



## Leadership Board Minutes for November 4, 2025

Parker United Methodist Church  
11805 S. Pine Drive, Parker, CO 80134

### Leadership Board Members:

Li Roberson (Chair)  
Dave Ambors  
Kim Bimestefer  
Kelly Evans (Vice-Chair)  
Susan Gustin  
Heidi Handel  
Julie Kronbach, Lay Leader  
Laura Easter Rainwater, Senior Pastor  
Eric Ross  
Emily Shaffer, Little Blessings Preschool Director  
Elizabeth Gore Stanley  
Ron Wyckoff

### Members not in Attendance:

Heidi Handel  
Julie Kronbach

### Visitors (Prospective Members):

Jon Bray  
Peter Farney  
Geoff Haskell  
Sue Saip

- I. Call to order: Li called the meeting to order at 6:00 p.m.
- II. Devotion
  - A. Susan presented a devotion based on Psalm 139
- III. Review and approval of minutes of October 7, 2025
  - A. Eric moved to approve; Dave seconded
  - B. Approved unanimously
- IV. Prospective new members introduced themselves
- V. Senior Pastor's Report
  - A. Laura thanked us for our support with the death of her mother-in-law
  - B. Worship stats through 11/2/2025 (includes Easter Sunday which skews the figures a bit)
    1. 9 a.m. service average = 195 (was 200 at end of July)
    2. 10:30 a.m. service average = 61 (was 64 at end of July)
    3. Total in-person = 256 (was 264 at end of July)
    4. Online viewers = 172
    5. Average concurrent worshippers = 50, approximately 70 total
  - C. Membership
    1. 5 baptisms (children); 2 this Sunday at Spark! Service
    2. 11 joined the church; additional 3 this Sunday at 9 a.m. (Marilyn Boyts, Darlene Fry, Anna Morales)
    3. 4 members passed away (Bill French, Allan Johnson, Ernie Loomis, David Reed)
    5. Membership audit is wrapping up
      - a. 56 members withdrew their membership
      - b. 5 members transferred to another UMC

- c. 3 members transferred to another denomination
- d. 173 names on the 2nd year list – we have tried contacting them over past 16 months and haven’t heard back
  - 1) Names have been made available to the congregation to review
  - 2) These names will be presented at Church Conference
  - 3) If approved, they will be removed from membership
- e. 99 names on the 1st year list – we have tried contacting them over the past 4 months and haven’t heard back
  - 1) Names have been made available to the congregation to review
  - 2) These names will also be presented at Church Conference
  - 3) We will continue to attempt to contact them next year
  - 4) They will be on next year’s 2nd year list if we don’t hear from them
- f. Sue asked about the impact of the membership changes on our assessment from the District
  - 1) Laura – the mission assessment is currently being calculated differently, based not on number of members but church income
- D. Church Conference November 15, 1 p.m., in the sanctuary
  - 1. Items to approve:
    - a. Leadership board members (we are able to fill openings after the meeting if needed)
    - b. Pastors’ salaries
    - c. Membership lists – new 1st year list and 2nd year list
- E. Stewardship Campaign: October 5 – 26, 2025
  - 1. Working on updates from commitment cards right now
  - 2. Li – would like to bring the thermometer back as a way to keep the congregation posted as to fundraising progress
- F. 2026 Budget
  - 1. Working with staff to provide updated numbers
  - 2. Does not have to be approved at the Church Conference
- G. SPRC recommendations for salaries will be covered in Business items
- H. Worship for November & December shared in November newsletter that went out today
  - 1. December 14 – Messiah and other fun stuff
  - 2. Christmas Eve – 4 services as in previous years
  - 3. Will have 2 services on December 28
    - a. Will serve leftover cookies from Christmas Eve!

VI. Business items

- A. Little Blessings – Emily
  - 1. Currently at 94% enrollment
    - a. Have about 200 kids and 40 staff
  - 2. Will start registration for next year in December
    - a. Buzz is promising for strong enrollment next year as well
    - b. Blessed to have resource team on staff to work with parents and teachers to address special needs
  - 3. Working to repair the two classrooms that had water damage/mold
    - a. Classes still meeting in Fellowship Hall
  - 4. Eric – what about the painted rock in front?
    - a. Emily – parents can “rent,” paint as they wish
- B. Contract to mitigate water intrusion problem in Little Blessings classrooms – K&D Development
  - 1. Contract sent out to Board members ahead of time
    - a. We received just the one bid
  - 2. Problem only occurs under certain circumstances -- with heavy rain from the E

3. Status: the mold has been mitigated
4. The mold mitigation company recommended K&D Development
5. Proposed approach
  - a. Seal the interior concrete walls and floors inside the two classrooms
  - b. Replace carpet with new laminate flooring – so much easier to dry
    - 1) Will also put down laminate flooring in the other downstairs classrooms
  - c. Hoping that the work can be done over Thanksgiving week
6. Dave – does this just approach the problem from the interior?
  - a. Laura – yes
  - b. Ron – the proposed solutions we have received to address the problem from the exterior have been astronomically expensive
  - c. Emily – the expectation is that this should prevent future water intrusion in the interior for 8-10 years
  - d. Laura – Allen Cook from the congregation has been looking into the drainage problem, has some suggestions
7. Dave – will the money come from endowment funds?
  - a. No, from the Trustees budget
  - b. Little Blessings will also chip in for the additional laminate flooring
8. Eric moved that we accept the contract; Kelly seconded the motion
9. Passed unanimously

#### Executive session – guests left

- C. New members of the Leadership Board
  1. Prospective members
    - a. Jon Bray
    - b. Peter Farney
    - c. Geoff Haskell
    - d. Sue Saip
    - e. Kyle Snoich
  2. Laura – still awaiting one application
  3. Laura – what to do with the applications?
  4. Ron – yes, send them out to the current Leadership Board members
  5. Still need 2 new members and 1 Lay Member to Annual Conference
  6. Current candidates will be voted on at Church Conference
    - a. We can elect other new members within the Leadership Board
- D. Guiding Principles of the Leadership Board
  1. Any changes beyond those already discussed?
  2. Laura will send out updated language to Leadership Board members
  3. Will be voted on at Church Conference
- E. SPRC report and votes – Kelly
  1. Pastor appointment vote
    - a. Paper for members present and online
    - b. Kelly reported that the vote to re-appoint the two pastors was unanimously in favor
  2. Pastor salary packages
    - a. Kelly presented the recommendations on the pastor salaries for 2026
      - 1) Incorporated upcoming changes to the pension system for pastors
    - b. Kim – what is the current amount of our “rainy day” funds?
      - 1) Eric – about \$870K – 900K (about \$700K ERC and \$200K rainy day)
    - c. Kim – staff are our most important asset, need to pay accordingly

- d. Kim – glad to see our efforts to make up for losses to pastors in upcoming pension system
- e. Dave – at the last Finance Team meeting Dan O’Neill had suggested raising our apportionment payments to 11%
  - 1) Dave – salaries for staff seem more important
- f. Laura – these proposals will be worked out in the budgeting process for 2026
- g. Eric moved that we accept the salary packages as presented; Li seconded
  - 1) Approved unanimously
- h. Salary packages will be voted on at Church Conference
- 3. SPRC proposal to “love on” the church staff
  - a. Check in periodically with staff
    - 1) How are things going?
    - 2) Do you need anything?
  - b. Laura – helps prevent disconnect between staff and Leadership Board
  - c. Assignments
    - 1) Kelly – Laura, Cody, Noelle
    - 2) Eric – Sarah and Emily
    - 3) Dave – Jason and Alan Woodruff
    - 4) Li – Erin and Paul
    - 5) Heidi – Kurt and Jon

- VII. Closing prayer
  - A. Li closed us in prayer

- VIII. Next meeting
  - A. Tuesday, December 2, 2025 at 6:00 p.m.
  - B. Li will provide the devotion

The meeting adjourned at 7:30 p.m.

Review of Minutes: The meeting minutes of November 4, 2025 were submitted to Laura and Li for review on November 21, 2025.

Susan Gustin, Leadership Board Member