

EUMC Leadership Meeting Minutes

Date: 1/26/26 5:30PM - 7:30PM

Attendees: Brooke Heerwald-Steiner, Julie Newell, Sarah Nelson, Beth Firkins, Jim Stromberg, Gabe Wiebenga, Kurt Jewell

Finance Update: Kurt

- Working to tie out 2025 and working out how much money goes into the emergency fund
- We have \$154K to move into the Emergency Fund to get to \$190K. Unallocated budget of \$40K ready to allocate later.
- End of Year Information for budget actuals: 1 new line-item that was moved from statement of financial position (solar project) moved into the budget for 2026
- Good news moving ahead! \$560-\$570 budget # for income next year
- Total Budget for 2026 \$550K income & \$539K expenses
- Trustees need to review Property spend for 2026, what will be covered with capital campaign
- Add "Safety" Budget under Admin \$600
- Loan payments are in the operating budget now, but the plan is to pay off the smaller, higher interest loan.
- We have \$190k in gifts and loan is @ \$206 – finance will look at cash accounts and email a proposal for paying the loan off.
- \$183K in legacy fund
- Proposal is to 1. Pay down \$206 loan 2. Complete parking lot project 3. Re-visit Debt payment 4. Additional property needs. Gabe and Kurt and Kaitlin can put together plans.

Brooke - Pastoral Update

- Feb 8th Meeting: Review of items discussed (budget, leadership, park etc.)
- Nomination process for leadership? Question discussed - How do we recruit? Do we look at the leadership team in general and see where our gaps are?
- Discussed difficulties finding/maintaining a leadership team. It Requires members to be official church members and financial contributors and have a large/long vision for the church.
- ASK for SPRC + Chair to stay in place with sabbatical

-Bylaws list 3yr terms, we would like to update it to 5yr terms. Once the leadership team figures out a role, almost ready to roll off...there's a lag time to get people on-boarded. Some of the positions require more training (SPRC, finance, trustees etc.)

-Discussed changing Ministries role(s). Updating to Spiritual Development vs. Outreach Ministries. Review job descriptions. Beth will touch base with Julie off-line.

-Define the nominating process, but the decision-making process is up to leadership

-Proposed Jesse Nelson as Trustees' candidate, Sarah Nelson to roll-off and stagger leadership transitions coming up next year

SPRC

– Examining employee review process. Bill/Phil will have update to leadership at next meeting

Jim - Safety / Trustees

Great working with Blair and Elizabeth - everything in notes!

So-Hi Park

-HYSG Recipients! Outlined \$104K Grant awarded at the end of the year for So-Hi/City of Excelsior to tackle the Sports Activities Area...aim to provide more space for older youth. The playground suffices 12+ and the sport court surface, basketball, pickleball etc. is geared toward 13+.

-The grant is very specific for its purpose. However, the great news is that we have received the funds to resurface the annex parking lot! That is close to \$50K the church does NOT have to spend resurfacing. However, it needs to happen this spring, so may it affect the timeline of the upper parking lot?

-Discussed the plan: resurface the parking lot, add 4-5 parking spaces near the entrance to the lot, directly in front of the playground. Install a moveable arm to reduce parking on the annex lot after we make it into a sports surface.

-Discussed the purpose of the annex. ASK is to think about what it means to/for the church in the future. Could we re-imagine it? Can we still use it for storage, but then add some clear garage doors on the side facing the playground to increase/expand usage?

-Initial bids for a shade structure came in high, looking for more. No more updates now, just that we will move forward with the sports surface/re-surfacing the parking lot this spring May/June and continue getting bids for the rest of the work toward the Master Plan.

Submitted by Sarah Nelson