

**Leadership Board Meeting Minutes**  
**First United Methodist Church of Los Alamos, NM**  
**June 27, 2023**

**In Attendance:** Don Casperson, Valerie Collins, Kim Granzow, Lynn Kluegel, Carol Mead, Nathaniel Morgan, Rev. John Nash, Phillip Ortega, Julie Risch, Kathy Siebe, Camille Wescott.

**Absent:** Linda Collier, Amy Worcester.

**Opening Prayer - Don Casperson**

**1. Spiritual Formation and Equipping Leadership**

- a. Several people mentioned what they were doing for improving mental, physical or spiritual health and/or habits, their successes during the month and plans for next month.

**2. Engagement with congregation**

- a. Update from annual conference meeting
  - i. Don C. Valerie, Pastor John, and Linda Nash attended the conference.
  - ii. Pastor John gave a brief review of the proceedings during the worship service 6/25/23.
  - iii. Don C. will be writing up a more detailed report.
  - iv. The meeting was low key with everyone glad to be past the issue of disaffiliation which was openly discussed during the conference.
  - v. Conference attendees are waiting to see what happens at General Conference 2024 prior to pursuing new ideas.
    - 1. There was new energy and anticipation of new beginnings.
      - a. Their focus was on new opportunities.
      - 2. Churches were advised to review unused rooms and what they can be used for.
      - 3. FUMC-LA has unused property that could be put to use.
  - vi. The excellent music was noted, both instrumental and the choir in which Valerie participated.
    - 1. The NM Annual Conference- Ordination, Licensing, and Commissioning service may be viewed on the New Mexico Annual Conference of the UMC You Tube page at <https://www.youtube.com/watch?v=PDz-YONKJhw> and will be noted in the Midweek News.
  - vii. The next 2 annual conferences will be in Albuquerque.
- b. FUMC members reaction to goals
  - i. A document noting which goals congregation members are interested in was handed out.
  - ii. Goal #1 - Online worship team.
    - 1. A suggestion is to have a link pop up during worship for people online to sign up for things but that is not currently possible.
      - a. A message that pops up on screen that says go to this site where a list of the goals is present is a possibility.
  - iii. Goal #2 - Maintenance team - Several people have signed up for the team.
  - iv. Goal #3 - Welcoming statement update.
    - 1. Phillip, Julie, Pastor John have discussed a statement but have not edited it yet.
    - 2. There has been positive feedback for the idea from the congregation.
    - 3. Linda C. and Camille have volunteered to help craft the statement.

**3. New Staff Members**

- a. Bookkeeper – church staff
  - i. Amy is moving out of state.
  - ii. Paromeeta Nag will be the new bookkeeper.

1. She will work with Amy for 4 weeks to learn the job.
  2. She is originally from India, has an MBA in Human Relations.
  3. Has done finance work and was a floater for the Ark.
  - b. Assistant Ark Director – Ark staff, hired by Ark board
    - i. Jen Hopkins will be the new Assistant Ark director.
      1. She has worked as an Ark teacher since 2017.
    - ii. The Ark has hired one new person, is making offers to two others and is advertising for additional positions.
- 4. Approval of minutes**
- a. **Motion:** Carol moved and Julie second to accept the May 2023 minutes as amended. Motion passed.
- 5. Review Financial report for May**
- a. 5/2023 income is approximately \$9,600 less than 5/2022.
    - i. Total Revenue through May 2023 is \$174,813.76 compared to Total Revenue through May 2022 of \$184,402.28.
  - b. Financial report figures listed in parenthesis:
    - i. Numbers listed under liabilities is money we owe our self – items that have been overpaid, for example insurance.
    - ii. Numbers listed under special funds for trustees indicates over spending.
- 6. Reports - topics that need further discussion**
- a. Disaffiliation
    - i. Carol notes that it is sad to lose Alamogordo UWF members/friends that no longer will be in UMC
    - ii. At the next Annual Conference the reaction people are having regarding toward the disaffiliation of some churches may be addressed.
    - iii. The superintendents have been working harder to better align pastors with congregations
  - b. Faith Development Team
    - i. Will meet Thursday 6/29/23 to discuss August events.
    - ii. Their focus is building on ideas coming out of program night.
    - iii. VBS
      1. People from the community have not come to VBS in the last 2 years.
      2. The Faith Development team is looking at the purpose of VBS.
        - a. It does not bring new families into the church to be members.
        - b. It is more about babysitting which can be done with fewer people and for less money using alternative methods.
        - c. VBS should reflect the children’s ministry in the church but we do not have many children currently.
        - d. The team is choosing to serve the children that come regularly to church events by having some special events.
        - e. VBS is for a Christian world but we are now in a post Christian world where parents do not necessarily know the Bible so cannot discuss it with their children. Programming night works well because it involves the entire family.
      3. A note regarding VBS will be put on the church website explaining what we are doing and why VBS is being done differently from the traditional model.
- 7. Technology Upgrades**
- a. Gabe Stewart set up the 2 cameras that we currently have.
  - b. A team for upgrading the online experience will meet at the end of July.

- c. Technical Issues:
  - i. The sound during worship services does not transmit well online.
  - ii. The current sound board regulates in church/person sound well but not the online sound.
  - iii. An additional video camera would open creative possibilities.
  - iv. Gabe presented a proposal which Phillip reviewed then further researched.
    - 1. Phillip recommends using and building more on the equipment we have and gradually making improvements instead of starting from scratch.
    - 2. See the Proactive Church Sound/Visual Upgrade Stage 1 proposal on a separate document.
  - v. Sound Equipment
    - 1. Allen & Heath ME-1 Digital Personal Mixer – will provide fine control over the mix that goes into the online service
      - a. A personal mixer –will allow the camera operator to adjust the sound output while performing which will improve the online sound.
      - b. The person operating cameras also listens to streamed audio so can make sound adjustments.
    - 2. A new microphone on a short stem that wraps over ear for Pastor John.
    - 3. 2 wireless condenser microphones that upgrade existing transmitters, and an additional wired condenser microphone.
      - a. Shure KSM 9 mic will be for the lead singer.
      - b. Shure Beta 87A mic will be for harmony/lead singer.
    - 4. The 3rd Microphone is a Shure Beta 87a wired mic will be for an additional singer.
    - 5. Phillip will set up sound equipment.
    - 6. Cost: \$2484.
  - vi. Video
    - 1. There are currently 2 cameras used for different angles of the front of the sanctuary.
    - 2. Vaddio RoboSHOT 30E is a higher quality camera that will allow for more creativity for what is shown online.
    - 3. Cost: \$6,886.
  - vii. Installation
    - 1. Gabe Stewart will be hired to install the camera as this is not a task Phillip feels qualified to do.
    - 2. The \$5000 fee to install Gabe’s original plan is for his overall plan but the cost may be less because we will do audio installation ourselves.
- d. This project will be financed through the overall operating budget as there is not one specific line item that would cover it.
  - i. **Motion:** Camille moved and Julie second that FUMC spend up to \$15,000 for the Sound/Visual Upgrades. Motion passed.
- e. The improvement in the sound should be audible immediately after the upgrades are installed.
  - i. Kim volunteered to test the loop used by those with hearing aids.

## 8. Goal Review and Accountability Conversations

- a. Opportunity Expo
  - i. Purpose: Provides a time for people to learn more about and choose goals they are interested in and want to work on.
  - ii. Dates:
    - 1. Aug. 27, 2023 - In person after worship service.

2. Sept. 10, 2023 - Zoom call with the online community.
    - a. Technique may include breakout rooms or panel plus a video.
    - b. A task group may be required in order to figure out how to do the online Opportunity Expo.
  3. Sept 17, 2023 - Programming Night - In person during activity time.
- b. Leadership Board retreat
- i. A specific date was not set
  - ii. Suggestions for the purpose of the retreat(s) includes:
    1. Fall – devotion.
    2. Spring – define goals.
- c. Nominations committee
- i. Lay Leader - A person was asked to be lay leader but declined so finding a lay leader is still a work in progress.
  - ii. Ark board has openings and several people have been asked.
    1. No replies have been submitted.

## 9. Communications to Congregation

- a. Nathaniel will coordinate with Lynn and Julie to write the information to be put in the Midweek News.
- b. Julie will include the Leadership Board information in Midweek News each week updating it monthly.
- c. The following items will be included for the next 2 months since the Leadership board is not meeting in July:
  - i. Opportunity Expo dates.
  - ii. Technical Upgrade plans.
  - iii. The NM Annual Conference- Ordination, Licensing, and Commissioning service may be viewed on the New Mexico Annual Conference of the UMC You Tube page at <https://www.youtube.com/watch?v=PDz-YONKJhw> for an opportunity to hear the music.
  - iv. VBS information is on the church website.
  - v. Accountability of spiritual disciplines.
  - vi. A biography on 1 board member each week.

## 10. Meetings

- a. No July meeting.
  - i. Conversations and updates on the plans for Opportunity Expo will be done through email.
  - ii. Minutes will be reviewed, corrected, and possibly approved online.
- b. Nov/Dec is usually a combined meeting.

## Closing Prayer – Nathaniel Morgan

### July – No Meeting.

### July reports will be due on July 20, 2023

July reports and June minutes will be sent out.

### Next Meeting: Tuesday, August 22, 2023, 6:00 pm

### Reports Due by: Thursday, August 17, 2023

Reports sent out in August will include the July and August reports.

Respectfully submitted by Kathy Siebe