

## Adrian First United Methodist Church Leadership Board

MINUTES for August 19, 2025

Present: Pastor Alice Ford, Sally Powers, Gerry Burg, Janet Salzwedel, Bill Bachman, Christy Mesaros-Winckles, Christine MacNaughton, Kay Allingham, Scott Morton, Sandra Harsh, Matt Herr, Barb Foor.

Opening Prayer: Unison recitation of the Prayer of St. Francis.

Matt Herr Called the meeting to order, 6:03 pm.

Spiritual Development: Janet Salzwedel

Using N.T. Wright's book, *The Lord and his Prayer*, Janet shared some of Professor Wright's thoughts about deeper meanings of the familiar words of the Lord's Prayer. Janet volunteered to do Spiritual Development at the September meeting, but at that time she will also be asking Board members sign up to do future Spiritual Development duties for the next 6 months. Ideas for source material to prepare for leading Spiritual Development: books, class experiences, personal practices, The Upper Room and Quarterly UMC magazines (sources of devotionals).

Leadership Equipping: Informal discussion was held.

Survey Results: Christy Mesaros-Winckles: Six responses have been received. Christy asks that those who have not yet responded, to please do so. This survey aims to get a sense of where and how we are thinking things are going. Respondent identities are anonymous.

Forming, Storming, Norming (from Tuckman's stages of group formation). Christy observes that the Board is in the Storming stage of group cohesion (starting to talk).

Following initial Formation, groups enter the Storming stage (This stage begins to occur as the process of organizing tasks and processes surface interpersonal conflicts. Leadership, power, and structural issues dominate this stage). Following Storming, groups enter the Norming stage (In this stage, team members are creating new ways of doing and being together. As the group develops cohesion, leadership changes from 'one' teammate in charge to shared leadership. Team members learn they have to trust one another for shared leadership to be effective.)—from [Tuckman's Stages of Group Development - WCU of PA](#).

Kay suggests that for more effective email communication, we should start new email responses rather than replying with the same subject heading.

Pastor Evaluation—was to be submitted by each person today. Matt offered to collate the board member's rankings. Please get your evaluation forms to Matt either electronically or in hard copy as soon as possible. We will discuss as a board once we see all the results prior to

discussing the results with the Pastor (Joint Dialogue). This is important feedback for the Pastor.

**We will plan to meet at 5 pm** at the regular September meeting to go over our board consensus. Then, at the regular meeting, we will do the Joint Dialogue with the Pastor to compare her self- evaluation with our Board evaluation.

More and Less—Matt is asking for feedback, what we Board members want more of and what we want less of.

Goal Review and Accountability-Alice reminded us that, in this moment, we don't have goals. Our meeting with Melanie (coaching us on how implement our Leadership Board) will focus on setting Church goals Sept. 6, 9:00 am-4:00 pm. Accountability is hard work, says Alice.

Packet and Consent Calendar—approved packet 10-0-1. Scott Morton says July Minutes will be corrected later.

Motion to approve up to \$40, 000 for electrical upgrade (upgrade entry cable to meet current code, move electrical boxes from boiler room to exterior of church). Motion made by Gerry Burg, seconded Kay Allingham. Discussion: Funds to be borrowed as needed from endowment, use capital campaign dollars first . Motion approved 11-0-0

Motion to approve overpayment of apportionments by an additional \$3700. Motion made by Gerry Burg, seconded Sandra Harsh. Discussion: Bill Bachman raised the question about how it may be too soon in the budget year to be sure this is a wise expenditure. Perhaps we can revisit this request in October.

Gerry Burg moved to table the motion to approve overpayment, seconded by Barb Foor. Motion to table approved 9-1-1.

Conversation on when and how to open the envelope which is addressed to Adrian FUMC from the time capsule buried in 1975 by the City of Adrian. Christy Mesaros-Winckles moved that the envelope be opened at the Fall Kickoff event, September 14 potluck meal, and then displayed later for interested people to get a closer look. Motion seconded by Kay Allingham. Motion approved 9-1-1.

Motion to approve up to \$25,000 for the removal of tree roots and replacement of concrete walkways in the Memorial Garden. Moved by Gerry Burg, seconded by Christine MacNaughton. Discussion: This is a safety and a beautification issue. The Endowment Committee already approved funding of \$25,000 to be taken from the Endowment and need not be repaid to the Endowment. Motion approved 11-0-0.

The Wednesday Meal cost of \$7.00 per person currently does not cover expenses for the meal. General Fund money is being spent to make up the difference. A request from Bryan Bowers was made to raise the cost of the meal to \$9.00 per person. Christy Mesaros-Winckles moved to defer a decision and to keep the cost at \$7.00 until the 2026 budget is set. Motion seconded by Scott Morton. Discussion: The purpose of the meal currently is to create community but future vision sees it bringing in more community. Motion to defer (table) approved 11-0-0.

Planning for the formal roll-out of the Mission, Vision, Values, and Purpose statements. The roll-out will be on Sunday, September 7 during coffee hour. Sally Powers volunteers to decorate Fellowship Hall with balloons, to order a cake with the Mission written on it, will talk to Dawn about the alteration of the normal coffee hour, and will talk to Char Wilkins to see if Char can install the Mission statement on the wall behind the Welcome Desk (Christy says there is a way to produce the letters easily and looking professional). If Char is not available, then staff will likely be able to do the work. Kay Allingham volunteers to announce and talk about the roll-out party during the church service on Sept. 7. Christy Mesaros-Winckles volunteers to prepare an insert with the roll-out materials for the Sunday bulletin. Pastor Alice also requests production of a card that can be handed out and posted in people's homes (such as on the refrigerator).

Sally Powers moved that the Board officially accept and implement the Mission, Vision, Values, and Purpose statements in the form that we currently have. Seconded by Sandra Harsh. Discussion: Should we live into the current statements and stick with them for a couple of years, or do we continue to gather feedback, discussion, and do more tweaking? Motion to accept as is was approved 10-1-0.

Staff Updates: Ally Symanski has been hired to provide the children's and youth ministry, 6 hour per week. She will be meeting with families to learn what their needs are.

Report: Lenawee Pride still has not received the Church's donation. Alice will check with Bryan about this.

Communication:

Matt asks Board members to sign up for the various responsibilities needed each meeting: opening prayer, closing prayer, minutes, Zoom manager. The sign up is in the Working Documents folder of the Board's Google Drive.

Dates to remember:

September 6, 9 am -4 pm, retreat for setting goals (lunch will be planned).

September 7 roll-out of Mission etc.

September 14 Fall Program Kick-off

September 16 Regular Board meeting but meeting early, 5 pm-7:30 pm

Closing Prayer: Sally Powers.

Respectfully submitted, Janet Salzwedel