

**MINUTES**  
**North United Methodist Church**  
**BOARD OF DIRECTORS MEETING**  
**Wednesday, October 26, 2016**  
**5:30 p.m.**

**Members**

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

**Ex Officio**

Darren Cushman Wood  
Josh Jordan

**Absent**

Sarah Moore (AL)  
Mark Foglesong (AL)  
Eric Oehler (Trustees)

1. Darren opened the meeting by leading the group in prayer.
2. Discussion of chapters from *Making Housing Happen: Faith-Based Affordable Housing Models* by Jill Shook (Darren)
  - There are no exact models in developing such housing, though some efforts are instructive in going through a similar process at North.
  - The chapter on the Church of the Savior in Washington D.C. described both the inward and outward journeys.
  - These were lay-driven efforts with the right people and expertise.
  - One caution described is the need to avoid an appearance of paternalism that may be more difficult to avoid than racism.
    - We don't want to get too far ahead of the neighborhoods surrounding North and what *they* perceive as *their* needs. We need to make sure things mesh with what is needed and not that *we* know best.
    - The chapter illustrates the importance of staying in tune/in touch with community members and making this a collaborative grass roots effort.
      - Going with our plans for mixed use of commercial and residential can help make those connections in meeting local needs.
  - How might North's project be an expression of who we are? The effort can be a success in program and financially, but might miss establishing a true connection between the development, its residents, and North's members.
    - The scale of the projects fits with North's size.
  - How might the project change us? Establishing/expanding an immediately local mission may serve as a driver of interest in expanding the congregation and in defining/sharpening our identity. Brings mission right here.
  - Congregations, especially larger ones, typically engage in risk avoidance. Small ones may not face the same issues and may be more willing to take chances.

- We as a board don't want to get too far out in front of the congregation, even with a vote from members who attend meetings or a charge conference endorsing the initiative.
    - No matter how much we talk about it, a portion of the congregation will always feel they were not informed or consulted.
      - With its continued involvement in the proposal, the Board is likely to always be in front of the congregation's understanding and buy-in, but we need to be aware of that position and expand our educational efforts.
    - Small groups may be somewhat self-selecting by virtue of their participation. Those who attend are likely to be more engaged (and perhaps supportive) to begin with.
    - There will be different levels of buy-in: some supporting the physical development while other also seeking a more active ministry with the residents.
    - How can we also make this a spiritual journey for our members?
3. The minutes of September 28, 2016 Meeting were approved unanimously. (Custer/Galloway)
  4. Finances Review (Josh Jordan, Richard)
    - September financials looked fairly good. Revenue was down only about \$4,600 from budget. Expenses exceeded budget by approximately \$1,100.
    - Development-related legal bills are coming in, though they will be covered under terms of our agreement with the Flaherty & Collins. *See p. 3 of [August Board minutes](#).*
    - [The Covenant Conversation on Church Finances](#) held 10/16 went well—lots of good speakers and questions. We recognize that the best solution to our budget challenges is to grow the membership.
  5. Preliminary 2017 Budget review (Richard, Josh, Darren)
    - With input of SPRC, expenses with the exception of apportionments have been finalized.
      - The Finance Committee is awaiting the results from the 2017 Stewardship Campaign before completing the final draft budget. Josh anticipates the budget will be presented to the board at either the November or December meetings.
    - If we paid our full apportionment, the budget would have a shortfall of \$250,000 absent any other steps to bring it into balance. We have been paying 25% the last couple of years.
      - Finance is examining other steps that might available and appropriate to balance the budget.
        - Revenue from Program Mission Endowment (PME) is treated as “other discretionary” income. While this fund might be tapped, it was not *established* to plug a shortfall.



- Trustees

Under our current bylaws, the Vice Chair would serve for three years and then serve an additional three years as Chair. For various reasons, Todd Daniels-Howell did not serve as a Vice Chair and served as the Chair for the past three years as a new board member.

It has been challenging for the Lay Leadership Committee to find candidates that are willing, able and interested in serving three years as the Board Vice Chair and then an additional three years as Chair. Todd Daniels-Howell has been an outstanding Chair of the board the past three years, but has stated it was a challenge being the chair as a new board member with no prior experience on the board.

**The Lay Leadership Committee proposes this change to the bylaws** (exact wording yet to be "legalized.):

- Board Chair candidates would serve the first year as a Vice Chair, the second year as Chair and the third year of their 3-year term as Immediate Past Chair.
- The Lay Leadership Committee envisions the Vice Chair and Chair working closely together in order for the Vice Chair to step in without any learning curve.

#### **Discussion**

- Members agreed that making the effort to develop a board Chair seems a bit wasted if the term is only one year. How might we make better use of that expertise?
- An alternate model was proposed that would have the leadership role be that of four years rather than three, with two years as Vice Chair and then two as Chair.
  - Serving two years as Chair makes better use of the training and experience gained in preparing for the role while still meeting the commitment/continuity objectives of the original proposal.
  - This model would provide sufficient continuity and understanding of organizational history as to eliminate the need for the proposed Past Chair role.
  - Serving two years as Vice Chair is especially helpful for someone who is otherwise well qualified/suited to lead the board, but as a newer North member may not have the institutional knowledge.
- Board members expressed support for this alternative.
- Darren noted the change would require a charge conference and will follow-up with the district. This may mean North would have its own charge conference rather than participate in the all-district conference scheduled for 5 November.

#### 9. Committee/Board/Senior Pastor Reports

- Trustees (Eric O.)
  - *No report*
- Staff Parish Relations Committee *SPRC* (Jim)  
Our efforts at present are focused primarily on three areas:  
Senior Pastor Performance Review Process

- We are again using an electronic survey form this year, asking for input from those individuals across the spectrum of the church having close contact with Pastor Darren. Included will be our Board members, who can anticipate receiving a survey form from me in the next few days. We are requesting that forms be completed within two weeks.

2017 Benefits Package for North Church Staff

- This includes consideration of upcoming changes in staff health insurance coverage as well as revisiting our staff paid time off (PTO) policy.
- The more immediate issue has been salary recommendations. We recognize the tight budgeting issues our church faces, and following strong urging from Pastor Darren, we are recommending no salary increase for him for 2017. Salaries for several staff members have been identified as falling significantly below average for their respective positions, and these are targeted for appropriate increases. One-time bonus payments have been recommended for other staff.
- The estimated cost of funding these recommendations will more than be made up by the savings realized from changing insurance carriers. Pastor Darren, Josh and Jim will meet soon to “fine-tune” the recommendations as outlined above.

Job Description for the Associate Pastor of Mission and Outreach

- More information will be provided at a future meeting.
- Ministries Council (Eric G.)
  - At its most recent meeting, Ministries Council recapped recent events it had sponsored. No budgeting discussions took place.
- Lay Leadership (Kathleen)
  - Lay Leadership is still gathering feedback from chairs on this year’s five-Sunday Seasons of Service. Board members were encouraged to send their thoughts to Kathleen.
    - There is a consensus that the *Moments for Mission* for these Sundays were sometimes too long.
  - Several key positions for next year still need to be filled, including identifying individuals to serve as vice chair for the board as well as two slots for SPRC and someone for Finance.
- Senior Pastor (Darren)
  - New North members were introduced at the 23 October services. Board members suggesting providing names and photos to the announcements (such as the e-newsletter) to help other North members become acquainted with the new members.
  - Photo directory will begin distribution on 30 October.

10. No Executive Session

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

**Upcoming Meeting Dates**

- November 16 (3rd Wednesday)
- December 21 (3rd Wednesday)

**2017**

- January 25
- February 22
- March 22
- April 26
- May 24
- June 28
- July 26
- August 23
- September 27
- October 25
- November 15 (3<sup>rd</sup> Wednesday)
- December 20 (3<sup>rd</sup> Wednesday)

**2016 Annual Charge Conference** *(all 109 Central District churches)*

- November 5      9:00-noon      St Luke's UMC      100 W. 86<sup>th</sup> Street