

## **EUMC Leadership Team Meeting Minutes**

### **December 2, 2025**

Attendance: Julie Newell, Brooke Steiner, Kurt Jewell, Jennifer Brady-Johnson, Beth Firkins, Jim Stromberg, Lynn Hughes, Bill Lester, Gabe Wiebenga, Sarah Nelson

#### **Trustees Report – Jim Stromberg**

- Trustees Report submitted (attached)
- Safety Plan:
  - Initial draft presented.
  - Proposal to appoint Jim Stromberg as Safety Coordinator and to adopt the provided Safety Plan and Safety Posture documents.
  - Motion seconded by Kurt Jewell. Approved, with the noted update that the Safety Coordinator will submit quarterly updates to the Leadership Team.
  - Discussion items:
    - Should the plan focus solely on Sunday safety, or also include ICA?
    - Clarification needed around expectations for various leaders—training, responsibilities, etc.
    - Noted that liability increases both when no plan exists and when a plan is not actively followed. Adoption is essential for parishioner safety.
- **Stained Glass Update:**
  - Received repair quote; work scheduled for this week.
- **Building Operations:**
  - All systems are functioning well.
  - Blair's expanded responsibilities in a building manager-type role are going very well.

#### **Administrative Items**

- **2026 Housing Allowance Resolution** reviewed and approved.
- **PFML Program:**
  - Motion to cover the full cost of the PFML program for employees.
  - Seconded by Jim Stromberg. **Approved.**
- **Elizabeth's 90-Day Review:**
  - Reaches 90 days next week; all is going well.
- **Blair's Title Change:**
  - Motion to change Blair's title to Facilities Manager.

- Approved.

## **Finance Report**

- Operating results show a net surplus.
- Both income and expenses are running slightly under budget.
- Request for Bev: provide income/expense numbers to Finance more quickly, as current reporting is running 30–45 days behind.
- 2026 Budget: In progress; based on this year's actuals with a projected increase to approximately \$500K.
- **Stewardship:**
  - \$425K in pledges received to date.
  - Expenses remain under budget.
  - Discussion planned regarding loan payoff as part of the giving campaign.

## **Pastoral Update – Brooke**

- Press release announcing Lily Grant being finalized by Bill Lester.
- Planning Center Rollout: Transitioning from Servant Keeper & Vanco to Planning Center; summary provided.
- 2026 Sabbatical Planning:
  - Grant Disbursement Process Approved
  - Working with Terry Benedett-Farmer
  - Sabbatical salary approved at Cluster Meeting
  - Eight weeks of preaching are already scheduled.

## **Ministries Update: Beth & Jennifer**

- Discussion held around renaming the Ministries Team on Leadership to “Spiritual Liaison and Community Engagement.”
- Jennifer shared a draft survey; Leadership Team members have visibility to review questions.
  - The final version will be sent to ministry leaders.

## **Playground Update: Sarah & Bill**

- Reviewed master plan
- Reviewed outstanding grant opportunities
- Will share next steps at next meeting

Next Meeting Jan. 26<sup>th</sup> at 5:30PM