

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

### **Simplified Accountable Leadership Team (“SALT”) meeting**

Sept 9, 2024

Attendance: Bob Richards, Jacob Manchester, Reverend Eric Falker, Peter Larsen, Rae Vaught, Chris Walls, Mary Lou Vinson. Also Caryn Heldt (via Zoom)

Following informal discussion about the Memorial Garden, Chris called the meeting to order with prayer at 7:10.

Pastor Eric then shared a reflection based on Amos 9: Restoration of David’s fallen tent. God restores us.

Annual pastoral evaluation.

“Dialog form” needs to be filled out, Pete and Eric to work together to finalize that for the church conference. Some confusion about the

Question about setting annual goals - what should we be thinking about 2024-25 goals, and communicating those to Eric.

Broad discussion about best practices in performing evaluations.

Refocusing on the Dialog form responses, including setting 3 SMART goals for the upcoming year.

For next year: we need to discuss goals throughout the annual cycle, at least 2-4 times per year. In fall 2025, there seems to be consensus that we should meet separately from the pastor to review our scores and make initial recommendations about goals for the upcoming year.

Zach moved and consensus was given that he should contact local engineering firms/individuals about a more formal evaluation/recommendation, including costs. Zach will report back to the SALT and if we determine it’s reasonable, we’d plan to move forward with obtaining some actionable information.

Make a Difference Day, asking Gary H to lead. SALT members, led by Jake will consider how to trim back the tree on the Southeast corner of the building.

Eric is asking to consider how to better manage kitchen needs. Dishes are sometimes left undone. Is this what we want our pastor and office mgr focusing on?

Mission trip on hold. Need to reevaluate options, consider shorter term, lower cost missions we could do, perhaps closer to home (Camp Michigamme, GCCP, Habitat).

Contact from Carol Plichta about needs for substitute(?) nursery supervisor and caregiver while we have some shortages in regular staffing. Consensus was given to formally bring Carol into this role, with standard compensation if that is her desire (she used the term volunteer, so the initial communication has been a bit unclear). Erick will communicate this to Carol with our thanks for her service in this area.

Eric is considering if he thinks we need liaison/buddy member to stay in touch with caregivers.

Eric closed us with prayer at 8:37

Respectfully submitted,  
Jacob Manchester