

## **Aldersgate Core Leadership Meeting, July 11, 2016**

**In attendance:** Holy Spirit, Harris Atkins, Rich Detering, Patty Ferguson, Brad Beeman, Stan McKenzie, Colleen Olleman, Janice Zahn, Jack Morrison, Melinda Lilley, Jen Hoeber, Steve Rummel, Rick Wilson, Jenny Andrews

Brad opened the meeting in prayer.

Brad suggested that the foundation of our meetings from now until January should be “What do we want to accomplish in the next 1000 days.” He pointed out that this was about the length of Jesus’ ministry (and look what he accomplished!). We agreed that this was a good way to focus our thinking.

Brad also mentioned that he has a list of folks he thinks could provide good leadership and fresh energy as we move forward.

Budget update: Melinda didn’t have numbers for June yet, but they should be forthcoming. She did report that we’ve had an influx of about \$17,000, \$10,000 for the general fund and \$7,000 for the kitchen. Quarterly statements just went out, and it looks like we’re currently on target for the budget.

That being said, everyone is encouraged to make sure they keep their giving up-to-date. Setting up online giving is a great way to do this.

If you find any discrepancies in your giving statements, make sure to check with Linda Reichenbach. If you have questions about how to do online giving, check with Melinda.

It was noted that the kitchen budget report is separate from the general budget. Melinda also clarified that the kitchen was paid off with a loan from the conference. We are now repaying the loan, which we will do over the course of three years. Keep those pledges coming, folks!

Staff Update: Brad reported the sad news that Laura Wall will be leaving us at the end of this month. She is very sorry to have to leave, and we will certainly miss her!

Harris also reported that with Ted’s retirement, we have started actively looking for a facilities and maintenance person.

With Ted retiring, Nick gone, and Laura leaving, we agreed that it was a good time to look at our overall staffing plan and see what we want and need going forward, through the next 1000 days and beyond. The Staff Parish Relations Team is currently looking at all the staff positions and salaries, and Harris hopes to have some recommendations to report by September.

This led to a rich discussion of what our priorities should be. Here are some of the highpoints:

There seemed to be consensus that a continuing focus on Children, Youth, and Families is very important. Many people mentioned the value of a full-time Youth Ministries position, filled by someone that would work in tandem with Jen. Currently we have a 15-hour youth position.

Jenny pointed out that the word “vibrant” is in our mission statement, and we want to reflect that in our work going forward. She also pointed out that we can’t do everything, so we do need to focus.

Robbin went off on a tear about community picnics (how come the Lutherans beat us to that?), and looking at a church partnership with a church in the Rainier Valley, and how a full-time youth person working with Jen could help build all sorts of things. (You really have to hose me down when I go off the deep end, people.)

Jack brought up the stewardship campaign, which will be starting in September, but mentioned the possibility of moving our church year to July to June, rather than January to December. This could also move us to a longer stewardship emphasis that could help us move towards our goals. There was a question about how this would tie in with the current charge conference schedule, but that is a detail that could be worked out, and many churches are moving to this model.

There was a feeling of urgency and a concern that getting a youth director right now for September would be great, but that we don’t have enough time to do it right and find the person we want.

Jen and Brad emphasized their commitment to the youth program and supporting it until we can get someone in place. But there was also agreement that we don’t want to burn Jen or Brad out.

It was pointed out that we have great outreach, but we also need to minister to each other within the church.

Harris pointed out that it is the great people who make this church.

There was concern that we needed to be bold and make a decision.

Jack proposed that we take the budget we currently have from open positions and write the position we want, a full-time position that would provide youth ministry and work in tandem with Jen to build our children, youth, and families program, and that we make it a part of the budget we build in the fall. The proposal passed unanimously.

SPR will work out the details and get the ball rolling, bringing back a recommended plan by September.

Staff Update, First Service Music Director: Harris brought up the current salary for the First Service Music Director, and introduced the following proposal (and thank you, Harris, for giving it to me in writing, so I could report it accurately):

It is proposed that we approve an increase in the First Service Music Director Salary to \$1000 per month effective July 1. His current Salary is \$5000 per year or \$416.67 per month. This raise would mean a \$3500 increase in this year's (2016) budget.

There was some discussion. Everyone agreed that Roger is deserving of the increase in pay and that his work in first service is invaluable. There was concern that a mid-year salary change creates an unacceptable precedent, but many voices argued that this was needed to rectify an injustice. It was also pointed out that a salary adjustment mid-year has happened before.

In the end, it was agreed that a salary adjustment was necessary, and the proposal passed with twelve in favor and one abstention.

Of course, in September, as noted above, we'll be looking at SPR's recommendations and how to create the budget we need to support all of our staff and our goals.

Ministry Fair: This year's ministry fair is scheduled for September 11. Someone asked if we could all be in the same room, but it is a measure of the many great activities at our church that they simply don't all fit in one room. Anyway, there will be more about the ministry fair in coming weeks.

Gun Violence: Brad expressed again his belief that we have a mandate to respond to the current violence in our nation. He encouraged us all to prayerfully consider what we should do. He mentioned the excellent suggestion from Ginny Truscott that we "adopt" the local police in our area to show our appreciation for them.

Patty closed the meeting in prayer.

Next Meeting: The next meeting will be on Monday, August 8 (correct me if I'm wrong). Mark your calendars, and let Jenny know if you cannot attend.

These minutes respectfully submitted by Robbin Price. Any errors or omissions (I'm sure I didn't capture everything) are mine, and corrections are, as always, most welcome.

