

**Minutes from a meeting of
Haygood United Methodist Church
Leadership Board (HUMC LB)
August 18, 2020, 6:30 p.m. via ZOOM**

Attendees: **Mike LaRock, Ruth Page, Patrick Moore, Bree Weatherly, Brian Gerber, Kristie Farris, Kristin Fogle, Kyle Smith, Ed Evard, Bill Slingerland (Lay Leader/Chair), Tammy Estep (Senior Pastor).** Absent: Tony Flora, Beth Fite, Suzanne Dalton

Welcome/Opening Prayer:

Bill welcomed everyone to the meeting and then led us in the following prayer: *Come Holy Spirit and fill us with your very presence. Prepare our hearts and minds as we live at this crossroads and invite others to "Come and see." Help us to grow in our discipleship of following Jesus so we can make disciples for Jesus and transform the world. Help us to do no harm, to do all the good we can and to stay in love with you. Amen.*

Bill then thanked everyone for all that they do in the church. Some of the teams are ongoing and some are now complete. The HUMC Preschool Board has now been brought in under Haygood United Methodist Church and has developed protocols and guiding principles. Preschool Director Pat Dickerson is meeting with the teachers and presenting them new ways of doing things for opening in September. The Finance Team met last night and is preparing budget items. The Nominations and Leadership Committee team will meet next Tuesday. Beth Fite and Kristin Fogle have led work on our Visioning Team in developing new short and intermediate goals to replace those that have already been accomplished or need refreshment. The Nails and Hammer Team is continuing preventive and corrective maintenance of the facilities. The Food Pantry continues to provide service to the community. VBS was highly successful and just concluded. The Healthy Church Team will meet again Monday, August 24th to continue planning for return to in-person worship. Bill thanked Ed and Barbara Evard who are relinquishing chairmanship of the Congregational Care Team for their service. Anyone who knows of a good prospect for chair of that team should let Bill know. [Deborah Hockey and Margo Bavry have agreed to co-chair the CCT.- Bill]

Spiritual Formation:

Bill facilitated a discussion based on Ephesians 4:1-13. This scripture addresses unity in the body of Christ. God has chosen us to be Christ's representatives on earth. Paul challenges us in these verses to live lives worthy of the calling we have received with the privilege of being called Christ's own. Can they see Christ in us? We are all one body in Christ, but unity doesn't just happen. It has to be worked at because differences in individuals can lead to division. This should not happen in the church because of the things that unite us: one body, one Spirit, one future, one Lord, one faith, one baptism, one God. We should learn to appreciate how we complement each other. We are all united under one head, Christ himself and each believer has unique abilities which strengthen the whole. Each ability may seem small or large in itself but is a special gift which builds up and strengthens the church so that each individual working together accomplishes more than what would be accomplished were each individual to work separately. This creates synergy in which the whole church is greater than the sum of the individuals.

Leadership Equipping:

Pastor Tammy shared that pastors are pastors itinerate and are appointed rather than called. District Superintendents appoint pastors to churches in the Virginia Conference. We have

Bishops that oversee the church but are not pastors. One of the aspects of the United Methodist Church's Polity is that we are a connectional church. Every church is connected to the other so wherever you travel around the world, when you walk into a UMC, you should have a similar worship experience, structure, and polity. One of the ways we stay connected is through conferencing.

General Conference that meets every 4 years for 2 weeks which includes delegates from all UMC from all around the world. With an equal number of laity and clergy. Their task is to update our Book of Discipline which is our church law and to approve the budget for mission and ministry of our denomination around the world.

This year's General Conference was to meet this past May but was canceled due to COVID and has been rescheduled for the end of August/September 2021.

Each continent is divided up into jurisdictions. Jurisdictional conferences meet after General Conference for the sole purpose of electing bishops to lead the church.

Each jurisdiction is divided up into Annual Conferences. We are a part of the Virginia Annual Conference which meets every June with an equal number of clergy and laity from each church. Ruth Page is our delegate from Haygood. Bill, Lori, and Mike LaRock serve as at large delegates to balance the retired clergy not currently serving a church. This year's conference was postponed until September 19th when we will meet virtually all around the state.

Each local church is a charge which has a yearly conference with the DS every fall to set the pastor's compensation, approve the church's goals, elect the church's leadership for the new year, examine and approve candidates for ministry, and lay speakers. Voting members of this yearly charge conference is the leadership board. Our yearly Charge conference will be on Sunday October 25th from 2-4 and it will be virtual. There will be about 15 other churches on the zoom meeting, but we will have the technology to divide up into local church groups to vote on our specific items.

The church can call a Special Called Charge Conference session with the DS at any time as can the DS for approval of new programming, staffing, salary changes, and new nominations of leadership or for building or ministry issues. The church can also have a Called Church Conference where every member of the church has a vote under the leadership of the DS if needed. We had a called church conference to approve the NLI plan back in June of 2019.

The Leadership Board should mark their calendars for Sunday October 25th from 2-4 p.m. so that you can be in attendance. We will vote on the new staffing proposals that are coming before us.

Each Charge conference must have a Finance Committee, A Board of Trustees, a Staff Parish Relations Committee and an Administrative Council. You, my friends, are all 4 of those committees. The Book of Discipline of the United Methodist Church allows for a Leadership Board to streamline ministry and decision making in the church.

Packet and Consent Calendar:

The financial report indicates we are in a generally good position and the Finance Team has discussed paying down our debt but because of future uncertainties where COVID is concerned, we will keep as much in the bank as possible for now.

Bill is still looking for volunteers and will find things for anyone who wants to volunteer to do. Nominations and Leadership Committee will also look at the list of potential volunteers for filling positions on the next class of Leadership Board members and present a slate for consideration at the September Leadership Board meeting..

The packet items were approved.

Vital Signs:

We are maintaining our attendance at about 450 online. There are 8 young people in the confirmation class and will do in-person confirmation when it becomes possible. Seven students were presented HUMC Scholarships totaling \$2100. The congregation is commended for its generosity and support. Several people are waiting to join our church when in-person worship commences. There will be a baptism on the first Sunday in September in the chapel on live feed video with proper protection for the family. Audrey O'Donnell and Joe Ford were married in the Chapel with just Pastor Tammy, Audrey, Joe and Audrey's children present. They plan to have a bigger celebration sometime in the future when we are post COVID.

Generative and Strategic Work:

Technology Update:

We need three bids from contractors and are waiting for a final proposal from the third contractor which should be provided within the next few days. Bill will send the information electronically to the Board for approval when it is available. The bids are to bring the entire church up to date in anticipation of in-person worship as well as continuing online worship. The first phase will include TV monitors and a new computer in the sanctuary. Phase 2 will put monitors outside the sanctuary such as in the adult learning wing, and in the social hall. Phase 3 will bridge the gap between the main building and the chapel and provide WIFI for the entire church as well as high speed data transfer.

SPRC Update:

A Staffing Review Team led by Suzanne Dalton and comprised of Kristie Farris, Mike Fogle, Ed Evard, Patrick Moore, Pastor Tammy, and Bill Slingerland is examining at possible staffing needs that are aligned with our updated vision and required ministry support. Our Next Level Innovation (NLI) efforts reflected the congregation's expectations for improved communications, outreach and discipleship expansion, and facility usage and enhancements. This Team is drafting Ministry Position Descriptions for ministry leaders and will present these for discussion at our September LB meeting.

Vision:

The Vision Team, led by Beth Fite, has been discerning our vision over the next ten years and articulating short, intermediate, and long range vision. The vision for the next year is to retain our current membership while increasing involvement both within and without the walls of the building. Members of each Team will send in reports. The Communications Team will help with processes that promote membership and launch new services for online viewing. The Congregational Care Team will continue to reach out to members and expand their efforts and possibly share efforts with groups within the church such as UMW, UMM, and Youth. The Crossroads Team will assist with training. The Hospitality Team will conduct an Hospitality Audit and propose changes. We will measure our success by increased attendance, involvement of people who have not been involved previously and connectedness.

Child Care/Preschool Update:

Tuition will increase to \$35 and hours have been established as 7:30 a.m. to 6:00 p.m. A letter will be sent out to parents informing them of changes. Set up for the fall will take place Wednesday, August 19.

The classroom walkthrough has been done and priorities have been set. The work list includes: painting the walls in the classrooms; carpeting should be removed. More storage is needed. Dry erase boards should replace chalk boards. Windows need cleaning and screens need repair or removal. There are several maintenance issues, and the hand sanitizer dispensers need to be lowered to make them more accessible for the children. Weeds in the playground need to be sprayed. *[Maintenance issues are being addressed and corrected as the Nails and Hammer Team is made aware of the problems. Trouble Call Log is located in the church office, and anyone identifying a maintenance need should log the requirement. **Safety-related issues should be brought to Pat Dickerson, Bill Slingerland, or Pastor Tammy as soon as possible by any means.** Electrical repairs are complete, plumbing issue requires professional repair (contractor contacted), parts on order. Playground has been weeded. Shrubbery has been trimmed at entrance to the Preschool. – Bill]*

The current enrollment is 44 and fall enrollment is 56.

The proposal for a new ministry for elementary school children doing virtual attendance during the school day is still being worked on, but is currently at a standstill.

Nominations and Leadership:

The Nominations and Leadership Committee, required by the Book of Discipline to exist as a separate Committee, has compiled a prospective list of members exhibiting leadership qualities and will meet next Tuesday, August 25th to assemble a slate for Haygood UMC's 2021 Leadership Board, Nom and Leadership Committee, and several NLI-driven Team composition.

Other items:

There will be a funeral service Saturday for Betty Cherrix in the Sanctuary.

There will be a baptism on the first Sunday in September.

Marie has started her engagement with Virginia Wesleyan University.

Preschool orientation for teachers is being held tonight, and for parents it will be held on Thursday at 6:00 p.m.

There is interest in participating in the Backpack Program again this year. We will need to observe social distancing and sanitation protocols.

Permission was given to add Journey to Easter to the calendar for March 20-21, 2021, providing we are post-COVID. The church will need to be decorated on March 13th, 2021.

Our sound system problems are being addressed.

Summary:

- Proposals for technology update will be sent to the Leadership Board electronically
- We are approaching budget time.
- Charge conference will be October 25th from 2:00 - 4:00 p.m. and will be virtual via Zoom.
- JTE was added to the calendar for March 20-21 of next year

The next meeting will be September 22, 2021 at 6:30 p.m.

The meeting was closed with a prayer by led by Pastor Tammy at 7:48 p.m.

Respectfully submitted,

Carol Eugley