McFARLAND UNITED CHURCH of CHRIST
A Church with Heart

Group Name	Servant Leadership Team (SaLT)
Date	April 9th, 2026
Recorder	Diane Mikelbank

In Attendance:
Rev. Robert Koepcke, Walt Jackson (Moderator), Lisa Schweitzer (Vice Moderator), Kristen Broderick (SaLT Member), Cody DeWayne (SaLT Member), Amy Cavi (SaLT Member), Diane Mikelbank (Clerk) and Araceli
Absent: Kathy Schwenn (Treasurer)

Agenda Item/ Topic/Question	**Discussion / Decision**	**Action**
Opening Prayer	Walt opened the meeting with a prayer	
Welcome and Check-In	We will be posting the meeting minutes online from now on. We will be approving minutes online going forward.	
Invited Members & Guests wishing to present business from below items		
Amended final Approval of the March 13th, 2026 Meeting Minutes		Cody moved and Amy seconded approval of amended minutes for approval. Minutes approved unanimously.
Treasurer's Report (Kathy)	**General Fund Revenues and Cash Balances:** • March's expenses ($15,345) exceeded revenues ($12,326) by ($3,019). Revenues were under budget by ($3,587) for the month. • Contributions were down compared to March 2025 by ($3,987). • The monthly prepaid contribution of $640 from Edward Jones Pimco	Accepted as presented.

	fund did not process for March. There will be two $640 contributions in April. • The amount needed to meet budget is $15,913 per month. The current 12 month rolling average is $14,188 per month. This is a decrease from February. I will keep watching this metric. • Per SaLT, MUCC should have 4 months of operating expenses in our unrestricted cash accounts. Per this policy, we should have $63,650 available. The balance in the unrestricted funds for March 2026 was $58,424. Per agreed upon policy, cash reserves are to be evaluated based on the June and December financials. **General Fund Expenses:** • Renewed our annual membership to Sustain Dane, $300. • Paid $153 for postage to mail out the "Get out the Vote" postcards. This expense was put to the Social Justice ministry team. • There were 2 months of Pastor insurance/pension benefits paid in March (March and April). Due to the credit card payment process timing, the March payment was not posted until March. • There is one more $1,600 payment to Elements Lawn Care and Snow Removal for the seasonal pricing agreed to in the contract (total cost for the 25-26 winter season was $6,400. This was the last payment. • McFarland Utilities (water, sewer, stormwater, etc.) are billed quarterly. Had a $401 payment for these services in March. • The 1st quarter OCWM was paid in April. The budget was in March. • The WI UCC chapter dues were paid in April. The budget was in March. **Restricted Funds:** • Outreach made a $2,500 donation to the House of Mercy and ALL Nations in Nogales, Sonora Mexico.	
Committee & Mission Team Updates 1. Finance Committee 2. Outreach Funds Committee 3. Buildings and Grounds 4. Befriender Care Team 5. Creation Care Team (Ecojustice/Green Team) 6. Social Justice Collective Team	**1. Finance Committee -** (Kathy) No report **2. Outreach Funds Committee** - (Walt and Kathy) Outreach made a $2,500 donation to the House of Mercy and ALL Nations in Nogales, Sonora Mexico. **3. Buildings and Grounds -** A new custodial service started on March 23. Three Cousins Cleaning will clean the church every two weeks ($200/visit) according to instructions in the contract. **4. Befriender Care Team** - (Walt) No report **5. Creation Care Team** - (Diane) They met on March 25th but during the day so I couldn't attend. They are leading worship on April 12th, have updated the bulletin board and have information in the fellowship area for the month of April. **6. Social Justice Collective Team -** (Amy Cavi) No report	

7. Youth Update	**7. Youth Update -** (Cody) Teen youth will meet April 12th at Memorial UCC. They continue to work on fund-raising and will hold a silent auction in May. Younger youth will have a structured activity for April 12th and first Sunday of the month for May and June.	
Old Business -	**Retention Policy** - Updates and Approval Geoff shared that he and Colleen worked further on the policy and have provided an update for approval. **Proposed Social Media Policy** - Cody agreed to help with engagement on social Media. He discovered that Aracelli was already working on a policy. Ginger has the skills to post on social media but was looking for guidance on how to approach it. Ginger approached Aracelli asking for best practices for posting. They worked together and Araceli wants to help us add value in this space and a way to measure success. A document was shared with SaLT that explains the opportunity, examples and reasons to formalize guidelines. We discussed the difference between more formal posts/events and less formal announcements that may need less lead time. We looked at the Application for Facility Use from and if this would be a good place to include a line defining if an event is requesting social media presence. We may want to add to the Form, "Is this a MUCC sponsored event?" If yes, we will create the event. If "no" they will need to create their own Social Media. **InstaGram** - SaLT would prefer to focus on just one account right now for simplicity's sake. Aracelei pointed out that there is an opportunity to link Instagram to Facebook that will automatically connect, but if we are not managing it, those engaged may feel like they are being ignored. **There are two Facebook accounts -** Mission and Service Group and Business Group. Because the Mission and Service account is being used, this is a better page to start engagement with. The scope of the Mission and Service private group should be more prayer requests and the Business account is more of the "front door" of the church, meaning it should reflect the life of the church and introduce the church to the public. This is a culture we need to create. Push the congregation to interact with those pages to encourage engagement. Example shared: We can suggest to Ginger, we want a picture of the Easter Altar along with the memorials to thread them together.	Diane moved for approval of the Retention Policy, seconded by Amy . Motion passed unanimously. SaLT has decided to pursue Social Media guidelines and bring them back to SaLT. Araceli will send along topics we need to think about before we review this again.

	Think about: asking committees to make a posting 1-2 times per month. **Funeral & Memorial Policy** - Additional Criteria Request There is a request that if there are any changes to Policies that involve committees that we involve them in the decisions on the changes. **Involvement in SaLT tasks when not a member of SaLT** (Walt) We have members who are no longer on SaLT who want to be involved in policy creation, etc. We are in support of members sharing their talents and skills in ways that are helpful and beneficial. **Giving the Worship Welcome Changes - Feedback, Sign-up Process** (Walt & Lisa) Seems to be going well. A script would be helpful. Diane will work on this and we will have it available at the pulpit. **Work Group Formation & Tasks (Walt)** There is a work group of 5 people who have worked on defining a member number. They do have a system that is in place. They want to stick with this system instead of a new system. The latest number is a little lower than the 164. Walt is going to follow up with the group to confirm they resolved the issue. We discussed how important it is to have accurate numbers for the purpose of defining our congregation to recruit a settled pastor.	Diane will type up the Outline for the welcome to guide SaLT members who are leading the welcome so they know what to cover. Amy will print it out and make it available at the pulpit for reference.
New Business **Update of elder sticker for name tag and purpose (Walt)** **Update on Pastor Discretionary Fund Policy** **Discussion on Announcement Time (Walt)** **Discussion on Types of Announcements (Walt)** **Pastor's Share Time (Robert)**	**Update of elder sticker for name tag and purpose (Walt)** Discussed the concept of adding a sticker to identify leaders and those who can be approached as a member of SaLT or other leadership team. Lisa has heard that identifying certain people with stickers makes some feel less included. We would hope that people who are new would feel comfortable approaching anyone. If we add a sticker, if we don't explain it, nobody is going to know what it means. We talked about other options for pins on lanyards, different lanyard colors, etc. **Update on Pastor Discretionary Fund Policy -** Diane has created a draft policy. It was suggested that a committee gather to discuss this policy on Tuesday, April 14th at 6:00 p.m. Diane, Joan, Kathy, Colleen and Judy will meet to discuss/create the policy. **Discussion on Announcement Time (Walt)** Feedback is that announcements are getting too long for some. During the welcome, we will ask for announcements relevant to the next week. We will also try to limit	It was decided that adding the sticker would not be pursued at this time.

Any other new business	announcements to 10 minutes and when we reach that point, announce that we only have time for one more. **Discussion on Types of Announcements (Walt)** We discussed how we will not necessarily limit the content of announcements but as that they be relevant to the next week. **Pastor's Share Time (Robert)** Given finances and the push that our Conference is looking for support, we need to show why we give to the church and why we give money. Rev. Robert will connect with Andrew Warner - Conference Certified Fund Raiser - we may be able to use his expertise and see if he can help us with some advice to pass along. The passing of the offering plate has gone away for a lot of churches over Covid - but bringing back the passing of the plate may be a good ceremony, gets kids involved and says we are all in this together. Rev. Robert was quite moved by the anointing of the oil on Maundy Thursday. He liked the scent and the experience of sacrament and Holy Communion helped him to relive this experience into the evening. He may try anointing in May to allow this experience if they want to see what people think about it. It was nice having Kylie and Luna do the anointing. **Any other new business** Lisa was looking for feedback on the Easter Egg hunt. The table of bigger prizes seemed like a big hit. We may have had more eggs than we needed. Lisa thought it was noted that there were 23 kids last Easter and we only had 8 this year. We may want to promote the egg hunt a bit more next year. The hunt was a huge success and we thank those who were a part of making it happen. **Sunday kids programming -** Kristen and Lisa did a fun activity and the kids enjoyed it. There will be an activity with Creation Care this Sunday. Hand-out on youth/family events - first Sunday in May and June - they are committed to do those structured activities. There may be others interested in helping with kids' activities.	
Sunday Services	**Outreach Third Sunday Topic** **Scheduling** - On April 12th, the Creation Care Team will lead the service. We are also looking into ministry minutes.	
Next SaLT Mtg.	Thursday, May 14th at 6:00 p.m.	

Closing Prayer	Rev Robert closed the meeting with a prayer.	