

Leadership Board, October 21st, 2025

Attendees: Wynn Richardson, Jen Anderson, Brian Johnson, Suzanne Sancilio, Amy McQuaid-Swanson, Alan O'Donell, Bob Milligan, Jerry Matchett, Ross Droogsma. Online: Pat Torgimson, Monique Lindquist. Thelma Boeder, recorder.

Call to order (7:01 p.m.): Wynn Richardson, chair.

Pastor Jen opened the meeting with prayer.

Consent Calendar items: All approved by consensus.

1. Team reports (Compassion & Justice, Facilities, Finance, Staff, Pastor's, Our Future Together)
2. September 23, 2025, meeting minutes

Agenda: Accepted by consensus.

Miscellaneous items:

1. Reminder that the Respectful Conversation Facilitator Training is Tuesday, Oct. 28, 6-8:30 p.m., at the SAP campus sanctuary.
2. The first-year contact list of inactive members will be presented at the November 8 Charge Conference. Jen said some have responded already to the letter sent in May; she asked us to connect with others on the list that we know who have not responded.
3. Jerry, concerned for people who may lose SNAP benefits soon because of the government shutdown and possibly beyond, suggested Centennial mount an immediate food drive. Agreed by consensus. Announce it on Sunday, Oct. 26, with drop-off points at both campuses. Which food shelf should we take it to? Monique said the Ralph Reeder Food Shelf has a convenient drop-off location. She could take items collected at SAP there. Pat said she would do the same for Roseville. Monique asked if we should mention the opportunity to donate to Christ's Loving Church since they worship at SAP. Ross will tell them and also the congregations worshipping at Roseville.

Compassion and Justice: No action items.

Facilities: Ross will prepare a communication to the congregation about our insurance status.

Staff:

1. Suzanne briefly reviewed the Minnesota Paid Leave section to be added to our employee handbook. After posting it for the board on Sharepoint, Bob made good suggestions which she has added. The policy now reads to allow CUMC to

consider changes every year related to the percentage we pay toward premiums (employee pays 50%). Bob moved approval of Centennial's Minnesota Paid Leave policy as amended. Ross seconded it. Carried.

2. Suzanne reviewed the CUMC 403(b) Retirement Savings Plan policy also posted earlier for review on Sharepoint. She added similar wording to what was added in the paid leave section so that CUMC may consider changes annually to its contribution share. All employees will have the option to use the plan if they wish instead of only those employed 30 or more hours per week. Bob moved to accept the CUMC 403(b) Retirement Savings Plan. Jerry seconded it. Carried.

Staff-Parish Relations Team Executive Session (7:34 p.m.-8:07 p.m.)

Finance:

1. Bob said we were in decent shape financially at the end of September. Oddly, October is usually a low giving month. The finance committee wants to share our financial needs to finish 2025 with the congregation in a positive light without suggesting serious need. Encourage folks to fulfill pledges for 2025. We expect to get about \$15,000 from the IRS Employment Retention Fund, which may or may not be needed to balance the 2025 budget. Anything more can go toward the loan due to be paid off in February 2027. Alan suggested possibly encouraging an extra "push" to help pay off the loan early.
2. Bob moved that any monies given specifically toward apportionments be added to the amount needed rather than paid "on top" of the annual apportionment. Seconded by Monique. Carried.
3. The Finance Committee strongly recommends preparing a balanced budget for 2026, knowing, though, that we cannot predict exactly insurance costs for the last six months of the year.
4. We are looking into engaging a compliance monitoring service. Jen said ADP proved too expensive. A consultant might be one possibility.

Our Future Together:

1. Monique said Miller-Dunwoodie offered a rough report after completion of the Design Team listening sessions. The team expects to receive more detail at a meeting on Oct. 25 and further drafts by early November. They want to present results to the congregation in January (avoiding December Advent and Christmas activities). She suggested and we agreed that the Leadership Board should schedule time with Miller-Dunwoodie before January. We scheduled 90 minutes at the regular December 16 meeting with a start time of 6 p.m.

Jen closed with prayer.

Adjourned (8:44 p.m.)

Thelma Boeder, recording secretary

Addendum from Wynn on October 22, via email: We have a slight hiccup in our approvals from last night. Turns out we also need to approve the housing allowance forms for Lauren and Whitney even though there are no changes to what they are claiming. We need to vote on these before the charge conference on November 8th, so I would like to proceed with an email vote. Attached are the forms for Lauren and Whitney. They are also in this month's Sharepoint folder. I move to accept these housing allowance forms for Lauren Rheingans and Whitney Sheridan. The first affirmative vote will serve as the second. Seconded by Pat. Carried.