KUMC Board of Trustees

Minutes

October 20, 2020 5:00pm

Meeting convened at 5:02 PM

Attendees: Trustees: Paul Anderson, Thomas Belter, Kathy Ezell, Becky Parks, Bob Whetson, Mickey Shelley, Brady Sterchi, Earl Teague, Lou Tiner

Other attendees: Lay Leader David Gerig, Pastor Jason Valendy, Joey Gillaspy, Rory Mahanna, and SPR Chair Keith Bierley

Opening reflection by Lou Tiner reading from the daily devotional

Prayer offered by Pastor Jason

Bob suggested a correction that $50,000 was budgeted for a water well and not HVAC. David suggested a correction regarding the $2,000 - $3,000 mentioned for organ and other instrument maintenance. Lou motioned to approve minutes with the 2 amendments. After amendments, the minutes were approved unanimously.

Brady introduced Rory Mahanna from Troop 1920 to present her Eagle Scout Project. Rory provided a well thought out presentation on building a fire pit and firewood stand near the scout house. The intention of the fire pit is to create a space for youth and others to gather. Rory expressed here ideas of the fire pit being able to host flag ceremonies, flag retirements, and other social events for the youth and scout troops. The fire pit will be a brick pad with a fire ring made of brick on top of the pad. The area chosen for the fire pit is open, easily accessible, and free from obstacles. The area will be a 12 x 12-patio area with the fire pit being 3’ in diameter and 2’ tall. The wood stand will be 40”. The wood stand will be near the fire pit and scout house, but not too close to attract rodents, snakes.

Rory presented to the Board of Trustees that she is planning for November 28th to be a workday to build the wood stand and the fire pit. Rory is planning for November 29th to be a back-up or extra day if needed. Rory estimates the total cost for the project to be approximately $1,400 ($1,354).

Brady provided input stating that Rory reached out through Abigail, and then Brady and Lou met with Rory. Brady advised that this is a starting point for future Eagle projects to include benches around the fire pit, maybe shelter, etc. Kathy asked where the nearest water source is to the fire pit. The scout house is the nearest water source. Rory has budgeted for a 150’ hose to be there as precaution (east of scout house)

David asked if the fire pit area would be accessible to other groups and if Rory has thought about how to schedule use, etc. He also asked if the scouts or the church was responsible for developing procedures to sign up for use of fire pit. Rory answered that she has thought about it and believed an online sign up would work. She included that she has an idea of a fire safety kit that will be stored at the scout house to include instructions.

Brady brought up city requirements from Keller. Rory looked into it and she obtained structural requirements 3’ and 2’ high. Inspection, but no permits needed.

Becky asked who would be responsible will for cleaning out fire pit, etc. Groups using the fire pit will be responsible for keeping up and scouts ultimately will ensure to take care/maintenance of pit. Scouts will also keep wood stocked as able.

Brady wrapped up the discussion about regulations stating that posting a sign near the fire pit with instructions and clean up rules would help ensure procedures were being followed. Rory and other scouts will check the fire pit weekly and can include clean-up of area in routine clean up days by scouts.

Lou asked for board of trustees to vote to approve Rory to move forward on the project. The board of trustees voted unanimously for Rory to continue to move forward on her fire pit project.

Lou called for a discussion and a vote to decide the board of trustee’s confidence in Lou continuing as the Chairman of the Board of Trustees and the Volunteer Facilities Director. Lou started discussion on chair announcement and discussion. Lou referenced the recent landscape contract termination and that he had notified the board of trustees. Tom Belter has communicated that he believes it is a conflict of interest for Lou to hold both position of Board of Trustees Chairman and the Volunteer Facilities Director. Lou advised the board of trustees that Tom Belter petitioned pastors to remove Lou as the Chairman. The Board of Trustees were told the Pastors denied Belter’s petition. Lou Tiner felt the need to bring the issue (petition) in front of the board.

Lou requested that the Board of Trustees affirm or reject what he has done regarding the contracts and the position of facilities director. Lou explained the process which would include Tom making his argument, Lou making his argument, and then The Board of Trustees would vote.

Tom replied to this call for a vote stating that he was surprised that we are bringing this action to the board during this meeting. Tom reiterated that he has long felt that Lou’s role as chair and facilities director was inappropriate to serve as both. Tom stated that there are few things that have happened that are improper, but Tom stated he would not explain further. Tom advised that Lou took unilateral action to cancel contracts and enter into others. Tom believed that his actions were a breach of protocol because the board should have made them. Tom expressed that he did not know the pastors objection to his petition until now.

The Board of Trustees voted in confidence and the results were 6 to 1 to affirm that Lou Tiner stay in the chair position on the Board of Trustees.

Keith Bierley provided an update on some facilities staff announcements. Keith explained how senior pastor changes can affect how other positions are staffed. He further explained that staffing may change slightly from outgoing and incoming pastors due to personal preferences regarding particular positions and who those positions report to. SPRC understands that the pastors have some voice in how their staff is filled. Keith explained that the previous senior pastor had 3 executives that reported to him. Everyone else reported to one of the 3 executives. In 2019 when we had a director of facilities, they reported to Melanie Grice. At some point, it was changed and the director of facilities reported to Pastor Paige.

In July 2019 when Estee and Jason were assigned to Keller UMC, the SPRC met with Estee and Jason to understand how they wanted the management structures to be. In early meetings, there was clear direction that they want to be much more interactive with all staff. They wanted more people reporting to them directly and more involvement with all aspects of the church. In the later part of 2019, we as a church went in that direction. That gets us to where we are now in trying to find a Director of Facilities (DOF) that reported directly to our senior pastors. Early efforts to fill the DOF were unsuccessful. Lou volunteered to fill the the position as a volunteer until the position could be filled by someone else. Senior Pastors and SPRC agreed that Lou Tiner would fill the position. Keith and Senior Pastors have since approached Lou to fill the position as a permanent and paid employee of the church. Lou declined their offer, which led Keith and the SPRC to meet with other staff members to determine the best way to staff the church.

Keith explained that he took Bob’s recommendation for DOF job description to Melanie (the Board of Trustees had previously approved) and she agreed it met HR requirements. Keith referenced suggestions by some members that there is too many supervisor personnel within the facilities staff. SPRC decided that in 2021 the role of building supervisor would be eliminated and the church would keep DOF position. Joey Gillaspy will change from building supervisor to Director of Facilities. Lou Tiner agreed to help with the transition of the next 90 days.

The next item on the meeting’s agenda involved Bob making an updated 2021 budget proposal before making his presentation to the finance committee later in the evening. We were reminded that this was a 2021 budget proposal and the Finance Committee has final approval. Discussion points for the Board of Trustees meeting included FLC HVAC replacement (move forward with 2 or 4 units or hold off until needed), out buildings (disrepair and put together plan on what we do with them to serve church needs now and in future), FLC foundation (need to readdress to determine if/what the need is to repair foundation. The amount of dollars put into the budget regarding the FLC foundation were based off estimates from over a year ago. The board agreed to get a structural engineer to re-evaluate the FLC foundation after our recent drainage repairs, in order to get a more accurate estimate. Another item that was recently added as a budget item was an irrigation well with a cost of $50,000. The well should significantly reduce our monthly water costs. It was mentioned by the board if we should include this amount in the budget if there is still much more research that needs to be done on the cost effectiveness of the well.

Paul provided his input stating that he thought the $50,000 should be in the budget. Having direct working knowledge of the outbuildings, he also provided input in that category explaining that the shop leaks, but the others are okay regarding leaks. Paul suggested the metal building and the wood building be replaced with a newer single building. Paul recommended doing more research to have an answer on the buildings. He expressed it is important to understand the churches needs for now and in future regarding the out buildings to include; waterproof, flooring, suitable for needs, drainage issues, etc.

Lou recommended that baseline input regarding the irrigation well and outbuildings is included in the proposal to finance with the caveat that we need to adjust and further research on some topics. The Board of Trustees voted to send the 2021 budget proposal to finance with caveats on a few topics. A target date of November 17th was agreed to have the Board of Trustees 2021 Budget Proposal finalized. The Board of Trustees unanimously approved to move the proposal to the finance committee.

Lou moved the meeting’s discussion to the last item, which was contracts. The board agreed to continue with our insurance policies as they currently are.

Bob questioned if our ant control contract with our landscaper and our pest control contract duplicated services. An explanation included that they do not duplicate since the pest control covers the structures and immediate perimeter. The ant control through our landscaper covers outer perimeter broad application and the controlling ant mounds.

Regarding the new landscape contractors we are considering, Bob asked if we had any reviews. We will reach out to each bidding company to get reviews.

Each company will report each month on needs and we can agree each month on if we want the services done.

The Board of Trustees reduced the bids to two; Brightview and Smith. The Board will discuss these two companies in further detail and come up with a final recommendation. A subcommittee of Board of Trustee members will conduct the final review of the Brightview and Smith.

Earl questioned the large difference with ant control service cost between Brightview and Smith. The subcommittee will reach out to both final bidders to determine the difference in the ant control portion of their bids. Lou will lead further discussion/research on the final contract recommendation.

Brady made a motion to adjourn at the conclusion of the landscape contract discussion. The motion passed unanimously. The meeting adjourned at 6:47pm.