

OVUMC Church Council Meeting Minutes – June 6, 2017

Attendees: Ernest Leatherman, Lisa Stites, Jeffrey Stites, Marty Bieber, Hal Wilson, Suzy Gabbert, Sandra Booth, Kerry Russell, Donna Fullwood, Eddie Garner, Judy Tillman, Tom Graves, Barbara Kennedy, Sarah Leatherman, and Michelle Sabin

Ernest called the meeting to order at 7pm, and read the introduction from Bearing Fruit: Ministry with Real Results, by Lovett H. Weems Jr. and Tom Berlin. We discussed what being fruitful means and what we do to be fruitful. Ernest then led us in prayer.

The April council meeting minutes were approved.

SPRC update:

Sarah said that Teresa Darnell's resignation resulted from her decision that she could not fulfill the duties of the position due to personal/family matters. With that position open, it is a good time to consider the possibility of organizational adjustment(s). The Sunday morning youth program will be led by Ellen Smith and assisted by Karen Linn.

Michelle shared the OVUMC Mission and Vision statements, and said that aligning with these, the Ad Hoc team is working on a recommendation to the council for what position might best utilize the budget currently available due to Teresa's resignation.

Sarah noted that staff appreciation Sunday will be July 2.

Trustee update:

Tom said that the sale of the lot across the street is complete. He said that an inspection of the parsonage has revealed several issues, and that the major ones are in the process of being addressed. The hope is that by the next council meeting, the sale of the parsonage will be finalized.

Kitchen:

Barbara proposed the formation of a kitchen committee that will oversee the operation of the kitchen and consolidate the budgets for supplies, staples, etc. for all groups using the kitchen. This will also help us be more of a "green church" (by eliminating the use of styrofoam, etc.). Hal said that for now, the UMM would not be included in this budget consolidation, but this subject would be taken up when the UMM meets in the Fall. The kitchen committee proposal was approved. Information about this will be publicized through daily news, etc.

UMW update:

Sandra said that the UMW has upcoming a general meeting (currently without a speaker), a UMW Tea, and a large fund raiser.

Intentional Faith Development update:

Donna said that the class on prayer starts on June 14, meeting Wednesday evenings through August 9, and that hot dogs will be served before class each week. She handed out fliers for folks to distribute. The Dare to Dream classes will start meeting in September, but Michelle will offer one in August for class leaders. The resource fair will be held on Sunday, August 27. An

interest survey is also in the works.

VBS:

Sandra said that a meeting will be held Thursday, June 8 for all those interested in helping with VBS. She has already been contacted by 10 to 15 folks willing to help but unable to attend this first meeting.

Worship update:

Suzy said that Sunday, July 30 is Music Sunday.

UMM update:

Hal said the UMM is currently on summer break. The Memorial Day BBQ was a success, and the next BBQ is July 1. The application window for UMM scholarships has closed, and they are beginning to interviewing applicants.

Overview of Finances:

Judy said that Karen is almost done with state/local tax refund paperwork, and that a new system should reduce the burden of this process. Amazon Smile is up and running, and we are receiving a percentage of orders made by those using the site and selecting OVUMC (Yaupon Beach, NC). She asked to move the July 4 meeting of the finance committee to July 18, and those members present agreed. The Audit is complete, and there were no negative findings, only an opportunity for improvement in records retention. Judy then passed out a Giving vs Expense spreadsheet which showed continued growth in giving and income exceeding budget YTD.

Pastor's Report:

Michelle said that the Tammy Littlejohn is now on board, and using office 12. The Ad Hoc team will be meeting this Thursday, June 8. She also proposed a Mission Statement contest for anyone to improve/condense the current OVUMC Mission Statement. Michelle asked Hal if he could take new member pictures on a Sunday to be agreed upon later, and he said he could. She also talked about the possibility of putting together a Christian musical (something like Godspell) and a band camp. She also wanted to recognize Rick for such a great job doing visitations.

New Business: None was brought up.

Next meeting is August 1.

Marty closed the meeting with prayer.

Respectfully submitted,
Marty Bieber

Special Called Church Council Meeting – June 20, 2017, 7:00PM

Members present: Ernest Leatherman, Michelle Sabin, Barbara Kennedy, Sarah Leatherman, Judy Tillman, Rick Russell, Donna Fullwood, Tom Graves.

The meeting was called to order by Council Chair who opened the meeting with a prayer.

The floor was given to Judy Tillman, Facilitator of Ministry Staffing Vision Team. Judy presented the recommendations of the team (attached). The jest of the recommendation is the hiring of a part time Intentional Faith Coordinator and the strengthening of our mission and visitation efforts by dedicating the work of the associate Pastor to these areas. Discussion was held with questions on how the recommendations would impact existing work areas and the impact on the current associate Pastor, Rick Russell. Rick indicated he was comfortable with the recommendations as it gave him a chance to focus on missions and visitation, a strong point for him. Other points in the discussion were the church would lean heavily on volunteers in the youth and Sunday school areas. The new hire would be for coordinating of Intentional Faith Development and recruiting volunteers to carry out the work.

A motion was made by Tom Graves to accept these recommendations as presented. Barbara Kennedy seconded. The motion was passed unanimously. SPRC was tasked with beginning the search for the new position.

The meeting was closed with prayer by Michelle Sabin.

MINISTRY STAFFING VISION TEAM RECOMMENDATION

BOTTOM LINE:

We recommend hiring a dedicated Intentional Faith Development (IFD) Coordinator that would report to Michelle. We recommend that the position be a salaried half time (average 20 hours per week) with an annual salary in the range of \$15,000 to \$20,000. This person will have several responsibilities, some of which will be done through recruiting and supporting volunteers and some will be done directly by the new IFD coordinator. The IFD coordinator would be expected to:

- personally organize Small Group Ministry (identify and train core group of leaders, advertise and encourage small groups, coordinate ongoing small group training, support small group leaders, etc.)

In addition, the new hire would be expected to:

- recruit and support volunteers for youth group leadership (including examining options such as working with Trinity)

- recruit and support a volunteer "Superintendent of Adult and Children's Sunday School" (That volunteer's duties would include identifying and supporting Sunday school teachers, managing class schedules, tracking attendance, exploring curriculum options, etc.)

- support the volunteer leading Community Health and Well-Being ministry

- either personally or through a volunteer develop and manage the associated budget for the IFD activities.

Relationship to other positions:

- We would not hire to replace our previous youth director.

- This would have several impacts on our Associate Pastor's position. Rick would continue operating and leading as our Associate Pastor and "second in line" in ministry of our church. It would not increase or decrease Rick's current salary and 3/4 time status at the point (although that could change in the future as our church grows). While still involved in IFD as associate pastor, Rick would not be responsible for the operation of those activities. Instead this will free Rick to focus on visitation ministry (including identifying and equipping others to participate in this ministry) AND missions work. Our vision for the missions work (which is such a vital part of our ministry within and beyond our church walls) is to be lead by a vibrant missions committee exploring and creating new missions

opportunities, coordinating various missions and bringing them together, and developing and managing a single missions budget.

BACKGROUND:

Michelle requested an ad hoc team to determine our best staffing for the future, after the resignation of our previous youth director. The team: Michelle Sabin, Bev Dwane, Sandra Fincher, Donna Fullwood, Ernest Leatherman, Jeffrey Stites, Judy Tillman.

The team met two evenings and discussed our goals, listened to Michelle's vision for our church, identified criteria by which to evaluate staffing options (attached), brainstormed numerous options, discussed pros and cons, and developed and approved a recommendation for Church Council consideration. All members actively participated and support the recommendation.

We also discussed the possibility that the new position described above may be a larger job than the hours and salary we have estimated. But we believe this is the place to start. We believe this best meets our criteria, particularly of focusing on deepening the spiritual maturity of and providing support to our current membership, while also positioning for future growth.

Next Steps: We ask that Church Council approve this recommendation and task SPRC to start the recruiting and hiring process. We also suggest a review of this new position after six months to see if adjustments to duties, hours, etc may be needed.

We request a motion on the recommendation.

ATTACHMENT

Principles/Criteria for Assessing Options

- Maximize use of volunteers
- Focus on people's strengths
- Feasibility
- Fits with mission/vision
- Focus on faith development of current membership
- Provides support for youth
- Not in competition with other churches
- Support core values and what God is calling us to be—meets leaning of the Holy Spirit
- Considers community needs