

# October Servant Leadership

Agenda/Minutes taken and submitted by David Hanson

<b>Date: Oct. 10<sup>th</sup>, 2022</b>	<b>Meeting Called to Order: by Mike Watterson</b> <b>Meeting Adjourned: 7:07 PM</b>		
<b>Present</b>			
Phil Mueller	Dave Hanson	Anita Tulp	Bill Bertrum
Bev Enger	Derek Weehl	Mike Watterson	Lori Glaser
Mary Lee Neilson	Pastor Duane Coates	Phil Mueller	Bonnie Ranum
<b>Agenda Item</b>	<b>Discussion/Decision Made</b>	<b>Action Who/What/When</b>	
Approve Agenda		Motion by Bill Bertram to approve the October Agenda with the addition of the Membership Audit. Second, by Phil Mueller Motion Carried	
Devotions and Prayer	Pastor Duane Coates		
Approval of minutes		Motion by Dave Hanson to approve the minutes from the September SLT meeting. Second by Bev Enger Motion Carried	

<b>Old Business</b>	<p>Nominating Committee (Pastor Coates)</p> <p>The nominating workgroup (Pastor Coates, Mike Watterson, Bev Enger, Anita Tulp, and Dave Hanson) met on Thursday, October 6<sup>th</sup>. They talked through the current openings and came up with (2) names for each spot. Members of the nominating workgroup were assigned the task of calling the people on their list. There are additional positions that still need to be filled beyond those that were being brought forward to this meeting.</p> <p>Still looking for Treasurer 3-year Trustee 2-year Trustee 1-year Trustee</p> <p>Current members will also hold the distinction of serving as a designate for the United Methodist Men and the United Women of Faith.</p> <p>Names can be brought forward at the Charge Conference, can be nominated from the floor and or permission can be given to the SLT to fill the remaining spots for the 2023 church year.</p>	<p>The Nominating brought the following names forward for recommendation to the Charge Conference to fill open positions on the SLT.</p> <p>Randi Watterson- Recorder Katy VanDyke- Finance 3-Year Term Jan McCarthy- 1-year Trustee Michelle Grebel- 3-Year Pastor Parish</p> <p>Motion by Mike Watterson to approve the recommendations from the Nominating workgroup.</p> <p>Second by Dave Hanson Motion Carried</p>

Church Website (Pastor Coates)	<p>Tyler Tuft and Erik Kringle have been hired to take the current church website and complete the transition to the new site. The work will start in the coming weeks. They will also train Pastor Coates and Anita Tulp to make new updates as needed after the initial transition is completed.</p>	<p>Pastor Coates will update the SLT at the November meeting.</p>
AED Pad Replacements (Lori)	Replacement pads have arrived.	Mike Watterson will replace them this week.
Matthew 25 Fund	<p>Pastor Coates was seeking input from the SLT regarding the protocols that he should follow when disseminating “gas cards” to those who stop by the church looking for assistance.</p> <p>Currently those who receive help are required to fill out a form and show proper identification. Other groups in town that offer help talk amongst each other to try and avoid duplication of services to the same individuals.</p> <p>The protocols will be revisited as needed.</p>	<p>Motion by Phil Mueller to purchase (2) additional gas cards a month for a total of (8).</p> <p>Second by Dave Hanson</p> <p>Motion Carried</p>

<b>New Business</b>		
Pastor's Bike Replacement	<p>One of the garage door openers has a problem with opening on its own. Shortly after Pastor Coates moved into the church parsonage, his bike, bike helmet, and other bike equipment were stolen through an open garage door.</p>	<p>Motion by Dave Hanson to reimburse Pastor Coates \$350 dollars after he has replaced the missing items.</p> <p>Second by Phil Mueller Motion Carried</p>
<b>Pastor's Report</b>		
<b>Ushers Greeters Update</b>	<p>An effort to bring back Ushers and Greeters to the Epworth Worship experience has begun. Thanks to Bev Enger for helping get this going.</p> <p>The offering plate was passed for the first time on October 9<sup>th</sup>.</p> <p>Volunteers are needed to keep this going.</p>	<p>Update Usher Job Description: Pastor Coates *Consideration for "Safe Church Policies"</p>
<b>Charge Conference Items</b>		
<b>Parsonage Inspection (Scheduled)</b>	The parsonage is to be inspected yearly and that report is to be submitted as part of the Charge Conference Report.	Mike Watterson has set up the date/time for the inspection, and he and Dave Hanson will complete that report before the November 6 <sup>th</sup> charge conference.
<b>Accessibility Audit</b>	A yearly "accessibility audit" of the church property is required to be completed prior to the charge conference.	Completed by Mike Watterson

<b>Membership Audit:</b>	<p>Pastor Coates reported to the SLT that the church has a responsibility to update its membership through a formal audit. This will NOT be completed before the charge conference. A committee will be set up by the pastor to determine who to best update that list.</p> <p>The SLT will be a part of the decision as to how to best move forward with information gleaned from that report. (Contacting members who have been inactive, etc...)</p>	<p>Pastor Coates will convene a committee with the task to conduct an audit of the Epworth United Methodist Church membership.</p>
<b>Charge Conference Potluck</b>	<p>The charge conference has been set for 12:30 PM on Sunday, November 6<sup>th</sup>. Pastor Coates initiated the idea that a meal be served to help increase the numbers of those who would attend the charge conference meeting.</p> <p>Pastor Coates has already announced that there will be a POTLUCK on that Sunday. The Epworth Youth will be asked if they would like to serve the potluck. A free will offering to help them raise money would be included if they elect to serve. If they are unable the SLT will serve the meal.</p>	<p>Pastor Coates will contact the Youth Directors to see if they are interested in having the Youth of the church serve the Potluck meal on November 6<sup>th</sup> as a fund raiser for that group.</p>

<b>Workgroups-Trustees</b>		
<b>Snow Removal</b>	<p>Mike Watterson reported to the SLT the recent history of how snow removal has been taken care of in the past.</p> <p>After discussion the SLT made the following motion.</p> <p>Snow Removal: ACB (\$40- Parsonage) Parking Lot: Brandon Compson Entry Ways: Volunteers (Ask VCSU-Dave Hanson)</p>	<p>Parsonage Snow Removal: ACB Parking Lot: Brandon Compson Entry Ways: Volunteers</p> <p>Motion: Dave Hanson Second: Mary Lee Neilson Motion Carried</p> <p>*Mike will contact all contractors to let them know about the action taken.</p> <p>VCSU removes the snow on the sidewalk on the east side of the church. Epworth allows the college to use their parking lot. Dave Hanson will talk to the college about also removing the snow from the sidewalk up to the doors on that same side of the church.</p>
<b>Garage Door Opener</b>	The garage door opener that opens on its own is going to be replaced in the coming week.	<p>Mike will pick up at Menards (Mike/Lance Replace)</p> <p>Motion by: Anita Second by: Bev Motion Carried</p>
<b>Church Bathroom ADA Compliance Request</b>	<p>Mike shared with the SLT that a member had asked if it would be possible to add (ADA) compatible doors to the main bathrooms in the church.</p> <p>The cost of just the doors (no installation costs) is between \$700-\$800 each. The church is NOT required to have ADA doors to meet accessibility requirements.</p>	

	The current doors will be left OPEN to all for easier access for those who need more space. There is no "Privacy" issue created by leaving the doors open. This strategy is on a trial basis. ADA doors will be considered in the future if needed.	
<b>Workgroups: Pastor Parish</b>		Based on the survey of all voting members of the SLT, the Pastor Parish Workgroup proposes that base compensation for Pastor Coates be set at \$56,175. (5% Increase)
Pastoral Compensation	<p>Pastoral Compensation for the 2023 year is part of the required items to be completed before charge conference.</p> <p>The SLT was asked to consider a 3%-4%-5% or 6% raise in compensation for the 2023 year. The results of the survey favored a 5% raise.</p> <p>The church also has chosen to pay the pastor's "social security tax" in the past. The current amount of \$3,600 falls short of paying for that full amount.</p>	<p>Motion: Bill Bertram moved to recommend to the charge conference a raise of Pastor Coates salary by (5%)  Second: Bev. Enger  Base Salary raised to \$56,175</p> <p>Motion: Phil Mueller moved to recommend to the charge conference that the church pay the full social security tax (7.65%) for the new base salary. Increase from \$3,600 to \$4,297.  Second: Anita Tulp  Motion Carried</p>
Epworth Staff Evaluations (November SLT Meeting)	Meetings to conduct the annual evaluations of the Epworth UMC staff will take place on October 28 <sup>th</sup> .	Dave Hanson will finalize the schedule and coordinate those visits. He will write up the evaluations and report them to the SLT at the November meeting.

<b>Workgroups:</b> <b>Financial</b>		
<b>Financial Reports:</b>	No Changes or Questions	Motion to Accept: Anita Tulp Second: Bill B. Motion Carries
<b>Balance Sheet Irregularities</b>	Tabled	
<b>Audit Report...</b>	Tabled	
<b>Stewardship Drive</b>	Tabled	
<b>Budget Planning Process</b>	Tabled	
<b>Ongoing Ministries</b>		
Epworth's Holy Grounds	\$30,000 donated to Epworth since it opened. (2017)	
Great Plains Food Bank	Lower numbers than in the past. Still a successful event.	
Open Table-Anita	<b>Tabled</b>	
Current Mission Project	<b>Tabled</b>	
We Love Washington School	Still looking for more donations for "Fill the Fridge" project.	

