



Leadership Board Minutes for October 1, 2024
Parker United Methodist Church
11805 S. Pine Drive, Parker, CO 80134

Leadership Board Members:

Kim Bimestefer (Co-Chair)
Ron Wyckoff (Co-Chair)
Steve Brase
Lacye Cahill
Susan Gustin
David Haukeness
Julie Kronbach, Lay Leader
Doug McKinney

Laura Easter Rainwater, Senior Pastor
Li Roberson
Eric Ross
Emily Shaffer, Little Blessings Preschool Director
Elizabeth Gore Stanley
Linda Thomas

Members joined by Zoom:

Laura Rainwater
Emily Shaffer
Elizabeth Gore Stanley

Members not in Attendance:

David Haukeness
Linda Thomas

- I. Call to order: Ron called the meeting to order at **7:00 p.m.**
- II. Steve opened us in prayer
- III. Review and approval of minutes of September 17, 2024
 - A. Eric moved to approve, Li seconded
 - B. Minutes approved unanimously
- IV. Senior Pastor's Report
 - A. Update on youth/children participation
 1. Sunday school averaging 30 kids, enough to divide into two groups
 2. Children's music programs: 11 in choir, 8 in bell choir, 2 learning recorders
 3. 8 kids received 3rd-grade Bibles
 4. Youth averaging about 17 participants
 - a. Lacye commented that there is good "stickiness" (commitment) from the youth who participate regularly
 - B. Other participation
 1. At the Table averaging 37 participants
 2. Faith on Tap averaging 17 participants; 42 people have come at one time or another
- V. Business items – updates from teams
 - A. Leadership Board nominations team – Ron
 1. Team = Laura, Ron, Kim, Li, Elizabeth, Julie
 2. 3 Leadership Board members are rotating off, 1 position has been and remains open
 - a. Rotating off: David Haukeness, Doug McKinney, Lacye Cahill
 - b. Still need Lay Member to Annual Conference
 3. We have one name so far for Leadership Board (Paul Knowles)
 - a. Board homework – more nominations

4. Lacye expressed willingness to take on the Lay Member to Annual Conference for one year
- B. SPRC – Lacye
1. Salary recommendations for 2025 budget
 - a. Recommending 3% increase for all staff with exception Cody
 - b. Cody’s salary currently about \$10K under what is recommended for clergy with her education and experience
 - 1) Recommending a \$6000 increase to Cody in 2025 as a bridge to get her salary more in line with where it should be (\$5000 for cash salary, \$1000 for housing)
 - 2) Goal is to have another increase for Cody in 2026
 - c. Lacye echoed Kim’s comment from team meetings that staff are the solution to our needs
 - d. Total budget impact of clergy on 2025 budget (salary + housing + benefits)
 - 1) Laura = \$141,751.11
 - 2) Cody = \$90,796.00
 - e. Julie moved that we accept the recommendations of the SPRC team on staff salaries for 2025; Kim seconded
 - 1) Passed unanimously
 2. Mountain Sky Conference Clergy Appointment Advisory Form (Yes/No/Maybe form)
 - a. Lacye passed these out for Laura/Cody for 2025
 - b. We will return these with our comments/recommendations at the November meeting
- C. A Table for All – Julie
1. Goals are to reach into larger community beyond our church
 2. Cody and Noelle attended **Pivot Retreat** in Salt Lake City
 - a. Most participants recognizing that initial Table for All plans needed to change/pivot
 3. We are continuing with the big idea of addressing epidemic of loneliness
 - a. Pivoting away from idea of functions focused on our parking lot
 - b. Pivoting to idea of creating more small groups, perhaps focused on shared interests (e.g., pickleball)
 4. Cody looking at Fresh Expressions movement from UK -- revitalizing ministries (<https://freshexpressions.org.uk/>)
 5. Julie encouraged us all to dream about what these groups might look like (Joel 2:28)
 6. Sidelight – Ron is working to get better information out to congregation about who to contact for information about ALL the activities on our calendar
 - a. E.g., activities not included in Connections catalogue
- D. Communication – Doug
1. Team of Doug, Sarah and Li going to St. Andrews October 3 to see how they use CCB for their newsletter, calendar
 - a. Li – hoping there are different views of the calendar possible on the website – month/week
 2. Lacye – still important to share activity news in the Sunday bulletin
 3. Ron – we need to hit everyone with everything all the time
 4. Sidelight – Doug reported that a new Faith Talk group is starting up for 8 weeks at Panera Wednesday mornings 10-11 a.m.
 - a. Based on upcoming scripture for sermons
 - b. June Webster, Jane Smith, Doug to lead
- E. Building and Maintenance – Ron
1. HVAC -- Sarah got two bids to replace two failed HVAC units
 - a. Viking Heating, A/C & Misc. Plumbing

- 1) This is the company we have been using for HVAC maintenance
- 2) Total would be \$16,226 x 2, minus \$650 for shared cost of renting crane
- b. City Wide Facility Solutions
 - 1) Bid total = \$46,745
2. Doug – where would this money come from?
3. Laura – from one of the endowment funds that has been set up to maintain our building
 - a. Fund created from sale of parsonage
 - b. The Endowment Committee will have to approve this use
4. Li moved that we accept the bid from Viking; Steve seconded
 - a. Passed unanimously
- F. Missions – Julie
 1. Suggested an emphasis on UMCOR now in the aftermath of Hurricane Helene
 - a. Julie will craft a message for Midweek; Laura for the Sunday announcements
 - b. Doug mentioned Facebook post from cousin impacted in NC and response of local Methodist church
 - 1) Will share that story as part of messaging
 2. Li – do we notify local high schools when have volunteer opportunities available?
 - a. Ron – yes – golf tournament as a good example
 - b. Lacye – VBS as another example
 - c. Julie – we have created forms to help high school students get credit for volunteering with us
- G. Neighbors in Need Compassion Mission -- Ron
 1. Ron – New class Redemptive Compassion starting Sunday, October 6
 - a. Should we emphasize in announcements? Leah Wyckoff made a good video
 2. Laura – prefers emphasis on UMCOR and Hurricane Helene response this coming Sunday
 3. Doug – hoping to bring representatives SECOR and Parker Task Force to special sessions of Redemptive Compassion
- H. Communications team – Doug
 1. Sonya Parsons will head up the actors’ team
 2. Li – any news on Google doc Jason was creating for the actors?
 - a. Laura – unknown
 3. Doug – who would create the script for the actors?
 - a. Li – Jason at the time
 4. Li – we have people who are interested in acting in videos for the church, need to get them involved
- I. Stewardship – Li
 1. Targeted letters written, aimed at different levels of givers
 2. Will have an envelope stuffing party soon
 3. Looking for three speakers to tell stewardship story
 - a. One of our volunteer actors could film the story if people uncomfortable
 4. Wants to build a thermometer to measure success
- J. Little Blessings – Emily
 1. Playground upgrades
 - a. Large playground installed
 - b. Turf needs repair
 - 1) Have a donor who will cover costs, pay contractor directly
 - 2) Repairs to be made over fall break
 - c. Now need to repair/upgrade smaller playground
 - 1) Targeted at younger children, less stringent requirements
 - 2) Looking into whether some equipment can be refurbished

2. Fundraising needs for playground improvements
 - a. Online auction as fundraiser, which have done in the past, not working as well as before
 - b. Looking at idea of sponsorship, with advertising possibilities for higher levels
 - 1) Presented a suggestion for different levels with increasing benefits
 - c. Ron – concern about any advertising to church – slippery slope
 - d. Lacye – from her experience, small companies often looking for tax benefit of sponsorship more than advertising possibilities
 - e. Ron – seems to be consensus that it is OK to provide a link from the Midweek, for example, that would go to a page listing sponsors
 - 1) But not to then provide a link to the sponsor businesses
 - f. Doug – would there be a banner listing the sponsors?
 - 1) Emily – yes, would hang on the school fence
 - 2) One banner with all sponsor names/logos
 - 3) Little Blessings would pay for the banner
 - g. Ron – vote not needed, just consultation with Leadership Board
3. Concerns about low enrollment
 - a. Last year had 90 kids in UPK program, this year 78
 - b. Emily’s sense is that there was wide advertising of the program last year from the state, this year almost none
 - 1) Kim – she will bring this up to the governor’s cabinet
 - c. Emily – another factor is that many charter schools have started their own pre-schools
 - 1) Parents are enrolling their kids in the hopes of then claiming a space in the charter school
 - 2) Julie – can we align ourselves with a charter?
 - 3) Emily – no, since we are a faith-based school
 - d. Emily – these problems are appearing across the state, Little Blessings is doing better than many
 - 1) Many parents can’t afford the add-ons such as Lunch Bunch – enrollment down

K. Finance -- Eric

1. So far look to continue to run less of a deficit than had budgeted for
 - a. Budgeted deficit of \$140K
 - b. YTD deficit is about \$44K (end of August)
 - c. Projecting finishing year at about \$80K deficit
2. Rainy-day fund has about \$340K in it
 - a. Treasurer Pete Doane feels that we only have about \$250-275K available to us to maintain the church’s cash flow
3. Laura – focus on messaging to congregation in October
 - a. Present both the optimism and the problem
 - 1) We’re not a dying church
 - 2) Need some out-of-the box thinking
 - b. Lacye – Messaging of thankfulness – we’re blessed to have our building
 - 1) Building is a solution and not just a problem
 - c. Kim – we have to be extraordinarily careful about the messaging
 - 1) Don’t want to wing the wording
 - d. Laura will craft the wording
 - 1) Kim and Susan will review initially
 - 2) Then whole Leadership Board
4. Question – can the endowment funds be used for mortgage relief?
 - a. Eric – not really

- 1) Each of the four funds has specific purpose
 - 2) One is directed at repairs to building
 - i. Doug – we should make sure we keep those funds available for future repairs
 - 3) Also, since funds are meant to be maintained in perpetuity, can spend accrued earnings but not principal
5. Three major projects that need funding
 - a. Replace organ
 - b. Replace sanctuary projectors
 - c. Replace “stage lighting”
 6. Organ
 - a. Paul and Kurt have found an organ that fits our needs for about \$11K
 - b. Presented written proposal for a campaign to raise \$20-25K to cover the cost of the organ and its shipping, installation
 - 1) Any excess raised to be held to cover future repairs
 - 2) Want to launch campaign immediately
 - c. Kim – can we look at used organs?
 - d. Laura – new organ of the type we previously had costs about \$200K; used about \$75K
 - 1) Proposed organ is new technology
 - 2) Multiple keyboards on a stand
 - e. Elizabeth – do we need an organ?
 - f. Laura -- Paul and Kurt have already mentioned this project to people in the church
 - 1) Susan – I wish they had asked the LB before beginning their campaign
 7. Doug – what about combining campaign for organ with projector? It’s all about the sanctuary and worship experience
 - a. Emily – those who care about the organ and those who care about the projector are probably two different constituencies
 - b. Elizabeth – situation of multiple generations within congregation, different priorities
 - c. Julie – we have “multiple opportunities,” but need to keep in a big picture
 8. Conversation about online giving and the choices for directing a donation presented in the drop-down box

VI. What to include in news to congregation

- A. Update on finances

VII. Next meeting

- A. Tuesday, November 5, 2024 at 6:00 p.m.
- B. Ron – an opportunity to step back and consider how the Leadership Board has been serving the church, congregation
- C. Susan will provide the devotion

VIII. Kim closed us in prayer.

The meeting adjourned at 7:57 p.m.

Review of Minutes: The meeting minutes of October 1, 2024 were submitted to Laura and Ron for review on October 8, 2024.

Susan Gustin, Leadership Board Member