

## Core Leadership Meeting, 1/22/2018

**In Attendance:** Laura Baumgartner, Patty Ferguson, Steve Rummel, Katie Olleman, Randy Brown, Jean Harris, Melinda Lilley, Gerry Martinsen, Peter Narmita, Roger Ingalls, Rich Detering, Linda Detering, Jen Hoerber, Christian Hampson, Joe Lee, Dorothy Beeman, Robbin Price

Laura opened the meeting in prayer, and we checked in with each other.

Trustees Report: Rich and Melinda shared that we have purchased the new ovens and hood for the kitchen, but that has pretty much emptied the kitchen holding account. We do have \$3500 in pledges for the kitchen still expected. We have \$55,000 still owed on our loan, so we will want to include the kitchen when we do our stewardship drive.

The parsonage had its annual check up, and it looked pretty good, with no urgent big problems. It needed a new kitchen faucet, which has been purchased and will be installed. We currently have \$5000 in the parsonage maintenance budget that hasn't been spent. (Maybe this says something about how responsible the current tenants are? No wild party damage to take care of.)

We are looking at potential improvements to the sanctuary, especially the projection equipment, and we need to look at our technology needs, notably security. Rich observed that we don't have a tech team in place, and we could use someone with expertise to look at our technology needs.

### Finance Report

Melinda pointed out that Lent is early, so we need to think about when we want to do our stewardship campaign. The budget needs to be approved by July 1, the start of our fiscal year.

Marie sent a report on the first six months of this fiscal year (July-Dec 2017), and we are doing well. Staff and lay people are keeping their spending well below allocated amounts, and we currently have enough in pledges to fund our Youth Assistant position.

We discussed the possibility of doing stewardship before Palm Sunday (which would be earlier than last year), or doing it after Easter (when we have two Sundays with a mission focus, which would fit with stewardship nicely). Melinda noted that if we can have the pledges in by the end of April, or even by mid-May, we would have time to work out the budget for the 2018-19.

It was noted that we should be careful not to let requests for money weaken the worship experiences, and that we should focus on positive emotions and what we can do together as a church.

General consensus seemed to be that stewardship should be after Easter.

Nominations: Christian has asked folks about being on the Staff Parish Relations committee, as well as filling other roles, but no one was able to commit the time. Melinda is trying to get folks to shadow members of the finance committee and learn the ropes, in the hopes of getting a new finance chair.

Peter pointed out that folks can't always commit to face-to-face meetings at the church, and perhaps committees could do their work with Facetime or other technologies. Joe said this was fine, as long as the committee agreed.

Laura suggested that we revisit Single Board Governance. She proposed that since a separate SPR committee seems no longer sustainable, Core Leadership could take over its functions, with small task forces set up on occasion to handle confidential matters or activities that cannot be covered in CL meetings. We discussed what this might entail: checking in with staff, pastor evaluations, updating employment agreements yearly and deciding salaries and bonuses. We would need small task forces from time to time to cover some of this.

It was pointed out that we only need to evaluate our pastoral staff; other staff is evaluated by Brad as head of the staff, or by Jen or Dorothy (as heads of youth ministry and the preschool).

It was suggested that we put some things on the Core Leadership agenda as absolutes to be revisited every year. For example, every April (or May or whatever) we would examine staff pay, raises and contracts and set up a small focus group to get things organized. Perhaps every November (October?) we would look at pastor evaluation, prior to the Charge Conference. Everyone seemed to think this was a good idea.

And there was a shout out to our Board of Trustees, who are dedicated, committed folks, and continue to get the job done until replacements can be found. Thank you Rich and everyone for your hard work!

Laura's Job Description: Laura now has a job description, based on what she's been doing in the time she has been here. She explained that some folks understood that she would be here solely to do pastoral care, but in fact, she has relieved Brad of various duties, and works closely with him on others. Brad and Laura are working well together, and the job description was created to clarify the roles she has taken on, and how much of her time is used for various activities. Questions were raised to make sure the job Laura is doing is providing the kind of assistance to Brad that he and the church need.

After some discussion, a motion was made:

**Motion:** *To approve Laura's job description as written, with the understanding that changes can be made to it as required for the sake of our pastoral staff or the church.*

The motion passed unanimously.

Rock Church: Joe apologized for the way we handled the Rock Church vote in December. He promised that in future we would always ask for discussion before a vote, even (and especially) when doing business by email. He wanted to acknowledge that by asking for a vote first, we inadvertently stifled valid and valuable discussion. In future we will make sure we ask for discussion by email before moving to a vote.

Youth Assistant Position: We now have money for the Youth Assistant position, and a good candidate. There was concern about the salary, so we discussed what we should be offering. After some consideration, there was a motion.

**Motion:** *We will offer our candidate for the Youth Ministries position \$13,000 plus a stipend for retreats and other extra expectations, for 60 hours of work per month.*

The vote passed unanimously.

And a big thank you to Jean Rummel for all her hard work on filling this position!

Core Leadership Retreat: We debated dates when we might hold a leadership retreat, always a complicated issue, because we are all busy people! Robbin volunteered to send out a Doodle Poll with all the Saturdays in the next few months on it, and everyone is encouraged to respond to it as soon as possible so that we can set a date. We plan to use the time for leadership training activities.

**Action Item:** *When you see that Doodle Poll in your inbox, fill it out as completely and quickly as you can so that we can move forward with our retreat.*

Core Leadership and Common Table in February: Rock Church is currently using our sanctuary provisionally for three months. We are planning a Common Table event on Monday, February 12, to get the congregation's input on this. There was some concern about what we might learn, but most of us agreed it is important to see how everyone feels about things.

It was pointed out that we need to make sure we communicate with understanding, active listening, and respect when dealing with potentially contentious issues.

It was suggested that the Rock Church pastor should be invited to Common Table. There are some who want to know more about his church's theology and how it may differ from our own.

Currently Rock Church is not paying for building use. If their use continues and expands, we will look at this, along with other logistical matters.

The February Common Table will be organized as in the past, with some kind of simple meal provided at 6pm, a brief Core Leadership meeting at 6:30, and the Common Table at 7pm. Details are still to be arranged.

Family and Youth Ministry: Jen needed to leave at this point, so she sent her report by email after the meeting. It is appended to these minutes.

Review of Facilities Director Salary: Rich said that since we don't have an SPR committee, we need to look at this. Dorothy volunteered to work with Rich as a small task force and bring a recommendation to Core Leadership for approval.

Washington State New Required Sick Leave: We need to figure out how to conform to the new state sick leave requirements. Brad is looking for a couple of folks who can help him with this. Someone suggested that the Department of Labor has a template that can be used to figure out what we need to do. Marie is already doing some calculations of sick leave accrual as part of her work.

Newport Way Sidewalk Committee: Randy Brown shared that the Newport Way Sidewalk Committee will be meeting this Thursday evening. He thought folks from the church might want to attend, since the construction will affect Newport Way in front of the church.

Randy also mentioned that the Seahawks' pastor is doing an apologetics conference on April 20 and 21, an event which he has found very inspirational in the past and recommends.

At this point the meeting ended.

#### Family and Youth Ministries Report: (from Jen, via email)

**Confirmation** - We will be starting Confirmation again right after Easter on Sundays through June 10th. We currently have 5 youth who are committed and I am hoping we increase that to 7 or 8. Pastor Brad, Pastor Laura and I will be teaming up to teach the classes. Please start praying for these youth and this exciting time at Aldersgate.

**Parenting Workshop** - Pastor Laura and I are teaming up to plan a parenting workshop to host at Aldersgate. We are thinking of an April date, but we may have to look at the date. If you have ideas or have connections to possible speakers, please reach out to either of us.

**Safe Church Trainings** - The safe church policy was updated and adopted in December. We are having a Sunday School teacher training in March and a preschool staff training on the policy in March.

#### **Fundraisers**

**SUMYT** - Spaghetti Dinner and Dessert Auction at Aldersgate on Feb 3rd from 5-7pm. Please let me know if you want tickets or buy them from our SUMYT youth on Sunday. SUMYT (Seattle United Methodist Youth Team) is a district wide team of youth who meet all year to plan the retreat in March. This is an amazing retreat for our youth. This year the theme is Under Construction because no matter who we are or how long we have been on our faith journey, we are all under construction.

**Camp Sunday** - Our annual taco bar fundraiser and Camp Sunday is set for February 11th. We have representatives and the district rep joining us again this year!! The youth will be meeting about the Idaho Mission Trip this summer with the Twinlow representative.

**Seattle Humane Society Fundraiser** - The youth will be starting a pet food drive within the next month. Keep your eyes open for more information about how you can help and get to know Aldersgate's youth better!

**BFUMC Collaboration** - We are continuing our collaboration with Bellevue First as we are promoting each other's Ash Wednesday and Holy Week services as well as putting together an

Easter Sunrise Service on April 1st. We are hoping to continue this relationship between our churches.

**Easter Events** - Aldersgate will be hosting the Eggstravaganza, Flashlight Easter Egg Hunt and Easter Egg Hunt on Easter morning as we have done years past. Easter Egg filling parties will be announced for March! :-)

**Memorial Day Mini Mission Trip is ON!** Thanks to Melissa Pearce, Dave Carver and Peter Narmita for taking this project on!

As you can see, its a busy time. All of our ongoing programs are continuing and doing well. **There is one program that I am not happy with how it's going; KID'S CLUB.** Kid's Club is a fellowship time during both worship services that is different each week. It runs from 9:15 to 9:45 and 11:20 - Noon typically. When this was adopted the plan was different people would host each week. Parents, members of the congregation etc. would each take a week to share about themselves, their passions, or just simply have fun with some awesome kids. I know not everyone is comfortable with kids. However, when it is only me hosting Kid's Club then I am not able to attend worship at Aldersgate. I miss sitting through service. I miss worship. I feel as if I could do my job better if I was able to attend worship at least a portion of the time. Please pray that I can find volunteers to help with program.

### **Next meeting: Monday February 12**

- **Dinner 6pm**
- **Core Leadership 6:30pm**
- **Common Table 7pm**

### **Summary of Motions and Action Items**

**Motion:** *To approve Laura's job description as written, with the understanding that changes can be made to it as required for the sake of our pastoral staff or the church.*  
The motion passed unanimously.

**Motion:** *We will offer our candidate for the Youth Ministries position \$13,000 plus a stipend for retreats and other extra expectations, for 60 hours of work per month.*  
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**Action Item:** *When you see that Doodle Poll in your inbox, fill it out as completely and quickly as you can so that we can move forward with our retreat.*

These minutes respectfully submitted by Robbin Price. Any omissions or mistakes are mine, and corrections are welcome.