

EUMC Leadership Meeting Minutes

March 18, 2025 | 6:30 PM | In-Person

Attendance:

Julie Newell, Brooke Steiner, Bill Lester, Jim Stromberg, Beth Firkins, Jennifer Brady-Johnson, Phil Pulitzer, Sarah Nelson, Kurt Jewel, Gabe Wiebenga, Lynn Hughs

1. Introductions

Discussion: What motivates each member to be on this team?

2. Finance

- **Transition:** Tyler's responsibilities to be moved to Kurt/Gabe.
- **Short-term Debt:** Needs to be addressed before June.
- **Loan Option:** Proposed a 3-year loan at 6.5% interest with a 25-year schedule to pay down principal.

3. Job Descriptions

- Julie to resend job descriptions.
- Members to review before posting to the congregation.
- **Deadline:** Next two weeks.

4. Document Management (Asana)

- Asana will be used for storing and organizing documents.
- Kurt, Gabe and Lynn need to get set-up with Asana

5. Meeting Minutes Approval Process

- Sarah emails meeting minutes for approval to whole team
- Team reads, make adjustments, need 6 people to respond "approved" to move forward
- Confidential items (specifically SPRC + anything asked to be confidential) before posting on website
- **Next Steps:**
 - Update website with new leadership members.
 - Post approved meeting minutes on the website under Leadership.

6. Budget & Debt Reduction Discussion (Brooke)

- **Debt:** \$315K

- **Capital/Operating Budget:** Increase in 2025 budget, with urgency on debt reduction.
- **Next Steps:** Gather high-level feedback from small groups on the proposed financial handout.
- **Capital Campaign:** Planned for Fall 2025.
 - Consider allocating 10% of raised funds to an external benevolent cause to increase motivation to give.
 - Various approaches to be reviewed from hand-out
- **Discussion:**
 - Phil: Scott's insights from other churches indicate it is not too soon for a campaign.
 - Jim: Paying interest is frustrating; many members likely feel the same.
 - Kurt: Good timing to capitalize on current church momentum.
 - Bill: Past experience shows people prioritize ministries over debt repayment.
 - Sarah: Do we need to consider market conditions and economic impact on giving trends? Answer - Stability during uncertain times is a factor in member contributions.
 - New members/donors are present who weren't involved in the last campaign.
 - Lynn: Should we do one large campaign or several smaller ones? General consensus was to keep a large capital campaign until we are out of debt. Once debt is under control, it might make more sense to do small capital campaigns - say for "window replacement" or a new piece of art etc.
 - Gabe: Shared a "Birthday Endowment" story.

7. SPRC Confidential

8. Park Update (Sarah/Bill)

- **Phase 2:** re-cover the asphalt parking lot (annex lot), paint basketball court lines, install basketball hoops, paint playground games on asphalt and potentially 2 pickle-ball courts with removable nets; also fundraising for shade structure and landscaping
- **Arbor Day Celebration:** City of Excelsior has asked if they can hold an arbor day celebration/planting at So-hi Park. Date TBD. Looking at planting 6+ trees.
- **Next Steps:**
 - Property survey should be back to Sarah by April 4th. Will forward on to landscape architect to advise on master plan and tree plantings
 - Sarah to discuss tree plantings with Green Space Committee
 - Hennepin County Library has asked to host Llamas at the Library at So-Hi Park on Thursday July 31st 1-3pm. Expecting 200 people

9. Ministries Update (Beth/Jennifer)

- **Google Form:** Sent out quarterly/monthly to check in with ministries.
- **Jim's Suggestion:** Print a quarterly update of ministries and leadership.
- **Next Steps:**

- Update contact sheet.
- Ministry leader meetings scheduled.
- Follow-up with ministries to track trends.
- Clarify budget confusion for ministry teams.
- Encourage special event funding requests to be sent to leadership to discuss
- Groups to start the year with allocated funds and request additional as needed.
- Improve cross-group communication.
- Encourage congregation members to engage in dialogue with leadership.
- **Upcoming Initiatives:**
 - Social Justice – Tree Planting.
 - Congregational Care.

10. Trustees Update (Jim)

- **Elevator Contract:**
 - Terminated auto-renewing 5-year contract.
 - New contractor: Metro Elevator in Hopkins for preventive maintenance.
 - Includes phone monitoring and annual staff/firefighter test training.
 - **Motion to approve:** Bill. **Seconded by:** Julie.
 - **Motion Passed: Approved**
- **Major Repairs:**
 - Sensor replacements and safety lock-out mechanism needed.
 - We may be required at some time to make these upgrades due to state regulation
- **Elevator Water Intrusion Fix:**
 - Prior fix from about 12 years ago has failed.
 - Water seeping into the elevator pit.
 - Professional bid: \$30K for waterproofing.
 - Jim and Lynn suggests trying alternative fixes first.
- **ICA Elevator Use:**
 - ICA is the largest user. Should we ask them for funding assistance?

11. Future Projects & Aesthetic Improvements

- **Mural on Annex?**
- **Permanent Door Art?**

Next Steps & Action Items

- **Finance:** Finalize debt repayment strategy before June.
- **Job Descriptions:** Review and post within two weeks.
- **Ministries:** Improve communication and financial clarity.
- **Trustees:** Implement elevator fixes
- **Capital Campaign:** Gather feedback and finalize plans.

Next Meeting: Tuesday April 22nd, 2025 6:30PM ZOOM

Adjourned at: 8:15PM

Respectfully Submitted by Sarah Nelson