

First United Methodist Church of Tucker
Church Council
March 6, 2011

Members present: Don Andersen, Alan Banks, Lauren Ledford, Bob Haley, Sarah Becker, Sam Frihart, Sam Weir, Charlie Burson, Jim Dillard, Gloria Jones, Shirley Pollard, Peggy Honein, Carolyn Matthews, Neil Duggan, Joe Ownbey, Jimmy Moor, Paul Pansini, John Lanier, Neil Nickelson, Ty Roberts, Tim Cauthen, Billy McDaniel, Butch Nall, Karen Wood

Non-Members present: Evelyn Burkett, Katherine Griffith, Norman Burkett, John Kilpatrick, Richard Robinson

Meeting started at 6:00 pm with a sandwich dinner and introductions. Jimmy Moor read from 1 Corinthians at the end of chapter 12 about it taking all gifts for the church to function. He asked about any “hurts” that we need to lift up. The death of Edgar Torbert’s father, Homer Futrell’s decision to discontinue cancer treatments and go into hospice, and Mira Winstead’s struggles with her health and desire to return home were mentioned. Jimmy then asked about “exuberances” to share. John Lanier thanked Jimmy for being in the pulpit weekly, and Jimmy was anticipating a visit from his granddaughters this evening. Jimmy then led a brief prayer.

Don Andersen reminded the attendees of the purpose of the Church Council. It is responsible for the beginning and the end, behaving as leadership and management by setting vision and policy. He then asked for approval of the meeting minutes from the last meeting. The motion was made by Peggy and seconded by Charlie for approval and the motion carried.

Administrative Reports

Vision Committee – John Lanier provided an update on the status of the Vision Committee. Efforts started before Christmas, similar to strategic planning. John started revisiting areas not scrutinized since Mike Cash days when he introduced the “growing disciples” theme which is easily remembered and ties back to the Book of Disciplines. The committee will be reviewing the mission, vision, and values of TFUMC. John is currently identifying committee members with a cross-section of demographics to represent the congregation and the community. Of 10 people contacted, all have agreed to serve. The 11th member is a Hispanic contact outside the church. Their goal will be to improve the relevance of the church to the community, recognizing that the community is changing. The first meeting will be by the end of March. One of their first actions will be to survey the congregation, through a web-based tool such as Survey Monkey or similar, as well as provide a non-computer oriented approach. They will get input, be transparent, and bring suggestions back to the Council.

Finance – Charlie Burson noted that revenue is ahead of normal. The parsonage has been sold and the funds are being used to pay down the mortgage. We will have lower monthly payments, saving

\$18,000-19,000 per year. There will be a letter going out this week in the newsletter about the budget and stewardship campaign. There will possibly be a second campaign to get funds to pay full apportionments and support an associate pastor. Currently, the budget supports paying 80% of our apportionments. Jimmy asked how many people know what apportionments are with mixed response.

SPR – Jim Dillard reported that the committee held their first meeting on February 13th. They are revising the personnel policies and will present them to the Council for approval. They have petitioned the District Superintendent to retain Jimmy as the pastor and Jimmy has submitted a request to return. This is an annual process that churches must follow.

There is an expectation and need for the church to be open Monday-Friday, so the SPR made the motion to open the church on Fridays. This change affects the staff. The original decision to close on Fridays occurred over a year ago when salaries were reduced in a cost savings measure and there was the idea that utility costs would also be reduced by closing one day. Salaries have been restored this year and the cost savings expected from utilities was not evident. There are safety concerns with being open on Friday since there are fewer staff members around, especially in light of the attack at St. Timothy's. The church may consider "receptionists" to work core hours 10-2 to cover the lunch hour. No additional FTE will be required. John Kilpatrick shared that the office closure was originally defined as "permanent", and he has made arrangements for his mother's care that makes it difficult for him to be in the office on Friday. Mimi Sanders has specifically asked to work on Fridays to accommodate her full hours and allow her to address child care issues during the week. The suggestion was made that resources may want to rotate days off, so no one is negatively impacted by this change. When salaries were restored, it was expected that the hours would be restored, too, but the SPR was waiting to go through the Council. The church was previously open 8:30a – 4:00p on Fridays. There was discussion about reducing hours to half days or to close around 3:00p instead. When hours are finalized, they will be put in the policy manual.

With regard to security, the church needs an overall security policy to ensure employee safety. Electronic key systems are too expensive and people are not checking all the doors when they leave. The policy should address who to open the doors to. The recommendation is made that the SPR work with the Trustees to develop this security policy. Joe Ownbey suggested the motion be amended such that the church be open on Fridays but not implemented until security and personnel issues are addressed. Jim Dillard accepted the amended motion which was approved by the Council.

The final recommendation from the SPR was to ask for the appointment of an associate pastor. The Bishop will be making appointments starting this week, and he begins with the associate pastor level. The person would begin at the church in July. The Finance committee did approve an associate pastor position in the budget for \$85,000. A couple from the church has offered to donate \$45,000 for compensation towards this position. This would cover all 2011 expenses and the position would not impact the budget until 2012. In 2010, the minimum salary for the associate pastor position was \$33,000 + \$17,100 (housing) + \$20,000 (insurance and pension) = \$70,100. A more experienced associate pastor would expect \$45,000 in salary, running \$85,000-\$90,000 fully loaded. If approved by the Council, Jimmy would make a call Monday morning to move forward. The Bishop will work within the parameters of the church with regard to budget constraints. One of the first things he will look for is

if the church is paying apportionments. It is beneficial that we are catching up. The motion was amended to ask the Bishop and the Appointment Cabinet to appoint an associate pastor to TFUMC with no budget impact in 2011 and with a package not to exceed \$85,000 per year. The motion was carried.

Trustees – Butch Nall stated that according to the building use policy, no door should be left unlocked unless it is attended by someone. For scheduled events, doors are too difficult to staff. Checking the doors at the end of the event or the day is inconsistent. There are safety concerns by some of the Trustees with returning to the church later and would prefer to lock up immediately after a service, but the building may not be completely empty. A card access system is expensive but could track access by person and limit card access to specific hours or sound an alarm if a door remains unlocked for some duration.

There are some property maintenance issues. The preschool fence needs repair at a cost of \$3800 to put it in compliance with state regulations. As well, the stucco on the main sanctuary is coming off due to birds. Repair estimates are \$15,000 and include recoating and painting the stucco to match. The birds are creating nests, pulling the fiberglass away and exposing the Styrofoam. Butch is reluctant to spend the funds for this repair early in the year when there may be something more critical later. The damage right now is limited and can wait a few months before making a decision. Charlie noted that the church can get a line of credit from the bank for emergencies, such as replacing the air conditioning. The line of credit must be approved at a Church Conference.

There was discussion about the church's 5013C status and how we cannot use our facilities for "for profit" businesses. There was a request to hold a stress management seminar in the Wesley Center that was denied by the Trustees. If the service that the business is providing can be promoting the ministry of the church for community service, then it should be considered. In most arrangements, the church pays the vendor and any participants pay the church. It should be the Church Council who determines what the ministry of the church is and future requests should come before the Council for approval. This may require more lead time to get approval due to the frequency of the Council meetings.

Council On Ministries – Bob Haley reported that there are no action items from the COM to bring to the Church Council.

Other Discussion

Ty Roberts asked what information from the Council could be shared. Don shared that the Council meetings are open to the congregation and meeting minutes are posted on our web site. Kathryn and Evelyn communicate decisions and actions through the newsletter. Nothing is confidential for this group or any other except the Staff Parish Relations which is not public since they discuss personnel issues.

Jimmy reminded everyone that Wednesday, March 9 is Ash Wednesday and the church will have a service at 7:00pm. He challenged the Council members to be the spiritual leaders they are asked to be and commit ourselves to some discipline across the 40 days of Lent. Don shared that he was thinking

about Bob Winstead's class on the Three Simple Rules to pray morning, noon, and night, and he was going to work on the noon and night ones.

Jimmy also noted that the church is "incorporated". The officers of this corporation are the chair, vice-chair, and secretary of the Trustees. The financial officer is Paul Pansini as the treasurer of the Council. The pastor is the "agent" of the corporation

Jimmy spent last week in Junaluska and had several thoughts. First, he invited Council members to send him an email, completing the statement "I have a dream for TFUMC ...". His second question was what are the core values of the church? Some may be good; some may be demonstrated through bad habits. Jimmy also outlined his goals for 2011: weekly combined attendance of 530, pay apportionments in full, get an associate pastor, have a plan to increase professions of faith, and relocate the church offices downstairs. His goals for 2015 include: average weekly attendance of 700, 2 overseas mission trips, mortgage gone, 20 professions of faith, 1 new worship service, and formation of working disciples. His immediate short term actions are to audit the membership list (they are not accurate; people have left), work on ACS equipment, process to setup "receptionists", committee for year-round stewardship (wills, testimonies), move on the capital campaign, increase attendance, create a culture of invitation, and focus on prayer and spiritual practices.

Jimmy Moor closed the meeting with prayer.

Respectfully submitted,

Lauren L. Ledford
Recording Secretary