

**CHURCH COUNCIL MEETING
ST. PAUL'S UNITED METHODIST CHURCH & WESLEY FOUNDATION
AUGUST 22, 2018**

ATTENDEES: Barb Barnett, Mark Bodenschatz, Dave Flick, Virginia Flick, Lou Geschwindner, Kelly Grimes, Jen Gruendler, Jane Harris, Debbie Harwell, Bill Justice, Sue Justice, Jim Korner, Courtney McChesney, Becky McGee, Greg Milinovich, Phil Mohr, Marcia Perdew, Ray Raker, Kevin Sikorski, Joan Stroemel, Alice Wambold, Jim Wambold, and Joan Zimmer

CALL TO ORDER: D. Flick called the meeting to order at 7:00 p.m.

DEVOTION: J. Korner reflected on change management from a spiritual perspective and shared five passages of scripture about change and transition: Romans 12:2; Isaiah 43:18-19; 2 Corinthians 5:17; Jeremiah 29:11; and Deuteronomy 31:8.

APPROVAL OF THE MINUTES: J. Zimmer asked that the minutes for the June 27, 2018, meeting be amended to include Susan Johnson's announcement that she is answering a call to ministry. The minutes were approved, subject to this amendment.

ASSOCIATE PASTOR: B. McGee reported that St. Paul's new discipleship plan, *pathways to MEETING*MAKING*MOVING*, was unveiled at an introductory info session following worship on August 12. Additional sessions will be held in September. Church leaders are encouraged to participate.

CAMPUS MINISTRY: J. Gruendler announced that Wesley has received a five-year continuation of the grant from the Lilly Endowment. Wesley 204, the room above Abba Java, was refurbished over the summer. Planning is underway for Wesley's centennial anniversary celebration in 2020.

MINISTRY MOMENT / CHILD CONNECTION PROJECT: C. McChesney, family engagement coordinator at the Preschool, reported on the Child Connection Project, a new ministry that seeks to develop mentoring relationships between St. Paul's families and Preschool families. A pilot program was held last year with two single-parent families. Full rollout of the program will take place this school year. A meeting to explain the program to interested Preschool families has already been held. A meeting for interested members of the congregation will be held on September 18.

J. Korner thanked C. McChesney for her efforts to connect church members with our Preschool families by initiating and developing this program.

TREASURER'S REPORT: K. Sikorski reported the following:

Total income from gifts and offerings through July 31, 2018, is \$604,041, compared to \$660,828 for the same period in 2017. Approximately half of the difference can be attributed to several significant one-time gifts in early 2017. Total gifts and offerings income for 2018 is projected to be lower than in any of the four previous years.

Overall expenses are in line with budget and prior-year expenses. Spending is higher than last year, but designated funds have been used to offset many of the increases.

The cash reserve balance is currently -\$41,416, slightly more than the expected \$5,000 shortfall per month. The church, Wesley, and Preschool all show a shortfall at the end of July; these are expected to be made up by the end of the year.

The balance of the 2018 Endowment Fund distribution, designated by Church Council, is \$15,534.01. The Open Table funding request, coming before Council at this meeting, will be the first request for funds from this account this year.

TRUSTEES: K. Grimes reported the following:

The Wesley Foundation is the beneficiary of a \$395,000 endowment established by a couple from Indiana, Pennsylvania. Donald and Patricia McFeely, now both deceased, never attended St. Paul's, but learned about Wesley on frequent visits to State College over the years. Wesley will receive a 4 percent annual distribution from the endowment.

The trustees have discussed the Finance Committee resolution referred to the Board by Church Council at the June 27 meeting and have decided that it is not needed, since the church owns Building 4 outright.

MEMBERSHIP: V. Flick stated that total membership stands at 1,366 as of August 22, 2018.

NEW BUSINESS / OPEN TABLE FUNDING REQUEST: Debbie Harwell and Marcia Perdew reported that Open Table has been in existence for one year. More than 90 people participated in Open Table activities during 2017/18, which included a speaker series, movie viewings, Bible study, and more. All 2017/18 events were funded by Open Table members. For 2018/19, they are asking Church Council to allocate \$1,600 from the Endowment Fund distribution to assist with programming costs through the end of 2018. Regarding long-term funding, Open Table will be included as a budget item starting in 2019.

J. Korner asked how people find out about Open Table events. D. Harwell responded that they have been listed in the Weekly and posted on St. Paul's Facebook page.

J. Zimmer asked if they had made any effort to reach out to the wider international community in the area. D. Harwell responded that they had not, and made note of the suggestion.

A motion was then made and seconded to allocate \$1,600 from the 2018 Endowment Fund distribution for Open Table programming costs. A vote was taken and the motion passed.

NEW BUSINESS / STRUCTURE TASK FORCE REPORT: G. Milinovich reported on the suggestions of the Structure Task Force (STF), which was created in response to one of the prescriptions from the "Growing Effective Churches" consultation in 2017. The STF was charged with evaluating St. Paul's current administrative structure and making suggestions about how to "reduce and simplify council, committees, and all forms of governance and ministry by reducing numbers of people involved in administrative roles and when possible reducing levels of committees, etc." Members of the STF were L. Fairman, K. Grimes, S. Good, J. Korner, B. McGee, G. Milinovich, and P. Mohr.

G. Milinovich presented the STF's suggestions, which are listed below and explained in detail in the full STF Report, included herein as Attachment A:

1. Amend the by-laws so that elections to the Board of Trustees can be done in the same way as elections to other Boards and Committees of the church.
2. Change the name of the Staff-Parish Relations Committee to the Pastor-Parish Relations Committee

3. Reduce the size of administrative committees to seven elected members, all on three-year terms
4. Reshape the purpose and structure of the Church Council

The discussion that followed focused primarily on concerns about changing the way trustees are elected – particularly since so few members attend our annual Church Conference – and changing the structure/purpose of Church Council.

As part of their report, the STF requested that a special Church Council meeting be held on Wednesday, September 12, 2018, at 7:00 p.m. in 204 Wesley to further discuss and vote on acceptance of their recommendations.

The following motion was then made and seconded: That a special Church Council meeting be held on September 12, 2018, for the sole purpose of discussing and voting on the STF's proposal. A vote was taken and the motion passed.

G. Milinovich emphasized that all members of the STF are available to answer questions about the report and recommendations between now and September 12.

ANNOUNCEMENTS: J. Zimmer announced that B. McKee has agreed to participate in the Over The Edge State College event on October 11. As an "Edger," she will have the opportunity to rappel down the Fraser Centre building in exchange for donations that will benefit the FaithCentre and Interfaith Human Services. She needs at least \$1,000 in donations to qualify.

ADJOURNMENT: D. Flick adjourned the meeting at 8:45 p.m.

Respectfully submitted,

Jane Harris, Church Council Secretary

ATTACHMENT A
The Report of the Structure Task Force to Church Council

In February of 2017, a special Church Conference was called in order to vote on the 5 prescriptions that were offered to us from the "Growing Effective Churches" consultation. That vote was overwhelmingly affirmative, suggesting wide support for the solutions offered in the prescriptions document. One of those prescriptions arose from a perceived concern by the consultants regarding complexity. They wrote: "The organization of the congregation is more complex than necessary...this complexity makes it difficult to gain the focus and alignment necessary for vision." In response to this concern, the consultants offered the following prescription: "Reduce and simplify council, committees, and all forms of governance and ministry by reducing numbers of people involved in administrative roles and when possible reducing levels of committees, etc."

To that end, a Structure Task Force (STF) was created and began to meet in June, 2018. Their task was to evaluate the current administrative structure of the church, and make suggestions about how we might align ourselves with the prescriptions that were overwhelmingly supported by the special Church Conference vote in February, 2017.

Therefore, the STF makes the following suggestions:

I. Amend the by-laws so that elections to the Board of Trustees can be done in the same way as elections to other Boards and Committees in the church.

In our current system, the Nominations committee is required to nominate 6 individuals, who are then voted on at a special meeting of the corporation. This special Corporation meeting requires at least 100 members (in person or proxy) in order to constitute a quorum. The only way this has been achieved is by holding these elections in worship, which is not only disruptive, but unwelcoming to guests and visitors. Additionally, the current system creates the reality of 3 winners and 3 losers in the election. Often those decisions appear to be made on the basis of who is more popular or well-known, rather than based on the actual gifts, skills, and experience of those particular individuals. The STF is not aware of any other United Methodist Church who elects their Trustees in this manner.

Therefore, the STF suggests that the by-laws be amended so that elections to the Board of Trustees can occur at the annual Church Conference meeting, as part of the regular process of electing church officials. This would involve the Nominations and Leadership Development Committee (NLDC) nominating the appropriate number of individuals to a three-year term. Nominations could also be made from the floor of Church Conference (as is standard practice).

II. Change the name of the SPRC (Staff-Parish Relations Committee) to the PPRC (Pastor-Parish Relations Committee).

As outlined in the Book of Discipline ¶1258.2, the SPRC/PPRC functions to, in part, "provide evaluation at least annually for the pastors...and for identifying continuing educational needs and plans." Due to the fact that a team of volunteers is unable to realistically provide this function for a large staff, most larger churches have moved to a PPRC, in which the committee does this work for the appointed pastors, including evaluation, feedback, support, and consultation, while enabling the pastor(s) to do the supervision of the rest of the staff. Not only is this how most other large churches function, it is also

how we are currently effectively functioning, so the STF is simply suggesting a name change that appropriately describes the work of the committee, and the expectations thereof.

III. Reduce size of administrative committees to 7 elected members, all on three year terms.

The STF is recommending a move away from “business as usual” and into more mobilization for ministry. The more people are freed from administrative work and meetings, the more they can be engaged in our mission of making disciples by meeting, making, and moving. One way this can be accomplished is by reducing the number of people on the Board of Trustees, the Finance Committee, the Nominations and Leadership Development Committee and the Staff Parish Relations Committee (as permitted in the Book of Discipline ¶258.2(a) from 9 to 7. This moves 8 key leaders from maintenance to ministry. Everyone is placed on a three-year term so that people do not become entrenched in administrative positions, but continue to move into ministry.

IV. Reshape the purpose and structure of the Church Council.

The Church Council is primarily responsible to Jesus Christ, and exists for the benefit first of people outside the church, and second, for those inside.

The purpose of the council (according the Book of Discipline ¶252.1) is to provide for planning and implementing a program of nurture, outreach, witness, and resources in the local church. It is also responsible for the administration of the church's organization and its temporal life. This means that the Council exists for governance, not management. Whereas other groups and people have management responsibilities, the role and purpose of the Church Council is to continuously look at the big picture, and make sure that the Pastors, leaders, and programs are helping the church to fulfill its mission.

The Mission of St. Paul's UMC and Wesley Foundation is to make disciples of Jesus Christ for the transformation of State College and the world.

The Church Council, then, is a group of people who meet together to help ensure that the administration, programs, and leadership of the church are aimed at accomplishing that mission in meaningful ways. In the past, the Council has been hamstrung by the need to receive lengthy reports and to debate matters of management. The recommendation here is to move towards a different way of thinking in which the Council is smaller, more streamlined, less interested in reports and managing details, and more focused on accountability to the mission of making disciples of Jesus.

Therefore, the suggestion of the task force is the following:

1. We reshape the agenda of the Church Council to include the following:
 - a. Spiritual development
 - b. Leadership development
 - c. Pastoral accountability to stated church goals
 - d. Approval of necessary administrative reports
 - e. Ministry questions and guidance

2. Make an intentional shift in how we understand the role and function of the Church Council from a reporting/managing entity, to a leading/accountability-holding team. This includes the understanding that ministry teams report to the staff members who oversee those particular areas, those staff members then report to the pastors, and the pastors report to the Council (please see the attached organizational chart). All of this is done in order to provide accountability to working towards our mission through our vision, while staying true to our core values. With this in mind, the Church Council is not some major power-wielding group, but instead a group of servant-leaders who are holding the organization accountable to achieving its mission of making faithful followers of Jesus Christ (governance). We recommend changing the name from Church Council to something else that would better capture the shift in function, such as the Governance Committee.

3. Reduce the size of the Council significantly to the following makeup:

Voting Members

1. Chair (nominated by Nominations and Leadership Development Committee [NLDC])
2. Vice-Chair (nominated by NLDC)
3. Secretary (nominated by NLDC)
4. Lay Leader (appointed to Council by NLDC)
5. Lay Member to Annual Conference (appointed to Council by NLDC)
6. At large Member
7. Trustee Chair
8. SPRC Chair
9. Finance Chair
10. Wesley Board Chair
11. Preschool Board Chair

Non Voting Members:

12. Senior Pastor
13. Associate Pastor
14. Director of Wesley Foundation

Each of these first 11 are nominated by the NLDC, and elected at the annual meeting of the Church Conference (where nominations may also be made from the floor). The first 6 are nominated by the NLDC and elected at Church Conference each fall to a one year term, with a three year limit, after which they would be required to take a year off of Church Council. The other 5 voting members are elected to a three year term to their own committee/board, and are a part of the church council while they serve as chair of that committee/board. The At-Large member should be chosen strategically, not just to put someone else on the board, but to find someone who has expertise and passion about the upcoming work of the Church Council, as it relates to vision and governance.

Every meeting of the Church Council would be open and announced ahead of time, so anyone could attend. Minutes and financial reports would be available and easily accessible. Transparency would be a key ingredient of the work of the council.

The hope of the Structure Task Force is that we have created a structure that is lighter and leaner, not merely for the sake of efficiency, but for the sake of commitment to our mission of making faithful followers of Jesus Christ. We think the structure ought to serve the mission, and we feel we can do that better by reducing the numbers of people in administrative roles, changing the thinking about the administrative task, reshaping the agenda of our gatherings, and freeing more people for creativity and energy in meeting new people, making real relationships, and moving out into new expressions of love and service.

Therefore, we request that the Church Council consider this proposal, and hold a special Church Council meeting on Wednesday, September 12th at 7pm in Wesley 204 to approve these recommendations. This will allow time for the council to read the recommendations carefully, ask questions of the Structure Task Force, and be prepared for a vote. We feel confident that these recommendations are not only in line with the prescriptions which we approved from the Consultation team, but will enable St. Paul's UMC and Wesley Foundation to be more effective for the sake of the Gospel.

Respectfully Submitted,

The Structure Task Force

Lindsay Fairman

Rev. Becky McGee

Kelly Grimes

Rev. Greg Milinovich

Scott Good

Phil Mohr

Jim Korner