

Hayward Wesleyan Church Board Meeting

July 14, 2021 | 6:30 PM @ Dennis Smith's Home

/// Meeting Agenda ///

1. Board Overview
 - a. Our mission as a church to connect every life to Jesus is more than important, it is urgent. The conversations we have and the decisions that we make together as a board carry great significance as we consider the spiritual realities that are in play. When we gather, may we never forget that our interaction carries significance for future generations and for all eternity.
 - b. Guardrails For Our Interaction
 - i. Listen to Understand, Not to Respond
 - ii. Appropriate Honesty
 - iii. Disagree Without Being Divisive
 - iv. Say It In The Room
 - v. Long Meetings Are Not A Sign of Deeper Spirituality
 - c. Church Committees/Terms
 - i. Stewardship Committee
 - ii. Missions Committee
 - iii. Nominating Committee
 - iv. Trustees
 - v. Great Lakes Region or GLR | 180 churches
 - d. If you have an item that you feel that the board should discuss please contact Pastor Chad by no less than one week in advance of the meeting.
 - e. Around the Circle
 - i. Name, Family, Favorite Place To Renew
2. Article: The Power of Intergenerational Relationships by Alex Mandura

3. Pastoral Staff Health Updates

- a. Typically we receive staff updates in written form. This month, Ryan is on vacation (not sure where he has headed for his time away) as is Jordan (he and Alyssa are with Mickey Mouse in Florida) and Lisa is knee-deep in VBS prep (50 volunteers is fantastic!). As such, we do not have written updates from the staff this month.

4. Minutes: May 19, 2021

5. Treasurer's Report: June 2021 - One little change you might notice – I decided to split out the “Office Equipment” budget line and add a new category called Online Services/Subscriptions. We have so many of these now, and they don’t really fit into the “Office Supplies” or “Office Equipment” categories. So I split it out – also split the budget numbers, so the bottom line budget is the same.

- a. Budget Review - *We adopted the new budget via email, but I want to review the budget for any questions that you may have.*
- b. The budget has come recommended by the Stewardship Committee and has already been adopted, but here are a few items for additional clarity.
 - i. The budget includes what we have discussed as a board regarding staff expenses.
 - ii. Comparison from last year to the new year.
 - iii. Payroll – there were a few miscalculations that have been adjusted and Mark Lundeen’s role was the biggest chunk that changed the bottom line of the payroll budget.
 - iv. Cell phone – This is a new benefit that we have added for pastoral staff and the expense for this is added to the Business Expense line. The actual expense will be \$3,000 (\$50/month for each pastor) but we decided to add only \$2,000 to the budget because there always seems to be a good cushion in that line.

v. USF (United Stewardship Fund) – it will be a while before we have the exact number on this. The way the GLR does it now, it's connected with the statistical report, etc. and that takes time. It should be lower than last year (our giving is probably going to come in about \$40,000 less than last year), so the current number is an estimate.

1. For clarity: USF is our denominational assessment. The United Stewardship Fund (USF) unites vision, networks, leaders, and churches to fund the mission of The Wesleyan Church.
 - a. Some of our USF giving goes to VISION, representing the USF-General Fund which supports oversight of our denominational strategic focus. Our leaders are responsible to make sure our mission and vision are being fulfilled by the broader church, of which each Wesleyan is a part.
 - b. Some of our USF giving goes to NETWORKS (DISTRICTS), and this USF-District Fund is used to support local church networks; this way we invest in the leadership and oversight given to support all the Wesleyan churches in our community and around it into a larger area.
 - c. Some of our USF giving goes to LEADERS, through the USF-Education Fund, which is used to support our training and development of Christian leaders for their work in the marketplace and also for the training of ministers.
 - d. And finally, some of our USF giving goes to MULTIPLICATION. This fund ensures many new churches get planted.

- vi. Why does everyone on the pastoral staff except Lisa get a housing allowance?
1. The short answer is that (per the IRS) to designate money for Housing Allowance you must be a Licensed or Ordained Minister. Lisa is not at the point of being a Licensed Minister, but I believe she is looking into the steps needed to do so in The Wesleyan Church.

2. Housing Allowance (sometimes called a parsonage allowance or a rental allowance) per the IRS allows a minister who is ordained, licensed, or commissioned to receive a designated portion of their salary that is excluded from gross income for federal and state income tax purposes, but not for self-employment tax purposes. When a portion of compensation is received as housing allowance, federal and state taxes are directly reduced. Self-Employment Contributions Act (SECA) taxes are not directly reduced.

6. Trustee Update: Bob Pouilly

- a. New Trustees: Matt Godfrey, Barb Krzak

7. Approval of New Members

- a. Jonah & Jessica Beckermann
- b. Michael & Holly Donato
- c. Matt & Olivia Godfrey
- d. Brittany Gohde
- e. Dennis & Leticia Kotcon
- f. John & Melissa Lawson
- g. Jerry & Irene Turner

8. Vice-Chairman Selection

9. Mark Lundeen Role

- a. Mark Lundeen has stepped down from his paid role here at the church. He is going to continue to serve as a volunteer. What led to this was an increased workload at WOJB.
- b. This is not a bad thing and Ryan feels that we have good coverage on the sound side.
- c. Ryan and I have not discussed filling this position as of yet.

10. Input Item: The owners of the church property that is located on the corner of F and West Chapel Road have withdrawn their offer to donate the property and facility to HWC.

11. Input Item: Congregational Care Job Description
12. Confidential Staff Item
13. Nominating Committee - *Annually the board selects two of its members to the nominating committee. We need to do so at this meeting.*
14. The makeup of the Stewardship Committee
 - a. I am recommending that the Stewardship Committee be comprised of the Lead Pastor, Financial Overseer, Office Manager/Bookkeeper, a lay member of the board, and the Vice Chairman of the Board.
15. Renovation Update: Dennis Smith
16. Adjournment

Next Meeting | August 18 at 6:30 pm | Please note the change as I am going to be on vacation during our typical meeting night.

Hayward Wesleyan Church Board Minutes | 5.19.2021

Present: Chad McCallum, Rachael Yoder, Becky Brubaker, Dennis Smith, Bob Pouily, Steve Gerich, Eunice LaCoy, Janet Wisdom, Glenda Kramp

The meeting was called to order with “A Rose, A Bud and A Thorn” discussion. There are some great things to celebrate. Dennis closed the discussion in prayer.

Pastoral Health Updates were reviewed.

What is Chad Thinking?

Chad has been reviewing a document on how church leaders responded to Covid 19. He distributed a handout for review. We reviewed a data sheet on the online viewing presence. The takeaway being, Facebook lends itself to shorter, yet more frequent views. YouTube has less participation, but a longer viewing time. We had a great discussion regarding what unleashing the church to “run” looks like. Running can be defined as both a spiritual fervency, yet also a desire to give, serve, and minister. The church being “the church”, both in and out of the building.

What is Janet Thinking?

Janet shared a testimony of how God has used the situations she has experienced as an Educator and Education Administrator to show her a deeper picture of who He is. A journey that has influenced the way she and Pete minister to their small group and community. Thank you Janet, for letting us be encouraged to walk with the same humility and love towards those we encounter!

There was a motion to receive the April minutes. Bob made the motion to receive the minutes, with the correction of the upcoming meeting date to May 13th. Dennis supported the motion. It was carried with full support.

Dennis made a motion to receive the April financial report. Steve supported. It was carried with full support.

The Great Lakes Region approached Chad with an interim job opportunity, given Dan Bickel’s health status. The job consisted of some pastoral care areas that could potentially arise and need a “representative” to be present. The board encouraged Chad to pursue pastoral care, without the need to fulfill a new position.

Church elections will be on June 27. The nominating committee will be meeting this week.

Dennis made a motion to give Loretta \$5,000 take home pay as a retirement gift. The intent is to put the money in a carry-on bag and earmark it for travel expenses. Becky supported the motion. It was carried with full support.

Chad recommended that we discuss reorganizing a few staff positions in light of Loretta's vacancy. He recommends a full-time Pastor of Families position, a part-time worship assistant position, and a part-time Pastor of Congregational Care. The Pastor of Families position will include Children's Ministry, Family Ministry, and Women's ministry. The Congregational Care will include weddings, funerals, and possibly hospitality. The Worship Assistant is undefined in its role, but the hope is to help carry the load for Ryan, whether that is on stage or off stage. There is discussion on bringing on a one-year resident.

Dennis made the motion to move Lisa to full-time. Becky supported the motion. It was carried with full support.

Renovation Update - Bob made the motion to move the funds as Linda had stated. "Rounding up/moving \$30,000 from facility use (rather than \$29,837.74) and then \$10,000 from memorial fund (rather than \$9832.79). Eunice supported the motion. It was carried with full support.

The meeting was closed in prayer at 9:05

Next Meeting is June 9th at 6:30

Minutes submitted by Board Secretary, Rachael Yoder.

The Power of Intergenerational Relationships by Alex Mandura

Charles and I are different.

We are from different generations. He is a Baby Boomer, I am from Generation X. He is retired, I am still active in my profession. When we gather for worship, he wears His Sunday best, I tend to dress more business casual. His first wife passed away 10 years ago, and he is now remarried. I have not lost a spouse to death, and have been married to the same woman for 18 years.

Differences.

When I first met Charles, that's what I focused on. Differences. What good could come from being around someone who is from an entirely different generation? So I shifted, and tried to see similarities: we're both in the same profession, the same church; we both care for people, and we both live in the same part of town.

But there are people my age of whom those same things are true.

It's when we read passages of scripture like the one below that we are reminded of what we miss if we overlook intergenerational relationships.

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. (Romans 12:4-5)

We miss seeing faith lived out from another perspective.

We miss the testimonies and stories of another generation

We miss out on another part of the Body of Christ.

We miss hearing the wisdom that is shared from life experience.

It's not just what we miss out on, it's what a lack of intergenerational relationships can lead to:

We can become biased and think all members should look just like us

We can treat those of different generations as stereotypes, flattening their values and assuming bad intent

We can become divisive in our differences

We can stop listening to others and miss the story that God is forming/and has formed in the other person's life

If we really pause in that passage, there is a deeper challenge. Do we value those different from us? Do we value those from a different generation?

If I truly value Charles, I will do so not because of something he can do, but because of who he is. He is a member of the Body of Christ, the same Body of Christ I belong to. He is a child of God.

I looked at Charles differently. I started listening more about life experience Charles has had. I've heard the grief and loss that he has experienced. I've heard his passion for shepherding and the joy he has knowing that there are younger pastors who have that same zeal. I've watched him live a life of faithfulness to God. I've watched him 'go to bat' for me in a meeting that I clearly was not leading well. I can't forget the many times at church he speaks a word of encouragement to me. Charles is one of my favorite people, and brings such joy to my life!

When my brother passed away this last year, Charles was among those who reached out and prayed for me and my family. Just recently he wrote a card filled with scripture, love and care. When I read it, I believed it, because I knew who it was coming from. I knew the experience with which he wrote those words, and shared the scripture. It was something only one generation could tell the next.

Tell it to your children, and let your children tell it to their children, and their children to the next generation. (Joel 1:3)

I saw this type of living last Sunday. One of our millennial adults sitting with one of our older adults, they were worshipping together. It warmed my heart. But it doesn't stop there with them. They have dinner together. They look after one another, in the spring and summer, he cuts her grass, and she helps him with his flower bed. They have gone to church activities together. They see each other as God sees them!

I see it with my children. At church, my four-year old daughter has an older adult who teaches her in children's class. That alone is impacting her. On top of that, she also receives cards and notes in the mail from her. How blessed my daughter is to have her in her life!

Young men and women, old men and children. Let them praise the name of the Lord, for his name alone is exalted; his splendor is above the earth and the heavens. (Psalm 148:12-13)

What a joy and privilege we have in building these intentional relationships into our lives!

Questions:

Who can you intentionally invite to your table, into your circle that is from a different generation?

In what ways can you intentionally pause and listen to them and hear their story?