

Grace United Methodist Church
Simplified Accountable Leadership Team Meeting Agenda
August 12th, 2024, 7pm

Our Mission: To invite all people to encounter and develop a personal relationship with Jesus Christ, all for the glory of God.

Core Values: Christ, hospitality, participation, spiritual growth, relationships, service, evangelism, scripture.

Present: Pastor Eric Falker, Caryn Heldt, Mary Lou Vinson, Chris Walls, Zach DeYoung, Rae Vaught, Pete Larsen, Bob Richards, Jake Manchester.

7:05 pm – Prayer/Spiritual Formation – Pastor Eric

7:10pm – Old Business

1. Review minutes. As part of this discussion, Eric mentioned that the person who asked about a gift and what we'd do if we received one hasn't replied since the initial discussion (see July minutes). One correction was noted. Rachel Walls-White will be the new kitchen supervisor, rather than Melanie Walls, as originally noted in the minutes. Pete moved, Jake seconded to approve the revised minutes. Revised minutes were approved by consensus.

New Business

1. Fall Conference
Pastor Eric noted that our conference with the District Superintendent will be Saturday, October 19, in Painesdale at 9:00am. 9-9:30 will be our meeting with the DS, followed by the full meeting. Certain forms will be required, as listed below. Pastor Eric suggested that we have one person coordinate compiling the forms between now and September.
 - a. Pastor's Evaluation - Please fill out individually to return to Pete by September 8 for review by the team September 9. We will then send to District Superintendent Scott Harmon in advance of the October fall conference.
 - b. Church Profile - Should be filled out by the leadership team, but in practice is often filled in by the pastor. Pastor Eric suggested that we spend some time answering some of these questions. The group spent some time in discussion

about wording around what the numbers (membership, attendance, finances, etc.) reveal about the church, the four areas of ministry focus, the unique qualities of the charge that set it apart, goals, new initiatives, etc. and related questions, as outlined in the profile.

Pastor Eric took notes of this discussion in the church profile document and will propose summary language for our approval and further discussion. See this separate document for the notes of this portion of the meeting.

As part of this discussion, Eric reported that there has been no further discussion with the City of Houghton and Eric Waara (city manager) about the possible expansion of Heritage Manor.

c. Salary and benefits - Eric suggested that we should discuss the salary of the pastor, the secretary, and the nursery workers. Bob noted that Eric has been ordained and has completed significant studies as part of his recent work. Eric noted that he was also working full time for the church for 10 years before he began getting "credit" with the church for his employment. This means that he has 20 years of experience in ministry, even though the seminary degree and ordination are recent. The team noted that he is "off the chart" provided his years of service. Mary Lou made a motion for a 2% raise, offering a new base salary of \$55,041. There was additional discussion. Jake seconded. Motion carried unanimously.

2. Absentee Report - we will save for the September meeting.
3. Other items

Additional items from Pastor Eric: Eric mentioned that he just purchased a new drum set for the church that offers more options. Eric noted that the projection system needs updating. Eric recommends new laser projectors, with repositioning of the picture, potentially on new screens. The laser projectors would offer significantly more brightness. Would require someone crawling up in the attic to reposition the wires coming through the ceiling.

Eric also noted that Caryn is joining the SALT officially for one year as a full voting (not only ex-officio) member. She will also serve as treasurer through calendar year 2025 and then we should find a new treasurer.

Zach suggested a campaign at some point. Not necessarily for discussion tonight. But wants to talk about a capital campaign with goals and laity led discussion.

Mary Lou noted that for next year it would be good for us to think about increasing our ministry shares proportion above the 25% we are currently committed to. We also noted that we are happy to be paying 100% of the pension fund and district ministry shares. Rae thought about a part-time Christian education director? We want to dream about things that get us excited and that people want to give to. Eric noted that if anyone is passionate about a ministry/stewardship campaign to talk to him because he has resources for that.

VBS report: Eric noted that there were 8 children and lots of volunteers and had a really good week.

8:58pm – Closing prayer – Pastor Eric

– Next meeting is Monday, September 9th, 7-8:30pm

Church Conference – October 19th at Painesdale UMC. SALT meeting with DS at 9:00am, whole church meeting at 9:30am.