

**Leadership Board Meeting Minutes**  
**First United Methodist Church, Los Alamos, NM (FUMCLA)**  
**August 22, 2023 Minutes**

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

**Absent:** Don Casperson, Valerie Collins, Paromeeta Nag.

**Opening Prayer – Camille**

**1. Spiritual Formation and Equipping Leadership.**

- A. Several board members commented on the spiritual disciplines they were working on, their successes, areas needing improvement and plans for next month.

**2. Engagement with the congregation.**

- A. Summer fellowship
  - i. Mid-summers night activities went very well with good attendance.
    - a. We will schedule a weekly activity again next summer.
  - ii. The events offered good activities to which friends could be invited without being “in church.”
  - iii. More people came to the movies held at SALA than the one held at church. One movie was shown at church due to SALA’s scheduling conflict.
    - a. The SALA rental cost was \$250/show.
      - 1. About \$125 in donations was received at each night plus funds were collected for “fellowship” through electronic giving.
- B. Worship Services
  - i. There have been several new people at in person worship once but then they didn’t return.
  - ii. Contact information has not been collected from visitors so there has been no follow up except for one family.
    - a. Pastor John sent note to the Alejandro family who have attended worship a couple times.
    - b. Phillip usually talks with newcomers except when he is working on the sound system.
    - c. Ushers need to ask people for their contact information.
- C. August 20 and 27, 2023, Songs of Faith program for children and their families is occurring.
- D. September 10, 2023, Programming night for everyone will begin.
- E. Spiritual Growth
  - i. Other churches have asked what we are doing to encourage people to return to Sunday services.
    - a. Lynn has answered questions from Bethlehem Lutheran.
    - b. The Lutherans did Zoom during pandemic and continue to do so.
  - ii. Pastor John noted that about 10% of churches are back to pre-Covid numbers in worship services and another 10% of congregations are growing.
  - iii. FUMCLA averages 50 people at in person Sunday worship and 20 who connect on line (which may be a household with more than one person); making the total number pre and post Covid Sunday worship participants about the same.
    - a. Everyone isn’t participating in the same way as pre pandemic.
    - b. Vimeo users are not being tracked/counted as there isn’t a means of doing so.
- F. Update on welcoming statement for the church website.

- i. Pastor John wrote a welcoming statement for his previous church which he sent out as a starting point to those who indicated interest in the spring.
- ii. Linda Collier and Camille had noted interested at a previous Leadership Board meeting and Nathaniel is interested so they will also receive a copy.
- iii. He asked people to send their feedback by Wednesday, August 30.
- iv. When a draft is available it will be presented to the Leadership Board for approval.

### 3. Approval of June 2023 Minutes

- A. **Motion:** Carol moved to approve the June 2023 minutes as written, Camille seconded. Motion passed.
- B. Julie was advised to wait until minutes are approved before posting them on the church website.
  - i. June minutes were posted inadvertently before they were approved because we didn't meet in July.

### 4. Finances

- A. Review Financial report
  - i. Income for July 7/2023 is about 23,871 which is lower than 7/2022
  - ii. The donations are currently \$17,000 less than current expenses.
    - a. This is of concern and may require budget adjustments
    - b. Pastor John will ask Paromeeta to check on where income and expenses have changed.
    - c. Line 200500 - Contingency of \$44,800.00 could be used to balance the debt and help zero out accounts.
  - iii. July financial report is not finished.
    - a. Paromeeta has reconciled the July finances but still has some questions to discuss with Amy Worcester.
      - 1. Amy has moved to Florida but is still willing to help.
      - b. The learning curve for Paromeeta has been steeper than expected so reports take longer.
- B. The savings account which had \$100 was closed and the money put in the money market account which has \$25,000.
- C. Endowment team updates
  - i. The team consists of: chairperson Sheila Molony, Dennis Gill, Tom Ricketts, Pastor John, and ex-officio members Kim Granzow and Lynn Kluegel.
  - ii. The fund contains \$31,000.
  - iii. It is invested in TMF ( Texas Methodist Foundation) at 1.5% interest.
    - a. The endowment team is considering other investment options which would pay more interest including:
      - 1. Certificates of Deposit (CDs) currently pay 4% over 6 months.
      - 2. One year Treasury Bills currently pay 5.35% interest.
        - a) "Treasury bills are a type of "zero coupon bond" and don't pay a fixed interest rate. Instead, they are sold at a discount rate to their face value. The "interest" you receive (so to speak) is the difference between the face value of the bill and its discount rate when it matures."
  - iv. Endowment Fund receives about \$200 / year.
  - v. Other specific funds, such as the Stained-Glass Window Fund, occasionally receive contributions which are restricted to that purpose.
  - vi. Memorial gifts currently go to into the general memorial fund.

- a. The team has the following motion request – **Motion:** All non-designated memorial gifts will go to the endowment fund, going forward. Motion passed.
  - vii. Endowment Fund is not specified for a special project but is for keeping the church going in perpetuity.
  - viii. The church may use 4% of the funds each year but the goal is to build up the fund so that a significant amount of interest is generated for use when needed.
  - ix. The Leadership Boards may use the funds for emergencies unless there is a legal restriction when a contribution is made.
  - x. The Endowment team found 2 line-items with money that is undesignated.
    - a. 200001 - Due to Capital Campaign \$12,425.00
    - b. 200300 - General Memorials \$15,694.53
      - 1. Total \$28,119.53
    - c. Sheila has asked people who were previously involved with church finances what these funds were intended for but minimal information was available.
      - 1. Some money in the “Due to Capital Campaign” fund may be left over from doing roof repair in 2008.
  - xi. There are no known major expenses expected in next 3-5 years for swamp coolers, roof, etc.
  - xii. The Endowment team will write a proposal for investing these funds.
  - xiii. Ideas for using these funds suggested by the Leadership Board and Endowment Committee include:
    - a. Paying off part of the capital improvement loan for work done on the roof, fellowship hall, sanctuary, and parsonage which is currently \$220,162.21.
      - 1. The current payment is \$3075/month.
      - 2. This would address part of the goal to be debt free by the 75<sup>th</sup> anniversary of FUMC.
    - b. Cover the \$17,000 shortfall in contributions.
    - c. Put it toward the new sound and video equipment.
    - d. Air conditioning the parsonage.
    - e. Adding it to the money market account.
  - ii. The distribution of the found money was tabled until next month.
- D. Stewardship Campaign
  - i. When pledges are requested for 2024 a Capital funds campaign may also be considered.
    - a. The Capital funds campaign would ask the congregation and individuals to match the “found funds” to help pay off the capital improvement loan.

**5. July and August report topics that need further discussion.**

- A. Pastor John would like to have copyright protection for what he writes.
  - i. Currently FUMCLA owns the copyright for the pastor’s sermons.
  - ii. Discussion by board included suggesting a more generic motion to also protect future pastors plus motions for specific individuals could be made in the future.
  - iii. **Motion:** Linda moved and Kim seconded this motion. The Senior Pastors of First United Methodist Church, Los Alamos, (FUMCLA) shall retain the copyright to any sermons and/or other writings related to their work, while FUMCLA shall simultaneously retain the perpetual license to use these works in any form without having to pay any additional royalties.  
The Senior Pastors shall retain all copyrights to any work created in their own time (not counted towards their pastoral hours) and done outside the church office. This shall include work that uses research and materials obtained while performing their role as Senior Pastor. FUMCLA shall hold no claim to any of these works.

This agreement shall be considered to apply to the entirety of the senior pastor's time at FUMCLA. Motion passed.

- iv. **Motion:** Linda moved and Kim seconded this motion. Rev. John W. Nash shall retain the copyright to any sermons and/or other writings related to his work as Senior Pastor at First United Methodist Church, Los Alamos, (FUMCLA), while FUMCLA shall simultaneously retain the perpetual license to use these works in any form without having to pay any additional royalties.

Rev. Nash shall retain all copyrights to any work created in his own time (not counted towards his pastoral hours) and done outside the church office. This shall include work that uses research and materials obtained while performing his role as Senior Pastor. FUMCLA shall hold no claim to any of these works.

This agreement shall be considered to apply to the entirety of Rev. Nash's time at FUMCLA. Motion passed.

- B. Pastor John attended an Albuquerque Conference meeting August 21, 2023
  - i. There are no updates on the status of District Superintendent, Rev. Dr. Randall Partin.
  - ii. In the past there were Presiding Elders who assisted District Superintendents.
    - a. A presiding elder is a pastor of a church and is a supervisor for several other churches.
    - b. Pastor John will be the presiding elder at the charge conferences for Taos, Espanola, and Santa Fe.
    - c. Someone from Santa Fe will preside over the FUMCLA and White Rock charge conference.
  - iii. The dates of Charge Conferences will continue as scheduled.
    - a. Ours will be held with White Rock United Methodist Church on October 28, 2023 at 11:00 a.m. at Los Alamos First United Methodist Church.
  - iv. The list of reports that need to be prepared is shorter than last year.
    - a. Julie will let anyone who needs to write a report know.
    - b. The Sexual Abuse and Child Abuse policies were passed around for Leadership Board members who were at this meeting in person to read and sign.
      - 1. These policies are required at the charge conference.
- C. United Methodist News wrote an article on the involvement of Trinity on the Hill during Oppenheimer's time in Los Alamos.
  - i. One of their members was an extra in the film *Oppenheimer*.
  - ii. TOTH advised the journalist to contact FUMCLA in relation to the Oppenheimer film and work here.
    - a. Pastor John and the reporter have an appointment tomorrow, 8/23/23.
- D. Sara Allen and Diana Loomis from McCurdy have been discussing environmental sustainability.
  - i. Solar panels for the church and parsonage were discussed.
  - ii. Pastor John will ask Ann Le Page to check on any state or federal funds that would help with the cost of solar panels.
- E. Leadership Board members need to let Pastor John know if we are continuing the board or not.
  - i. The nominations committee will start recruiting additional people, if necessary, beginning in September.
- F. Mission Team August Report
  - i. Lee Weinland appreciated the help with his yard work.
  - ii. Jim and Gail Little wanted yard work help also but a family issue required that it be put off.
    - a. They would still appreciate yard work help later.
  - iii. The food pantry is being used regularly and must be restocked more often.

- a. The items that can be opened without a can opener and eaten immediately are being taken but those that require cooking aren't being used.
- iv. Leticia Paulette – Chavez, Executive Director · A Peaceful Habitation Home & Aftercare Ministry, Inc. which does prison after care gave a sermon at FUMCLA.
  - a. A Peaceful Habitation received generous donations from the congregation.

#### G. Sound System

- i. Kim notes that when something is shown on the sanctuary television screens it is not audible in the hearing loop.
- ii. Phillip repaired this problem but last Sunday there was an operator error when someone muted the sound while trying to unmute it.

### 6. Goal Review Accountability Conversations

#### A. Opportunity Expo

- i. Pastor John, Lynn, Julie, Phillip have worked on the plans for the Opportunity Expo.
- ii. A graphic is being designed.
- iii. A brochure with goals and a series of questions will be in the September 3 and 10, 2023 bulletins and September 6, 2023 Midweek News.
  - a. The idea is to stimulate a conversation with congregation rather than tell them this is what you're going to do.
  - b. Leadership Board members were asked to submit questions for the brochure.
    - 1. Examples were given.
      - a. What does leadership pathway involve?
      - b. How do we help people identify their spiritual gifts?
      - c. How do we engage them?
      - d. How do we mentor them?
      - e. Help people ask more questions or give answers?
      - f. What life skills should be taught?
      - g. What classes should we offer: budgeting, home repair, estate planning, what are your ideas?
      - h. What misconceptions about the church need to be addressed and dispelled?
    - c. A recommendation was made to have a Google form to send out to board members in order to add questions.
  - iv. People have been asked to represent the goals.
  - v. Burritos will be served since it is near lunch time.
  - vi. It is hoped that people will visit all the tables to learn more details and ask questions about the goals.
    - a. Similar goals have been grouped to be presented at each table.
    - b. Those that visit at least 4 tables will be entered in a drawing for door prizes.
  - vii. Opportunity Expo dates and times
    - a. Sunday, September 10, 2023 at 11:15 a.m. as the first one planned for August 20, 2023, didn't happen.
      - 1. All goals will be presented.
    - b. Thursday, September 21, 2023 at 6:30 p.m. there will be an Online Opportunity
      - 1. Fewer goals will be presented for this session.
      - 2. A greeter and moderator will assign people to break-out rooms.
        - 1. If someone wants to visit another "room" they exit the current room and are then assigned to the next one they are interested in.

c. September 24, 2023 at 5:00 during Programming Night all or a partial list of goals will be presented

1. Evenings schedule:

1. 4:00 regular programs
2. 5:00 Opportunity Expo
3. 5:30 Supper

B. Set tentative November date for Fall board retreat – tabled.

## 7. **Communications to Congregation**

A. The same person who offers the closing prayer is being asked to help Julie write up an article about Leadership Board's work to be put in the Midweek News.

B. Items from tonight's meeting to be included in the Midweek News include:

- i. Endowment Team Information.
- ii. Programming night.
- iii. Opportunity Expo information and updates.
- iv. Charge Conference plans.
- v. Mid-Summer Night fellowship.
- vi. Board members continue to work on and discuss our efforts on personal spiritual disciplines.

**Closing Prayer** – Kim

**Next Meeting:** Tuesday, September 26, 2023, 6:00 pm.

**Reports Due by:** Thursday, September 21, 2023, 5:00 pm.

Respectfully submitted by Kathy Siebe