

# 122120 Ministry Council Meeting - 7:00pm

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[Opening Scripture/Prayer - Estee/Jason](#)

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## **Voting members present**

- Lay Leader - David Gerig
- SPR Rep. - Keith Bierley
- Trustees Rep. - Lou Tiner
- Finance Reps - Amanda Stansberger and Erik Skaarer
- Treasurer - Toni Bliss
- United Methodist Women Rep. - Polly Soulsby
- Youth Reps - Ellie Skaarer and Jules Plewes
- Ministry Council Chair - Judy Belter
- Co-Pastors - Revs. Estee and Jason Valendy
- Others present, Emie Stewart

## **Opening Scripture/Prayer - Estee/Jason**

We took time to share a word or phrase of how we felt when looking at the planet alignment, We experienced a collective sense of smallness, insignificance, humility, honor and community that washed over us looking upward. Estee opened in prayer seeking wisdom to follow the star.

## **Children's Ministries/Staff Update - Keith - 5 minutes**

Impressed about what can and has been done in light of all the limits facing the high contact ministry of youth and children.

Building Blocks closed for a week with one COVID diagnosis, but overall BB was very successful this semester.

5-6th graders participated in the Christmas Adventure Drive Through earlier this month.

Preliminary planning for Eggstravaganza, mission trip and other Spring ministries are beginning.

Judy expressed a deep appreciation for the work of the Children's Ministry and asked Keith to send words of appreciation to the ministry area on behalf of Ministry Council.

## **Staff update**

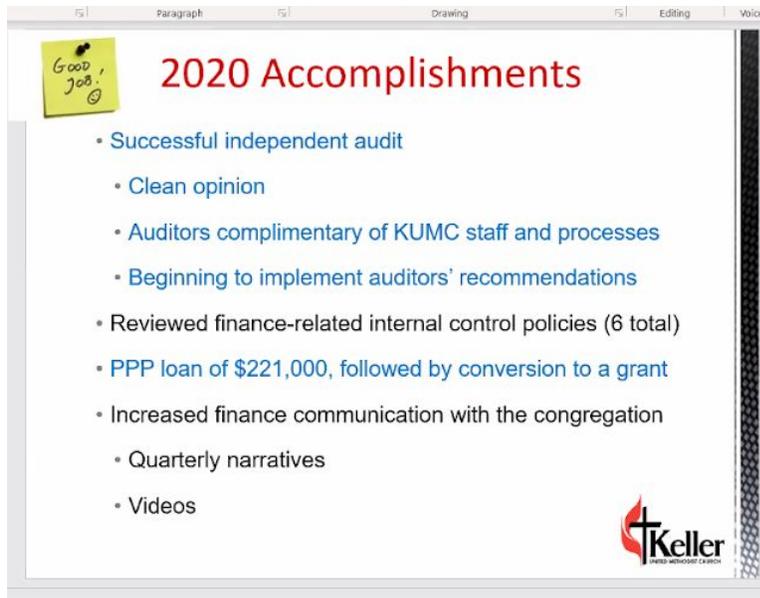
Staff work from home the week following Christmas January 4th (if they travel for Christmas). Continue to make decisions about how to open offices as we continue to experience COVID..

## **Nov 2020 Financials - Amanda/Erik - 30 minutes**

Netted about 12k for November, 160k income for YTD (higher compared to the 2019 income for the year). We are just below the financial floor, but looking forward to Christmas for income to put us above the floor.

Judy asked about how the cash reserve has been funded. Amanda shared the bulk came from the 13th month and the PPP. Judy asked how we determine how much cash KUMC needs to have on hand. Amanda shared the recommendations of the auditor. Judy sought a bit of clarification about cash flow or reserve that the finance committee set to have as a floor. Erik shared the 650k is three months of expenses and 800k is the ceiling. Anything above that triggers action from the finance team. KUMC dips into the funds when there is a financial catastrophe or deep need.





Judy expressed appreciation and asked for any other thoughts.

Estee expressed a deep appreciation for Erik and Amanda's leadership for all that was done in this year by the Finance Team.

### Reactions to Leadership Assessment - All - 2/3 minutes each

Since Rey worked so hard on this report, Judy suggested that we could give him some feedback to help in the ongoing work. Judy shared this feels like it could be a bit of a roadmap as long as we keep it in front of us. She also asked members to share what they felt/heard and took away from the report.

Erik - Enjoyed the report and a bit painful to read as a chairperson. The thing that stood out to him was the "Peter principle" and the area of the report that screamed that to him was in the meeting facilitation. Just because you do finance well, does not mean that you can run a meeting well. It might be worth splitting the role of facilitation of the meeting and that of chairperson. It spoke to him that we need to be mindful of the people in chair positions.

Keith - shared that he felt it applied to him as well. Keith also echoed Erik's points about needing to be objective about the leadership roles. What struck him the most was the need to tie the mission of the church to the committee's work. He also noted the importance of time management and being respectful of the whole group's time. Keith appreciated Rey's willingness to do this and felt honored that Rey would do this work for KUMC. Keith shared that he is willing to implement recommendations.

Toni - Toni has felt that the time on the teams she relates to this year has not been wasted. She expressed that 2020 was a strong foundation building year and we can only go up from here. She was thankful for Rey and felt that KUMC exceeded expectations. It was a good look in the mirror.

Lou - Shared his past experience with operations and his need to go through the report a couple of times to get the points. He expressed his deep appreciation to Rey for his willingness to sit through meetings and be objective in the report. Trustees established two goals in 2020 and one of them the Trustees did not even think about it. Lou wanted to ensure next year that the team might keep the goals of the team in front of them so as to not go astray. He echoed the recommendation to split the chair and facilitation roles.

Estee - Asked if she missed in the report the recommendation to split the role of facilitation and chair. It was not in the report but Erik shared it was something he suggested. Estee shared that she felt a failure in leadership to not keep the teams focused on the mission of the church. Facilitation is a big ask of the chair person. Estee froze for a moment, but then said in conclusion - She liked the servant leader training for the chairs.

Jules - Shared that she has a bit of a lack of understanding of things as this is new to her, but it was a good reflection for the youth to meet up and share about how to pass the leadership baton to the next youth leaders. She thought the youth were not reflected in the report in part because Rey was not present at those meetings. Judy shared that might be a failure on our part to get that information to Rey. Judy shared that not having so many years of experience is an advantage.

Ellie - shared a bit on the youth changes in organization and leadership. She felt pride in the youth group's work. She also shared that "Erik is the greatest mind of all time." (Judy shared a deep delight to Jules and Ellie about their contributions to the MC and a word of encouragement).

David - shared that the first reading felt that it was a good (positive) report of the things we are doing well. Understands and agrees that leadership development will be helpful. One question he had was whether staff was included in the report. The report did not seem to speak specifically to staff unless the staff was included in the term "committee". He was not sure if the staff was interviewed like other lay members.. He pointed out #11 (i.e., maybe there should be longer terms for people to serve to get to know "how to do things better"). David commented that the Book of Discipline is clear on term limits for specific committees and expanding terms might be a difficult thing to do in light of current polity. Team building at the beginning of each cycle—David assumed this meant January, but was unsure. Agreed that having leadership training would be helpful and good.

Judy asked if Rey was present for staff meetings and interviewed staff members. Jason shared that he did not know if other staff members were interviewed, but Rey did attend at least three staff meetings (All staff, Program staff, and Worship staff).

Polly - Expressed that Ministry Council as it exists now, just began in January 2020 and that this is the first time that UMW has been a member of the Ministry Council. She was a bit surprised that this evaluation began in August of 2020 during COVID and at a time when Ministry Council

was in the early stages of development. She expressed appreciation for Rey's gifts as well as other members' gifts and graces. She expressed a hope that the Ministry Council might have a bit more time to "gel" before we were evaluated again. There was a bit of a feeling of unfairness that this body was evaluated early in the development of this team, but appreciated that Rey did this work to help the team move forward.

Amanda - Appreciation to Rey and one of her key takeaways tied into the mission. It would be helpful for all committees to step away from the immediate needs of the committee and take the time to draw the team members back to the committee's mission and goals. The "report card" might be good to compare in the future.

Judy - shared about the largest insights of the response reflect that responses were synthesized by the body.

Judy - shared the "mission" in the report is not the mission but the "vision". The mission is to make disciples of Jesus Christ for the transformation of the world and the vision the MC adopted in 2020 was "to know, love, and serve". We must keep returning to the mission and ask if we are making disciples or not. Judy noted the difference between "leadership" and "management". Managers are good at maintaining the status quo while leaders are often risk-takers. We defer too much to the Sr. Pastors. Judy expressed this feels like a relic of the older system and that we have not moved away from the siloed functions of the church. We attempted to organize with a more organic model, but with COVID we reverted to a known model (more hierarchical). A troubling aspect was that "rumors persist in some discussions at committee meetings" (according to the report). Some of this rumoring is expected but it was enough for Judy to pick up on as vitally important to address.

Judy expressed appreciation to Rey and a desire to help Rey as needed.

## **Trustees**

Judy asked if the Ministry Council saw the presentation shared by Lou earlier about the Trustees work in 2020. Lou shared a word of thanks for the staff, specifically Joey and the custodial team. Lou reminded us that the year started with the cross wall and other matters that were neglected for years. Appreciation for the Trustees was shared by members as well as to Lou for his role in this work.

## **Lay Leadership Nominations:**

Ellie said Emily Stansberger needs to be added as a co-youth rep on the Ministry Council. That change was noted and Emily was added to the slate of recommendations.

Erik asked a process question: Would Bob Whetson as a Trustee and Diane Whetson as church treasurer create a possible conflict of interest? Toni shared that at one point Bob Bliss was on Trustees while she was Treasurer Toni shared that she is also not a check signer. Estee asked Toni to share what the position does: Toni said that the Treasurer functions as a spot

check on monthly reconciliation. Because of the size of the church there are so many duties that the treasurer is not required to do. Lou said he couldn't see what the conflict of interest might be. Erik suggested that perhaps this was more perception than anything still making it possibly problematic. Toni shared that as the treasurer she has no authority to tell Trustees what to do. It was pointed out that Toni is a voting member of the Finance team. Judy expressed that it might not be a great idea to ask someone to do something that might be uncomfortable or perceived to be uncomfortable. Lou asked: would this prevent Bob from being chair of Trustees? Estee understands how the small church mindset might believe that the optics might not look great. She also observed that it is possible that Bob and Diane might be on the MC if they are both elected. Lou asked when Diane might take on the role, Toni said that she would like to roll off Treasurer when she begins to work on the church's 125th celebration. Judy observed that Estee and Jason (as well as Ellie and Erik) have functioned independently on the MC and she has not felt this was uncomfortable. Judy felt the MC has done very well at working to ensure people remain individuals. If no conflict exists (but the optics are not good, then we can work for better communication. Lou asked how the chairpersons are selected in the teams/committees. David shared that the Lay Leadership team identifies who might be a good fit as chairperson (with the exception of Trustees). The Lay Leadership team is mindful of the class of individual team members, who might be available and who might have interest in the position.

No floor nominations.

No further questions for discussion

Polly seconded the motion or recommendations from the Lay Leadership Team. Judy called for the vote:

9 for, 0 against, 1 abstention

Jason shared his appreciation to all those in leadership this year, especially to David Gerig, who is concluding a three year term as the Lay Leader. His steady hand, patience and wisdom will be missed. Jason also appreciated that David is a reader of John Howard Yoder and Jason recommended all to read "The Powers that Be". The Ministry Council applauded and David gave a humble head nod of thanks to the group.

### **Ministry Council 2021 - Judy**

Judy invited new incoming Ministry Council members to an orientation meeting in January. Judy offered to meet with and share the session notes individually with the Trustee chairperson (who will be elected only after the Ministry Council orientation).

Judy expressed her deep appreciation for the work of the Ministry Council even though we had to do this work via these "you-know-what-screen" (which got a big laugh and applause).

Meeting adjourned at 8:46pm

*Minutes submitted by Jason in the absence of Ministry Council Recording Secretary*