

Minutes
North United Methodist Church
BOARD OF DIRECTORS MEETING
July 26, 2017
5:30 p.m.

Members

Shannon Priddy, Chair
Ron Gifford, Vice Chair
Jim McDonald (SPRC)
Mark Grove, Secretary
Eric Oehler (Trustees)

Kathleen Custer, LL
Eric Galloway (MC/LL)
Jacqueline Blackwell,(LL to AC)
Jeff Eggert (AL)

Ex Officio

Darren Cushman Wood
Josh Jordan

Absent

John Drake, Treasurer
Mark Foglesong (AL)
Jeff Eggert (AL)
Richard Kluger (Finance)
Faustin N'tala (AL)

1. Pastor Darren opened the meeting with a prayer.
2. The minutes of the May 24th meeting were approved unanimously.
 - *There was no June meeting.*
3. Land Development (Darren)
 - Darren presented a set of slides depicting how North appears to people arriving at the building from different directions. The presentation concluded with draft depictions of how the development would be placed on our property.
 - Darren then led members outside to provide a more detailed explanation of the proposed layout, walking the property to indicate the space the proposed development would occupy. Darren noted corner locations proposed for the different buildings and used a tape measure to help provide a sense of scale.
 - Members came to a consensus regarding the draft proposal, with the only significant change recommended for the placement of one building along with a visual landscaping and design transition from North's space to that of the development.
 - Representatives of the Land Use Task Force will take the Board's recommendations/requirements to a meeting with Flaherty & Collins on 27 July.
 - Following those additional negotiations, we will be in a better position to bring updated information and appropriate revised renderings to the congregation after the proposal is more settled, sometime in September or early October.
 - Affordable Housing Presentation August 27th
 - As part of our ongoing discernment about land development, this presentation will explore the crisis of safe, affordable housing in Indianapolis, the deepening economic divide in the city, and the necessity of stable housing for early childhood development.
 - The presentation will take place in Fellowship Hall beginning at 9:45am.

4. Committee/Board/Senior Pastor Reports

- Finance (Josh)

- Income

- June was the first month of the year where pledges dipped below budgeted amounts. We are still close to the overall year-to-date budget (about \$1,500 short).
 - Non-pledge contributions are still running well ahead of budget (nearly \$14,000).
 - A midyear calculation of where we stand on income sufficient to cover the requirement specified in the loan covenant shows we are still below the bank's cash flow ratio requirement and may remain so for the year. A conversation with our loan officer at the bank showed she was not concerned and she has signed off on a letter to that effect for the auditors.
 - Given the apparent lack of concern Josh will speak again with our banker about removing the covenant (or if still required, possibly lowering the ratio). We are not far off, having finished 2016 about \$2,000 below the specified amount.
 - This issue was raised by the auditors and is explained in more detail at the end of page 4 of the [May 2017 minutes](#) of the Board.

- Expenses

- Outsourced personnel (line 50060) is down as we brought security in-house as a cost-savings step.
 - Savings will begin to appear in wages/salaries (50010) with Anne Brock's departure at the end of June.
 - Telephone/internet expenses (52030) increased as the result of a switch to a more stable broadband service
 - Purchases of office supplies (52010) were higher than usual in June; a timing issue.

- Other

- We continue to look for ways to improve and simplify the designated funds report, having already added brief descriptions to the fund names.
 - Auditors still want minutes for Trustees meetings given their range of authority for spending.
 - Trustees (Eric O.)
 - No meeting.
 - Kathleen noted that some of the carpet looks quite dirty, especially under the water fountains. Do we know what is under the carpet? Darren responded that we still have some remaining carpet squares from the original installation that are used to replace worn or extra dirty areas as needed and Joel will follow-up on having that done now.
 - Staff Parish Relations Committee *SPRC* (Jim)
 - The primary focus for the last three meetings has been to modify the PTO policy for staff. The current plan is seen as excessively generous compared to other employers in the market, especially in the option for carryover of unused time from year-to-year.

- The new version of the policy will be more in line with the market and will be incorporated into the employee handbook.
 - Celebratory activities seem to wax and wane over time. SPRC can be overwhelmed if multiple such events occur at the same time (such as this Spring's three departures). SPRC is in discussions with the Ministries Council to help spread this responsibility.
- Ministries Council (Eric G.)
 - No July meeting.
- Lay Leadership (Kathleen)
 - No July meeting.
- Chair (Shannon)
 - No report
- Senior Pastor/Administrative
 - We currently have three open staff positions: [Minister of Youth and Young Adults](#), [Building Manager](#) and [Minister of Visitation](#). The *Minister of Visitation* is a part-time position that will replace the Parish Nurse position. The *Building Manager* is also a part-time position but the *Minister of Youth and Young Adults* is full-time. All three positions are now being advertised and we are in the early stages of interviews.
 - The *Building Manager* position has had the least traffic so far.
 - Darren has had a conversation with a retired minister regarding the *Minister of Visitation* position.
 - We have two strong candidates for the *Minister of Youth and Young Adults*. Hope to have it filled by Labor Day.

5. No Executive Session was held.

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

Upcoming Meeting Dates

- August 23
- September 27
- October 25
- November 15 (3rd Wednesday)
- December 20 (3rd Wednesday)