

Leadership Board
Adrian First United Methodist Church
Minutes of the Meeting of the Leadership Board
July 21, 2026

Present: Janet Salzwedel, Shirley Enhis, Sandra Harsh, Fran Kottke, Scott Morton, Gerry Burg, Pastor Zack Dunlap, Daryl Moore; **Absent:** Bill Bachman, Kay Allingham, Matt Herr

Opening: Janet Salzwedel opened the meeting at 6:00 PM, with Daryl Moore giving the opening prayer.

Spiritual Formation: Janet Salzwedel shared a reading from the Upper Room titled “A Faith that Lives On”, focusing on 2 Timothy 1:1-7.

Leadership Equipping: Sandra Harsh led a team building exercise where each board member shared (i) their current or former profession, (ii) what they are passionate about, and (iii) something they did not think anyone knew about them. The board members then broke into small groups to discuss how they might use those items shared for the benefit of God’s work.

Review of New People: It was discussed with Pastor Zack the informal process that has been in place for Leadership Board members to identify and welcome guests and then inform the Pastor for future follow up. For now, it was agreed that this process would continue. Pastor Zack reported that he had met with 39 individuals, couples, and families (over 60 people in total) in his introductory prayer sessions.

Goal Review and Accountability Conversation: Janet Salzwedel passed out a document which listed the Missional Goals for 2026 as adopted by the Leadership Board as a reminder for the group.

Pastor Zack referenced the 6 x 6 Strategic Goals document posted in the online material. The board affirmed his approach (to accomplish these six goals in the next six months) and agreed that the goals were compatible with the 2026 Mission Goals developed by the board. Each staff member will be asked to support these goals by adopting any goal(s) relevant to their position or skills. To the extent that those adoptions result in less than a total of six of their own individual goals, they will be asked to develop their own separate additional goals (to assure that each staff member has six goals). Staff self-proposed goals will be reviewed and approved by Pastor Zack. Goal progress will be reviewed monthly and will be reviewed/revised each six months.

Packet and Consent Calendar Items: Gerry Burg moved that the Consent items be approved with the exception of the parsonage expenditures topic. Motion seconded by Scott Morton and approved by the board membership.

Discussion was then taken up with respect to the previously incurred expenditures used to update the parsonage (that were spent prior to Leadership Board approval). After much discussion, it was decided that the parsonage costs incurred to date would be charged one-half to the Parsonage Fund and one-half to the operational budget with the provision that the amount charged to the operational budget would not impact other budgeted line amounts for the year.

Gerry Burg expressed his concern around understanding the current shortfall between the goal of the Capital Campaign and what has actually been pledged and raised to date. A better understanding of these items and a plan to address any shortfall would be helpful to the board.

The board then requested that Pastor Zack have a report prepared that listed each material capital expenditure incurred over the last 9 months and the source of the funds for each of those expenditures.

Finally, the board expressed its gratitude to Gerry Burg, Mike Zwolinski, Norm Glasser and Dan Deline for their hard work in preparing the parsonage for Pastor Zack and his family.

Leadership Opportunities: Pastor Zack expressed his desire to begin to think about how we can promote others into leadership positions within the congregation.

Other Items: Pastor Zack provided the following information/updates:

- Linda Farley has expressed that she no longer wishes to have a staff role going forward
- Pastor Zack and Kristina Kidney are having discussions about producing videos to educate the community about the church.
- Pastor Zack has included in the board material his sermon series schedule. He also brought up the possibility of periodically swapping preaching Sundays with Rachael which was well received by the board.
- There will be a brainstorming session in August around the youth group activities in the church
- Modern worship activities are on the radar screen of the church with the possibility of making a first attempt outside of Sunday services
- We are now a part of the Greater Detroit Methodist Church District which is comprised of 137 churches. Adrian First's Charge Conference is scheduled for October 11th at the church. Afterwards, we will host a joint Charge Conference meeting, allowing for the smaller churches in the area to participate.
- Troy First UMC will be hosting leadership training on September 13th from 3-6 PM. Pastor Zack will be leading a workshop.
- We will be assisting Bethel AME Church in publicizing events at their church (which do not conflict with Adrian First activities)

- Pastor Zack talked about an online store (free to set up) which can place the church's logo on various items of clothing that an individual church member can purchase at their pleasure. He will follow up and provide additional information.

Finally, there was initial discussion around possibly suspending either the Spiritual Formation or Leadership Equipping segments of the board meeting until we achieved more progress in our Guiding Principles work. No decision was made at the meeting. More discussion can be conducted at a future meeting, if deemed appropriate by the larger group.

Executive Session: There were no items for Executive Session.

Communication: Discussed the need to communicate with the congregation with updates on what is happening in the church. The last Town Hall meeting was in April and it was proposed that we could possibly shoot for Town Hall meetings in September and December, although no final decision was made.

We will ask Matt to survey members for potential dates for additional work on Guiding Principles as well as our Strategic Planning Retreat.

Closing Prayer: Gerry Burg provided the closing prayer.

The meeting was adjourned at 7:53 PM

Next Meetings:

August 18th @ 6:00 PM (by Zoom)

September 15th @ 6:00 PM (in person)

October 20th @ 6:00 PM (by Zoom)

November 17 @ 6:00 PM (in person)

December 15th @ 6:00 PM (by Zoom)

Respectfully submitted by Daryl Moore