

Leadership Board Minutes
Los Alamos United Methodist Church
September 24, 2024

In Attendance: Jason Benkoski, Linda Collier, Don Casperson, Valerie Collins, Kim Granzow, Lynn Kluegel, Carol Mead, Rev. John Nash, Julie Risch, Kathy Siebe, Camille Wescott, Amy Worcester.

Absent: Phillip Ortega.

Opening Prayer – Julie

1. Spiritual Disciplines – Gratitude

- a. Linda expressed her gratitude to the Leadership Board members for their work at church and in the community.
- b. She handed out small bound journal/notebooks “may you be proud of the work you do, the person you are, and the difference you make.
- c. Julie has found an online *YouVersion* devotion that enhances understanding related to Pastor John’s series on the minor prophets.
- d. Carol is working on a Bible project on the internet.
- e. Lynn is reading several different devotional studies.

2. Finances

- a. Review August Financial Reports
 - i. Revenues \$31,854.81
 - ii. Expenses \$36,479.34
 - iii. Balance - \$ 4,291.53
 - iv. August 2024 giving was more than that of August 2023 = \$20,059.28
- b. Bookkeeper
 - i. Welcome back Amy Worcester as bookkeeper.
 - ii. Pastor John and Amy will meet tomorrow to review the accuracy of some numbers on the balance sheet.
 - iii. Amy is working for FUMC part time.
 - iv. Her schedule: each week she works Wednesday and Friday, plus Tuesday on payroll week, and a few other hours during the week.
 - v. For remote bookkeeping to work good communication is needed.
 1. If there is a financial emergency call Pastor John.
 2. If you have any concerns talk to Pastor John immediately.
 3. If you need to communicate with Amy, send her an email with a copy to Pastor John.
 4. She checks her email frequently.
 5. Amy will be in NM in a few weeks visiting family.
- c. Endowment Fund
 - i. This fund is listed in an account separate from the main church checking account so it is not an item on the balance sheet.
 - ii. If we want to show it on the balance sheet it would be listed as a contribution.
 - iii. The purpose of the Endowment Fund is to accumulate enough money in an account to produce sufficient interest that the interest alone may be used for some church expenses/special projects.
 1. Right now the interest could be used but instead is being reinvested to grow the fund to \$100,000 or more.

- iv. When the Endowment fund was established most of the principle came from the TMF, a fund that was not making very much interest.
 1. Some money was required by the bank to be put into a checking account in order to buy CDs.
 2. The CDs are still producing a good level of interest so they will be rolled over for the next 6 months.
 3. \$5,000 was designated for the 75th anniversary celebration.
 4. \$5,000 designated for a parsonage fund.
 5. The balance is currently about \$34,000.
- v. The principle is grown by contributions and interest earned on the fund.
 1. Undesignated memorials go into the general Endowment Fund.
 2. Estates frequently make contributions.
 3. Money from contributions can be designated for specific programs, like Christian education.
 4. Undesignated contributions go into the general Endowment fund.
- vi. Pastor John, Sheila Molony, Dennis Gill, and Tom Ricketts can answer any questions in more detail.

d. IRS Problem

- i. Ruth Tribou, conference accountant, submitted a bill for \$260 for her work with the IRS on behalf of FUMC.
- ii. The IRS is supposed to respond by the end of September regarding the payroll taxes.
 1. There may still be confusion regarding whether the payroll tax payments made during the last quarter of 2023 and first quarter 2024 were received by the IRS.

3. **Approval of minutes. Motion:** Lynn moved, Camille second that the minutes be approved as written.
Passed.

4. **Business**

a. Pastor's salary increase proposal.

- i. 2024 basic salary was not increased but Accountable Reimbursements (benefit amounts) were, resulting in a total increase below the 2023 inflation rate.
 1. Accountable reimbursements are in the range of this increase.
 2. Pastor John has spent \$4300 through August, 2024.
- ii. The 2025 salary proposal is for a minimum 3% increase.
 1. A motion is not needed on the salary increase proposal as it comes from the SPRC and Finance teams. The Leadership Board voted to accept the purposed 3% salary increase.

iii. The housing exclusion noted on the proposal is a tax benefit Pastor John receives.

1. He can take a tax deduction for what he spends on taking care of the parsonage – e.g. a new water heater
2. He is taxed on \$79,000.

b. Charge Conference documents that are needed.

- i. The treasurer's and trustee's reports have been signed.
- ii. The child protection report has been signed.
- iii. Julie is waiting on a signature for one report.
- iv. Julie needs help with answers for the administrative report as answers she has seem to be the same as last year. Lines to be filled in include:
 1. What stands out to board members?
 - a. Fellowship events.

- b. Library computer assistance program.
 - c. Programming Night.
 - d. Blessing of the animals – friends want to bring their pets.
 - e. Summer movie related sermons.
2. What will you do to bring in people to the local church?
 - a. Pastor John has seen an increasing number of FUMC members inviting people to worship and Programming Night in the last 5 years.
3. How will you make disciples for Christ?
4. What are you going to do to improve next year?
 - a. Each second Tuesday of the month volunteers will work on sorting items for Locker 505 at McCurdy.
 - b. The library computer assistance program will continue.
5. The best thing your church has going for it:
 - a. People feel comfortable and feel welcomed coming to FUMC.
 - b. People in the community bring things for FUMC missions projects including: clothing for Locker 505, egg cartons for the food depot.
 - c. People come to use the food pantry.
 - d. Other groups hold meetings at the church including weekly meetings by: Scouts, JJAB (collaborate, leverage, and coordinate resources to support youth and families), Narcotics Anonymous, Ark Childcare.
 - e. When some Ark families are in crisis, they come to FUMC-LA for help, such as for funerals.
 - f. Non-members have had weddings here.
 - g. We participate in outreach to McCurdy and the community Lenten series.
6. How are we going to increase connexionalism? (The foundation of United [Methodist](#) government of the church, referring to the way in which United Methodist churches and other institutions are connected and work together to support one another, share resources, and carry out [mission](#) and [ministry](#); Wikipedia)
7. What are your expectations for the conference staff in relation to the local church?
 - a. Help the local churches when needed.
 - b. Answer the hard questions regarding the business side of church like taxes, insurance.
 - c. Participate in issues when a larger organization is needed to deal with things like the IRS and legal issues.
8. What does the church need from the conference – see above plus:
 - a. Let us know if there is grant money or where to look for grants.
 - b. Be an advocate for larger issues or education, someone to amplify our voice when we want to speak out on issues such as concerns for refugees.
9. How can the conference office better communicate?
 - a. Visit in person or join us online, send emails.
 - b. For a while the cabinet was watching zoom worship services. It would have been helpful to have some feedback.
 - c. The conference could promote others to join FUMC if they don't have a church.
10. What information is needed from the General or State conference?

- a. Tell us how they expect local churches to respond to decisions made by the General and State conferences.
 - b. Information is needed about what it means for the local church when decisions are made at higher levels as we aren't usually impacted much by the decisions.
- 11. Who is responsible for communication from the conference to the local church?
 - a. Ally Newsome, director at the NM communications office, sends a weekly newsletter on Tuesday mornings and additional emails for special notices.
- 12. What are the expectations by the NM Conference of the local churches?
 - a. Pay their tithe.
 - b. Make disciples for Christ.
- 13. What does your church offer/do that could benefit the rest of the conference?
 - a. We could help other churches with:
 - i. technology,
 - ii. setting up a function like programming night,
 - iii. being a connecting church to those who lost their church in the recent split,
 - 1. This has been offered through online worship and adult Sunday school classes.
- c. Note regarding churches in the NM Conference: People that were stranded by the 2024 split have started new United Methodist churches in Alamogordo, Carlsbad, and Hobbs.
- d. Charge Conference October 6, 2024, 5:00 pm.
 - i. The Charge Conference will occur in conjunction with Programming night.
 - 1. 4:00-4:15 Worship for everyone
 - 2. 4:15-5:00 Adult classes
 - 3. 4:15-5:30 Children and Youth will have other options
 - 4. 5:00 Charge Conference for church members
 - 5. 5:30 Supper
 - ii. Logistics
 - 1. Charge Conferences must be done in person, no hybrid attendance.
 - 2. There will be a vote to make the Charge Conference (during which only the Leadership Board members can vote) a Church Conference so all church members can vote.
 - 3. Camille - opening prayer
 - 4. DS Ross Whiteaker– will give the devotion
 - 5. Pastor John – has several items he will present or comment on.
 - 6. Lynn – Brent Collum is a Certified Lay Minister/Speaker whose lay service report needs to be voted on. Lynn will note that we accept his report.
 - 7. Jason – will present the proposal for Pastor John's salary increase.
 - 8. Kathy S. – will be secretary to take the minutes.
- e. Hallway Carpet
 - i. To carpet the hallways in the same carpet tiles as the sanctuary will cost \$12,423.96.
 - 1. The initial proposal by Coronado Paint & Decorating in June, 2024, was for loomed rolls of carpet at a cost of \$9,518.28.
 - 2. Carpet tiles and the adhesive costs more than rolled carpet.
 - ii. The Ark Board has agreed to pay 50% of the cost.

1. It was noted that the Ark uses the halls 5 days/week while the church uses them 1 day/week and some areas less.
2. The suggestion was made that the Ark pay a larger percentage of the carpet cost with a 60% for Ark and 40% for FUMC split being agreed upon by the Leadership Board
3. This 60/40 payment split will have to be voted on by the Ark board.
- iii. The Ark office needs recarpeting plus it is the first place new families see.
 1. Julie measured the office and is checking on extra cost to recarpet it.
- iv. **Motion:** Lynn moved Julie second that we accept the quote from Coronado Paint & Decorating for hallway and Ark office carpet tiles and labor and propose to the Ark Board that they pay 60% and FUMC will pay 40%. **Passed.**
- v. Julie could contact other companies for carpeting proposals for a comparison.
- f. Parsonage Roof
 - i. The proposal by Dream Roof Masters from Espanola, is to replace the parsonage roof with a metal roof for about \$25,830.00 or \$22,000 for asphalt
 - ii. Daniel Villa (DRM) notes that massive windstorms cause shingles to crack, break and fly off. The parsonage roof can't wait a couple years for replacement as there will be water damage. It needs to be done in spring 2025 at the latest.
 1. He recommended a different type of shingle from the current ones that is thicker, attaches better, and has a wide number of colors,
 2. A **metal** roof would have a:
 - a. 10 year warranty on workmanship,
 - b. visible wear and tear expected in 20 years,
 - c. a 30 year warranty on life expectancy but,
 - d. and an actual life time expectancy of 90 years.
 - e. Sometimes insurance companies have a problem with metal roof when dents are going to be repaired.
 - f. There is a question about the difference in the various gages of metal used for roofs.
 3. Any additional work for other problems they may find, will be an additional cost.
 - a. Pastor John notes: the front garage gutter is separating so water is getting in and the fascia is rotting. The metal overlaps on the fascia so that must be repaired.
 - b. There are soft spots over the garage. DRM has stated that he thinks the roof is fine but that remains to be seen when the old roof is removed.
 - c. Pastor John suggests putting in a skylight to illuminate the hall bathroom because there are no windows.
 - d. Solar panels have not been considered but they can be put on metal roofs.
 4. Mr. Villa would possibly be able to do the job in 6-8 weeks.
 - iii. The roof could be paid for partly from the parsonage fund.
 - iv. **Motion:** Jason moved, Linda second, that we accept the proposal from Dream Roof Masters for a metal roof and skylight for the parsonage. **Passed.**
- g. Parking of Rafael's U-Haul trailer behind the sheds in the FUMC back yard.
 - i. The trailer is well kept.
 - ii. It can't usually be seen.
 - iii. He would be willing to use it to haul things for the church.
 - iv. There was discussion regarding FUMC liability if the trailer was vandalized.

1. In the past a FUMC trailer was vandalized and a generator stolen.
2. A contract will be required indicating that FUMC has no liability.
- v. The consensus is that Rafael's trailer may be parked behind the sheds.

5. Leadership Retreat

- a. 2 new people will be joining the Leadership Board in January 2025
- b. Whether to have a retreat will be discussed at the October meeting.

6. Leadership Board Calendar

- a. There will be a meeting October 22, 2024, at 6:00 pm
- b. The following meeting will be on Tuesday, December 10, 2024, at 6:00 pm

7. Ark

- a. There is nothing new to report regarding the Ark.

8. Pastor's Comments/Notes

- a. Pastor John performed a short wedding for the Enemark's friends this afternoon.
 - i. The couple is in their 80s.
 - ii. The couple gave Pastor John a signed Mickey Mantle baseball card.
- b. Tom Rickets will bring over a wood splitter to split wood from the 2 pine trees taken down in the parsonage front yard. The wood will be stacked at the parsonage.

9. Communications to Congregation

- a. The Charge Conference has been noted in the Midweek newsletter and Pastor John announced it during worship 9/22.
- b. It will be in the newsletter again and announced 9/29 and 10/6 during worship.
- c. Parsonage roof replacement was approved.
- d. Approval of the hallway carpeting proposal is contingent on an agreement with the Ark.

Closing Prayer – Kim

The next meeting is October 22, 2024 at 6:00 p.m.

Reports will be due October 18, 2024 by 12:00 noon.

Respectfully submitted by Kathy Siebe