

Minutes
North United Methodist Church
BOARD OF DIRECTORS MEETING
Wednesday, December 21, 2016
5:30 p.m.

Members

Todd Daniels-Howell, Chair	John Drake, Treasurer
Shannon Priddy, Vice Chair	Eric Galloway (MC/LL)
Richard Kluger (Finance)	Kathleen Custer, LL
Linda McClain (LL to AC)	Mark Foglesong (AL)
Mark Grove, Secretary	

Ex Officio

Darren Cushman Wood
Josh Jordan

Absent

Eric Oehler (Trustees)
Jim McDonald (SPRC)
Margaret Mayo (AL)
Sarah Moore (AL)

Guest

Jeff Eggert (incoming board member)

1. Charge Conference (Darren)
 - Prior to the formal meeting of the Board, a brief Charge Conference was held to consider the slate of candidates for leadership positions as proposed by Lay Leadership. This follows adoption of slate at the all-district Charge Conference in November and was necessitated by a subsequent change in North's bylaws as well as several additional nominees identified in the interim for vacant positions.
 - With the [adoption](#) of the change to the [bylaws](#) at the November meeting, the person elected as Vice Chair will serve two years in that capacity followed by two years as chair.
 - Ron Gifford has agreed to serve as Vice Chair in 2017 & 2018 followed by Chair for 2019 and 2020. Shannon Priddy will serve as Chair for 2017 and 2018.
 - North members attending the Charge Conference unanimously approved the full slate of nominees for leadership positions as presented by the Lay Leadership Committee. *See full listing below.*
2. Pastor Darren opened the December Board meeting with a prayer.
3. The minutes of November 23, 2016 were approved unanimously (Custer/Galloway).
4. Finances Review (Josh Jordan, Richard)
 - Through November we are about \$25,000 short in payments on 2016 pledges.
 - Non-pledge contributions that were budgeted at \$160,000 for the year likely will finish about \$40,000 short. This line tentatively has been budgeted for \$120,000 for 2017.
 - Pension expense will finish significantly below the budgeted amount, as employees are not taking advantage of the available pension match. 2017 could be adjusted

accordingly to provide a more realistic expectation of behavior rather the current maximum amount required to fully fund the line should all eligible employees elect that option.

- Wages year-to-date are *below* budget but health insurance premiums are *above* budget—the latter was a budgeting error than will be corrected for 2017.
 - The church pays 100% of premiums and that amount does not need to appear on employee W2s. The balance of the two nets out.
 - Total expenses for the year likely will finish \$150,000 above expenses and can be covered by funds set-aside for the potential shortfall. This step is not a viable ongoing solution, of course.
5. 2017 Budget review (Richard, Josh, Darren)
- As of early December we have 231 pledging units for 2017 compared to 262 for 2016, though the average pledge amount for 2017 is higher. There are several large pledging units still to come in and reminder calls and e-mails have gone out to those who pledged last year.
 - We anticipate finishing December with \$931,000 in pledges for 2017; the tentative budget requires \$970,000.
 - Darren proposed extending the stewardship campaign into January with a final appeal to the church membership for 2017 pledges at-or-above 2016 gifts.
 - Announcements would be made from the pulpit in January that would serve both as a function of transparency and encouragement to pledge.
 - This would include information on how North is addressing its conference and district apportionment (11.5% of income). The tentative budget would continue to fill 25% of that obligation. Members interested in more details on the apportionment process and how those funds are used would be directed to the brochure rack for a brief publication with that information.
 - Publicly extending the campaign spreads the responsibility for funding North across the membership rather than just relying on a relatively small number of large donors.
 - Darren and Josh will identify North members who have pledged in the last two years, who are still active at North, but who have not yet pledged for 2017. The list will be divvied-up among Board members for a personal call to encourage a pledge (while noting we don't know how much they have pledged in the past—it is *taking the step* to pledge that is important). Board members should expect names to be assigned in early January.
 - Darren and Josh were encouraged to also check on new members to see if they pledged.
 - This is an opportunity to follow-up though most of problem is in longer-term members.
 - Board members concurred with these recommendations and re-emphasized their interest in adopting a balanced budget at the January 25 meeting.

- 2016 actual totals and the draft budget will be shared with Board members approximately one week prior to the Board meeting, following the January 17 meeting of the Finance Committee.
- Interest was expressed again in modifying the budget documents so that income and expenses more closely track their actual ebbs-and-flows rather than being equally distributed across the year.
 - The latter model requires regular informal mental adjustments in reading the financial reports each month to account for variances that regularly occur in income due to calendar variations (such as summer vacations or when floating holidays fall) as well as in certain maintenance expenses that vary by season.

6. Land Development overview (Darren)

Negotiations with Flaherty & Collins continue regarding the developer agreement

- Mark Wright (North's attorney on this issue), Pablo Svirsky, and Darren will meet with the developer regarding the ownership issue and delays in their responses.
- The delay in completing the agreement may result in reduced interest in the overall proposal among the larger North membership as those participating in the small group discussions have not had an agreement to review.
 - This will necessitate reconvening the groups in January, assuming the agreement has been settled.

Summary of Small Group Discussions and Next Steps

- About 75 people met in the small groups—a good number, but not a significant share of the worshipping congregation.
- Board members who attended the meetings summarized the tone of the discussions overall as positive, with caution, with participants asking many of the same questions that the Land Use Task Force and Board had identified.
- There are some things that we are not yet in the position to determine. In the meantime, Darren shared a list of talking points*with Board Members for their use in responding to any questions or concerns from the congregation.
 - One of biggest items to emphasize is that this is **not a done deal**. Some participants and other North members have expressed concern that the board has already committed to this step. This perspective may be a carryover from perceptions of past church discussions.

**The talking points handout was distributed at the meeting and accompanies the minutes as a separate document.*
- As the Land Use Taskforce continues its work, we need to provide continuing clarity and on details regarding the specifics of the proposal.
 - Darren will draft a brief summary of the steps taken and status of the proposal for the e-newsletter. This provided an additional opportunity to communicate with the entire congregation as despite our various steps-to-date (Forums for Understanding presentations and small group discussions), we recognize that some members will feel there was a lack of consultation and transparency.

- Darren anticipates this will be available in January after the distractions of the holidays pass. The summary will include an added thank-you to all who participated in the small groups.

7. Committee/Board/Senior Pastor Reports

- Trustees (Eric O.)
 - The two heating units were ordered and are supposed to arrive on December 22 with immediate installation planned. This will be paid out of building capital.
- SPRC (Kathleen for Jim)
 - The December SPRC meeting focused on the following issues:
 - Expressed continued support regarding targeted 2017 salary increases for several staff positions from a money pool of \$15,000 to compensate for receiving significantly lower salaries than comparable positions in central Indiana voluntary agencies.
 - Completion of the job description for the Associate Pastor for Mission and Outreach at North Church.
 - Completion of final data tabulations for the Senior Pastor Performance Reviews.
- Ministries Council (Eric G.)
 - The Ministries Council finished working on the 2017 calendar and is basking in positive feelings from Advent Festival.
- Lay Leadership (Kathleen)
 - There was no December meeting
 - *See recognitions and thanks below.*
- Recognitions and Thanks (Todd and Kathleen)
 - Thanks to outgoing members Linda McClain, Margaret Mayo, and Sarah Moore for their service and Todd Daniels-Howell for his leadership.
 - Additional thanks were extended to Eric Galloway for agreeing to continue with the Ministries Council and Lay Leader co-chair while Linda McClain will move to SPRC.
- Administrative announcements
 - The Board will consider a recommendation on the size of the endowment distribution at the January meeting,
 - A QR code will appear on the December 24/25 Bulletins that will take a phone user directly to donations page for Christmas offering as well as pledges. Look to promote on regular basis for the future.

8. No executive session was held.

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

Upcoming Meeting Dates

2017

- January 25
 - 2017 Budget approval
 - Endowment distribution
- February 22
- March 22
- April 26
- May 24
- June 28
- July 26
- August 23
- September 27
- October 25
- November 15 (3rd Wednesday)
- December 20 (3rd Wednesday)

Elected through November 5 and December 21 Charge Conferences

Board of Directors

Shannon Priddy, Chair (18)
Ron Gifford, Vice Chair (18); Chair (20)
Faustin N'tala, At-Large Member (19)
Jeff Eggert, At-Large Member (18) *filling unexpired vacancy*

Ministries Council

Eric Galloway, Chair/Co-Lay Leader (17)

Lay Leadership Committee

Amber Denney (19)
Debbie Hinderliter (19)
Troy Barker (19)

Board of Trustees

Doug Russell (19)
Linda Mansfield (19)
Andy Hein (19)

Staff Parish Relations Committee

John Johnson (19)
Linda McClain (19)
Peter Howe (19)

Finance Committee

Scott Rogers (19)
Sheri Sullivan (19)
Kevin Dempsey (19)

Lay Delegates to Annual Conference

Jacqueline Blackwell, Board Rep (20)

Don Childers, SPRC Rep (20)