

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. 26th at 5:30PM