

GOVERNANCE IN ACTION

Monthly Executive Summary | October 2024

The following are highlights from the 10/09/2024 Governing Board (GB) meeting:

- **Call to order/devotional – Mr. Quinn**

Members Attending: Jim Quinn (Chair), Wendy Featherstone (Vice-Chair), Jonathan Carroll-Nellenbach, Cory Tylenda (Secretary), Christy Leshner, Jonathan Carroll-Nellenbach, Tim Mahan (Treasurer), Ike Jordan, Michelle Bogue-Trost, Sr. Minister and by invitation for portions of the meeting David Strong, Church Administrator

- Absent: Beth Wilkens – Ex officio

- **Review/Approve Consent Agenda – Mr. Tylenda**

- Review/Approval of GB Minutes of September 9, 2024
- Review/Approval of PPRC Minutes (Confidential) of September 15 and October 7, 2024
- Review/Approval of Finance Committee Minutes of September 23, 2024

- **Finance Committee Report – Mr. Mahan**

Mr. Mahan and Mr. Strong discussed a status on the Finance Team's most recent meeting. During this finance meeting there was much discussion of an outline of the Outreach budget. Dawn Reidy has been collaborating with John Ormsbee to review the accounting process.

The Finance Committee also reviewed the revenue expectations for 2025, expected revenue verses expected income. They have a good idea of the number of regular pledgers or giving units. Giving to AFUMC typically grows by 3 percent annually. As the Finance Team projects for 2025, the budget is expected to be approximately \$100-150k short of the funds to support all the programming. We would need 700 pledgers to increase their giving by 20 percent. There is an initiative for the Giving Team to also target volunteers at the Community Outreach Center who are not members of the church. We hope this new strategy and ongoing giving by church members will result in greater revenue.

Increased property use income was discussed as an option. David Strong has raised usage fees which has yielded some additional funds. Mr. Strong noted the spaces are being used 7 days a week and it has caused some interference with some of our church programming. We are not sure we have the space to offer office suite space.

Also discussed were uncontrollable cost increases in areas such as benefits and our apportionment to the Upper NY Methodist Conference, coupled with the loss of PPP funding. We also lost the complimentary snow plowing by Gleason Works. It now costs \$10k just to plow our parking lots for a season. Increased technology and property care costs are a factor too. We have had major plumbing issues in 1040 East Ave. that had to be addressed. Infrastructure costs are increasing every year due to the age of our buildings.

- **Giving Team Update – Pastor Michelle / Mr. Mahan / David Strong**

Letters are going out this week with Pledge cards; some have already been sent. We are sending three different constituency letters. We will be having Consecration Sunday on November 3rd and have tubes on display in the gathering space to track our progress. We think this will be a good visual for everyone to see our progress.

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- **Pastoral Salaries and PPRC's Disclosure Recommendation – Pastor Michelle / Mr. Strong**

Discussion: The Governing Board discussed the pros and cons of disclosing pastoral salaries, benefits, and other compensation in detail to the full congregation. Pastor Michelle stated that, to be consistent with other UMC churches and the Book of Discipline, we should publicly disclose this information when we vote at the Annual Conference (in December of 2024). Ms. Leshner and Mr. Quinn voiced their support of the resolution as it will help ensure equity. Pastor Michelle reiterated that all AFUMC pastors were okay with their compensation being disclosed. After an extensive and informative discussion, all members of the Governing Board adopted the resolution.

The Following Resolution was adopted by the Governing Board:

As part of the annual budget process: (a) the congregation be provided with information as to operation of Conference Guidelines in setting pastoral compensation (including required benefits paid through the Conference), and (b) compensation, on a total compensation basis, be disclosed on an individual basis for each pastor in the budget approved by the Church Conference.

- **Motion to Establish a Social Concerns Committee – Pastor Michelle**

Pastor Michelle brought this motion forth in order to bring continuity to how social issues are addressed by AFUMC. This will give a home to the work that we are already performing. This will bring forth a procedure for clearing any statements to be made on behalf of AFUMC, Mr. Mahan spoke of his concern and is cautious about adding committees and more meetings to our already taxed staff.

GB Approved adoption of Resolution below:

Motion to have the Governing Board vote via email to approve after edits are done to motion. These amendments would outline who is able to make statements on behalf of AFUMC via the Social Concerns Committee. PPRC is authorized to approve an amendment. Mr. Tylenda, Mr. Quinn, and Pastor Michelle will bring a finalized motion to the Governing Board at a later date.

- **Discuss Agenda for October 20, 2024 Town Hall Meeting – Mr. Quinn / All**

Pastor Michelle mentioned that Mr. Ormsbee has created a one-page document for new members and that would be helpful to present it at the meeting Stewardship. We have an opportunity to uplift to meet our aspirational budget.

DreamScape is exciting and we have done a lot of good work in this area. The Dream Team's final work is to create a strategic framework template by which committees, teams, and the GB makes decisions based on the dreams and values of the congregation. It lets us rise to the occasion when it becomes necessary to pivot and adapt.

For the Town Hall agenda, it was decided to have an update provided by Outreach (Pat or Dawn), a DreamScape update, and a quick update by Finance.

- **Nominations Committee Report – Pastor Michelle**

Pastor Michelle stated this is being worked on and an updated will be provided at next meeting.

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- **Motion to Clarify Leadership Position Terms – Pastor Michelle**

Discussion: This would be to add clarity to the Governance handbook on start and end dates for terms. All terms would begin January 1st and all terms would end on December 31st. This would also address how vacancies are filled and their terms. Motion passed.

Motion Below passed by unanimous vote of Governing Board:

Clarify Leadership Position Terms in Three-Year Classes

Motion: That the Governing Board adopt the following policy regarding the start and end dates for all leadership positions divided into three-year classes.

Rationale: Establishing fixed start and end dates ensures all leaders serve for a consistent duration, allowing for orderly transitions and reducing confusion around term limits. Additionally, it aligns leadership turnover with the calendar year, facilitating strategic planning and continuity within church programs. Setting specific dates will facilitate smoother transitions, better planning, and clearer expectations for those serving in leadership roles.

1. Term Dates:

All leadership terms shall begin on January 1 of the first year of the term. All leadership terms shall conclude on December 31 of the third year of the term.

2. Transition and Overlap:

a. Individuals concluding their terms on December 31 are encouraged to facilitate a smooth transition by providing orientation and support to incoming leaders during January of the following year.

b. New leaders will officially begin their responsibilities on January 1 but may participate in board meetings and training sessions prior to their start date as deemed necessary.

3. Vacancies and Mid-Term Appointments:

Should a vacancy occur mid-term, the appointed individual shall serve until the original term's end date of December 31, unless otherwise determined by the governing board.

4. Implementation:

This policy shall take effect immediately and apply to all current and future leadership positions.

- **Increasing Engagement and Connection, Cont'd.**

- Barbara Eltinge and All

Due to the lack of time, Mr. Quinn regrettably advised Ms. Eltinge that this would not be discussed at the current Governing Board meeting, nor would there be ample time to have it on the agendas for November and December. Ms. Eltinge is going to meet with Pastor Michelle and ideas will be brought forth by Pastor Michelle.

- **Senior Pastor's Report**

- Pastor Michelle

Carl is working with Pastor Michelle to solidify a Worship and Arts team and are looking for a volunteer for literacy and logistics volunteers for worship. How can we create meaningful worship experiences for people? Our First meeting is October 29th.

- **New Business**

- All

Privacy policy – Cory is working with Deb Bullock-Smith and will be meeting in a couple of weeks.

Jim Quinn noted how there are “dead zones” for sound in the congregation and that he has received feedback

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from congregants on this subject. Do we have an inventory of the dead zones? Mr. Strong replied, Yes the tech team is working on this.

- **Closing Prayer** Pastor Michelle

Meeting Adjourned at 6:45pm

Next Meeting: Monday, November 11, 2024. at 5 pm

December 8, 2024 (the Church Conference if Bishop Burgos approves)

January 19, 2025

Respectfully submitted, Cory Tylenda