



Leadership Board Minutes for March 3, 2026

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

Leadership Board Members:

Kelly Evans (Chair)
Dave Ambors
Jon Bray
Peter Farney
Geoff Haskell
Laura Easter Rainwater, Senior Pastor
Li Roberson
Eric Ross
Sue Saip
Emily Shaffer, Little Blessings Preschool Director
Kyle Snoich
Ron Suppes

Members not in Attendance:

Visitors:

- I. Call to order: Kelly called the meeting to order at 6:02 p.m.
- II. Opening Devotion
 - A. Eric presented the devotion "The Boy Scouts Had It Right" about being prepared, based on Exodus 27:20-21.
- III. Review and approval of minutes of February 3, 2026
 - A. Eric moved to approve; Li seconded
 - B. Approved unanimously
- IV. Senior Pastor's Report
 - A. Membership: 3 people joined the church on 2/13/26
 - B. Worship: Updates will be shared next month
 - C. Lent
 1. Holy Week
 - a. Palm Sunday is March 29 – one service at 10 am for cantata and church-wide event afterwards
 - b. Maundy Thursday is April 2 – service in sanctuary at 7 pm.
 - c. Good Friday is April 3 - service in sanctuary at 7 pm.
 2. Easter
 - a. Easter Eve on Saturday, April 4 - service in sanctuary at 5 pm.
 - b. Easter Sunday is April 5 – at both services 9 am & 10:30 am
 - c. This is a good opportunity to invite people to church
 - d. Last year we had 800 people at Easter services
 3. Several Lent studies for adults

V. Goals in 2026

1. Continue to address the issue with our mortgage
 - a. The mortgage adjustment is done every three years. The next adjustment will be January 1, 2027.
 - b. The Building Future/Sustainability Team meets on Wednesday, March 4th at 5:00 pm to continue the conversation about the mortgage. They will be looking at options to increase revenue. One possible option is a capital campaign to pay down a huge portion of the mortgage in order to reduce the monthly payment.
2. Updating Policies & Procedures
 - a. Finance is looking at Financial Policies
 - b. SPRC is reviewing the Employee Handbook and updating the PTO/sick leave policy to address the state of Colorado regulations.
 - c. Pastor Laura will work with Elizabeth, Facilities Coordinator, on the Building Usage Guidelines; they are in good shape, but Sarah and Pastor Laura were looking to make some modifications.
 - d. Copies of all policies will be sent to the Leadership Board when they are complete.

B. Summer Calendar Update

1. Annual Conference is June 10 – 14 in Billings, Montana
 - a. Pastor Laura and Pastor Cody will attend
 - b. Two lay delegates are needed; these are related to the Lay Member to the Annual Conference and the Lay Leader positions that remain unfilled.
 - 1) Leadership Board members should consider if they would like to participate.
 - 2) Lay people may participate virtually.
2. Pastor Laura is going on a mission trip to Kenya with Hope UMC from July 8 – 24.
3. Youth Mission trip: Pastor Cody will be going with the youth to Detroit from July 14 – 21
4. Both pastors will be out of worship on July 19
 - a. Dan O'Neill (on July 19) and Doug McKinney (on June 14) will fill in for worship. Others will help with pastoral needs.
5. There will be one service on July 5th at 10 am

C. How welcoming is our church

1. One couple recently visited the church and they have emailed Pastor Laura several times about not feeling welcomed
2. We discussed 5 Steps to Help Your Church Be Friendlier
 - a. Greet, Introduce, Follow Up, Thank, and Hold People Accountable
3. We were reminded of the Rule of 3

VI. Business Items

A. Little Blessings Pre-School - Emily

1. UPK (the year before kindergarten) enrollment opened last week
2. Enrollment for next year is strong
 - a. Now it is at 82% occupancy and expect to be above 90%
3. Staffing is figured out
4. Summer camp is full
5. Little Blessings is meeting with Security Central to update the security system (a lock-down system, keypad on west door, etc.). The expense will be covered by the surplus from 2025. The upgrade will benefit both the pre-school and church. The hope is that the system will be installed over the summer and done in August.

- B. Finance Update (Eric) – Finances are at where they were expected.
- C. Conference approved salary packages for Laura & Cody – discuss pension issue
 - 1. At the Charge Conference in December, it was approved to make an extra payment for Laura and Cody to make them whole relative to their 2025 contribution
 - a. In 2025, payments into the defined benefit pension plan were 13% of salary
 - b. In 2026, payments into the defined contribution pension plan are now 7% of salary, plus \$1,800 which is less than the 2025 contribution
 - 2. We are unable to make an extra payment, so will enact a salary increase and then the pastors will make additional pre-tax contributions. The result is equivalent to making an extra payment.
 - 3. The salary increase will not affect the budget of the church.
- D. Board Position Vacancy
 - 1. Heidi Handel has resigned from the board. We are asked to consider other candidates to replace her.
- E. First Quarter Reminder: Staff to Board Assignments
 - 1. Board members are encouraged to check in quarterly with their staff assignments
 - 2. All is OK with staff assignments
 - 3. Peter agreed to be assigned to Kurt & Jon

VII. New Business and any other items of importance and interest

- A. SPRC has agreed to meet more regularly
 - 1. The timing for the evaluation of pastors is unknown at this time.
- B. Christian education
 - 1. We need someone in this role; no one is interested in teaching
 - 2. Susan Gustan has been doing this, but can't do it all year

VIII. Next meeting

- A. Tuesday, April 7, 2026 at 6:00 p.m.
- B. Kyle will provide the devotion

IX. Closing prayer

- A. Kelly closed us in prayer

The meeting adjourned at 7:00 p.m.

Review of Minutes: The meeting minutes of March 3, 2026 were submitted to Laura and Kelly for review on March 7, 2026.

Sue Saip, Leadership Board Member