

**CHURCH COUNCIL MEETING
ST. PAUL'S UNITED METHODIST CHURCH & WESLEY FOUNDATION
OCTOBER 24, 2018**

ATTENDEES: Cindy Alley, Barb Barnett, Matt Carlson, Jean Chirpas, Lindsay Fairman, Steve Falke, Dave Flick, Virginia Flick, Kelly Grimes, Jen Gruendler, Jane Harris, Jim Korner, Becky McGee, Greg Milinovich, Phil Mohr, Jeff Mugridge, Ray Raker, Brian Rater, Kevin Sikorski, Adam Smith, Alice Wambold, Jim Wambold, and Joan Zimmer

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

DEVOTION: J. Mugridge spoke about the importance of making connections with others, both inside and outside of St. Paul's, in order to live into our vision of meeting, making, and moving.

APPROVAL OF THE MINUTES: The minutes of the August 22 regular meeting and the September 12 special meeting were approved.

SENIOR PASTOR: G. Milinovich reported that the 2019 Stewardship Campaign is underway and thanked L. Fairman and J. Korner for leading the effort. He reported the following church staff transitions:

1. Mitch Ake is the new youth ministry director
2. Mindy Boffemmyer is the new communications administrative assistant
3. Donna Snyder's last day was October 23
4. Joan Stroemel's last day is next week; her replacement is Andrea Lies

He noted that our Church Conference will be held at 3:00 p.m. on November 11 at Mt. Nittany UMC as part of the State College Cluster Church Conference. A copy of our Church Conference Report was emailed to Council Members for review prior to tonight's meeting. Following a discussion on how pastoral salaries are set, a motion was made to approve the report. A vote was then taken, and the motion passed unanimously.

G. Milinovich stated that the following additional items will be voted on at Church Conference:

1. Justin Frear's ministry candidacy
2. Officer nominations for 2019

ASSOCIATE PASTOR: B. McGee provided an update on the Pathways discipleship plan. Four intro sessions were held in August and September. Approximately 50-60 people attended the first session; approximately 25-30 people attended each of the other three sessions. Her next step is to develop courses for Advent and Lent. She is also looking at how we can better welcome visitors and guests.

CAMPUS MINISTRY: J. Gruendler reported that Abba Java has seen about a 25 percent increase in the number of visitors this semester, but things are running smoothly thanks to a number of new volunteers (both students and members of the congregation). Abba Java is serving as a distribution point for Lion's Pantry, a Penn State group that helps provide sustenance to Penn State students experiencing food insecurity. Wesley is working with Lion's Pantry to fill "break boxes" to provide food for needy students over the semester break. The 2020 Vision Team met recently to begin planning Wesley's centennial anniversary celebration in 2020.

MINISTRY MOMENT / CARDS FOR CHRIST: C. Alley provided an overview of the Cards for Christ (CfC) ministry, which is led by her and Kristin Marsh. The mission of CfC is to make a large church feel more like a small family by reaching out with handmade greeting cards. CfC meets once a month, alternating a

daytime meeting and an evening meeting, and makes cards for various groups at St. Paul's. Any group is welcome to contact her if they have a need. CfC also makes cards for the card stand located in the outside the sanctuary in the Atrium. These are available for individuals to use; a donation of \$2-3 per card is suggested. L. Fairman asked if donations of supplies are needed. C. Alley replied that donations of paper and envelopes are always welcome.

TREASURER'S REPORT: K. Sikorski thanked J. Korner for reformatting the financial reports emailed to Council Members prior to tonight's meeting. He reported the following:

1. Seven responses to the stewardship campaign have already been received.
2. The shortfall at the end of September was approximately \$65,000, which is about where he would expect it to be heading into the Christmas season.
3. Giving during December for the last 3-4 years has ranged from \$170,000 to \$195,000.
4. Spending is in line with prior years.

Commenting on the revised format of the financial reports, K. Grimes noted that the new format does not include last year's data; she feels it is important to be able to compare the current year with the previous one. B. McGee explained that the switch from Shelby to QuickBooks accounting software and the new report format made it difficult to include the 2017/2018 comparison; however, beginning in 2019, this will once again be included, since the switch to QuickBooks will be complete.

Regarding the Preschool budget, K. Sikorski noted that revenue from tuition is down due to 3-4 open spots; the same level of staffing, however, has to be maintained. J. Korner asked K. Sikorski if he could project the year-end shortfall yet. K. Sikorski responded that he anticipates it will be about \$20,000. S. Falke asked what the capacity of the Preschool is. K. Sikorski answered that it is 72. B. McGee explained that spots were held for children who did not attend over the summer and that some of these children did not come back in the fall. B. Rater asked if holding spots is customary in the daycare/preschool field. B. McGee replied that it is not and that a policy change is in the works. J. Korner noted that the Preschool is a mission, but it has to be operated on sound business principles.

MEMBERSHIP: V. Flick stated that total membership stands at 1,362 as of October 24, 2018.

ANNOUNCEMENTS: B. McGee reported that the Over the Edge fundraiser cleared \$90,000, which will be divided between the FaithCentre and Interfaith Human Services. Contributions on her behalf totaled \$5,060, and she thanked everyone for their support.

ADJOURNMENT: D. Flick adjourned the meeting at 8:10 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 ¶258.2, 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