

Living Word Leadership Board Minutes

December 9, 2019

Attendees: Robbin Willis (Chair), David Israel, Greg Finfrock, Jill Beveridge, Bob Norris, Steve Timm, Jerry Steiner, Dan Alber, Tim Polles, Nancy Cleve

Absent: Katherine Aeilts, Stephanie Crist, Brian Hall, Margaret Howard

Decisions and/or action items are highlighted in bold.

Opening/Devotional:

Robbin opened the meeting with prayer.

2020:

January meeting to be moved from Jan 13 to Jan 14, Tuesday, due to several people not able to make Jan 13.

Review 2020 Preliminary Budget:

Greg reviewed the highlights of the 2020 Preliminary Budget.

- Pledges - \$1.6mm so far. Looked at those who pledged this past year and we expect them to pledge this year (still attending, not moved, etc) and feel comfortable that another \$230k of pledges will come in by end of year. That would put us at \$2.1mm, which is \$50k more than last year (if you don't include the extra \$150k we got in January).
- The 2019 YTD numbers are not completely up to date in the budget spreadsheet
- Moved some budget money out of Communications, but not sure it got put back into the budget completely.
- Leadership budget greater in 2020 due to the cost of being a part of the MKI program (see more details below)
- Loan numbers don't look right
- Greg feels we should be on track for 2020, assuming no major anomaly in our December giving
- **Greg to review issues mentioned**

2020 Goals:

We will continue calling ourselves the Leadership Board (not Council, not Team). Team implies staff and Board implies Governance. We need to be consistent on this.

Pastor Dave updated his preliminary goals that he shared with us at the November Retreat. Dave reviewed these with everyone:

1. Going forward, we should have a consistent Board agenda each month. Pastor Dave suggested following the Simplified Board structure from the Mission Possible book, which is 30/30/30 – 30 minutes on Spiritual Growth, 30 minutes on Strategic Planning and 30 minutes on Review of Reports. This structure is supposed to help us to be Governing instead of Managing.
Bob suggested that 30 minutes may be too long for Spiritual Development, since our meetings are already 2 hrs long with that component. Also, Bob would like to have a Trustee element on

the agenda to make sure we are covering all areas (SPR, Finance and Trustees) with the Simplified Board structure. Bob and Dave will meet to finalize the agenda structure for 2020. We can review the structure after the first quarter to see if it is working for us. **Add agenda structure review to the April agenda.**

2. Embrace MKI process – Dave passed out introductory information on the MKI process. <https://www.moumethodist.org/mki> The district approached us and suggested our church would be a good candidate for this. Upon initial review, the Board agreed this would be a good step for us, especially helping us with our Vision and Strategic Planning that we are struggling with. There were more questions than answers, so we asked to have an MKI person at our January meeting to answer our questions, and make sure if we include Pulse Surveys to the congregation, that we won't be sending two different messages to the congregation. **Pastor Dave to arrange to have an MKI person at the Jan 14 meeting.**
3. Congregation Engagement/Buy-In – Increase the number of Volunteers and Volunteer roles, and Learning Opportunities and people engaged in Learning. Staff goals to increase the number of people involved. Also, the new Discipleship Process to kickoff by Easter.
4. Improve Worship to engage our community – Demographic research to be completed by end of February (young families in Wildwood, e.g. 20 & 30 somethings? Or is it more like families with young children, e.g.40 somethings?) Strategic Plan for improving Worship by end of April (working with Creative Team). Also, Pulse surveys/polls to congregation to determine how people are feeling in general should be used – in concert with working with the MKI initiative.
5. Implement Performance Evaluation process with Staff
6. Engage the community in 4 Value Add events – These activities need to bring value to Wildwood and its citizens

Steve Timm moved that the 2020 Goals to be approved as amended

Bob Norris seconded the motion.

Unanimous vote in favor – motion carried.

2017-2019 Board Accomplishments

As Robbin Willis reflected on her 3 years as Board Chair, she offered this set of accomplishments that the Board achieved (so we don't beat ourselves up to much about not getting the Simplified Board perfect):

- Established the Simplified Board
- Successfully celebrated our 20-year pastor as he transitioned to his new church in Springfield
- Successfully welcomed in our new pastor
- Dealt with several departures among the staff
- Transitioned our Associate Pastor out in a gracious manner
- Reassessed our financial situation and addressed the fluctuation caused by investment income
- Created a restricted fund account for investment holdings to be used to reinvest back into the church
- Created a Mission Team
- Redefined the ECC Board to a Parent Organization
- Developed a calendar to review all Trustee / Finance / SPR policies on an annual basis
- Reviewed 8 policies (ECC, Designated Gift, Missions, Endowment Fund, Internal Financial Controls, Employee Handbook, Investment Income, Year End Excess or Shortfall)
- Commissioned a Security Study

Note: The Board would like to thank Robbin for her outstanding leadership and guidance over the past 3 years!

Miscellaneous

- **We will introduce the Leadership Board on Sunday, January 12.** Please plan to be there for the end of the 1st service and beginning of 2nd service for Pastor Dave to introduce everyone so the Congregation can put a name to a face.

Pastor Dave prayed us out.

Respectfully submitted,

Jill Beveridge