UUMC Servant Leadership Board Minutes

Held on Zoom and In-Person

12/17/2024

Attendees:

Pastor Christopher Dinnell

Steve Terry

Gary Schenkel

Cheryl Poppel

Judy Tullis

Becca Mengel

~~Ed Larson~~ – Last meeting

Andy Myers

Dave Case

~~Tim Anderson~~

J.T. Rice

Amber Smith

Shawn Wolfe

~~Jordan Thurman~~

Chris Jones

Kim Hartsell

Amy Bosworth – Last meeting

1. Prayer – Cheryl
2. Devotion - Christopher
   - SLB Covenant # 9 – I will share any concerns involving the church, the pastors, the staff or other
     Board members directly, privately and in a timely manner with the affected
     person(s) and, to the extent possible, reconcile any conflicts that arise
     between us.
   - **Matthew 18:15** – *"If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over."*
     o This verse emphasizes addressing issues directly and privately before involving others.
   - **Proverbs 25:9** – *"If you take your neighbor to court, do not betray another's confidence."*
     o This passage highlights the value of privacy and confidentiality when resolving disputes.

- **Ephesians 4:26-27** – *"In your anger do not sin: Do not let the sun go down while you are still angry, and do not give the devil a foothold."*
    - This scripture encourages resolving conflicts quickly, ensuring timely reconciliation.
- **James 1:19** – *"My dear brothers and sisters, take note of this: Everyone should be quick to listen,* slow to speak and slow to become angry."
    - This verse emphasizes thoughtful communication and patience in resolving concerns.

3. Center for Creative Child Care (CCCC) – Below are items that will need to be discussed in more detail
    - 2025 will be the 50th anniversary – We will celebrate
    - Reviewed the guiding principles that we need to amend to include the CCCC onto the SLB
    - An at-large member of SLB (J.T. Rice) creating a liaison and team – serve in that capacity for their term on the SLB
    - CCCC Advisory Board that this at-large member would also lead (not decision-making, more support and guidance)
    - Add section 6.6 to be the Governance of the CCCC
    - The CCCC Bylaws may need to be folded into the SLB guidelines
    - Facilities will always be involved in the CCCC but they have a good communication plan in place already
    - From SLB:
        - HR
        - Finance
        - Continue as a ministry of the church
    - Current hourly payrate is $10.50/Hr bi-weekly – Kim provided a suggested increase
    - Raise Tuition
        - Christopher reached out to other centers to ensure we stay in line
        - Current tuition is $130/week, Toddler $140/week with 2 snacks and lunch, PT $29/day, $32/day for toddlers; $18/day for mornings only
        - Do we want to continue part-time options or only full-time?
        - Kim estimates 40% are PT
        - Do we want to look at who is PT and why? Send out a survey?
        - Does eliminating PT take away the opportunity for daycare that teaches about Jesus?
        - New marketing
        - Assistance may be available for tuition
        - Scholarships?
    - Kim, J.T., Shawn, and Amber will meet in the next few weeks to brainstorm
    - Chris Jones offered help with Excel
    - "Step Up to Quality"
        - Paperwork, Inspections, more assessments, new curriculum, training, observations
        - If providing Title 20, extra money for Title 20 children
        - We currently have the option to participate in this program since we do not have 21% Title 20 children
        - Kim is evaluating whether to follow this program – decision must be made by July 1, 2025
        - Does not currently play a role in whether parents choose to bring their kids as there is no real awareness of the program
        - We can consider updating the employee handbook for checks and balances
        - Kim and Christopher will discuss the program further
        - Prayer for Kim - Chris Jones

4. Financial – Shawn
   - Still waiting for some end of month reports
   - Healthy cash balance
   - Healthy Investments
   - $473,375 total estimate of giving for 2025
   - Didn't have final budget number available during the meeting
5. HR
   - Dave and Jordan are going through the employee handbook
   - Will review Pastor Christopher's goals
6. Prayer - Cheryl