

Belmont United Methodist Church
Administrative Board and Charge Conference
December 7, 2021

Minutes

Welcome — Jennifer Bagwell, Administrative Board Chair

- Happy birthday to Darren Mayberry Wright!

Opening Prayer — Ingrid McIntyre

Approval of September 26th Administrative Board Minutes

- **Approved**

Charge Conference Opening
Scott Aleridge, District Superintendent presiding

Financial Report — John Pearce, Chair of the Finance Committee

- **Trust Fund:**
 - Balance is currently about \$3.25 million. We had a good year through October with about \$350,000 of earnings.
 - Received \$60-70K in gifts YTD.
 - The TF helps pay about \$120K a year on our building debt, and funded about \$100K on stonework repair, boilers and network.
 - Also beginning to fund the access control project that the Properties Committee is overseeing, which will cost about \$200K.
- **Rental properties:**
 - On budget: brings in about \$150K of revenue that also helps pay off debt service as well.
 - Building needs a new roof. We have saved \$45-50K for this, but the bid we received was \$90K, so we'll need to find some additional funding for this. Expect this will probably be paid back over the next few years.
- **Debt**
 - As of Nov. 30, we owe less than \$2 million for the first time (\$1,999,990)!
- **Weekday School**
 - Continue to have an outstanding year.
 - YTD so far, they are approx. \$133K **ahead** of budget (revenue exceeds expenses)
 - Will spend some of the surplus on repairs. For instance, they had work done on the playground at the back, and also plan to work on the front playground.
 - With the help of SPRC, Mark and Paul, the WDS Committee has gone through a process to increase teacher salaries to help with retention. All are now making a living wage.
 - Budget is to have a surplus of \$55-56K over expenses, after all of the salary increases.
 - We applied for, and will receive, a grant of \$230K thanks to the work of Mark Hagewood and Bobbie. Should be receiving this in 30-45 days. The grant has several stipulations, including \$45K for teacher salary retention, etc.
 - Huge turnaround from last year! Even have a waiting list.
 - With surplus funds, we'll want to consider how to use this. Will likely involve SPRC, Properties, Finance as well as the WDS committee.

- **2021 Year to Date updates**

- **Operating Fund**

- **Pledge income:** Budget is \$1,000,003 and we need to collect about 12% of that in December (\$167K). This is not bad; very doable. It would be 8% anyway; people are just paying pro rata. We should come in at budget.
 - Loose offering: We had a very good November and are almost at budget. It's in the \$120k range.
- **Expenses:**
 - Through Nov, we are about \$150K under budget on expenses.
 - As a result, we didn't transfer money from the prior year's surplus or do our "Gifts that Change the World" campaign. We did not transfer money over from the Properties account, which was all in our budget.
 - Staff expenses: \$20K under budget
 - Ministry Council spending is slightly under budget
 - Apportionment: These are paid in full through November and will be paid in full for the year in December.
- Hoping to close the year strong. John, Paul and Heather worked on a 90-second video with the Communications committee that will be coming out soon. Also sending out statements and spoke at church. Asking people to help us finish the year strong.

- **Looking at 2022**

- Budget requests are \$80K (11%) increase over last year. Believe this is doable, but will be a challenge.
- Commend groups, especially the Ministry Council and Kim Sheehan, for the job of carefully vetting their budgets. MC did more work on the budget this year than has probably been done in the last 15 years.
- **Pledges:**
 - As of this afternoon, we have received 209 pledges for about \$1.2.
 - There are 73 people who pledged last year that we haven't heard from (represents about \$168K in pledges, 12 of which are over \$5K).
 - Working to contact these folks, and hope that we have enough pledges to be able to fund the budget requests.

Parsonage allowances – Dick Bowers, Chair of Staff Parish Relations Committee

- Busy and productive year for SPRC. Thanks to all the members of the committee for their excellent work, and a special thanks for Jeanie Rutland, previous chair, for staying on the committee and for always being there to guide us. And thanks to Paul for his leadership, friendship and spiritual guidance.
- **Highlights of 2021 work**
 - Working with Properties and Trustees and others, we successfully outsourced the maintenance and custodial care of our property to a private company. And as a result, two of our three church employees accepted retirement. One resigned, but was immediately employed in his old job by the new company. It was a smooth and seamless transition, and the new system is working very well and costing us less so far.
 - Outsourced payroll, which freed up 8-10 hours of Mark's time so he can focus on other things.

- Found funding, with Finance committee's help, to hire Rev. Ingrid McIntyre as Pastor in Residence for Community Development; and Bruce Williams to lead our volunteer tech team in streaming our weekly worship services and several Sunday School class gatherings.
- We adopted a resolution to work towards having every Belmont employee paid a living wage, depending on what definition you use.
- Out of concern for the health and welfare of all who work in or visit our building, we approved a policy that all WDS employees, unless exempt, be vaccinated for COVID 19. This led to the resignation of one teacher, but all other staff have been vaccinated.
- Funded a team-building retreat for our clergy, which was a good opportunity for them.
- Promoted Clergy Appreciation Month in October, asking church members to reach out to our clergy and express their thanks for our wonderful clergy leadership.
- Belmont Weekday School
 - Adopted new pay scale, which links pay with education, longevity and performance.
 - Changed the assistant director position to salary exempt with an appropriate increase in pay.
 - Made the office manager part of the administrative team with an appropriate increase in salary.
 - WDS is operating at full capacity and has a waiting list. Bobbie is working with Properties to see if space can be found to open additional classrooms.
- Looking forward:
 - Pleased with clergy and their performance and look forward to working with them.
 - Thanks to Gayle, Amy and Robbie for leadership of our magnificent music program.
 - Thanks to Bobbie for her caring and loving guidance of our Weekday School.
 - Thanks to Angie, Anne and Emily for their staff support, record keeping, and communications. And Bruce, who keeps us streaming. Z
 - Finally, thanks to our outstanding business administrator Mark, who was our utility, infielder and outfielder, scooping up whatever balls that get dropped and keeping us all moving ahead.

Parsonage allowances — Mark Hagedwood

- 2022 Clergy compensation and housing allowances:
 - Total for all UM appointed clergy: \$247,330
 - Total portion as housing allowance: \$98,924
 - Note: Individual compensation packages for UM-appointed clergy filed with the District office.
 - Total non-UM clergy compensation: \$95,395
 - Total non-UM clergy compensation housing allowance: \$38,000
 - Note: While we do not technically need to approve the salary of clergy not appointed through our UM system, we do need to approve their housing allowances for IRS reasons.
- **Compensation and housing allowances approved.**

Local Church Leadership / Nominations — William Cooper, Lay Leader

- This year, we switched our service year for leaders from a calendar year cycle to a church year, Fall to Fall schedule, which better reflects our ministry flow. In September, we changed leadership for most of our committees.
- Thanks to Tate Keuler, Greg Berquist and Kim Sheehan for their work in streamlining the Ministry Council memberships and creating a steering council structure.

- New committee added to the roster: Belmont Opportunities Scholarship and members reflected on our list of leaders.
- Presenting for consideration a slate of 289 volunteer slots, including administrative board members and committee chairs as well as committee members.
- Goals for the year:
 - Continue to work on September changes
 - Support the Ministry Council and their streamlined process
 - Personal goal to bring less than 289 slots next year.
- **Slate of nominations approved.**

Ministry Council Update — Kim Sheehan

- Ministry Council undergoing an exciting period of visioning and realigning.
- History
 - In 2019, the council had 30+ ministry leaders, met irregularly, and needed a process for making decisions as a group, and a structure to support better collaboration between teams.
 - In 2020, established an ad hoc committee looks deeply at our ministries, and determine how we can strengthen collaboration and our ministry programs as a whole.
 - Over Fall and Winter, we interviewed ministry leaders to find out what they are doing and how things are going, and in the Spring came back with a proposal for restructuring the council.
 - In 2021, presented a proposal to create a Ministry Council Steering Committee, which would serve as a guiding body for these ministry leaders to help make decisions and to help promote collaboration.
 - Purpose of MC Steering Committee: To help all of our ministries be more congregation-driven; connected; integrated and aligned; strategic and future focused; and intentional about what we decide to do and prioritize.
 - Steering committee about a 12-person committee, and reflects this new structure of our ministries: nurture and discipleship group; hospitality and growth group; mission and outreach group; diversity, inclusion and advocacy group; and a worship group. We have representatives from each of our generational ministries on the steering committee.
 - These ministry groupings will help promote collaboration, both within these ministry teams, and now with our steering committee across these teams so that we are promoting awareness.

Ministry Reports

- ***See attached reports from Kate, Darren, and Heather.***

Congregational Report/Membership — Paul Purdue

- Membership report is before you. Anne Hoback has done a wonderful job preparing this report.
- This list contains members we have not heard from, so please let us know if you have information on any of them so we can be in touch.
- 3rd reading: Nanette Bohannon, Ashley Johnson, Jeremiah Johnson, Khin San.
- (Scott A.) This list can always be perfected, and this process is really just to clean the books up.
- **Affirmed by the body.**

Renewal of Lay Speaker and Candidates for Ministry — Paul Purdue

- June Batsel, Lay Speaker
- Renewal of candidates for ministry
 - Caroline Archer
 - Alexcia Dee

- Linda Furtado: She is serving quarter time as pastor of Beech Grove UMC and still attending seminary. She is also busy working on writing and coordinating for the UMW 2022 Mission U; will be starting a non-profit at some point; building various online courses such as a racism online course for Michigan Conference; as well as working with individuals and groups.
 - Keller Hawkins: Currently pastor at Connexion UMC in Donelson. Led book group on racism at Belmont summer of 2020, taught sexual education to our kids and youth. She is now back in school pursuing a Master's degree in counseling, and hopes to be a licensed Marriage and Family therapist and Clinical Pastoral therapist. She is pursuing ordination as a deacon and will be up for commissioning this year.
 - Caroline Archer
- Honorable Location
 - Bill Haire
 - **Candidates approved.**

Pastor's Report — Paul Purdue

- *See attached report from Paul.*
- We're still in a liminal season of uncertainty. Yet God is still in our midst.
- So privileged to work at a church with such good people!
- Thanks to our Regathering Committee — Jennifer Bagwell, Jeff Sheehan, Gayle Sullivan and Angie Slade — who have continued to meet nearly every week to do the hard work of helping us navigate the pandemic.
- While many pastors have been isolated and frustrated during the pandemic, I've been blessed to have clergy colleagues to walk through this time with.
- Grateful for all the leaders of the church for your contributions to life of the church and the greater kingdom of God.
- As we transition, want to thank Jennifer Bagwell for her amazing leadership and vision, and for her constant reminder to bring everybody with us.

Authorization of Board of Trustees for BSA bankruptcy settlement agreement — Deron Johnson

- As you may know, there have been quite a number of sexual abuse claims filed against BSA troops all over the country. Over 80,000 cases have been brought against BSA, with more than 4000 involving United Methodist congregations (though no incidences occurred on church property).
- BSA has preemptively filed for bankruptcy to limit their liability.
- Denomination and conference has given churches guidance that if they have ever hosted or sponsored a troop, they should go ahead and file a claim against the Boy Scouts before the bankruptcy process is completed.
- Trustees have already filed a claim. We are not absolutely certain we ever hosted a troop, but there are rumors that we may have had one in the '70s or earlier.
- Each individual congregation is being asked to vote on a settlement plan, based on the recommendation of the denomination. The conference has recommended that every church vote to authorize the Board of Trustees to make this decision.
- Approved: Trustees have been so authorized.

Benediction — Paul Purdue