

Good Shepherd United Methodist Church

Leadership Board Meeting Minutes

September 13, 2022

In Attendance: Darla Ludwig Bolton, Anne Britt, Renee Delgado, Jenny Fairchild, John Fuller, Dawn Heldmann, Kim Ivey, Lisa McGehee, Sam Rajaratnam, Bryson Smith, Bob Stephens, Maria Maxwell (SAS Consultant)

Opening Remarks

Anne welcomed everyone and reviewed GSUMC's mission and vision.

Spiritual Formation

Dawn opened the meeting with a devotional reading.

Financial Update

Anne reviewed the financial reports that were prepared by Andy. Because of some large expenses, we had a negative cash flow in August. Year-to-date we are still okay. Andy will be asked to clarify which expenses are for GSUMC and which are for CHUMC.

Trustees

- Review Building use policy for GSUMC and CHUMC
 - Anne reported that the two policies need to be reviewed and brought into alignment. For example, the fee schedules and insurance requirements. Sonny will be heading a committee to do this. Bob volunteered to serve on this committee.
 - There have been many requests to use the CHUMC, some from members, and some from people unknown to us. We need rules in place so we know when and how to decline applications for use.

Nominations and Leadership Development

- Leadership Board Terms
 - Bryson stated that we need to set terms for the original Leadership Board members, as we should be rotating off in "classes," with some only serving one year, and some serving two or three years. The years are July – June, so the first class will rotate off on July 1, 2023. **ACTION:** Bryson would like to have conversations with each member to talk about how long they would like to serve. He will then take this information back to the Nominating Committee. Ongoing, new members will join and serve three year terms.

Generative & Strategic Work

- Ministry Audits
 - Dawn reviewed the ministry quadrants from our retreat. She sorted our ministries into the four quadrants, and would like a small group to really look at this. All four quadrants are important, but we would like to have more ministries be Ministries of Engagement vs. Missional Gestures. Jenny and Kim volunteered to work with Dawn on this project.

Renee recommended we invite Mary Beth Mitchell, who also served in the Mission Task Force.

- Budget Prep – Home Visits
 - Bryson and other leaders plan to go into peoples’ homes to talk about stewardship with a small group of people. They will also visit established small groups.
- Job Descriptions
 - Bryson reviewed the job descriptions for the Executive Pastor and Discipleship Pastor. They have been updated, and the Leadership Board is asked to review them. They will then be used to create goals for annual reviews. The Youth Minister, Music Minister, and all other staff position job descriptions are almost ready for review. All descriptions will be voted on once they have been reviewed.
- Potential Staffing Opportunities – Congregational Care and Social Media.
- Policies and Procedures
 - Policies such as spending limits for committees need to be finalized and formally approved by the Board. Anne and Bryson would like to have these completed and voted on in October.

Wrap Up

Charge Conference: Wednesday, October 5th, 7:00 p.m. at River Road UMC

Next Meeting: Tuesday, October 11th, 6:30 p.m.

Closing Prayer

Dawn closed the meeting in prayer.

SPR Closed Session

- Clergy Salaries – Due for Charge Conference on October 5
- **MOTION:** Bob made a motion to approve a 4% salary increase for clergy. Dawn seconded the motion. John pointed out that this motion should be made with the understanding that it will most likely mean a 4% salary increase for staff. Following discussion, the motion was unanimously passed.