

Minutes
North United Methodist Church
BOARD OF DIRECTORS MEETING
November 18, 2015
5:30 p.m. Parlor

Members

Todd Daniels-Howell, Chair John Drake, Treasurer
Shannon Priddy, Vice Chair
Lee Tumminello (Trustees) Eric Galloway (MC/LL)
Jim McDonald (SPRC) Linda McClain (LL to AC)
Nick Tumminello (Finance) Kathleen Custer, LL
Mark Grove, Secretary

Ex Officio

Darren Cushman Wood
Josh Jordan

Absent

Bill Groth (AL)
Margaret Mayo (AL)
Sara Moore (AL)

1. The Minutes of Sept. 23, 2015 meeting were approved unanimously.
 - *The October meeting was cancelled*

2. Budget Discussion (Nick & Josh)
 - 2015 Budget
 - Through October, North had total revenue of \$942,050 and total expenses of \$981,643 for a year-to-date shortfall of \$39,592.
 - Update on 2016 Stewardship
 - Update went to Stewardship and Finance committees; a summary will be in the North e-newsletter.
 - Good trend going so far with nearly \$900,000 pledged (85% of our goal of \$1,050,000).
 - We are about \$25,000 ahead in pledges as of the same point last year. The 232 pledges to-date are essentially even (1 below last year) with the average pledge up \$250 to \$3,867.
 - We have 29 new pledges this year compared to 11 new pledges at this point last year.
 - Josh believes we will meet last year's total pledges.
 - Forecasting has been on target.
 - We have seen a significant drop-off in *non-pledge* giving in 2015.
 - This is a complete reversal of our experience in recent years. Cindy Dale and Josh Jordan will look at the non-pledged accounts to see if there are signs of a transition of people moving to *pledged* giving.
 - We are seeing a trend of receiving pledges from some people *prior* to their formally joining the church. We also are seeing some younger donors.
 - We did a "pre-ask" of people who have pledged sporadically in recent years and had about a 20% pledge response. Additional follow-up is underway with some past pledgers.
 - We have re-opened [online pledging](#) (as opposed to online *giving*).
 - We will be following up with pledgers who have not yet activated their automatic deduction.
 - A pledge card will be going in third quarter donation summaries to those who haven't yet pledged.
 - Darren will continue to give updates from the pulpit.

- 2016 Budget
 - Finance Committee suggests staying with the current proposed budget until next month to see where we stand on the Stewardship Campaign. This includes making decisions regarding any staff raises or conference apportionment.
 - Hoping to approve budget in December/January.
 - Capital Campaign (Darren)
 - Signage is going up that will highlight how the funds raised through the Capital Campaign are being used, starting with upgrades to the HVAC system.
 - We will be giving thanks later in the month for successful completion of campaign as we made the match.
 - A question was raised if we should we be looking at the next Capital Campaign?
 - Josh suggested that responding to pressing needs can make a campaign more palatable.
 - On the other hand, there are always things that could/should be done in a building of our size and age, even if not urgent (such as the stained glass).
 - Might this be one outgrowth of the Strategic Directions Task Force?
3. Task Force on Strategic Direction update (Shannon)
- UMW was an especially effective method of information gathering for the Task Force.
 - Recommendations to go into four categories
 - Forming
 - Inviting
 - Communicating
 - Connecting
 - The Task Force has a goal of wrapping up its work by the end of 2015 with two more meetings scheduled. The group's report should be ready to be presented to the board in January. Expect a to-do list for additional strategizing.
4. Committee/Board/Senior Pastor Reports
- Trustees (Nick for Lee)
 - HVAC work is underway and going well. In addition to improved comfort levels, this will result in significant operational cost savings over time.
 - Following a pitch to North Members by the Green Team on behalf of the Trustees, 21 lighting units were adopted—enough to replace all \$5,300 worth of lights in the west entry and chapel.
 - SPRC (Jim)
 - The group has started conversation and planning for successor to the Minister of Mission & Outreach, including interim coverage after Eric Steele's departure.
 - Staff health insurance coverage is being reviewed. North is currently paying \$1,389 per person, per month. We are exploring options for the best coverage possible at a more reasonable cost to the church. This review will take significant research and planning, including ramifications for changing. Looking at Spring for finishing this review as Josh has more time.
 - A draft revision of the Employee Handbook has been completed by Rosie Jordan and Jeremy Warriner.

- Annual Staff reviews and evaluations. Darren is conducting his reviews on a continuing basis. The Senior Pastor evaluation form is being redesigned to simplify and streamline. Draft will be sent out to SPRC for review.
- Three new SPRC members for 2016 are
 - Orson Mason (18)
 - Lee Tumminello (18)
 - David Wills (18)
- Ministries Council (Eric)
 - The MC is working on Advent festival.
 - The council is in the process of discussing the 2016 budget and will be holding a big meeting in December to put the calendar together for Spring.
 - The Green Team is hosting a service for multiple denominations on 29 November to pray for progress in the Paris Climate Change talks starting the next day.
- Lay Leadership (Kathleen)
 - The results of LL's recent work resulted in nominations for the recent Charge Conference. There may be one more at-large member for the Ministries Council as well as one more for the Finance Committee.
 - Chairs are encouraged to provide an orientation session with their new members. The formal Leadership kickoff will be held in January.
- Senior Pastor (Darren)
 - North's Emergency preparedness plan has completed its final review by staff and will be presented to the Board in December.

5. No Executive Session was held.

- See [January 2015 minutes](#), page 6, item 7.

Upcoming 2015 Meeting Date

December 16 (3rd Wednesday)

- Emergency preparedness plan

2016 Tentative Dates

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| ● January 27 | ● June 22 |
| ○ Task Force on Strategic Direction report | ● July 27 |
| ● February 24 | ● August 24 |
| ● March 23 | ● September 28 |
| ● April 27 | ● October 26 |
| ● May 25 | ● November 16 (3 rd Wednesday) |
| | ● December 21 (3 rd Wednesday) |

Future Topics

- Communications report on targeted advertising
- Flower shop
- Innovation Fund