

Grace United Methodist Church  
201 Isle Royale Street  
Houghton, MI. 49931

Simplified Accountable Leadership Team (“SALT”) meeting

August 14, 2023

Attendance: Heather Myers, Mary Lou Vinson, Bob Richards, Jacob Manchester, Reverend Eric Falker, Peter Larsen, Rae Vaught, Chris Walls

Heather called the meeting to order with prayer at 7:03, sharing a “Liturgy to begin a Purposeful Gathering” from *Every moment Holy*. Pete then shared a meditation on John 8:12, asking us to consider how we are being called to share the light of Christ in our community.

Following the meditation, there was brief discussion of Grace UMC’s Mission, Values, and Vision, which quickly gave way to a discussion of finances and budgeting led by Pastor Eric. He began with a definition of terminology, including the 3 types of ministry shares. Invested funds came up, with broad interest from the SALT members in knowing more about the portfolio makeup, goals, etc. Clarification was made regarding funds given for the stained-glass windows project, and the appropriate use of incoming funds to “pay back” the church as general/building funds were used to pay the balance of the bill (after using all available window-designated funds) for the project when it was completed.

The remainder of the finance discussion centered around the 2024 Budget. There was some confusion about the column headings that hindered understanding by many around the table, myself included. Nonetheless, we pressed on through and came to a better understanding eventually, after amending “as of June 30, 2023” to the center column header. There wasn’t much discussion of individual line items at this time, other than a goal to continue to try and grow the proportion of allocated Ministry shares we are able to pay. It was recognized that we’d likely need to monitor the budget vs. income as we move forward to ensure we make any needed adjustments and plan for future months/years.

Rae asked us to consider our focus, and shared her inspiration from the Great Commission, leading to a lengthy discussion about the nursery, child protection policy, and what to do about staffing needs. While further discussion is needed on these topics, we reached consensus approving the draft job description, with a goal of hiring 2 nursery supervisors. These individuals would continue to work on a fee-for-service basis, and it was approved to increase the fees paid to attract more experienced applicants.

Rae closed us with prayer at 8:43

Respectfully submitted,  
Jacob Manchester