expected number of hours are realistic.
 - **MOTION:** Andy made a motion to approve both of these position descriptions and salaries; Dawn seconded the motion, and it was unanimously approved. Official offers will be made tomorrow, and can be made retro to October 1st.

- Policies and Procedures
 - Work is being done to standardize the Guiding Principles policies. This should be completed in November.

Other Business

Laura Maher is pursuing a certified lay ministry position. She needs to be on the November meeting agenda so that we can approve this for her. We will try to give her a virtual option as she lives far from CHUMC.

At last week's Charge Conference, there was much discussion about the new "Cluster" of churches we are with. Dawn has attended a meeting with some Cluster members, and is feeling very positive about the many possible opportunities. There are plans now for our annual Blue Christmas worship service to be made available for all churches within the Cluster.

GSUMC's anniversary is coming up, and we will be holding a special service at Longan Elementary.

Next meeting

November 15 at Chamberlayne Heights UMC. A tour of the property will be given.

Closing Prayer

Bob closed the meeting in prayer.