

King of Glory Leadership Meeting Minutes

October 11, 2022

As God's People, Graced By Differences, Nurtured By The Spirit, And Gifted To Serve, We Invite And Welcome All To Grow In Faith.

The meeting was called to order with prayer at 6:30 p.m.

Those in attendance: Bryan French, Ron Lamb, Jeanette Williams, Mike Dodge, Judy Richardson, Randy Pfeiff, Luci Roberts, Pastor Ruth Ann Loughry, Jan DesJardin, Pastor Deb Abbott

- I. Treasurer's report:
 - A. Expenses exceeded income this month because we paid \$5000 to Synod Benevolence for the anonymous gift.
 - B. Motion to approve Treasurer's Sept. 22 Treasurer's report was made by Bryan French; seconded by Mike Dodge.
 - C. Motion carries.
- II. Decision for Pastor's PORTICO benefits package:
 - A. Pastors looked at the Gold and Silver packages and decided that the better deal for the cost is the Gold package.
 - B. Motion to provide the Gold+ package for the Pastors' benefits made by Ron Lamb; seconded by Jan DesJardin;
 - C. Motion carries.
- III. Housing Allowance Adjustment for Pastor Ruth Ann:
 - A. 25,000 was approved last December.
 - B. Pastor Ruth Ann is asking to reallocate \$9,000 of her salary for 2022 to the housing allowance for home improvements and maintenance.
 - C. Motion to approve Pastor Ruth Ann's request of an additional \$9,000 of her salary to be reallocated for housing made by Judy Richardson; seconded by Randy Pfeiff.
 - D. Motion carries.

- IV. September Meeting minutes approval postponed until meeting on October 25.
- V. Leadership Perspectives with Pastor Sarah Manning
 - A. Emotional Intelligence:
 - 1. Leaders must recognize and be aware of emotions and lead accordingly (in response to those) to manage our behaviors and relationships.
 - 2. Four components of Emotional Intelligence:
 - a) Self awareness
 - b) Self control
 - c) Social awareness
 - d) Relationship management
 - B. Adaptive Leadership:
 - 1. Disappointing people at the rate at which they can handle.
 - 2. Identify new challenges and reframe key questions.
 - 3. Equip people to have difficult conversations (don't shield or protect from external threats).
 - 4. Face all issues, regardless of precedents of norms and roles.
 - 5. Process: Observe (gather data), Interpret (what's going on?), Act (take small steps or changes: plan, do, reflect; repeat)
 - 6. Challenges:
 - a) Gaps between spoken values and behavior
 - b) Focus on too many things
 - c) Unwillingness to share our internal dialogue
 - d) Choosing to work on the easy stuff to avoid working on the hard stuff
 - C. Family Systems:
 - 1. Emotional Regression
 - a) Reacting vs. responding
 - b) Taking sides (herding)
 - c) Blame over accountability
 - d) Quick fix mentality
 - e) Shutting down when things get hard

- VI. The Leadership Team agreed to use this information in upcoming meetings about the 2023 budget.
- VII. Meeting is adjourned at 8:30 pm.