

Meeting Minutes  
CFUMC Leadership Board  
July 8, 2025 @ 6:30

Our Mission: Making Disciples of Jesus Christ for the transformation of the world.

Our Vision: Ordinary people learning to love like Jesus.

Our Core Values: Connect, Equip, Commit.

In Attendance

- Present: Joy Barret, Kasie Cousino, Rick Fitzgerald, Dawn Goellner, Heather Hay, Todd Hubbard, Jeff Melvin, Nolan Peterson and Mike Vanderspool
- Via Zoom: none
- Absent: Mary Hoey, Ray Stankiewicz
- Guest(s): Susan Adam-Rita, Melanie Carey, Jody Croskey and John Seto

Opening Prayer and Spiritual Formation

- Nolan led us in opening prayer then shared some thoughts and facilitated a discussion re: "Why does going to church matter? Why does church matter?"
- We explored reasons at the personal, community and world levels.

Leadership Development

- Joy walked us through a discussion of how to respond to concerned and/or conflicted church members. Key points:
  - Conflict is not necessarily a bad thing. It is a sign of tension in the system and an opportunity to help us grow. Conflict prompts discussion. If we never have conflict, we are probably not engaging deep enough.
  - If you have a concern or conflict:
    - Own your conflict.
    - Go directly to the person you are in conflict with.
    - Believe the best about others (until hard evidence to the contrary).
    - Be specific.
    - State you want things to get better.
    - Pray with/for them.
  - Churches can be bad at conflict resolution. Joy shared A GUIDE FOR LEADERSHIP BOARDS from Rev. T. Gladstone based on Matthew 18 (paraphrased):
    - Listen attentively.
    - Paraphrase the conflict.
    - Ask, "Have you shared this concern with the person?"
    - Volunteer to go within them if they have not.
    - If they are reluctant to confront the person, offer to share it with the LB (if about a pastor), or with the pastor (if about a staff member). But only if they are willing to use their name; no anonymous complaints to LB or pastor.

- If a complaint is towards the pastor, share with the LB chair and pastor in advance of the LB meeting.
- Work to resolve the issue! (Hard on issue, soft on people).
- Note - pastors want honest, objective, candid, thoughtful feedback. Joy relies on the LB as an accountability partner.

#### Review of New People

- Joy shared the names and “status” of several new attenders.

#### Goal Review and Accountability

- Director of Lifelong Faith Formation hired and performing in the role by June 1.
  - Accomplished; Susan is off and running and gathering support around her.
- Leadership Board Guiding Principles in place by May meeting.
  - Accomplished
- Leadership Board components in place and “fully functioning” by September meeting.
  - On-track as we work towards our August retreat and remaining Town Hall meetings.
- Equip and empower all our people to create and embrace a culture of hospitality.
  - On-track as our new Hospitality Team first met on July 23rd with 12 participants.
- Note - during this time we also briefly discussed Joy’s email re: church effectiveness and the idea of measuring it as “How many people are in the influence of the church?”

#### Packet and Consent Calendar Items

- The May Consolidated Report and June Minutes were unanimously approved.

#### Strategic and Generative Items

- Pastor Transition Discussion
  - Mike, Susan Wellman (Personnel Team), Nolan, Rick, Todd and Dawn have agreed to be on a Pastoral Transition Team (PTT) for the purpose of identifying goals, tasks and timelines. The PPT will first meet sometime after the upcoming July 22nd Personnel Team meeting.
  - The Personnel Team has been considering an inevitable transition for several months and at this time believes there is nothing to announce; we agreed.
- LB Member Accountability Review
  - What are we doing well?
    - Working through the transition to SAS/LB, Pathfinder communications, formal agenda and meeting minutes cadence.
  - What should we work on?
    - More proactive communication to LB team re: topics to address, somewhat better clarity on Chair email requests, more consistent reply to the Chair’s email requests.
- Preparations for August 5th Planning Retreat (Led by Melanie)

- The retreat is at St. Paul United Church of Christ located at 14600 Old U.S. Highway 12 in Chelsea. Go in the door facing U.S.-12; it will open at 8:30. We are meeting in the Fellowship Room upstairs.
- The BIG task is defining congregation goals for 2025 and 2026. Remember, the LB focuses on what, not how.
- We will look at how things are going in our journey to fully adopt the SAS.
- We will expand our spiritual development needs and list.
- We will consider any Guiding Principles to add or address.
- Pre-work:
  - Read the six Chelsea demographics reports located on the Google drive → [Mission Insite - Chelsea Demographics](#)
  - Be thinking about what our big goals should be. These goals will be shared/confirmed at the Town Hall meeting.

#### Communication

- Rick will summarize for the Pathfinder:
  - July Hospitality meeting, Upcoming LB retreat, encourage folks to come to the August 17th Town Hall.

#### Upcoming Meetings

- There is no regular LB meeting in August, just the Retreat and Town Hall.
- However, we may need an ad hoc meeting to prepare for the Town Hall meeting.

#### Closing Prayer

- Mike offered the closing prayer.

Meeting adjourned at 8:05.

Recorded by Todd