

CHURCH COUNCIL – TOWN HALL MEETING – November 20, 2011.

Church Council has compiled a list of questions that were brought up at our recent Town Hall Meeting held on Sunday November 20th, 2011. While this list is not a complete or fully comprehensive listing of all questions raised at the meeting, it does reflect those which we have received several inquiries. This is divided up by the segments in which we intend to continue providing feedback and information on an on-going basis. These areas include the Staff Parish Relations Committee (SPRC), Finance, and Strategic Planning. For additional reference, the slides associated with each respective Town Hall Meeting can be found on the Leadership page of the St Andrew web site.

STAFF PARISH RELATIONS COMMITTEE

Why are we hiring a new Associate Pastor when we have financial challenges in front of us?

SPRC, Finance Committee, and Church Council spent a great deal of time praying and considering this decision. While we face challenges, we must also look to the future. We know that SAUMC has a large number of younger families in the area who are not connected to a religious community. We believe that this step is the best way to ensure a strong future for our congregation. We are also fortunate to have donors who contributed funds to cover the first year of salary for the new associate. We believe this is the best course of action for ensuring a strong future.

Have the staff or clergy had salary increases?

For the fourth year, SPRC is not recommending salary increases. In addition, we are going to have to pass through to staff members the increased costs of health insurance. In addition, we are planning five furlough days (days without pay that the Church will be closed). All staff and clergy will participate in the furlough days. The furlough days will be coordinated with the Children's Learning Center to ensure that they are held on days that CLC is already closed.

What is the process for having a New Pastor In Charge placed by the Conference?

SPRC submits a profile of our needs to the Conference. The Conference then works on finding us an appropriate Pastor in Charge. SPRC meets with the person selected by the Conference and is given the opportunity to approve or reject the recommendation of the Conference. Only one person is introduced at a time to SPRC. The members of the committee are working on the profile which will be submitted to the Conference by December 1. There may be a brief interim period or the new Pastor in Charge may start in July of 2012. No overlap with Dr. Harvey Martz is planned. However, SAUMC has a strong staff which will help with the orientation of the new person.

What is the role of the Succession Planning Committee (SPC)?

SPRC charged SPC with the task of developing a process to identify the type of personnel to fill the positions of our clergy and executive directors. The result is the Personnel Succession Process Summary (refer to the slide).

Phase #1 involves defining the expectations of St. Andrew UMC – i.e., what areas of ministry and key roles are a high priority? This involves assessment of feedback from church-wide surveys, the strategic plan, OIT work product and input from staff and lay leadership.

Phase #2 evaluates what types of skill sets are needed for the areas of ministry and key roles identified by Phase #1. The “Model for Succession” (another slide) was developed and used to create a matrix (another slide) that matches a position (e.g., pastor-in-charge – “PIC”) with a key function or ministry area (such as worship). The matrix lists which position has primary responsibility (marked by “P”) or supporting responsibility (marked by “s”) for a particular function or ministry area. The matrix addresses not only the lead pastor but also up to three other pastors (anticipating congregational growth over the next 10-15 years) and the executive directors for programs and operations.

Phase #3 involves identifying the “pool” of talent where these skill sets can be found. SC was asked by SPRC to help develop the profiles for the PIC and Associate #2 (see matrix) that would define the attributes required of these positions. The profile is then provided to our Conference. To find out how the profile is used, please refer to the question elsewhere on this website entitled “What is the process for having a New Pastor in Charge placed by the Conference”? At this point the role of SC defers to SPRC and the Conference to locate candidates.

Phase #4 is the “matching” stage of the succession process, where clergy candidates are identified and interviewed by the Conference (and close communication with SPRC). The Bishop ultimately makes the appointment. SC may be involved in this stage in a supporting role, but that is still to be determined.

Will we have an Interim Pastor to fill time until the “permanent” Senior Pastor (or Pastor-in-Charge) starts?

Appointments generally occur effective July 1 of a given year, although the January 1 start date for our new Associate Pastor – Dale Fredickson was an exception. If St. Andrew UMC needs to conduct a national search for the Senior Pastor (very possible) it could take many months to identify, interview and work through the channels toward an appointment. If that appointment occurs after July 1, then an

Interim Pastor would seem probable. If the right candidate is found and can be relocated by July 1, there may not be a need for an Interim Pastor. Hopefully, we will have a good idea within the next few months of how strong will be the list of candidates.

FINANCE

I have heard that the church's operating expenses are outpacing the operating contributions. Can you explain the operating deficit and the actions the clergy, administration and lay leadership in the church are taking to reduce this deficit?

The Finance Committee is predicting that the operating expenses of the church will exceed the contributions for operations by approximately \$133,000. As a result, the clergy and administration leadership worked together to recommend and implement operating budget reductions of \$300,000, thereby bringing the expenses of the church in alignment with the operating contributions.

How will these budget reductions impact the ministries of the church?

Each ministry area will absorb some portion of these budget reductions. These reductions will include personnel hour reductions and furlough days. During the furlough days, the church building will be closed.

How will these changes impact my personal enjoyment of St. Andrew United Methodist Church?

We know that we have a very talented and generous church. We are hopeful that many of our congregants will volunteer their time and talents to fill some of the void caused by these budget cuts.

STRATEGIC PLANNING

Where/How can congregants give feedback or suggestions to the church?

While email has been one common medium, we will be adding in a suggestion box out in the gathering space to easier facilitate suggestions from people.

Where in the church can someone come during the week when they would like/need a quiet, contemplative place to pray?

Our chapel (located down the adult education wing) is open during building hours, and is a lovely place to sit and reflect or pray.

Is there any consideration to adding in a worship service at a time other than Sunday morning? (Fri/Sat evening, weekday evening etc)

There was a significant amount of interest from feedback in the congregational survey, all church planning session and in comments from our church consultant. One of the initiatives that Dale Frederickson will be involved in will be working with lay leadership to discern what that service could look like, how it would be structured and when it will be held - please continue to funnel in suggestions and thoughts (All - not sure if I captured this answer correctly - as several of us answered it a couple of different times - please edit as appropriate).