

Christ United Methodist Church
Council meeting
November 5, 2018

Present: Linda Yoki, Pastor David Byrum, Carrie and Lauren McCool, John and Carol Yarian, Rita Bulington, Rexanne McCauley, Lisa Mayer, Claude and Sharon Sawyer, Hal Acree, Glenn Pearson, Paula Thoennes, Joan Banning, Jack Dwiggin, Gary Boardman, Kevin and Kat Noe, Terra Tilley, Pastor Stephanie Hanslow, Laura Willenborg, Amy Schulze, Andy Ewing, and Aaron Osborne.

Linda Yoki called the meeting to order and Rita Bulington opened with prayer.

Linda announced that the items to be covered in this special Council meeting were: a presentation by Staff Parish for our consideration and information from the Conference Superintendent regarding Pastor Stephanie.

Paula commented that some members of the Staff Parish Committee were present for this presentation. The Committee had had several conversations about structure and then developed the presentation of the items being recommended. These were previously emailed to Council members and are as follows: Eliminate the part-time Youth Ministry position and consolidate Youth Ministry (2/3 time) with the Worship Leader position (1/3 time). A job description is to be developed. Eliminate the Women's Ministry position and utilize lay persons. Expand the Office Manager position to become the Church Administrator. Expand the current Preschool Board to a Child Education Board that will oversee both the Preschool and Day Care. The Children's Ministry Director will become a part-time position, reporting to the Lead Pastor, and will focus on Sunday School, VBS, Nursery and other children's activities directly related tied to the church. In addition, Bishop Trimble has changed Pastor Stephanie's position to 1/4 time at Christ Church and 3/4 time with Church for Everyone. Supervision will be done by the Conference Superintendent and the Indiana Conference Church Development Team. Her 1/4 time duties at CUMC are yet to be determined.

Linda then asked for questions. Andy Ewing asked "what is the worship team?" Pastor Dave indicated that it was anything that had to do with worship and needs to be under the direction of the lead Pastor. Jack Dwiggin asked about the number of persons reporting to the Pastor, concerned that it was too many. Rita asked if the job description would include all the other things the Pastor does. Discussion ensued about the position of Church Council on the structure chart. The Council is the decision making body and is above the Pastor. Carol Yarian asked that Staff Parish consider leaving the custodial supervision to her as it is a small amount of time and she has been working with the current custodian and is familiar with supplies. Other questions were asked about the tasks that Carol had been doing. She indicated that she has been working to find people to take over the various tasks and mentioned that 3 new persons are doing Jubilee Christmas this year and will be ready to do it again next year. Kat commented that the congregation has come to expect the church to provide for them and it needs to change.

Questions were asked about committees of the church that do not appear on the chart. Pastor Dave indicated that his intent was to show how Staff were to be organized and did not include every committee. Terra Tilley commented that she had learned that persons could address the Staff Parish Committee directly with concerns. Gary Boardman asked at what point does a child move from Children's Ministry to Youth. Those children in 6th grade and above are considered Youth. Adult Education is a part of Small Groups. Rita Bulington asked about the structure of the Child Education Board. It was indicated that there had been a Preschool Board but none for the Child Care. Hal Acree indicated that the new Board could oversee both groups and they could possibly determine whether 2 boards were needed, and with one Board, whether 2 separate directors were needed. Carrie was concerned that the persons who had currently been serving on the Preschool Board be notified of the changes. Since some of these are parents and are not necessarily members of the church and would not know of changes that have been made.

The main purpose of the process is to provide structure that allows for accountability and brings transparency to what is being done. Pastor Dave commented that we would be starting fresh and would need to fill in the gaps in the information. Carol commented that there are brochures in the Narthex that can be updated. The Church website can also provide information. Laura suggested that a single page of information about the church activities would be an easy way to provide that information since it can change frequently.

Rita asked that, from a financial perspective, what is a target date? Some of the changes will affect the budget and that will not be completed until after Consecration Sunday on the 18th. January 1 would be ideal but difficult to implement unless a decision to move ahead with the structure was approved tonight. The Board or Boards should be established as soon as possible so that they can begin meeting. The Child Care is in the process of becoming a Level 3 Child Care and this needs to proceed quickly as there is grant money for this that would need to be returned if it is not completed by June of 2019.

Carrie had questions about finances as related to her salary. The child care and preschool are now, and would continue to be responsible for their own finances with Board oversight. To accommodate the change for Hollie, she will begin work at 8:00 AM but will not open the office until 9:00 AM and this will mean an increase in her salary. Gary encouraged everyone to talk about the problems when they arise so that small issues do not become big problems. He then moved that follow the structure as presented by the Staff Parish Committee. Jack Dwiggins seconded the motion. More discussion ensued. Pastor Dave stated that the lead Pastor is responsible for all finances of the church, with the child care Board being responsible for those areas. The Board must develop By-laws of operation which includes the financial piece and how it relates to the church. The lead Pastor is accountable to the Council, and Council needs to fulfill its role. Gary stated that hopefully Consecration Sunday goes well and we can do more with the money to grow the church. The vote on the motion was taken and it passed 12-1.

Pastor Dave commented that he had been in conversation with Jennifer Huff from Richmond who is trained in developing Preschool and Child Care ministries and how to establish Boards to manage these ministries. She can meet with the new Board and will conduct training as well as be available to assist during implementation of the new Board.

Regarding Pastor Stephanie's appointment change, she will continue to live in the parsonage with paid utilities and receive a salary of \$10,000 from CUMC. The Church Development Team is responsible for the remainder of her salary as well as supervision. When asked about the contract with Lafayette Theater, Stephanie indicated that this expires at the end of this year. Since CUMC has been the Agent of Record for Church for Everyone and is receiving the grant for this project, the Church Development Team has requested that the Church Development Team become the Agent of Record for the Church for Everyone planting project. To accomplish this Gary Boardman moved that the Church Development Team become the Agent of Record for the Church for Everyone planting project effective January 1, 2019. Jack Dwiggins seconded the motion and it passed 13- 0.

Linda announced that our next Council meeting will be December 17.

Andy Ewing asked to be recognized and announced that he had accepted a new job in North Carolina and will start on December 3. He did say that he would return to do sound for us on Christmas Eve.

Pastor Stephanie closed the meeting with prayer.

Respectfully submitted,
Joan Banning