

Prospect United Methodist Church
Church Council Meeting Minutes
September 21, 2023

Present: Paster Lee, Carolyn Brown, Kathy Dube, Gary Gladu, Luisa Gladu, Carla Heister, Tim Krauss, Lynn Limeburner, Jackie Palance, Art Paul, Sue Powers, Carol Rivard, Mary Rogers, Sue Thayer, Don Titus, Mattie Verzino, Chris Wilson, Christa Zaldivar

I. Opening meditation – Tim

II. Approval of August Council minutes – Postponed until October meeting

III New Prospect Business

Two fund raising requests were approved by the Finance Committee:

- Pie sale. Proceeds will be distributed as such--\$500 to our missionary, Helen Camarce, and the remainder to be divided between oil fund and Days for Girls
- Avery D'Amato will sell apple cider after church service on Oct. 15 or Oct. 29 to raise money for oil fund.

IV Pastor's Report – Ministry Action Plan

- Pastor Lee presented a summary of his activities for the period of May through September 2023.
- Pastor's ministry action plans are as follows:
 1. First small group leader/members meeting on Sunday, Oct. 1, after service.
 2. Group leaders meeting on Sunday, Oct. 1, 5:00 pm, parsonage
 3. Prayer training Nov-Dec (5 weeks)
- Pastor will be traveling to a Worship Team meeting and will be away Oct 10-15, Thus, on Sunday, Oct. 15, Tim will lead the service in Pastor's absence.

V, Charge Conference

The annual Charge Conference will be held Thursday, Nov. 16, 7:00 pm, PUMC. Pastor Lee will preside. A NYAC survey, "Assessing Anti-Racism Resourcing Needs in our Local Churches", needs to be completed and submitted at Charge Conference. Tim suggested that Corey Nagle be asked about referring the survey to the Racial Reconciliation group. Hopefully the survey can be completed and returned so that action can be taken on it at October Council meeting.

VI. Strategic Planning Updates

Community Connections. Bristol Anti-Racism Brigade rally on Sept. 12 was attended by six members of our congregation, including Tim. He wonders if our church should craft a statement expressing our anti-racism support to be released as situations warrant. Not responding demonstrates acceptance.

VII, Ministry

Potential Restructure of Ministry. We need to streamline our multiple-committee system. Sue P and Chris recommended that we purchase multiple copies of a book which will help in our process, "Mission: Possible for the Small Church" by Katy Kotan and Blake Bradford. The book suggests there is "wobble room" to circumvent the current system. Everyone is encouraged to read this book, We will revisit this issue at a later date.

A texting prayer group has formed to share prayers and inspiration. Sign-up sheet in Sessions Hall.

VIII Recommendation from Finance Committee regarding our pastoral appointment.

Chris stated that in the next fiscal year (beginning Jan 1, 2024) there will be a \$30,000 gap between our income and expenditures. It is the Finance board's recommendation that we reduce our pastoral appointment to half-time, beginning July 1, 2024.

Tim presented a document that illustrated several possible scenarios for the upcoming year, beginning 7/1/2024:

- Compensation for full-time appointment - \$88,078
- Compensation for 3/4-time appointment of elder at highest minimum salary level - \$67,597 (savings of \$19,356)
- Compensation for 1/2-time appointment of elder at highest minimum salary level - \$45,065 (savings of \$42,263)
- Compensation for 3/4-time appointment of elder at lowest minimum salary level – \$56,626 (savings of \$30,327)
- Compensation for 1/2-time appointment of elder at lowest minimum salary level - \$37,751 (savings of \$49,577)

Other possibilities:

- 1/2- or 3/4-time appointment of a retired pastor (amounts are negotiable)
- Local pastor with no experience
- Elder with 25+ year experience,

We will pursue the possibility of selling the parsonage after the status of the pastor's appointment is determined.

PUMC's unrestricted funds have been depleted, and we are permitted to use only 3-5% of restricted gifts per year. Pastor Lee shared a conversation he had with DS in which DS encouraged PUMC to spend restricted funds, thus breaking the covenant put forth by donors that their wishes be honored.

Possible avenues to explore would be to (1) request NYAC for pastoral salary aid, and (2) request NYAC for official apportionment relief (if we qualify). It's likely that neither will be granted.

Chris put forth a motion that we move from having a full-time pastor to a half-time pastor, effective July 1, 2024. The motion was seconded. The motion was voted on and passed. Those in favor were K Dube, G Gladu, L Gladu, C Heister, T Krauss, L Limeburner, J Palance, A Paul, S Powers, C Rivard, M Rogers, S Thayer, D Titus, M Verzino, C Wilson, C Zaldivar. C Brown gave the dissenting vote. This decision will be presented at the November Charge Conference. It was noted that the DS can veto the decision.

Closing Prayer – Pastor Lee

Next Council meeting date - October 19th