

Community United Methodist Church
CHURCH COUNCIL MEETING MINUTES
November 30, 2015

Members Attending: Pat Becker, Al Brunsting, Joyce Brunsting, Nate Burke, Gary Chipman, Adam Cook, Brenda DeGeer, Paul Dude, Rich Fleming, George Groves, Beth Hagemeyer, Sally Hines, Dave Hollander, Pastor Grace Imathiu, Jim McCloud, Lynn Pries, Forrest Rice, Betsy Roche, Elmer Schirmer, Jennifer Weddle, Pastor Sarah Meacham, Ollie Taylor, Dale Zimmerman

Chair Rich Fleming called the meeting to order at 7:02 p.m. and led the opening prayer.

Minutes of the November meeting were approved as corrected and entered into the record.

Chair Rich Fleming began the meeting by explaining that instead of approving the 2016 church budget we would be discussing the revenue side and clergy salaries. The Finance Committee needs another meeting before submitting the completed budget.

Finance: Brenda DeGeer asked Al Brunsting to explain how the revenue projections were completed. Al said that there were 4 independent projections of 2016 revenues created. On Nov. 20th a committee consisting of himself, Brenda DeGeer, Mari Schirmer and Pastor Sarah met and reviewed the projections. The ad hoc committee approved \$776,436 for the revenue projection. The following week the summary was presented to the Finance Committee and they unanimously agreed. Discussion followed around how the supporting numbers came about and it was stated that though some of the supporting numbers may not be exactly on target the total number has integrity. Paul Dude reported that the Finance Committee had approved both the itemization and the totals.

The CUMC Foundation will be allocating \$10,000 to the church which will be going into miscellaneous revenue. George Groves said that putting the money toward operating expenses made sense since paying the apportionment is not an issue and there is nowhere else it is really needed.

Brenda DeGeer moved that the Church Council allocate the \$10,000 from the CUMC Foundation to the operating budget. Al Brunsting seconded. The motion passed.

Pastor Grace said that she would like to see the council tithe a portion of the \$10,000 to Missions or some other cause. A discussion ensued around possible choices. Pastor Grace suggested we tithe 10% to the Albright-Wesley Society fund for supporting North Central students for the ministry. It would show support not only for the students we have sponsored but for the college. Lynn Pries commented that the NI Conference has reduced their support.

Lynn Pries moved that the Church Council tithe 10% of the money from the CUMC Foundation to the Albright-Wesley Society fund for 2016. Betsy Roche seconded. The motion passed.

There was discussion around the students' impact on the church including Vacation Bible School, and the other ways the fund supports activities of students considering the ministry. It was also mentioned that this allocation will affect the 2016 church budget (the revenue total will now be \$775,436.)

Paul Dude moved that the Church Council adopt the \$775,436 revenue total and the itemization that makes up the detail and noted special thanks to Al Brunsting for all his work on the projections. Ollie Taylor seconded. The motion passed.

There was a lengthy discussion about the budget expenses and what was involved. The increase in payroll was discussed. Betsy Roche reported that the committee went through a year of discernment with a focus on the best way to staff the needs of the church. They are proposing that we fill two

positions. While the titles for the positions are new the work is not. The two positions are On Center Leader and Spiritual Formation leader. The work done by both these positions is important for outreach. A questions was raised about money saved by postponing hiring for the positions and Betsy responded that she did not want to commit to waiting until mid-year because of the need. Al Brunsting noted that right now the budget is \$60,000 out of balance. He asked whether the Council would be submitting a balanced budget.

Paul Dude moved that the Council instruct the Finance Committee to produce a balanced budget with \$775,436 in expenses or less. Al Brunsting seconded. The motion failed with 8 Ayes, 13 Nayses and 2 abstentions.

Additional discussion occurred around balancing the budget including the idea that instead of asking the Finance Committee to make cuts, the individual committees should be asked to reduce their budgets based on the projected revenues. Paul Dude noted that we should not operate from a position of anxiety. Jim McCord suggested that we are pushing too hard to try to finalize this information by the end of the year. In the past we have sometimes gone into the next year before finalizing the budget. Pastor Grace suggested we amend the motion.

Nate Burke moved that with the understanding that we are over \$60,000 on projected expenses, the Finance Committee and the Church Council will ask the committees to review their requests and cut as much as they can. Sally Hines seconded. The motion passed.

It was agreed that Rich Fleming will work with Paul Dude to get the notice out to the committee chairs.

Staff Parish Committee: Pastor Sarah, Beth Hagemayer and Adam Cook left the room as the consideration of clergy compensation began. Betsy Roche said there were two pieces. First, the SPRC proposed bonuses for Pastor Grace and Pastor Sarah. The amounts will be determined by SPRC taking into consideration the most recent financial information prior to payout and will not exceed their budget or cause the church to have a deficit. Second, the matter of clergy compensation. The clergy received no compensation increases for 2013, or 2014. For 2015 Pastor Grace received a 3% increase and Pastor Sarah received a 2% increase. For 2016 SPRC is recommending in conjunction with the Finance Committee and the Church Council a salary of \$73,190 for Pastor Grace plus \$2,000 deferred compensation for expenses and for Associate Pastor Sarah a salary of \$38,840 plus \$4,000 deferred compensation for expenses. These numbers do not reflect increases however increases can be made at any time during the year with Church Council approval. A question arose about what the other churches in the conference are doing regarding salaries and Al responded that the information may be online. A question was raised about the amount of the bonuses and it was thought to be between \$3,000 and \$4,000.

Betsy Roche moved that in 2016 Pastor Grace will receive a salary of \$73,190 plus \$2,000 deferred compensation for expenses and Associate Pastor Sarah will receive a salary of \$38,840 plus \$4,000 deferred compensation for expenses. Both pastors will also receive health insurance and benefits as per the standard for the conference. Jim McCloud seconded. The motion passed.

Betsy Roche also moved that SPRC award bonuses to Pastor Grace and Pastor Sarah for the year 2015 with the understanding that the payout will be between \$3,000 and \$4,000 divided between them and will not cause SPRC to exceed their budget or cause the church to have a deficit. Al Brunsting seconded. The motion passed.

Rich asked the council what should be reported at the upcoming Church Conference. It was agreed that transparency is important. Dave Hollander suggested that since we have not adopted a budget yet we need to communicate what we hope to do. We could have what amounts to the same budget as last year but that would not allow us to move ahead and accomplish our goals. We should let people know there

is a need for more funds to fulfill our vision. Without more funds we would be limiting both staff and programs. We will reach a balanced budget. We aren't there yet. Lynn Priess emphasized that in the future we need to include salary increases in the budget.

Round Table:

- Jennifer Weddle reported that the Craft and Bake Sale is this weekend.
- There is a Gingerbread house fundraiser for PADs on Sunday.
- George Groves said that the UMM District meeting will be held on Saturday morning. He and several others are working on a Disciple Bible Outreach Ministry for prisoners at Stateville.
- Lynn Priess said that several volunteers are still needed for the Christmas Eve services. Christmas Eve is one of the best times to invite friends and neighbors to attend.

The date and time for the next meeting have not been set.

Pastor Sarah lead the closing prayer.

The meeting adjourned at 8:58 p.m.

Respectfully submitted,

Sally Hines, Secretary