

STAFF PARISH RELATIONS COMMITTEE MEETING

January 14, 2016

Attending:

Harris Atkins
Clarine Goodleaf
Dorothy Bennett
Jean Rummel
Joe Lee
Dorene Johnson
Renee Kroese
Pastor Brad Beeman

The January 2016 Staff Parish Relations Committee was called to order by Chairman Harris Atkins, who distributed the meeting agenda. Pastor Brad Beeman opened the meeting with prayer.

Harris and continuing SPRC members welcomed the new members. Harris distributed booklets, "Guidelines – Pastor Parish Relations", detailing duties of SPRC members. He said the Conference will also have a course on February 20 if any would like to attend. He emphasized that all of us would work together to answer questions and smooth the entry into this committee.

The 2016 Work Plan was distributed and members reviewed the expected duties and approximate times these duties should be accomplished.

Per the Finance Committee's request, the SPRC reviewed our proposed budget for staff salaries and bonuses to look for ways to adjust AUMC's 2016 budget. After discussion, several changes were proposed. Dorene made a motion that these changes be accepted, Jean and Dorothy seconded, and the committee unanimously approved. Harris will send those on to the Finance Committee for their review and approval.

In the pastor's report, Brad provided copies of Nick Laanassen's resignation letter, stating that his last day will be February 10. An announcement was made at the Core Leaders meeting, Brad will announce it on Sunday, and letters will be sent to youth and their families.

Brad said that the AUMC youth program currently has about 27 youth from middle school age through high school. Brad has proposed that, instead of hiring another part-time youth minister, we join forces with five other local churches that also have small youth programs and develop a regional youth program. He has already talked to the pastors of those churches and they are enthusiastic with the plan. We would put up \$10,000 towards this position for 2016, and the hope is that with it being a full-time position we could get a more experienced Youth Director that would help the programs of all the churches to grow and reach more youth. Brad is still developing the pilot program and is looking at September for the implementation. Questions such as where the group will meet or whether there will be a rotation and when the hiring procedure would begin and how it will be done will be addressed as the plan develops.

In the meantime, Brad will lead the youth program along with help from church volunteers. Concerns were raised over whether he can or should handle this additional duty, but he plans to allow Laura Wall to take over more pastoral and church programs on her journey to ordination, and Core Leadership has agreed to handle some of the administrative duties. The SPRC agreed that Brad should continue to work on this plan.

At the December meeting, Brad proposed having forums for the church and community involving issues facing our community, state, and nation. Instead of launching into that program, we are going to ease into

2016 by having Kristie McLean conduct three workshops. The first will be a four-hour training for staff and church leaders in The Circle Way on February 2. The SPRC agreed to provide a lunch for that workshop, and Jean will spearhead that effort. Kristie will then conduct training in The Circle Way for all church members. Following that, Kristie will lead a community session on issues such as homelessness. Money has been budgeted to pay Kristie, and it is hoped that we may qualify for grant money.

Brad updated the SPRC on his meetings to discuss the kitchen project. He reported that the meeting went well and that, although not everyone is happy about the project, they are a bit more accepting of it. The loan has been approved, and we are in the process of getting permits. Demolition is currently scheduled to start at the first of February.

Laura Wall has completed and submitted her paperwork to continue her ordination process. This was a big project, over 60 pages long, and has taken a lot of time to complete.

Harris gave us a list of current team/staff liaison assignments and noted that we need to make assignments for 2016. He asked that each SPRC member email him in the next couple of days to make suggestions for those assignments. He also distributed a suggested list of duties of a liaison.

Harris asked how the staff and treasurer had been notified of salary adjustments in years past. It was suggested that, once the budget has final approval from the Finance Committee, Harris prepare a letter. Harris thought it would be beneficial if each staff member received and reviewed a copy of their 2015 Job Agreement Letter to see if they thought any changes would be made. Clarine agreed to make copies of those letters. At that point, new letters for 2016 will be prepared. As there have been some questions regarding wording in the "Policies and Procedures Manual", some clarifications will be provided in the letters. The manual itself will be discussed at a future meeting and some changes made.

Jen Hoerber submitted the idea of scheduling a children's music program/choir, to take place for 10-15 minutes between first and second services. The SPRC discussed this program for a few minutes and agreed that she can continue to develop this program, with final details to be considered at a future meeting.

The SPRC discussed the best day/time for meeting in 2016. The meetings are tentatively scheduled for the third Tuesday of each month at 5:00 PM. Our next meeting is set for February 16, 2016.

Submitted by Clarine Goodleaf