

St. Andrew United Methodist Church
Leadership Council Meeting
October 16, 2008

Attendees: 16 members, 6 guests (see attendance log)

I. Welcome / Devotion

Rebecca O'Neal called the meeting to order. The devotion was a reading called "A Future with Hope," which is the theme of the church conference. Scripture reading was from Jeremiah 20:11.

II. Force Field Process

The scenario based planning process produced 19 ideas. Last month we narrowed these to the top eight and worked on four ideas. It was decided to consolidate the other 4 into 2 main ideas. AfterHours will not be discussed as this program is already up and running but if anyone has ideas, please share them with this group.

The two ideas to be developed this month are: Improved Communication and People Serving/Connected/Nurtured. Each group developed 3 objectives for each goal relating to the Mission and Vision statements of St. Andrew. Next month, we will take these objectives and develop measurable goals.

III. Approval of Minutes

Minutes were approved as submitted.

IV. Committee Reports

Trustees – Brant Dillon

Brant thanked Chuck and his staff for accomplishing many items on the "to do" list. Trustees workday will be held on Oct. 25 both at the church and at LIFEspot. Framework and Trustees are working together on an IT plan to cover how to buy and service computers and when they should be replaced. They are also establishing a standard for the computers purchased. Trustees are also working on a Procurement policy to establish guidelines for purchases—when to buy, buy with approval, and when bids are needed.

Steering – Larry Mugler

Larry reported Cindy Bates feels things are going well in Harvey's absence. Harvey is doing very well. Cindy is hoping for a successful stewardship campaign.

Finance – Josh Van Manen

Josh reported August income was \$245,000 which is \$20,000 less than budget. The finance committee is receiving a weekly flash report from Susan Lewkow and they are watching contributions closely. The church currently has \$430,000 in operating cash. The federal government is now insuring all commercial deposits so our money is safe.

The Finance committee is beginning the 2009 budget process. The budget will be presented to the congregation in early February. Finance and Steering will have a combined meeting on Dec. 15 to review the budget. MALT's have received an email from Susan requesting their budget by the end of November. They will be using a new budget template.

The 2007 audit is nearing completion. The auditor will present the audit to Finance Committee in November. An RFP is being sent out for a new auditor as the current one has audited St. Andrew for the last 15 years.

An investment policy is in the process of being developed—should be finished by the end of the year.

The Pastor's Report will be published quarterly celebrating program successes and will include an update on the financial position of the church. The first report will be mailed out this week with the Stewardship mailing.

Josh will do a financial update and request for support to the congregation in mid to late November at all services.

SPRC – Angela Van Manen

Angela reported the committee has requested staffing needs from the various ministries. They are looking forward in order to anticipate staffing needs as a result of the growth of St. Andrew for the next building phase.

Lay Leadership – Melanie Rowlison

Melanie reported that the committee has been meeting and some contacts have been made inviting people to serve in various elected positions. People are still needed for several standing committees.

Executive Director – Chuck Curtis

Chuck shared a reading about "You might be in a redneck church". The Trustees workday is Oct. 25 and new sand for the playground will be delivered. They have received half a dozen responses to the RFP for the web design. Clif will begin reviewing the proposals next week and work should begin on the new web site by Thanksgiving.

Building Committee – Brad McNealy & Allen Amis

Brad reported that the LOVE campaign anticipated collecting about \$175,000 to this point but instead has collected \$527,000, which is well ahead of projections. The Follow the Vision campaign still has over \$500,00 available for debt reduction. We will have to acquire \$5 million of additional debt to proceed with the new building phase. Lenders are enthusiastic about lending to St. Andrew but current interest rates are more than anticipated. We will not need permanent financing until late 2010.

Allen reported that the schematic phase design with input from the MALT's to the architects has been completed. The preliminary construction cost estimate came in much higher than budgeted (\$14 million estimate, budget \$9 million). The Building Committee and the contractors are looking at ways to bring the cost down and still meet the needs of the church. The Building Committee will have some recommendations at the next meeting. The site plan has been postponed due to changes in the model. We are currently about 5 – 6 weeks behind schedule but still anticipate opening the fall of 2010 due to shorter construction time.

OIT – Bill Hornaday

The committee anticipates completing the work product and recommending the change process by the end of the year. They have studied three larger churches. The committee recommended the following Governance Goals for Leadership Council:

1. Set strategic direction
 - a. Articulate the DNA/vision (Who are we and why do we exist?)
 - b. Continuous Process Improvement helps
 - c. Done by LC – ultimate responsibility rests here
2. Establish policies
 - a. Global done by Leadership Council
 - b. Need to empower the decisions to lower levels
 - c. Set management responsibilities
 - d. Meet fiduciary responsibilities
 - e. Fulfill mandated duties
 - f. Establish various procedural policies
3. Verify Organizational Performance – Staff
 - a. Monitoring
 - b. Accountability

Bill also passed out copies of the preliminary St. Andrew Organizational Chart for committees and MALT's and a staff organizational chart. OIT feels that these will clarify responsibilities and raise accountability as well as help

to better define the goals of St. Andrew. OIT also feels that the current mission and vision statements are too long.

There is a need for lay leadership to be trained, empowered, and oriented for their roles. OIT is open to feedback from Leadership Council. They are completing the beginning phase and will next formalize recommendations to Leadership Council and begin to strategize on an execution plan.

V. New Business

No new business

VI. Joys and Concerns, Closing Prayer

Joys and concerns were shared and Cindy Klick closed the meeting in prayer. The meeting was adjourned at 9:10. The next meeting date is Thursday, November 20.

Respectfully submitted,

Jean McHarge, Secretary