

**Leadership Board Retreat**  
**Saturday, January 26, 2019**  
**MUMC Room 141, 10:00 am-2 pm**  
**Minutes**

**Present:** Mike Clement, Greg Weeks, Joe Strohm, Stephanie Lendt, Chuck Healy, Barb Zenser, Tara Sintek, Matt Pasley, Phil Estes, Jim Peich, and Mary Beth Harper

**Absent:** Dana Hockensmith and Nick McGeehon

10:00-10:10am      Welcome and Reflection (Stephanie) (10 mins)

10:10-10:50am      Board Orientation (Mike & Greg) (40 mins)

- Role of Leadership Board – review of handouts and discussion of strategic and generative focus.
- Recognition of the LB model as evolving process at MUMC which was initiated in 2013.
- Mike talked about further actualizing the resource teams (to meet quarterly)
- Greater focus on the WIN teams in the coming year and regular reports to LB
- Conversation Points/handouts
- Staff Structure review (Greg) – 35 staff + volunteers
- Shifts in staff and structure to meet current focus
  - Eg. Reviewing load of Communications position – added support by sharing of another position
  - Eg. Changes in Circle of Friends when adding before/after care
  - LB evaluation of Sr Pastor – key objectives and job responsibilities
    - New key objectives for pastors each June
- Review Revised Leadership Board Guiding Principles Q&A
  - Updates in recent months to GP’s – effort to make more readable and update language (“refreshed”)
  - Recognition of finding more middle between too many people/committees to small LB model with increased focus on Resource Teams and WIN teams to foster engagement and feedback loop
  - Discussed change in selection process of LB Chair and nomination process being more open and not just Sr Pastor and Chair making the selection
  - Suggested adjustment of language to clarify “Disciplinary Committees” to reflect required to say “as stated in Book of Discipline”
  - Encouraged inclusion of alternative recommendations for how Chair is chosen to avoid perceived conflict of interest and promote transparency – include language like “based on suggestions from LB members” or “seek recommendations”
  - Greg described prior language adjustment of how nominees are sought from staff and nominations committee, and Sr Pastor, Vice Chair of nominations, and Chair of Board, and senior staff.
  - Plan vote approval of updates to GPs in February LB mtg
- “Who is responsible?” – clarification of roles - referred to handout

10:50-11:10 am Vision 2018-2022 Overview (Jim & Greg) (20 mins)

- Review & affirm church priorities/goals
- January 2018 off site staff and leadership all day meeting to clarify the priorities
- Clarification of how ministries were chosen as focus: “if everything is a priority, nothing is”
  - Questions included how we encourage more lay involvement, more transparency and accountability, want continual eval/talking
  - These foci led to identifying WIN teams
  - People do what gets measured – focus on results over activity
  - Peter Drucker – if annual goals will have annual increases, if longer more strategic thinking will get breakthrough
  - Discussion of LB affirmation of WIN team goals and recommendations
  - Discussed value of celebrating progress and goals accomplished
  - Suggestion of “fast facts” about our church to use for advertising/build energy/awareness
  - LEAD – LB members foster questions from membership
  - Encourage idea of return of Mission fairs to raise awareness of focus – on-site and off-site

11:10-11:40pm 2018 & 2019 Finance Review (Matt & Phil) (30 mins)

- Year-end financials vs “Unfinished Initiative”
  - 2018 – unfinished initiative was not meeting budget goals
    - Honest review of revenues and budgeted toward break even
    - Loss of \$10K with non-cash investment loss of \$30k included
    - General Fund Actual Net was a cash surplus of \$19,572 considering non-cash investment loss of \$30k is not part of General Fund Accounting.
- 2019 Budget review/revision – Discussion of comparison of 2018 successes versus conservative 2019 proposed budget
- Charge Conference 2/17 to approve pastor salaries
- Role of Leadership Board with Endowment (Greg)

11:40-12:00pm Lunch (20 mins)

12:00-12:40 pm Transition update (Mary Beth & Greg) (40 mins)

- Reviewed handout focused on role of LB in transition, expectations and possible pitfalls, and what we would like to convey to new pastor in first year
- Discussed development of a prayer team about the transition
- Discussed idea of listening tour focused on core program areas and WIN teams
- Reviewed timeline for coming year by month

12:40-1:15pm Greg’s Report: Looking Back and Looking Ahead (35 mins)

- Reflected on last eight years – shared recognized progress from 2010-2018 – reviewed two handouts including focus on vision/identity, governance model, communications/technology, staffing adjustments, worship, attendance numbers, generosity initiatives, young adult ministries, social justice.
- Measuring vitality/metrics review

- UMC General Conference

1:15– 1:30 pm      Review Leadership Board 2019 calendar and schedule (Mike) (15 mins)

1:30–2 pm          Worship, Communion & Conclusion (30 mins)

2–2:30 pm      Tour of Youth Room (optional) (30 mins)

- **Next meeting: Sunday, February 17, 2019, 4:00-6:00pm, Rm 311**

- \*\* No breaks scheduled. Take a break as needed