

## STAFF PARISH RELATIONS COMMITTEE MEETING

December 3, 2015

### **Attending:**

Harris Atkins  
Clarine Goodleaf  
Irene Monson  
Renee Kroese  
Pastor Brad Beeman

The December 2015 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.

In the pastor's report, Brad reported that he had received the Pastoral Appointment Advisory Form from the bishop, and Brad requested that he be allowed to stay with AUMC. Harris also received a form from the bishop, and after consultation with and the unanimous consent of the other members of the SPRC, marked the form as "strongly recommend" that Brad be allowed to stay.

The subject of compensation for the first service worship leader and some members of the Praise Band came up for discussion. Concerns were expressed regarding the difference in level of financial support to the music programs between the first and second services, as well as to the status of the participants, i.e., staff vs. outside contractors vs. volunteers. After much discussion, Pastor Brad proposed that a position of "First Service Music Director" be added to the 2016 budget at a salary of \$5000 and that an additional amount of \$1500 be added to line item "66056 Music 1<sup>st</sup> Service." The intent is that line item 66056 is used at the discretion of the music director to pay first service musicians as outside contractors when appropriate. This proposal was put in the form of a motion and was approved. Additionally, it was approved that Evan Ingalls would be paid as an outside contractor \$25 per Sunday for his contribution to the first service to date (seven Sundays or \$175) and \$25 per Sunday for the remainder of 2015. Pastor Brad will notify the church treasurer of this proposal for 2016, as well as the 2015 action.

Facilities Coordinator Ted Snyder was recently injured while performing some landscaping duties on the church grounds. After receiving medical care, his doctor has restricted him to perform light duty work only for the month of December. Custodian John Valentine will pick up some of the work normally performed by Ted during that time period. This event led to a discussion on the SPRC's responsibilities for work-related injuries, and it was noted that other than support and perhaps some monitoring, reporting injuries was up to the supervisor of that staff member. In this case, the injury was properly reported to the pastor and Trustees.

Brad noted that the kitchen remodeling project continues to be a concern for a small group of people in the church. Although the paperwork for the project is now underway, Brad will hold a meeting to answer lingering questions and discuss the concerns of members on December 13 after second service. Representatives for the Core Leadership Team and Kitchen Task Committee will also attend.

Brad recently had a discussion with the bishop and district superintendent regarding his idea of holding some forums on controversial issues at AUMC. The bishop and DS were enthusiastic about the idea and have encouraged Brad to come up with a plan. Possible subjects include gun control, immigration issues, police violence, and the LGBT community. Brad's hope is to have experts present all sides of the issues in a safe, calm environment. After questions and concerns were discussed, Brad said he will give further consideration to the plan and how best to implement it.

In the chairman's report, Harris provided members with a copy of the updated and corrected Pastoral Support Worksheet, which provides information on which a pastor's pension and compensation is based. It is a form that has been difficult to understand, but Brad, Dorothy Beeman, and Harris met and resolved issues. The salary was approved at the Charge Conference and the form provided to the district superintendent.

Harris reported that the Finance Committee has approved the proposed budget submitted by the SPRC, pending return of pledge cards and the completion of the stewardship campaign. The final budget will be approved in mid-January. Brad reported that a number of pledges had been brought up to date and that AUMC's budget is now in the black for 2015.

Brad reported that the November 23 Charge Conference was well attended and went smoothly. DS Rich Lang was favorably impressed with AUMC and the meeting, and Laura Wall's advancement to Associate Pastor was formally announced by the DS at that time.

Nursery Coordinator Carissa has given notice that she will be leaving her position at the end of December. This issue had been discussed in emails prior to the December meeting, and Jen has been given the go-ahead to begin looking for a replacement and also young attendants to assist in the nursery.

In other business, the SPRC discussed and tentatively approved year-end bonuses for staff members. Harris will be talking to the Finance Committee and/or treasurer about whether a budget for the bonuses exists, as it appears the bonuses for 2014 were charged to the 2015 budget.

Harris briefly discussed staff liaison assignments for 2016, and those present said they would be happy to continue in their current assignments. This subject will be revisited at the January meeting when the new committee members begin, and final assignments will be done at that time.

Harris received and distributed copies of "Guidelines – Pastor-Parish Relations." He ordered enough copies to provide them to incoming SPRC members in January.

In closing comments, it was acknowledged that Irene Monson is now rotating out of the SPRC. The SPRC has very much appreciated her help and insights during the last three years.

The next meeting will be held January 7, 2016.

Respectfully submitted,

Clarine Goodleaf