

Platte Woods United Methodist Church

Meeting Minutes of the Leadership Council (LC)

September 10, 2018

Present:

LC: Marc Evans*, Erin Cox, Julie Rule, John Miller, Al Minnis, Christie Dade, Warren Dudley, Michael Hundt, Kirby McDaniel

Staff: Steve Breon, Jake Schneider, Jessica Richard, Nancy Liston

The PWUMC LC was called to order at 6:30PM on September 10, 2018 by Dr. Steve Breon. The minutes of the July 16, 2018 meeting were approved. Al moved, Warren second. All approved.

Other Business:

- Strategic Planning update (Steve)
 - Per the approval at the July LC meeting, the 12 month consultation with “The Unstuck Group” is underway.
 - Next step is a 1.5 day working session facilitated by the consultants the weekend of Sept 29-30. Participants from staff will be: Steve Breon, Lori Bogart, Britton Fields, Jennifer Simms. Participants from LC will be Warren Dudley, Michael Hundt, and Kirby McDaniel.
 - After that, there will be ongoing support for implementation/execution through the 12 month engagement.
- Staff Transition Status: Steve provided an update on the staff transitions announced in July. He noted that under Jessica’s Intentional Faith Development area, a couple of new initiatives are already launching. One of note is an initiative aimed at 18-26 year olds. Steve also noted that Britton’s transition away from youth ministry will not be rushed. While some applicants are surfacing, this is not the classically optimal time to hire as most youth minister engagements run on a school-year calendar, so many have just made moves. A committee is formed and in the meantime lay leadership are also being asked to step up where possible. Steve is energized by the change and feels that people are now placed where their strengths/passions align.

New Business:

- Discuss accountability, purpose, structure:
 - Steve has ordered the book “Winning on Purpose” for the LC to read. This is the book that, several years ago as a part of the Healthy Church Initiative, guided PWUMC’s change in governance structure to a “one board” model, which is what the current LC is based on. The general idea is that we’re supposed to be making disciples, not going to meetings. Leadership is accountable to set direction/vision, LC holds senior leadership accountable and provides governance, staff manages ministry. He believes it is time to review the book and refresh LC processes to get back to the intent.
 - Specifically, for the last couple of years appointed staff and Lori have participated in LC meetings, in part because they do need access to Staff Parish committee members and the LC. Steve would like to find a way to give that access while focusing LC attendance to solely the Council and Steve. Focus more on *goals* and *accountability*, including measurable, tracked metrics. Agenda will be set by LC executive committee and Steve. Steve plans to meet individually or in small groups with the LC members outside of the monthly LC meetings on a regular basis (cadence TBD) to build stronger relationships that will yield more effective accountability oversight.
 - Some discussion ensued regarding how this could work, how to manage agendas and cover necessary governance topics (finance, pastoral evaluation, ministry oversight).
- Melissa Spencer (a yr 2 council member) tendered her resignation to Steve recently. If we want to keep a 3-person “class”, we will need to recommend/appoint a replacement. Ideally, the demographic and service (female, 10:45 modern) aspects would be maintained in order to ensure the LC has balanced representation, but Leadership qualities are also a must.
- Next month (October 8):

- LC will need to consider salary actions. Staff Parish committee will bring recommendations.
- Mat Thornton has begun the process to consider seminary. PWUMC LC will meet with him and vote on whether to recommend (this is the normal process).
- John Miller, lay leader, is transitioning away from this position (geographically moving!). His position is the liaison between the congregation and the pastors. John sees the next ~year as big for PWUMC and the denomination. The Way Forward regarding the General Conference's position regarding Human Sexuality will require wisdom, insight, and leadership.

Closed Session (LC only)

- LC discussed pastor appreciation week planning.
- Staff Parish (Erin, Warren, Christie, Marc) updated that each committee member has been assigned a pastor for monthly 1:1 and deeper involvement. [side note, all present observed that this may also address the need for direct access to the LC/Staff Parish per Steve's proposed paring of attendance at LC council meetings]
- John Miller shared that he believes the LC has an opportunity to participate more in personnel and budget activity, where over the years active involvement has waned and many things get presented and approved in the same meeting (as contrasted with receiving and incorporating meaningful LC feedback).
- Michael noted his desire (council concurred) that an outcome of the Unstuck/strategic planning effort should be the ability to better and more explicitly align the budget process and spending to the stated strategic priorities of the Church.

Adjournment

- Michael moved, Erin seconded, all approved adjournment. The next meeting of the Leadership Council is scheduled for October 8, 2018 at 6:30PM.

Minutes submitted by: Kirby McDaniel, Secretary,