

Oakdale Emory United Methodist Church
Minutes of Church Council Meeting
April 20, 2010

Council Members in Attendance:

Dave Young	Patti Whitten	Mark Huff	Debbie Emerson
Ted Strahan	Therese Walden	Kevin Hagberg	Lawrie Branson
DaeHwa Park	Matt Van Patten	UMM- A. English	Debbie Goldberg
Leslie Myers	Scott Frederick	Susan Lears	

Staff in Attendance:

Anne Jordan	Sharon Starling	Allison Sarracino	Amy Cole
Jennifer Souter	Becki Price	Tom Price	Luis Franco
Nancy Haggis	Christie Pendelton	Cynthia McDermott	Mary Johnson

Others in Attendance:

Bill Nullmeyer	Margo Stevenson	Clara Sachs
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Recording Secretary: Damali Kajubi

1. **Opening:** Dave Young, Council Chairman opened the meeting. Ted Strahan led the opening prayer.
2. **Approval of March Minutes:** Several corrections were identified. Ted Strahan moved the motion to approve the March minutes with the corrections. Leslie Myers seconded the motion and the Council unanimously approved the minutes.
- . **Introduction:** The Council continues the trend of focusing on the future and what the church needs to do going forward. As part of the new trend, committee reports are distributed before the Council meeting. This allows the Council more time to discuss future trends.
3. **TAG Initiatives:**
Dave Young, Council Chairman continues to focus on finding ways to implement the TAG initiatives. The first step is to find out if the Council members support the initiatives.

Matt Van Patten and Ted Strahan agreed with Dave Young that the Council should use the TAG initiatives as a roadmap for going forward. Leslie Myers feels that the Staff members have been trying to incorporate the initiatives in their day-to-day operations but there is a lack of support from the Council. She was very disheartened to learn at the March meeting that some of the Council members did not understand the TAG initiatives.

Kevin Hagberg pointed out that the TAG initiatives were given visibility during the worship service immediately after the initiatives were formulated. The congregation was asked to sign up for specific teams. After that, the initiatives have not been given that much visibility during the worship service. Kevin suggested that the Council needed to bring the TAG initiatives back to the forefront during the worship services.

Daehwa Park, Associate Pastor, agreed with Kevin that the church needed to re-introduce the TAG initiatives to the congregation. He suggested that the Council members should read the final report from Armstrong, the company that conducted the research. Leslie Myers will be distributing the research results electronically.

Dave Young thinks that church leadership and small group leaders should be asking church members to volunteer for the different TAG teams. To do so, the leaders have to understand the role for which they are asking a church member to volunteer, and match the role to the church member's background and experience.

Dave Young also suggested that the church needed to re-think its model in terms of staff. If we want the staff members to play a significant part in the implementation process, the church needs to increase the number of staff (paid and unpaid).

Kevin Hagberg suggested that the volunteer groups should be doing most of the work. The groups should use staff only as a resource.

Cynthia McDermott suggested that the church needed to develop an implementation model. Cynthia is trying to develop a model for the assimilation TAG initiative based on "who do we need, how do we recruit, and how do we promote". She will present the model to the Council after it is fully developed.

Ted Strahan suggested that the Council needed to read the TAG report, assimilate the vocabulary, and start using it in the Council meetings.

Lawrie Branson pointed out that there are some ministries such as Ark that have already implemented some of the TAG initiatives. The Ark practices assimilation and mission outreach by introducing the parents to the church. ARK implements the intergeneration TAG initiative by inviting the Mighty Oaks (a senior citizen group at Oakdale Emory) to lead some lessons. ARK also incorporates technology by asking parents to register online.

Therese Walden suggested that the Council should come up with more examples of how our present ministries model some of the initiatives.

Kevin Hagberg suggested that the Council needed to identify new ways of doing things because the congregation is looking for new opportunities to do things.

Christy Pendelton pointed out that it was difficult to start new programs without staff, adequate space, and time.

Dave Young concluded the discussion by asking all the Council members to read the TAG report. Without understanding the initiatives, it was difficult to figure out ways of developing a church culture based on the initiatives.

4. **2010 Staffing Plan Review – Therese Walden:**

Therese Walden, Chairperson for the SPRC Committee reported that the SPRC committee used a thoughtful and deliberate process to make sure that the church operated within the available means and resources.

Changes in staffing include:

- Elimination of the Secretarial position and creation of the business manager position; The new position incorporates business-related functions that used to be performed by the secretary, volunteers, and staff
- Reduction in the salary of the Joyful Noise Director position (split between Tom and Becky Price) by 50% starting in July 1, 2010. This is to bring salaries into alignment with staffing. Joyful Noise! and SPRC is looking at creating a separate autonomous charitable 501C organization similar to ARK. The 501C organization will be able to raise funds to support its ministry

Dave Young reminded the staff that the Council would start looking at the budget for 2011 earlier this year. Staff members should have the first draft of their budgets by September 30, 2010.

5. **Economic Environment Review :**

Church revenue was below expected revenue by \$29K for March. Church expenses were \$24K above planned expenditure due to snow removal, heat pump repairs and computer expenses. Despite the challenges by the weather, the church's total income showed a 4% increase over the same time period last year.

The church has a revenue issue. 20% of the congregation contributes 73% of the budget. Two thirds of the congregation gives less than \$500.00 a year. The church is looking for ways of engaging the broader base of the congregation.

- a). **Tithing.** We need to educate the congregation that tithing is one of the ways a person achieves spiritual growth. There was a suggestion that the Council needed to provide more information to the congregation about the church's finances.
- Cynthia McDermott felt that the focus should be on educating the congregation that giving was about our relationship with God. Church is also about community and our relationship with each other. When Cynthia first joined Oakdale Emory, the church used to conduct stewardship campaigns using the "circuit rider" method. The Church used to put stewardship information in a pouch for each neighborhood. Each family would pass the pouch on to the next family in the neighborhood. This method stimulated conversation about the stewardship campaign and connected church members. Cynthia suggested going back to using the circuit rider. Christy Pendelton also supported the circuit rider because it created opportunities for fellowship outside church.

- Scott Frederick and Ted Strahan felt that it was important for the Council to provide information about the church's financial situation from the pulpit.
- Debbie Goldberg, (Building Committee) raised concerns about the church's ability to take on a capital campaign if contributions were down.
- Clara Sachs reminded the Council that the church used to send a detailed budget to every member. One way of educating the congregation about the church's expenses would be to include a budget in the monthly newsletter.
- We need to tell the congregation how much they contributed (actual), how much we need (expected) and how much we spent on a monthly basis. The report should explain anomalies in spending.
- Bill Nullmeyer suggested including people's testimonies on tithing during the worship service.
- Dave Young suggested that the congregation needed to hear information about tithing continually from the pulpit. Kevin Baker, Senior Pastor needs to tie the concept of tithing in when he is talking about other things.
- Amy Cole suggested including information about church finances in the PowerPoint presentation before the church service. She pointed out that educating the congregation about tithing needs to go beyond the Sunday message. There is a need to not only teach the congregation that tithing is a spiritual thing but also to define tithing. There are people who feel that they have to control how their 10% is used by the church. We need small groups where people can openly discuss the issue.
- Sharon Starling, Pastor of Worship will incorporate opportunities in the worship service for educating the congregation about the church's finances and tithing.

b) **Capital Budget.**

The church needs to separate the operating budget from the capital budget. The Finance Committee is going to look at previous budgets to come up with a capital budget for 2011. The finance committee is not asking ministry leaders to figure out capital expenses but to outline what they expect for 2011. Scott Frederick, chairman of the Finance Committee to send out a memo to the Council outlining his concept for a capital budget process. Council members can then respond directly to Scott with comments and recommendations.

c) **Service Cuts / Increase in Fees.**

- To handle the shortages in revenue, Leslie Myers, Executive Pastor, suggested asking the staff to figure out things that they could do without.
- We could also reduce some services such as the number of times the facility is cleaned a week. We also do not have to plough for every snowstorm.

- A third idea was to ask for a fee from groups that currently use our facilities for free.

d) **Capital Campaign**

The Building Committee has asked Rick McInturff to run a capital campaign and is about to hire an architect. Dave Young is concerned about the feasibility of running a capital campaign if the congregation is not meeting operational costs. Dave Young would like to brainstorm about how to proceed.

- Debbie Goldberg reported that the architects are going to make presentations about their vision for the building project. Debbie feels that the excitement from the presentations will help to galvanize the congregation.
- Amy Cole feels that we should be obedient to God. Noah built his ark before it started raining.

6. **Pastor's Reports:**

- Daehwa Park reported that the Baltimore-Washington conference has established a covenant relationship between two churches in the conference with the Sang Sun Church in Korea. This covenant creates an opportunity for Oakdale Emory and the Sang Sun Church to exchange lay people. Dave Young is asking the Council to pray for someone in the congregation to own this ministry,

7. **OLD Business** – no old business

8. **New Business** – Claire Sach presented an example of a proposal for a third-party to fully analyze Oakdale's replacement value of buildings. This proposal was referred to the Trustees Committee for further discussion.

9. **Closing of the Meeting:**

DaeHwa closed the meeting with prayer.