

**Minutes**  
**North United Methodist Church**  
**BOARD OF DIRECTORS MEETING**  
**November 28, 2018**  
**5:30 p.m.**

**Members**

Shannon Priddy, Chair  
Ron Gifford, Vice Chair  
Kathleen Custer (LL)  
John Drake (Finance)

Jack Leonard, Treasurer  
Jacqueline Blackwell (LL to AC)  
Mark Grove, Secretary  
Jeff Eggert (AL)

**Ex Officio**

Darren Cushman Wood  
Josh Jordan

**Absent**

Alan Archibald (MC/LL)  
David Wills (SPRC)  
Mark Foglesong (AL)  
Leslie Knox (AL)  
Eric Oehler (Trustees)

**Guests**

Marie Powell (2019 Board)  
Pablo Svirsky (Land Use Task Force)

1. Marie was welcomed as an incoming 2019 Board member (other new members were unable to attend the meeting). Darren led the group in an opening prayer.
2. The minutes of the September 27<sup>th</sup> meeting were unanimously approved.
  - *There was no October meeting*
3. Land Development (Darren, Pablo, Ron)
  - Our submission for tax credits was unsuccessful in the latest review cycle.
    - Only 18 awards were made statewide and three in Marion County. Senior housing fared well in this round, such as the former United Way building. The next application cycle is July 2019.
    - Our score was short of the award threshold by five points in the Spring 2018 review and three points this time. We scored well in discretionary areas, but lost points in objective scoring, such as the cost-per-unit due to the necessity of covering the cost of the garage in the budget calculations.
  - North's Land Use Task Force met with Flaherty & Collins recently to debrief and consider steps going forward.
    - No other significant funding sources are available—the 9% tax credits are the best way to go.
    - In considering our options for the next round of review in 2019, we can look at parallel paths. One would involve further tweaking our current model while the second would reduce the size of the project.
      - A smaller project could reduce the number of units and may not include a parking garage or grocery store. We would still need commercial tenants for the first floor that would meet neighborhood needs and viability, with possible examples including a health clinic or related health care service provider.

- We still recognize the need for and support the availability of a grocery store in the neighborhood, though it may not be part of this project if the smaller proposal ends up as a strong option. If we don't include a grocery store and scale back the size of number of units, the need for a parking garage is significantly reduced.
- Flaherty & Collins remains committed to the project.
  - If we were to consider a new partner, it would likely take at least a couple years before we could make any progress.

#### **Next Steps**

- The Task Force will reconvene in the New Year to look at the parallel options, one with current model and one with a smaller development that may be in a single building along 38<sup>th</sup> and Illinois.
- The church could consider informal lobbying with the Indiana Housing & Community Development Authority as the selection criteria are finalized for [the Rental Housing Tax Credits/Tax Credit Assistance Program](#)'s Qualified Application Plan ([QAP](#)) for the 2019 award cycle. The specific criteria can shift and we'd like to have the best understanding of any priorities and perhaps help shape them.
  - We might do this without involving Flaherty & Collins in order to get more direct feedback (and in helping to make our case).
- Pablo will update the congregation as to the project status from the pulpit in December and the [FAQs](#) will be updated.

#### 4. 2019 Budget (Josh & John)

##### **Stewardship**

- While the total number of pledging units trails the 2018 campaign at the same point in the campaign (222 compared with 236 at this time last year), the total amount pledged is slightly ahead (\$865,294 vs. \$861,081). This compares with 210 pledges/\$826,795 at this point for 2017.
  - The average pledge for 2019 is up 8.6% (\$3,898 compared with \$3,590 last year).
- 63 active members who pledged for 2018 have not yet pledged for 2019. We usually have two rounds of contacts with a goal of finishing the basic campaign by mid-December. Additional contacts will be made as warranted.

##### **2019 Budget**

###### **Income**

- For the last several years we have used a 92% pledge fulfillment rate in setting the pledged income line. We will have a better idea of that target by mid-December as the campaign winds down. We may bump the fulfillment rate up slightly to 95% (our more recent experience) and that would increase income by about \$30,000.
- Non-pledged contributions were flat-lined in the draft budget.

###### **Expenses**

- Wage increases are not yet factored in as SPRC has not made its recommendations.
- We have an updated quote for staff insurance which will go down about 15%. Anthem is no longer offering the same plan as it did in 2018, so with the reduced

premiums, deductibles and out-of-pocket maximums are going up. No news yet on clergy insurance.

- One suggestion to lessen the potential impact of higher deductibles on staff would be for the church to establish a small fund that could be used to serve as a “backstop” for covering individual staff expenses that total between the current and 2019 deductibles. Anyone having expenses that exceed the current deductible could file for reimbursement of the difference and as such the funds would only be paid out if needed.
  - Marie noted this was a model that was used at Second Helpings and their experience is that few employees reached the higher spending thresholds and thus did not file for the additional support.
- Contractor services are budgeted to decrease \$13,500. This reflects the move of security staffing in-house with Tim Williams.
- Telephone and internet are going up catch up to actual expenses in the 2019 budget (a budget increase of \$8,000). Tech and hardware support (including server support) will be \$10,000 higher.
- Audit fees decreased for 2018.
- Based on past board action, our conference/district apportionment is scheduled to increase from 50% of the expected tithe (10% of our annual pledged/non-pledged contributions ) up to 75% for 2019. Note that 2017’s apportionment was 25%.
  - The budget reflects the higher expense with an increase in those combined lines of \$35,000.
- Capital campaign funds were to be exhausted as of May 2019 and would then have to come out of operating funds. A donor has stepped forward to pay the interest on the loan for 2019, buying us time for more discussion. This saves \$30,000.
- Insurance for North’s property is not yet set for next year, but Josh doesn’t anticipate a major increase.

#### Conclusion/Next Steps

- The draft budget leaves us with a shortfall of \$262,829, similar to this time last year. We used designated funds to plug the number in 2018. The PME committee had allowed their investment share to go toward meeting that gap and Josh believes they will agree to that again for 2019. This is not a solution that can continue for long however.
  - We will consider the final 2019 budget in December or January when we have a better idea on the outcome of the Stewardship Campaign.
5. Debriefing from *A Way Forward* forums held 11/27 (Darren)
- Darren hosted a morning and evening session to present overviews of the different proposals (see [September board minutes](#) pp. 2-3). About 50 North members (total) attended for the two sessions.
    - Attendees were pleased with the information shared. Discussion and questions showed that attendees were tracking well for implications of each plan and had realistic views of the options.

- Darren doesn't think that whatever happens as a result of the conference will have a major impact on North's membership due our past discussions as well as the 2011 action on [welcoming statements](#) and in joining the [Reconciling Ministries Network](#) (RMN). He noted that anyone who joined North in the last seven years did so knowing of our positions in these areas.
  - As of the end of December, there are [seven](#) Indiana UMC congregations listed as RMN members.
- To what extent should we as a congregation make public statements to show our position regarding the different plans and, by extension, the kind of church community we are?
  - There is a benefit to proactively positioning our church and our beliefs, especially if there is significant damage to the "Methodist brand" of by the appearing very strongly anti-LGBTQ as a result of the 2019 conference. Given the nature of its topic, the conference is likely to be in the news, whatever action occurs.
    - We've already endorsed a set of principles. This is what we will continue to be at North, regardless of what happens in St. Louis.
    - We should reaffirm who we are internally and then go external. Doing so is also an important statement to our LGBTQ brothers and sisters.
    - A key element of this process is addressing the differing doctrinal/theological perspectives that we may face.
  - It is probably better to have lay leadership speak for North. Darren doesn't want to appear to be a pastor imposing his views on the congregation.
  - We can take these steps in February on the eve of conference.
- Impact on Methodist-related institutions (such as universities and hospitals) should be minimal. [Metro Ministries](#) may be impacted by a reduction in funding if churches separate, leaving fewer to support Metro Ministries activities.

#### 6. Staff update East 10th St. (Darren)

- Josh Beach is doing a good job though he has determined that his calling is a ministry that doesn't involve preaching. To accommodate this change, we will downsize Josh's portfolio to allow funding for someone else to preach and lead worship at East 10<sup>th</sup>.
  - Darren will be meeting in December with East 10<sup>th</sup> leadership to discuss further.
- Darren anticipates beginning advertising for this position as soon as possible with a goal of having someone in place by the start of Lent. In the meantime, we will continue to support Josh through additional worship leadership by Amy Sell and Ronnie Bell. This approach also allows them additional opportunities to preach.
  - The ideal candidate is someone who is ordained but for reasons such as family commitments may not able to work full-time. Someone who could be supervised but not require coaching. Darren would like to work himself out of that role at East 10<sup>th</sup> in the next 18 months.
- We continue to review ways in which to expand our partnership, including possibly holding the 2019 *Worship without Walls* service at East 10<sup>th</sup>.

## 7. Committee/Board/Senior Pastor Reports

- Finance (John)
  - October 2018 pledged and non-pledged income lines both came in below budget. Even with a strong November and December we will finish 2018 in deficit. Anyone who pays a 2019 pledge in 2018 is an additional wildcard.
- Trustees (Kathleen for Eric)
  - As we become more accustomed to the new lighting system in the sanctuary, we will be able to make use of its additional functionality.
  - The hackberry tree near the west entrance was removed due to storm damage.
  - A Bradford pear and a blue spruce on the south side of the church need to be taken down and memorials near those trees will be moved elsewhere.
  - The nursery remodel project is in the demolition phase.
  - Two new automated external defibrillators (AED) have been acquired for the building with specific locations to be identified.
  - We have learned that our dumpsters are in violation of city code that requires they be enclosed. This will be addressed.
- Staff Parish Relations Committee *SPRC* (Kathleen for David)
  - The annual evaluations of Pastors Darren and Ronnie have been completed and their appointments continued.
  - No recommendations yet for staff salaries for 2019.
  - Nancy Fykes was on flextime due to her husband's declining health and is now back to her former schedule. *SPRC* awarded a bonus to Jennifer (Williams) Harrington who helped cover a number of Nancy's tasks in her absence.
  - Estelle McAllister will be retiring soon. After some discussion, *SPRC* agreed to keep this as a fulltime position.
- Ministries Council (Alan)
  - At its most recent meeting, members of Ministries Council noted that the All Saints Sunday worship service was especially meaningful and the following Sundays focusing on Adoption and on Healing were planned. The Thanksgiving event and community worship services were announced as planned.
  - Advent events were well underway in planning.
  - The decision for the Special Friends Party to have its finale was reviewed and accepted.
  - Promotions for upcoming events are planned and all North members are encouraged to invite others to these events that are well-suited to share with friends and family.
  - Many youth activities are planned for Advent and planning for adding middle school opportunities and structure are underway.
  - Pastor Darren's sessions on *A Way Forward* were noted and agreed upon as important for our North congregation.
- Leadership Development (Kathleen)
  - Having filled its slate of new committee members and chairs, Lay Leadership did not have a meeting this month.
  - The January meeting of incoming committee members/chairs has not yet scheduled, though it will likely be the 15<sup>th</sup>. Information to be forthcoming.

- Chairs going on-and-off committees will be recognized at during a January service.
  - Senior Pastor/Administrative (Darren)
    - Though it was set at the recent charge conference, Ronnie's salary will need to be adjusted to meet the new conference requirement for 2019. The necessary steps will be taken soon.
8. No executive session was held.  
See [January 2015 minutes](#), page 6, item 7.

### **2018 Meeting Dates**

- December 19 (3<sup>rd</sup> Wednesday)

### **2019 Meeting Dates**

- |                           |   |
|---------------------------|---|
| ● January 23              | ● July 24                                 |
| ○ Way Forward positioning | ● August 28                               |
| ● February 27             | ● September 25                            |
| ● March 27                | ● October 23                              |
| ● April 24                | ● November 20 (3 <sup>rd</sup> Wednesday) |
| ● May 22                  | ● December 18 (3 <sup>rd</sup> Wednesday) |
| ● June 26                 |   |

*A report on the November Charge Conference appears below.*

**North United Methodist Church**  
**2018 Charge Conference**  
**November 11, 2018**

The charge conference was chaired by Rev. Jim Bushfield, Central District Superintendent. The session was jointly held with 14 other churches from the district and hosted by Epworth UMC. The charge conference began at 6:00 p.m.

Nine members from North Church attended along with Pastors Darren Cushman Wood and Diane Gattone. Josh Beach, North's Pastoral Intern and Student Local Pastor at East Tenth Street UMC, also attended.

Following a welcome video from Bishop Julius Trimble and a presentation by [Metro Ministries](#), Superintendent Bushfield presented an overview of the role of the Charge Conference and an update on the Indiana Conference's *Wildly Important Goal (WIG)* of "100% of our churches, members, clergy, and ministries being fully **missional** and engaged in life-giving changes for Jesus Christ in their mission fields by 2020."

Representatives of each participating church identified 1-2 missional activities undertaken by their church in serving their larger community. Kathleen Custer cited *Bread n' Bowl* and the *Farmers' Market* as important services for the neighborhood surrounding North's location at 38<sup>th</sup> Street and Meridian.

Following each church's presentation, a summary of key metrics from written reports submitted by that church was displayed. These included the number of baptisms, professions of faith, and deaths, as well as a total of missional activities. Superintendent Bushfield noted that the summary total often understated the full range of such activities at the individual congregations.

**Actions**

- Nominations for a number of North lay leadership positions were presented by the Leadership Development Committee to North's membership for approval (see below). The slate was approved by a unanimous vote of members present.
- Reports submitted to the district in advance of the meeting, including budget and salary recommendations, were unanimously verified and approved by members present.
- The charge conference approved the following housing tax exclusions: Darren Cushman Wood \$21,000; Ronnie Bell \$15,000; Diane Gattone \$5,000.

Following a closing benediction by Rev. Bushfield, the conference was adjourned at 7:15 p.m.

Respectfully submitted,

Mark Grove  
Secretary, North Board of Directors

## 2018 Charge Conference Nominations

( ) denotes year through which they will serve

### **Board**

Ron Gifford, Chair (20)  
Marie Powell, Vice Chair (20)  
Sue Childers, Secretary (21)  
Peter Chen, Member-At-Large (21)

### **SPRC**

Linda McClain, Chair (19)  
Dan Wegg (21)  
Joe Housh (21)  
Dale Benson (21)

### **Trustees**

Jeff Bonner (21)  
Kathleen Custer (21)  
Julie Eggert (21)

### **Finance**

Sandy Geeganage (21)  
Jim McDonald (21)  
Charles Young (21)

### **Leadership Development**

Leah Richmond-Jones (21)  
Phil Roth (21)  
Lydia Shaw (21)

### **Ministries Council**

Kim Davis, Care & Nurture Chair (21)

### **Lay Leaders**

Jacqueline Blackwell, Co-Lay Leader (21)