

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

Simplified Accountable Leadership Team (“SALT”) meeting

Jan 15, 2024

Attendance: Mary Lou Vinson, Bob Richards, Jacob Manchester, Reverend Eric Falker, Peter Larsen, Rae Vaught, Chris Walls, Zach DeYoung in attendance as well

Due to inclement weather, we met over zoom. As we are currently without a chairperson, Reverend Eric called us to order at 7:03 with prayer. Eric then shared a reflection on Matthew chapter 5, regarding conflict resolution.

Old Business:

Eric then asked if there were any changes or additions to the Dec. minutes?

- It was noted that:
 - Protection policy discussion has been tabled
 - Anti-choking devices were purchased (1 in nursery, 1 at usher station).
 - Nothing further

Zach DeYoung shared a vision for a mission trip to Pine Ridge in South Dakota. A few details here for the record:

- Re-member Organization (<https://www.re-member.org>)
- Mission trip for youth and adults
- Costs: \$775/person, fundraising will be needed
- Zach is a potential leader, along with Eric, possibly others
- Next steps: Zach to prepare a presentation for Sunday worship and/or a special meeting

Ministry shares discussion, goal for 2024

- Bob moves that instead of maintaining a flat amount, we maintain a percentage target, with consensus after some discussion and clarification
 - 2023 - (3148 paid out of \$14,222 requested)
 - This is about 22%, which we have consensus to set as a goal for 2024
 - This results in a goal for 2024 of: $22\% * 2654.08$, rounding up, 2655.
 - Communicate this to Caryn as a pro-rated monthly amount to pay of \$221.25

Discussion regarding current investments

- Options discussed, including UM Foundation
- Following significant discussion, no changes are to be taken for now
- Eric is going to reach out to UM Foundation to request a meeting

New Business

SALT Membership

- Heather Meyers resigned, leaving us with an additional vacancy
- Zach DeYoung has been nominated by Pete Larsen, motion seconded by Chris
 - Unanimous approval for Zach to begin immediately, serving through 2026

Discussion of team covenant and reflections on recent issues:

- Reflection shared by Eric; with a suggestion to avoid controversial communication over email
- Eric opens the floor for questions or comments
- Pete discusses the potential for reconsidering consensus decision making, is this working?
 - Could we benefit from a more procedural approach, that has built-in points for questions and expressing dissent

Discussion from Rae about Mission Possible

- <https://www.cokesbury.com/9781950899739-Mission-Possible-for-the-Small-Church>
- <https://www.amazon.com/Mission-Possible-Small-Church-Simplifying/dp/195089973X>
- We intend to read this as a group and consider what to adapt for our own needs
- If you would like Eric to order you a copy, please let him know (in the next week?)

New chair needed for SALT and Trustees:

- Tabling this discussion until February
- Chris willing to lead the Feb meeting (thank-you!)

Remaining agenda items tabled until February

Rae closed us in prayer at 8:39

Next meeting is February 5th, 2024

Respectfully submitted,
Jacob Manchester