McFARLAND UNITED CHURCH of CHRIST
A Church with Heart

Minutes to be approved on September 10th, 2026

Group Name	Servant Leadership Team (SaLT)
Date	August 13th, 2026
Recorder	Diane Mikelbank

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

Agenda Item/ Topic	Discussion / Decision	Action
Opening Prayer	Rev Rachel Bauman opened the meeting with a prayer	
Welcome and Check-In		
Invited Members & Guests wishing to present business from below items (Rev. Rachel Bauman)	Rev Rachel - She met with the search team and they have completed the requirements for seeking a settled pastor so they will be able to start receiving candidate profiles. Rachel shared reminders of the connection between SaLT and the Search Team. The search team supports a covenant to respect confidentiality so they will not be sharing details until they get closer to finding the right person. After Zoom and in-person interviews they will bring a final candidate in person at the expense of the church. SaLT will want to make sure that the financial package will work with the church in order to develop the parameters of the contract. The final candidate will participate in a candidate weekend that includes social events, etc. Rachel shared that the search team did an excellent job on the church profile. When the profile is released, interested pastors will apply to conference. Conference	

	confirms that the profile is a good fit. If the potential pastor is interested, their information will be shared with the search team. Rev Robert shared that he is doing well four weeks out from surgery. Complete healing is another four weeks with Physical Therapy. Rev Robert wants to do what he can including phone ministry, attend meetings via zoom, etc. Kathy is looking into the short term disability policy. From a SaLT perspective, we learned from our search for the Interim Pastor that our congregation is tolerant of several weeks of coverage from our members, but then they want to have someone in a Pastoral role lead services, therefore, we have hired pulpit supply for the month of September. Rev. Robert has offered to put a message in the Pulse saying he is available for phone or Zoom pastoral visits. The message could shift from connecting with Rev. Robert for his care and recovery to connecting with Rev. Robert for those who need pastoral support. Walt asked how we would approach a pastoral need that Rev. Robert cannot fulfill. If this were to happen, Rev. Robert would consider it his job to coordinate someone to fill in. Cody suggested that Rev. Robert should make this announcement about his availability via Zoom verbally during the Sunday service. Cody shared that we are starting a Youth Ministry Team - Lisa Hart can help and be reached at lhart@wcucc.org - she works with youth ministry and the Damascus Project. She can connect those in our church with the newly developed team and may be willing to come here to help get us started.	
Discussion on leadership retreat (Lisa)	Lisa asked Rachel about any insight on how other churches offer leadership retreats. She shared that there are a couple people in the conference who are trained to help with church leadership retreats. She will send Lisa their information. Regarding location of Leadership retreats, Rachel suggested using another church. She said this would be a good way to have churches share their location and it	Lisa will connect with conference reps who facilitate leadership retreats.

	could be free. There are locations available through conference, but there would be a cost to them. Lisa asked about the Moderator, Vice Moderator terms of positions. Rachel shared that there is no need to change our structure due to the coming of a settled pastor. The settled pastor usually spends the first year not changing the church structure as they learn. 2 - 3 year terms sound right - these are good things to talk about in a leadership retreat.	
Final Approval of the July 9th, 2026 Meeting Minutes	Short discussion on how to label the minutes that are not approved with a note on the top as is on this month's minutes.	Amy moved & Cody seconded approval of minutes. Minutes approved.
Treasurer's Report (Kathy)	**General Fund Revenues and Cash Balances:** • July's expenses ($16,944) exceeded revenues ($13,432) by ($3,512). Revenues were under budget by ($2,480) for the month. • Contributions are under budget for the year by ($7,907). • The amount needed to meet budget is $15,913 per month. The current 12 month rolling average is $14,156 per month. This is a slight decrease from June. I will keep watching this metric. • Per SaLT, MUCC should have 4 months of operating expenses in our unrestricted cash accounts before considering a transfer of excess cash to other funds. Per this policy, we should have $63,650 available. The balance in the unrestricted funds for July 2026 was $58,275. Per agreed upon policy, cash reserves are to be evaluated based on the July and December financials. The unrestricted general fund is under the 4-month reserve. No transfer of excess funds needed. **General Fund Expenses:** • Paid $355 for the annual Cross Connection Inspection that is required by the village. • The 2nd quarter OCWM payment was made in July but was budgeted for in June. This accounts for $4,275 of the expense to budget variance in July. When you take this into account, expenses are under budget by ($861). **Restricted Funds:** • All fundraiser dollars are now entered into the Youth/Mission Trip fund. This fund currently has $3,136. The expenses put on the credit card have not been paid yet. These will be paid in August. • Moved the remainder of Denny Blackmore and Loretta Martin memorial funds to Creation Care fund per the families to be used to purchase a replacement tree and	Kathy will do an update to the congregation on the budget.

	any necessary upkeep. The $50 balance is one donation for Margaret Miller. I will find out where Paul would like this to go. • $293 in Other/Reimbursement fund is made up of: o $193 reimbursement for lunch for Loretta Martin. The actual expense has not been paid by MUCC yet (it is on the August credit card) o $100 donation by Rev. Robert for TK to attend CMC. This has not been paid by MUCC yet. Pulpit supply will be $200 per occurrence plus mileage with 76 cents per mile. We are not talking about contributions much during the offertory but will try to do this more. Rev. Robert shared that when we are playing the offertory it is tradition to pass the plate. It reminds us that as we have been given, we too can give. Kids could be recruited to do this. Cody expressed that he likes that we do not pass it. Sharing of time, talent and treasure is a good way to express it. In addition, people really don't carry cash or checks anymore - maybe a QR code on the screen would be good. Idea: monthly noisy offering for different non-profits.	Idea: Adding to the slide for Offertory a QR Code and asking to give of your Time, Treasure and Talent. *Which SaLT member was going to ask Ginger to add this?*
Committee & Mission Team Updates 1. Finance Committee 2. Outreach Funds Committee 3. Buildings and Grounds 4. Befriender Care Team 5. Creation Care Team 6. Social Justice Collective 7. Youth Update	**1. Finance Committee -** (Kathy) **2. Outreach Funds Committee** - (Walt and Kathy) **3. Buildings and Grounds -** **4. Befriender Care Team** - (Walt) **5. Creation Care Team** - (Diane) No report - next meeting August 25th **6. Social Justice Collective Team -** (Amy Cavi) Book talk and author talk is scheduled for September 1st and 17th **7. Youth Update -** (Cody) Youth leading the next service sharing their experience at Pine Ridge ReMember Camp.	Walt will add the Tech Team to the agenda. SaLT will propose a purpose statement for the Tech Team at the next meeting.
Old Business - Status of the Pastor Search Committee **Discussion of training by Geoff and Rev. Robert for SaLT**	Pastor Search Committee update shared earlier with Rev. Rachel Bauman There was talk about doing Conflict Resolution training and starting with SaLT. We are not fixing something, but making something stronger. It helps us get on the same page, same language and same tools to communicate with. Rev. Robert said he would have to talk to Geoff about how long the training is for SaLT.	Safety Policy: Lisa moved that the revisions to the safety policy are acceptable. Amy seconded

Policy(s) to Review - Safety **5 questions for SaLT to Answer**	SaLT has asked Rev. Robert to propose 3 possible days/times for SaLT to do this training. After the training, SaLT would give feedback before it is rolled out to the congregation.	that. Updates approved and they can be put on the website as presented. Diane will inform Ginger
New Business **Discussion on 2027 Annual Meeting - choose date** **Any other new business** **Pastor's Share Time (Robert)**	**Dates for the annual meeting - January 17th and 24th as snow day.** It has to be before Feb. 15th **Time: 11:15 a.m.** Committees have to share a written report. **Required action items are:** <u>By-Law Changes</u> - addition to Info. and Technology Work Group to a Committee, Personnel Committee composition, Youth Ministry Team <u>Budget</u> <u>SaLT nominations</u> <u>Special Recognitions</u> Lisa would like to offer or amend the term of the SaLT team, Conversation on terms, moderator, etc. **Pastor's Share Time (Robert)** Covered earlier in the meeting.	Rev. Robert will speak to Diane S. to see if she is interested in taking any time off.
Next SaLT Mtg.	Thursday, September 10th at 6:00 p.m.	
Closing Prayer	Rev. Robert closed the meeting with a prayer.	