Leadership Team Agenda

Independence First United Methodist Church

Wednesday, September 23, 2026, 6 PM

Vision: *Together in Faith: Serving, Growing, and Welcoming All Generations*

I. Opening Prayer and Devotion

II. Approval of the August 26, 2026 minutes

III. SPRC Report

- A. *Closed Session*

IV. Trustees Report

- A. General Maintenance Report
  - Church Building

V. Finance Report

- A. Financial Statements

VI. Ministry Report

- A. IFUMC Current Church Governance and Reporting Structure
- B. Santa-Cali-Gon Days
  - Thank You Card to Hy-Vee
- C. Putting Your House in Order (October 11 after worship)
- D. Halloween Block Party (October 31)
- E. What We Think We Know Leadership Development Workshop (November 7, 10 am - 12 pm)

VII. New Business

- A. Charge Conference, November 14, 2026, at St. James United Methodist Church
- B. Stewardship Conversation
  - Campaign Name: Surprise Me
  - Letters Available October 25 & November 1, 2026
  - Letters Mailed on November 2 if not picked up
  - Campaign starts November 8, 2026
  - Commitment Sunday: November 22, 2026
- C. Visioning Discussion: Refocusing

VIII. Next Meeting Date: Wednesday, October 28, 2026 - 6 PM

Reports due to Pastor Angie on Wednesday, October 21, 2026

IX. Adjournment

IFUMC Leadership Team Meeting – Minutes – August 26, 2026

Present: Deborah Abbott, Zack Danner, Patricia Green, Karen Kelley, Sid Marlow, Tim Meng, Sheryl Morrison, Vicky Reuter, Sue Shineman, Steve Woolf, and Pastor Angie Colina McNeil
Absent: Pat Bounds

Team Chair Tim Meng called the meeting to order at 6:00 pm. Pastor Angie focused the opening devotion on scripture from Matthew, Luke, and John, related to 'Loving Your Neighbor.' She has been working on the demographics of the neighborhood surrounding the church within a 2.5-mile radius. She will share the information with us in future meetings.

As an introduction to the next sermon series and two study groups, Past Angie, asked us to identify and name one of our neighbors. She then offered prayer for those specifically named. The 2:00 pm Tuesday Bible study group and the Journey Sunday school class will be using the book, 'Art of Neighboring' to guide discussion on how the church can be more intentional about not only knowing our neighbors' names, but also to know how we can invite them to join us and how we can pray for them.

The minutes from the July 2026 meeting were approved with one correction. Jack Hill's name was removed from the list of those absent.

Steve gave the Trustees report that included maintenance and updates to the church and parsonage. Steve moved to replace the broken blinds at the parsonage with new ones in the kitchen, back door, possibly the front door, master bedroom, and southwest-facing bedroom at a cost not to exceed $300. Seconded by Zack Danner. Vote was unanimous.
Approval was given to Steve to replace fluorescent ceiling lights as they burn out with 6500K LED bulbs. The current cost of the new bulbs is $22.00.

Pastor Angie shared her concern about the possibility of someone being able to break into the parsonage by breaking the glass in the front door. After discussing several options, it was decided to try a plexiglass cover over the glass.

Sid Marlow presented the financial reports. He continues to update the reporting format that makes the reports much easier to understand and see at-a-glance income and expenses.

Pastor Angie's Pastoral Support Form is due to MO Conference by September 15 for the 2026 Charge Conference.

Pastor Angie is updating the membership roll. She will be asking everyone to complete a membership form to make sure all information is accurate in the church database.

Sue Shineman reported the basement sales netted $6,549.08.

The Hy-Vee at 40 Hwy. and Noland Rd. donated 960 bottles of water for the Santa-Cali-Gon parking lot fundraiser. Parking will remain at $8.00 this year.

Starshine Preschool will be back in session on September 9. Zack asked everyone to be aware of our surroundings and who is in the building and parking lot. We must always think of the safety and security of our preschoolers, teachers, and staff.

The Veteran's Community Project Tour is September 9 at 4:30.

The Halloween Block Party, in partnership with First Presbyterian and First Christian Churches is scheduled for October 31 following the parade.

Sue Shineman encouraged everyone to take 15 minutes and complete the online Church Lifecycle Diagnostic Tool.

Laura Murphy, NW District, will be our guest preacher on October 11. She will also present IFUMC with a grant.

On November 7, from 10 am – noon, Tyrell Newell will take the Leadership Team through a course on Implicit Bias.

The meeting adjourned at 7:53 pm.

Respectfully Submitted
Sue Shineman

first united methodist church
Balance Sheet
As of September 15, 2026

		Sep 15, 26
ASSETS		
Current Assets		
Checking/Savings		
Checking - Commerce Bank 2330		16,438.12
Commerce Bank 8130		62,725.67
Commerce preschool 0843		1,708.23
Total Checking/Savings		80,872.02
Other Current Assets		
Uncategorized Asset		74.99
Total Other Current Assets		74.99
Total Current Assets		80,947.01
TOTAL ASSETS		**80,947.01**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
DESIGNATED FUNDS		
Basement sale		7,874.63
Bell Choir		108.00
Children's Church Fund		358.25
Childrens Ministry		278.90
Coleman Estate		
Church repairs	-47,011.18	
Parsonage repairs	-6,323.10	
Coleman Estate - Other	53,334.28	
Total Coleman Estate		0.00
Cooperative Youth Ministry		649.95
Funeral dinners		1,106.96
Garage Sale - Parsonage		870.28
Grants		
2024 Fresh Expression Grant	2,944.72	
2026 Fresh Expressions Grant	500.00	
Congregational Developm't Grant	241.62	
Costner-Fulton Grant	200.00	
Total Grants		3,886.34
Mens Club		347.38
Miscellaneous		
Printer lease payments	1,515.88	
Total Miscellaneous		1,515.88
Missions		
Community Brunch	3,693.57	
Hillcrest Transitional Housing	281.00	
Local Church Mission	77.99	
Miscellaneous	188.66	
Missions-non designated	466.38	
Native American Sunday	40.00	
Project Brown Bag	30.00	
Sox for misions / Veterans	0.51	
World Wide communion	300.00	
Missions - Other	1,000.00	
Total Missions		6,078.11
Parsonage rental		7,831.53
Pastor's Discretionary Fund		536.89
Playground		117.58

first united methodist church
Balance Sheet
As of September 15, 2026

	Sep 15, 26
Prepaid pledges	
2026 Pre Pledge	15,261.70
Total Prepaid pledges	15,261.70
Santa Cali Gon	8,540.15
Starshine	
Starshine Tuition Scholarships	4,025.00
Starshine - Other	25.00
Total Starshine	4,050.00
UMCOR	1,358.00
Veterans Community Project	295.19
VIM	894.75
Youth Ministry	1,269.40
Youth Summer Camp	1,915.75
Total DESIGNATED FUNDS	65,145.62
Payroll Liabilities	2,578.70
Total Other Current Liabilities	67,724.32
Total Current Liabilities	67,724.32
Long Term Liabilities	
MEMORIALS	
Anderson, James	1,565.00
Burmahl, Eloise	295.00
Bybee, Dolores	145.00
Callicott, Glenda	190.00
Dimmel, Virginia	725.00
Fleming, Marge	825.00
Gutekunst, Gerald	235.00
Gutekunst, Judith	880.00
Hagen, Mary	8,350.00
Harbin, Judy	1,325.00
Heriford, Donice	150.00
Hook, Doris	60.00
Kingore, Connie	485.00
Kreisler, Emily	290.00
Morrison, Dorothy	265.00
Rohr, Adele	1,113.36
Schwartz, Sierra	150.00
Shelton, Beverly	855.00
Smith, Bill	320.00
Smith, Jim	4,306.25
Stoll, Clarence	5,580.00
Wohlgemuth, Ike	588.86
MEMORIALS - Other	40.00
Total MEMORIALS	28,738.47
Total Long Term Liabilities	28,738.47
Total Liabilities	96,462.79
Equity	
Opening Balance Equity	3,128.34
Retained Earnings	-11,899.56
Net Income	-6,744.56
Total Equity	-15,515.78
TOTAL LIABILITIES & EQUITY	**80,947.01**

2026 Designated Funds List — Balance Sheet dated September 15, 2026

Name of Account +	Current Balance	Addition	Subtraction	Updated Balance
Basement Sale	7,874.63			
Bell Choir	108.00			
Children's Church Fund	358.25			
Children's Ministry	278.90			
Cooperative Youth Ministry	649.95			
Fueral Dinners	1,106.96			
parsonage Garage Sale	870.28			
Men's Club	347.38			
Parsonage Rental	7,831.53			
Playground	117.58			
Santa Cali Gon	8,540.15			
Veterans Commuity Projet	295.19			
VIM	894.75			
Youth Ministry	1,269.40			
Youth Summer Camp	1,915.75			
Total Unresricted Designated		32,458.70		
RESTRICTED Designated Funds				
Grants				
2024 Fresh Expressions	2,944.72			
2026 Fresh Expressions	500.00			
Congregational Developent	241.62			
Costner-Fulton	200.00			
Grants total		3,886.34		

Printer Lease Donation	1,515.88	
Pastor's Discretionary Fund	536.89	
Starshine Tuition Scholarships	4,050.00	
UMCOR	1,358.00	
2026 prepaid pledges	15,261.70	
Subtotal non-grant restricted		22,722.47
Total Restricted		26,608.81
Total Designated Funds except Missions		59,067.51
Missions		
Community Brunch	3,693.57	
Hillcrest Transitional Housing	281.00	
Local Church Mission	77.99	
Miscellaneous	188.66	
Missions non-designated	466.38	
Native American Sunday	40.00	
Project Brown Bag	30.00	
Sox for missions	0.51	
World Wide Communion	300.00	
Missions-Other	1,000.00	
Total Missions		6,078.11
Total Designated Funds		65,145.62

2026 Memorials	Balance Sheet dated September 15, 2026	
Name	Balance	
Anderson, James	1,565.00	
Burmahl, Eloise	295.00	
Bybee, Delores	145.00	
Callicott, Glenda	190.00	
Dimmel, Virginia	725.00	
Fleming, Marge	825.00	
Gutekunst, Gerald	235.00	
Gutekunst, judith	880.00	
Hagen, Mary	8,350.00	
Harbin, judy	1,325.00	
Heriford, Donice	150.00	
Hook, Doris	60.00	
Kingore, Connie	485.00	
Kreisler, Emiy	290.00	
Morrison, Dorothy	265.00	
Rohr, Adele	1,113.36	
Schwartz, Sierra	150.00	
Shelton, Beverly	855.00	
Smith, Bill	320.00	
Smith, Jim	4,306.25	
Stoll, Clarence	5,580.00	
Wohlgemuth, Ike	588.86	
Memorials, Other	40.00	
Total Memorials		28,738.47

2026 Cash versus Liabilities
at September 15, 2026

	Current Balance	
Cash		
Acct 2330 Operating	16,438.12	
Acct 8130 Reserve	62,725.67	
Total Cash		79,163.79
Total Liabilities	96,462.79	
Liabilities that will not use cash to offset		
Prepaid- Pledges	-15,261.70	
Liabilities less Non cash libilities		81,201.09
Cash less liabilities		-2,037.30

2026 Monthly Revenue (Deposits to Operating Acct
Less Expenses in Operating Acct)

Calendar Year 2026 Actual (january to July)
2025 Actual (August to December)

	2026 Acutal								2025 Actual	
	January	February	March	April	May	June	July	August	Sept	Oct
Revenues	9,094.71	34,105.52	17,890.52	25,917.05	19,281.96	22,437.64	12,865.56	14,777.56	29,068.64	21,870.53
Transfer from Acct 8130						10,000.00				
Debit Card	(2,418.48)	(1,753.13)	(1,193.73)	(2,814.43)	(1,935.46)	(1,996.71)	(1,218.24)	(3,376.88)	-984.22	-615.84
Bank Drafts Other Debits	(12,970.41)	(6,718.90)	(5,607.08)	(11,877.94)	(5,588.17)	(4,770.00)	(10,911.22)	(5,670.88)	-4,122.64	-14,450.74
Checks Paid	(11,124.30)	(13,563.57)	(19,251.83)	(15,875.17)	(14,351.41)	(16,765.09)	(13,543.58)	(13,539.93)	-11,605.67	-22,454.44
Increase/ (Decrease)	(17,418.48)	12,069.92	(8,162.12)	(4,650.49)	(2,593.08)	8,905.84	(12,807.48)	(7,810.13)	12,356.11	-15,650.49

2026 Average Revenues 22,338.65

2026 Average Expenses (24,854.57)

Note: Includes receipts from parents and teachers for tuition and payments of payroll.

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Nov	Dec	Total
39,473.90	32,340.15	279,123.74
		0.00
		10,000.00
		0.00
		0.00
-743.67	-1,749.78	(20,800.57)
		0.00
		0.00
-4,442.72	-5,696.00	(92,826.70)
		0.00
-24,622.18	-12,369.85	(189,067.02)
		0.00
9,665.33	12,524.52	(13,570.55)

first united methodist church
Profit & Loss Budget Performance
January through September 2026

	Jan - Sep 26	Budget	Jan - Sep 26	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
INCOME ACCOUNTS					
GENERAL FUND					
Christmas	0.00	225.00	0.00	225.00	300.00
Church school	1,028.00	1,050.02	1,028.00	1,050.02	1,400.00
Easter / Lent	2,050.00		2,050.00		
Education					
Church School Literature	589.00	436.23	589.00	436.23	581.65
Total Education	589.00	436.23	589.00	436.23	581.65
Flowers					
Altar	673.00		673.00		
Christmas	20.00		20.00		
Easter / Lent	230.00		230.00		
Garden	586.62		586.62		
Flowers - Other	0.00	1,001.25	0.00	1,001.25	1,335.00
Total Flowers	1,509.62	1,001.25	1,509.62	1,001.25	1,335.00
Loose collection	2,683.48	3,328.82	2,683.48	3,328.82	4,438.40
MISC INCOME					
Misc Sales					
Auto Show	74.68		74.68		
T Shirt	411.95		411.95		
Water	7.07		7.07		
Total Misc Sales	493.70		493.70		
Transferred Funds	27,732.00	16,499.98	27,732.00	16,499.98	22,000.00
MISC INCOME - Other	8.58	1,890.99	8.58	1,890.99	2,521.30
Total MISC INCOME	28,234.28	18,390.97	28,234.28	18,390.97	24,521.30
Numbered env's(pl'g & non pl'g)	119,884.87	111,548.98	119,884.87	111,548.98	148,732.00
Other	9,877.21		9,877.21		
Pew envelopes	4,571.00	3,050.10	4,571.00	3,050.10	4,066.80
Thanksgiving	0.00	0.00	0.00	0.00	200.00
Use of building	150.00	427.50	150.00	427.50	570.00
GENERAL FUND - Other	300.00		300.00		
Total GENERAL FUND	170,877.46	139,458.87	170,877.46	139,458.87	186,145.15
Reimbursements	1,525.43		1,525.43		
SPECIAL OFFERING	5.00	1,403.27	5.00	1,403.27	1,871.00
Total INCOME ACCOUNTS	172,407.89	140,862.14	172,407.89	140,862.14	188,016.15
Total Income	172,407.89	140,862.14	172,407.89	140,862.14	188,016.15
Gross Profit	172,407.89	140,862.14	172,407.89	140,862.14	188,016.15
Expense					
EXPENSE ACCOUNTS					
ANNUAL CONFERENCE	1,832.38	1,919.39	1,832.38	1,919.39	1,919.39
BENEVOLENCE					
CONFERENCE	19,152.00	19,152.00	19,152.00	19,152.00	25,536.00
Total BENEVOLENCE	19,152.00	19,152.00	19,152.00	19,152.00	25,536.00
CHURCH OFFICE					
BANK SERVICE CHARGES	0.90		0.90		
DUES & FEES	863.00	90.00	863.00	90.00	120.00
EQUIPMENT	91.18		91.18		
LEASE					
Printer-Copier Lease Pmts	2,355.89	2,550.60	2,355.89	2,550.60	3,400.80
Total LEASE	2,355.89	2,550.60	2,355.89	2,550.60	3,400.80
MAINTENANCE CONTRACTS	191.93		191.93		
Misc (incl comm printing, etc)	26.03		26.03		
POSTAGE	299.00	117.00	299.00	117.00	156.00
Professional Development	458.41		458.41		
RENTAL (safe deposit)	0.00	85.00	0.00	85.00	85.00
SUPPLIES	820.03		820.03		
TELEPHONE					
Internet	2,979.62	2,979.63	2,979.62	2,979.63	3,972.84
TELEPHONE - Other	2,105.15	2,105.19	2,105.15	2,105.19	2,806.92
Total TELEPHONE	5,084.77	5,084.82	5,084.77	5,084.82	6,779.76
Web site management	220.98		220.98		
CHURCH OFFICE - Other	0.00	9,000.00	0.00	9,000.00	12,000.00
Total CHURCH OFFICE	10,412.12	16,927.42	10,412.12	16,927.42	22,541.56
EDUCATION					
CHURCH SCHOOL LITERATURE	1,685.41	1,800.00	1,685.41	1,800.00	2,400.00
EDUCATION - Other	0.00	1,874.98	0.00	1,874.98	2,500.00
Total EDUCATION	1,685.41	3,674.98	1,685.41	3,674.98	4,900.00

first united methodist church
Profit & Loss Budget Performance
January through September 2026

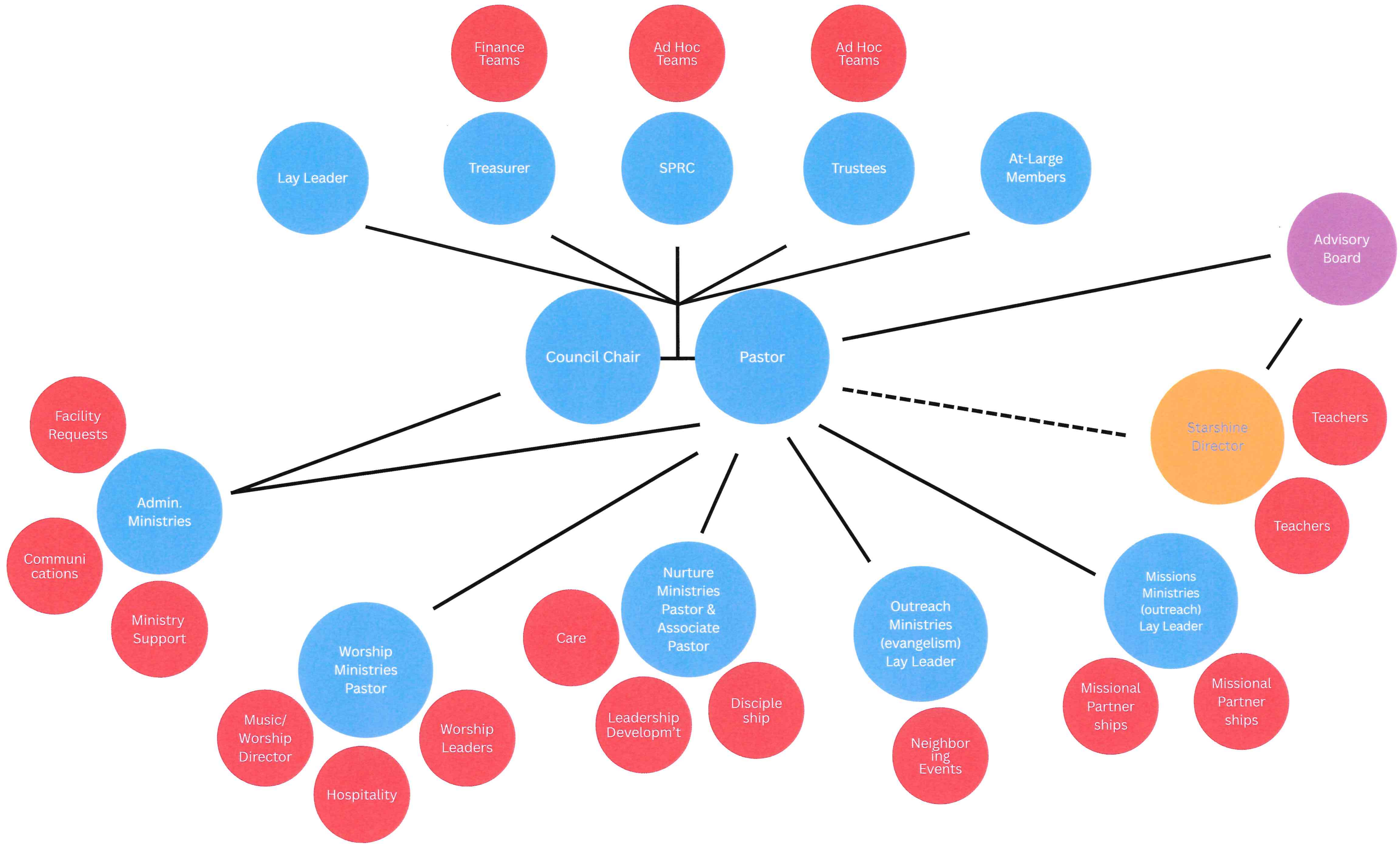
	Jan - Sep 26	Budget	Jan - Sep 26	YTD Budget	Annual Budget
FINANCE					
Equipment	23.99		23.99		
Maintenance and IT support	0.00	525.01	0.00	525.01	700.00
Software and subscriptions					
Breeze	576.00	648.00	576.00	648.00	864.00
Quik books	0.00	526.50	0.00	526.50	702.00
Software and subscriptions - Other	0.00	819.00	0.00	819.00	1,092.00
Total Software and subscriptions	576.00	1,993.50	576.00	1,993.50	2,658.00
Supplies	101.42	112.50	101.42	112.50	150.00
FINANCE - Other	1,873.00	749.98	1,873.00	749.98	1,000.00
Total FINANCE	2,574.41	3,380.99	2,574.41	3,380.99	4,508.00
FLOWERS					
Altar	635.00	719.55	635.00	719.55	959.37
Christmas	319.70	0.00	319.70	0.00	90.00
Easter	337.42	500.00	337.42	500.00	500.00
Garden	586.62		586.62		
FLOWERS - Other	0.00	10.50	0.00	10.50	10.50
Total FLOWERS	1,878.74	1,230.05	1,878.74	1,230.05	1,559.87
FUNERAL DINNERS	38.81		38.81		
MAINTENANCE & INSURANCE					
Annual Fees	131.05		131.05		
Custodian	9,037.50	8,100.00	9,037.50	8,100.00	10,800.00
INSURANCE					
Package Policy	19,269.00	19,269.00	19,269.00	19,269.00	25,692.00
Workers Comp	1,361.14	1,361.16	1,361.14	1,361.16	1,814.88
Total INSURANCE	20,630.14	20,630.16	20,630.14	20,630.16	27,506.88
JANITOR SUPPLIES	317.44		317.44		
MISCELLANEOUS	129.97		129.97		
PROPERTY REPAIR & MAINT					
Church Maintenance					
Boiler Maintenance	0.00		0.00		
Elevator Maintenance	806.46		806.46		
Garden, yard and landscape	1,493.97		1,493.97		
General Maintenance	958.84		958.84		
HVAC Maintenance-Repairs	60.06		60.06		
Lighting Maintenance	334.21		334.21		
Church Maintenance - Other	0.00	4,500.00	0.00	4,500.00	6,000.00
Total Church Maintenance	3,653.54	4,500.00	3,653.54	4,500.00	6,000.00
Parsonage Maintenance					
Landscape and Mowing	3,321.58		3,321.58		
Parsonage General Maintenance	499.38	4,225.50	499.38	4,225.50	5,604.00
Parsonage Maintenance - Other	49.82		49.82		
Total Parsonage Maintenance	3,870.78	4,225.50	3,870.78	4,225.50	5,604.00
PROPERTY REPAIR & MAINT - Other	656.77		656.77		
Total PROPERTY REPAIR & MAINT	8,181.09	8,725.50	8,181.09	8,725.50	11,604.00
SECURITY	706.50		706.50		
UTILITIES					
Church Utilities					
Electric and Water	9,516.29	9,568.98	9,516.29	9,568.98	12,758.64
Lawncare	0.00	472.50	0.00	472.50	630.00
Natural Gas	6,222.10	6,013.05	6,222.10	6,013.05	8,017.38
TRASH - Church	2,062.07	1,901.05	2,062.07	1,901.05	2,534.71
Total Church Utilities	17,800.46	17,955.58	17,800.46	17,955.58	23,940.73
Parsonage Utilities					
Electric and Water	2,241.15	1,852.20	2,241.15	1,852.20	2,469.57
Internet Service	494.90	630.00	494.90	630.00	840.00
Lawncare	100.00	600.00	100.00	600.00	600.00
Natural Gas	953.10	911.16	953.10	911.16	1,214.88
Trash Service	225.00	225.00	225.00	225.00	300.00
Total Parsonage Utilities	4,014.15	4,218.36	4,014.15	4,218.36	5,424.45
Total UTILITIES	21,814.61	22,173.94	21,814.61	22,173.94	29,365.18
MAINTENANCE & INSURANCE - Other	0.00	55,275.02	0.00	55,275.02	73,700.00
Total MAINTENANCE & INSURANCE	60,948.30	114,904.62	60,948.30	114,904.62	152,976.06
MINISTRY SUPPLIES					
Congregational Care	249.13		249.13		
Total MINISTRY SUPPLIES	249.13		249.13		
Miscellaneous	978.72		978.72		

first united methodist church
Profit & Loss Budget Performance
January through September 2026

	Jan - Sep 26	Budget	Jan - Sep 26	YTD Budget	Annual Budget
Missions/Evangelism					
OUTREACH					
Marketing					
Shirts for Congregation Members	623.46		623.46		
Marketing - Other	0.00	90.00	0.00	90.00	120.00
Total Marketing	623.46	90.00	623.46	90.00	120.00
Programing / Food / ETC	58.46		58.46		
Total OUTREACH	681.92	90.00	681.92	90.00	120.00
Special Events	0.00	48.97	0.00	48.97	65.32
UPPER ROOM & POCKETS	0.00	269.46	0.00	269.46	359.25
Total Missions/Evangelism	681.92	408.43	681.92	408.43	544.57
MUSIC MINISTRIES					
HONORARIUM-MUSICIANS	150.00	375.02	150.00	375.02	500.00
SUPPLIES-SHEET MUSIC, ETC	28.40		28.40		
MUSIC MINISTRIES - Other	0.00	262.52	0.00	262.52	350.00
Total MUSIC MINISTRIES	178.40	637.54	178.40	637.54	850.00
PASTOR's OFFICE					
Conputer Equipment and Software	78.32		78.32		
Total PASTOR's OFFICE	78.32		78.32		
PAYROLL EXPENSES					
FICA TAX	3,822.46	2,381.04	3,822.46	2,381.04	3,174.75
MUSIC DIRECTOR	0.00	9,750.01	0.00	9,750.01	13,000.00
OFFICE					
WAGES	18,329.23	21,000.06	18,329.23	21,000.06	28,000.08
Total OFFICE	18,329.23	21,000.06	18,329.23	21,000.06	28,000.08
Payroll Liabilities	0.00	2,525.42	0.00	2,525.42	3,367.22
SENIOR MINISTER					
Continuing education	0.00	1,000.00	0.00	1,000.00	1,000.00
Death and Disability (CPP)	1,215.04		1,215.04		
Dental	408.00		408.00		
HEALTH FLEX Exchange	6,133.36		6,133.36		
Health Saving Account (HSA)	286.72		286.72		
Medical premium, Pastor	0.00		0.00		
SALARY	31,800.42		31,800.42		
Sr Pastor CRSP DB (pension)	4,035.04		4,035.04		
Sr Pastor CRSP DC (pension)	0.00		0.00		
Travel & Professional Devel'mt					
Adult Discipleship	136.17		136.17		
Travel & Professional Devel'mt - Other	1,235.78	2,500.00	1,235.78	2,500.00	2,500.00
Total Travel & Professional Devel'mt	1,371.95	2,500.00	1,371.95	2,500.00	2,500.00
UMPIP	1,333.28		1,333.28		
SENIOR MINISTER - Other	0.00	51,130.52	0.00	51,130.52	68,174.00
Total SENIOR MINISTER	46,583.81	54,630.52	46,583.81	54,630.52	71,674.00
Total PAYROLL EXPENSES	68,735.50	90,287.05	68,735.50	90,287.05	119,216.05
special events					
Santa Cali Gon	9.84		9.84		
Total special events	9.84		9.84		
WORSHIP					
Bulletins & Other Supplies	88.70		88.70		
Childrens Church	0.00	75.01	0.00	75.01	100.00
Honorariums	250.00		250.00		
Miscellaneous	185.42		185.42		
Worship Leader Outside Agency	900.00		900.00		
WORSHIP - Other	18.63	225.00	18.63	225.00	300.00
Total WORSHIP	1,442.75	300.01	1,442.75	300.01	400.00
Total EXPENSE ACCOUNTS	170,876.75	252,822.48	170,876.75	252,822.48	334,951.50
Operations					
Books, Subscriptions, Reference	202.98		202.98		
Supplies	7.48		7.48		
Total Operations	210.46		210.46		
Other Types of Expenses					
Staff Development	122.21		122.21		
Total Other Types of Expenses	122.21		122.21		
Payroll Expenses	9,443.00		9,443.00		
Total Expense	180,652.42	252,822.48	180,652.42	252,822.48	334,951.50
Net Ordinary Income	-8,244.53	-111,960.34	-8,244.53	-111,960.34	-146,935.35

first united methodist church
Profit & Loss Budget Performance
January through September 2026

	Jan - Sep 26	Budget	Jan - Sep 26	YTD Budget	Annual Budget
Other Income/Expense					
Other Income					
OTHER INCOME					
PRESCHOOL INCOME					
Gifts and Contributions	0.00	270.00	0.00	270.00	350.00
TUITION FROM PARENTS	37,057.19	28,000.00	37,057.19	28,000.00	40,000.00
TUITION FROM TEACHERS	1,462.50	5,418.00	1,462.50	5,418.00	7,740.00
Total PRESCHOOL INCOME	38,519.69	33,688.00	38,519.69	33,688.00	48,090.00
Total OTHER INCOME	38,519.69	33,688.00	38,519.69	33,688.00	48,090.00
Total Other Income	38,519.69	33,688.00	38,519.69	33,688.00	48,090.00
Other Expense					
OTHER EXPENSE					
PRESCHOOL EXPENSE					
PRESCHOOL GROSS WAGES	37,247.24	31,500.00	37,247.24	31,500.00	45,000.00
SUPPLIES ETC EXPENSE	129.43	2,100.00	129.43	2,100.00	3,000.00
PRESCHOOL EXPENSE - Other	232.32		232.32		
Total PRESCHOOL EXPENSE	37,608.99	33,600.00	37,608.99	33,600.00	48,000.00
Total OTHER EXPENSE	37,608.99	33,600.00	37,608.99	33,600.00	48,000.00
Total Other Expense	37,608.99	33,600.00	37,608.99	33,600.00	48,000.00
Net Other Income	910.70	88.00	910.70	88.00	90.00
Net Income	-7,333.83	-111,872.34	-7,333.83	-111,872.34	-146,845.35


Finance Teams
Ad Hoc Teams
Ad Hoc Teams
Lay Leader
Treasurer
SPRC
Trustees
At-Large Members
Advisory Board
Council Chair
Pastor
Starshine Director
Teachers
Teachers
Facility Requests
Admin. Ministries
Communi cations
Ministry Support
Worship Ministries Pastor
Music/ Worship Director
Hospitality
Worship Leaders
Care
Nurture Ministries Pastor & Associate Pastor
Leadership Developm't
Disciple ship
Outreach Ministries (evangelism) Lay Leader
Neighbor ing Events
Missions Ministries (outreach) Lay Leader
Missional Partner ships
Missional Partner ships

WORSHIP MINISTRIES
The worship ministries of the church shall give attention to the communal and individual acts of praising, praying, and responding to God that nurture spiritual formation and connect the gathered community with divine grace.

Curent Leadership
Chairs: Rev. Angie Colina McNeil & Debbie Abbott
Liturgy: Pastor Angie
Music: Loren Bridge
Technology: Tim Meng
Chancel Design: Vicky Reuter & Tricia Green
Sacraments: Jack Hall
Hospitality: ________ Ushers: Tricia Gerdts Greeters: Carol Schwartz
Children: Rev. Angie Colina McNeil

NURTURING MINISTRIES
The nurturing ministries of the congregation (often identified in many churches as CARE or DISCIPLESHIP) shall give attention to, but not be limited to, education, Christian formation, membership care (as in visitations, funeral dinners, etc), small groups, and stewardship.

Curent Leadership
Care: Rev. Angie Colina McNeil & Rev. Ross Fulton Jr.
- Funeral Meals: Ruby Smith & others
- Potlucks: The person who wants to have one

Discipleship: Rev. Angie Colina McNeil
- Children's Ministry
- Journey: Debbie Abbott
- Mizpah: Ruby Smith
- Tuesday Bible Study: Rev. Angie Colina McNeil
- Thursday Bible Study: Lisa Harris

Leadership Development and Nominations: Rev. Angie Colina McNeil, Anita Woof, Sue Shinenman

OUTREACH MINISTRIES
The evangelism ministries (what IFUMC identifies as **OUTREACH**) of the church shall give attention to developing and strengthening evangelistic efforts of sharing of personal and congregational stories of Christian experience, faith, and service; communications; Lay Servant Ministries (every person who is not clergy falls under this category); and other means that give expressions of witness for Jesus Christ.

Curent Leadership
Chair: Debbie Carter
Lay Leaders: Sue Shineman, Steve Woolf, Karen Kelley, Kathy Kelley, Stephanie Mutert
Neighborhing (Community) Events
- Block Party: Sheryl Morrison
- Karaoke with Santa: Tad Whitmire & (Karen Keiff:supportive during family needs) ad hoc leaders
- Car Show: Sheryl Morrison

Our current Outreach Team operates as the Council on Ministries that was widely used in churches under the former Adminstrative Governance structure. It's current form was created by former pastor Rev. Lydia Istomina with Karen Kelley and Steve Woolf to ensure the successful execution of our fundraisers: SantaCaliGon Days and Basement Sale (both fall under Administrative Ministries).
They have added approving any new evangelism **(IFUMC: OUTREACH),** outreach **(IFUMC: MISSIONS), and to some extent Nurture (IFUMC: CARE & DISCIPLESHIP).**
Under the Simplified Governance Structure. the Leadership Team CAN appoint a separate extension team to do this work on their behalf.

MISSIONS MINISTRIES
The outreach ministries (what IFUMC identifies as **MISSIONS)** of the church shall give attention to local and larger community ministries of compassion, justice, and advocacy. These ministries include church and society, global ministries, higher education and campus ministry, health and welfare, Christian unity and interreligious concerns, religion and race, and the status and role of women.

Curent Leadership
Chair:
Missional Partnership Leaders
- Hillcrest: Stephanie Mutert
- CSL: Mizpah
- Festival of Sharing: Kathy Kelley (UWF)

STARSHINE PRESCHOOL
An extension ministry of IFUMC. It is a tangible evangelistic outreach to the community offering comprehensive, quality early childhood care and education in a Christian environment with a suportive network for the staff.

Current Leadership:
Chair:
Advisory Team: Sue Shineman, Karen Streiff, Tricia Green, Anita Woolf
Director: Katie Danner
Teachers: Dalane Goodall Kathey Kelly, Lexi Niccum, Lauren Niccum

An advisory team was appointed under the previous Administrative Council at Starshine's inception. It has kept the structure in place with the Simplified Structure of the Governing Board.
Many churches dissolve Advisory teams once the ministries is self-sustaining. This allows for a more structured reporting system and streamlines finances for transparency. Dissolvement of Advisory Teams is supported by the previous Finance Ministry Director of the Missouri United Methodist Conference Nate Berneking. As a ministry that is financially sustaining and supports the ministry of larger church, ad hoc teams may be appointed by the Governing Board to restructure and create accountability structures. At its inception, Starshine operated mostly as a Care Ministry for the congregation and to an extend as an outreach ministry.

ADMINISTRATIVE MINISTRIES
The administrative ministries of the church shall give attention to planning, organizing people and resources, policies, procedures and processes. They provide resources to serve the congregation and community. Adminstrative Council (what IFUMC identifies as LEADERSHIP TEAM) may appoint Ad Hoc Teams for special projects from council team members or broader congregation)

Current Leadership:
Pastor: Rev. Angie Colina McNeil
Chair: Tim Meng
Treasurer: Sid Marlow
Trustees: Steve Woolf
Lay Leader: Sue Shineman
SPRC: Karen Kelley
Ministry Coordinator: Stephanie Mutert

Request to Place Starshine Preschool Financial and Compensation Practices on the Leadership Board Agenda

As a member of the Leadership Board of Independence First United Methodist Church, I respectfully request that the Board place on the agenda for its next monthly meeting a discussion regarding the financial obligations and funding structure of **Starshine Preschool**, as well as the pay structure and financial decision-making process used for positions throughout the church.

Starshine Preschool is more than a financial or operational component of our church. It is an important outreach ministry of Independence First United Methodist Church, providing children and families in our community with quality, neighborly education and care. Through Starshine, our church has an opportunity to build meaningful relationships with families who may otherwise have little or no connection with our congregation.

I believe Starshine Preschool is critical to the future outreach and vitality of our church. The children and families we serve today represent the neighbors, relationships, and potential future members of our church community. Supporting this ministry is therefore an investment not only in preschool education, but also in the long-term mission and future of Independence First United Methodist Church.

Financial Responsibility for Starshine Preschool

I would like the Leadership Board to consider **restructuring the current financial obligations of Starshine Preschool so that the church assumes responsibility for appropriate operating, personnel, facility, and other expenses associated with the preschool**, rather than requiring the preschool to independently carry obligations that are fundamentally connected to the church's ministry.

This proposal should be considered as a ministry investment rather than simply a financial subsidy. Allowing Starshine to direct its resources toward education, staffing, children's needs, family engagement, and program development would strengthen its ability to fulfill its outreach mission.

Church Compensation and Financial Decision-Making Process

As part of this discussion, I also respectfully request that the Board review and make available the **pay structure, compensation policies, and decision-making process used to establish compensation for all paid positions within Independence First United Methodist Church**, including positions associated with Starshine Preschool.

Specifically, I believe the Board should have a clear understanding of:

- The current pay structure and compensation ranges or standards for all church positions.
- The process used to establish, review, and approve compensation for each position.
- Who has authority to recommend, approve, and modify compensation.

- The criteria used when determining compensation, including responsibilities, qualifications, experience, hours, and market considerations.
- How compensation decisions are incorporated into the church's annual budgeting process.
- How personnel-related expenses are allocated between the church and Starshine Preschool.
- Whether consistent principles and processes are applied across all church positions.
- The process and frequency by which compensation is reviewed and adjusted.
- What financial oversight and accountability are in place for personnel decisions.

My intent in requesting this information is not to challenge the compensation of any individual or position. Rather, as a member of the Leadership Board, I believe we have a responsibility to understand the principles, policies, and processes by which the church commits its financial resources. Transparency in these matters will help the Board make informed decisions and ensure that our financial practices are consistent with our mission and responsibilities as a congregation.

A Ministry Investment in Our Future

I believe these two matters are closely connected. If Starshine Preschool is recognized as an important outreach ministry of Independence First United Methodist Church, then the financial structure supporting that ministry should reflect its importance to our overall mission.

Our church has an opportunity to intentionally invest in children, families, and our surrounding community. Starshine provides a tangible way for us to live out our commitment to being good neighbors while creating relationships that may extend well beyond the preschool years.

I therefore respectfully request that the Leadership Board:

1. Review the current financial obligations of Starshine Preschool.
2. Consider restructuring those obligations so that appropriate costs are assumed by the church as part of its ministry and outreach.
3. Review the church-wide compensation structure and the process used to establish and approve compensation for all paid positions.
4. Review how personnel and operating expenses are allocated between the church and Starshine Preschool.
5. Consider the long-term financial and ministry implications of strengthening Starshine as a strategic outreach of Independence First United Methodist Church.
6. Develop, if appropriate, a sustainable financial structure that allows Starshine Preschool to continue serving children and families while supporting the church's broader mission.

I bring this request forward in the spirit of stewardship, transparency, and commitment to the future of our congregation. I believe our financial decisions should reflect our stated mission and should thoughtfully balance responsible stewardship with meaningful investment in the ministries that connect our church to the community.

Starshine Preschool gives Independence First United Methodist Church a unique opportunity to serve our neighbors, nurture children, support families, and establish relationships that can become part of the future life of our congregation. I believe that opportunity warrants serious consideration by the Leadership Board.

This model allows tuition and fees to remain an important source of revenue while acknowledging that the church may appropriately invest General Fund resources in a ministry that serves its neighbors, supports families, provides educational opportunities for children, and creates relationships that may contribute to the future life and vitality of the congregation.

Therefore, I move that the Leadership Board approve the financial integration of Starshine Preschool into the ministry and General Fund structure of Independence First United Methodist Church as outlined above, effective with the beginning of the next appropriate budget period, and direct the appropriate church leadership to develop and implement the necessary budgetary and administrative changes.

Clarification of Compensation Responsibilities for Starshine Preschool Staff

Submitted for consideration by the Leadership Board of Independence First United Methodist Church

Purpose

As the Leadership Board considers bringing the financial responsibilities of Starshine Preschool under the ministry and financial responsibility of Independence First United Methodist Church, it is important to clarify that this responsibility should include not only the preschool's operating expenses, but also the **fair and equitable compensation of the staff who carry out this ministry**.

Starshine Preschool is an outreach ministry of the church. Its teachers, director, and support staff are therefore performing work that directly advances the church's mission of serving children, families, and our surrounding community.

If the church recognizes Starshine as a ministry of the congregation, its employees should be treated as an important part of the church's overall ministry staff and compensated according to principles consistent with the church's established practices for other employees.

Responsibility of the Church

With the proposed financial restructuring of Starshine Preschool, the church would assume responsibility for appropriate operational and personnel expenses through the General Fund, while continuing to receive tuition and fees as supplemental revenue supporting the ministry.

That responsibility should include establishing and maintaining a compensation structure that:

- Provides equitable compensation for comparable responsibilities within the church.
- Recognizes the qualifications, responsibilities, experience, and workload of each position.
- Provides a consistent process for reviewing and adjusting compensation.
- Is incorporated into the church's annual budgeting and personnel processes.
- Allows Starshine to attract and retain qualified employees.
- Demonstrates that the church values the individuals who provide daily care, education, and ministry to the children and families we serve.

The purpose is not to create preferential treatment for Starshine employees. Rather, it is to establish a **consistent and equitable standard** for church employees based upon the responsibilities of their positions and the value of their work to the congregation's mission.

Consistency With Church Staff Practices

The Leadership Board should review the compensation structure currently used for all paid positions within Independence First United Methodist Church and apply the same basic principles of fairness, transparency, responsibility, and financial oversight to Starshine Preschool.

This review should include consideration of:

1. The method used to establish compensation for church employees.
2. The process for approving starting wages and salaries.
3. The process and frequency for reviewing compensation.
4. How experience, education, qualifications, responsibility, and workload affect compensation.
5. How annual increases or adjustments are determined.
6. Who has authority to recommend and approve compensation changes.
7. How personnel expenses are incorporated into the church's annual budget.
8. How comparable positions within the church are evaluated for equitable treatment.

Establishing a consistent process will help ensure that compensation decisions are based upon clearly understood principles rather than the particular funding structure of an individual ministry.

Starshine Preschool Director

The Director position should receive particular consideration because the responsibilities of the Director extend beyond classroom teaching.

The Director has responsibility for the administration and day-to-day operation of the preschool, including responsibilities such as staff supervision, program administration, communication with families, scheduling, regulatory and operational requirements, enrollment, financial coordination, and representing the preschool within the church and community.

The current compensation for the Starshine Preschool Director is **$22.00 per hour**. Given the scope and level of responsibility associated with the position, I recommend that the Director's compensation be reviewed in relation to the compensation practices established for other church leadership positions.

Rather than establishing a separate or arbitrary standard for the preschool, the Director's compensation should be adjusted at an **equivalent rate of increase to that provided to comparable church leadership positions**. This would provide a consistent and equitable approach to compensation and demonstrate that Starshine employees are included within the broader personnel practices of the church.

For example, if comparable church leadership positions receive a defined percentage increase during the annual compensation process, the Starshine Director's current $22.00 hourly rate should be adjusted by the same percentage, subject to the church's established personnel and budgetary processes.

The Director should be recognized as a ministry leader whose work is essential to the successful operation of Starshine Preschool. The compensation structure should therefore reflect the **scope of responsibility, qualifications, experience, accountability, and leadership expectations associated with the position**, consistent with the principles applied to other church leadership positions.

Starshine Preschool Teachers

The teachers of Starshine Preschool provide the day-to-day ministry that families experience most directly. They care for children, facilitate their education and development, maintain a safe and nurturing environment, communicate with families, and represent the church through their daily interactions.

Their compensation should reflect the importance of this work.

For that reason, I recommend that the hourly compensation for Starshine Preschool teachers be increased to:

$15.75 per hour

This recommendation is intended to accomplish two objectives.

First, it establishes compensation above the current Missouri minimum wage. Missouri's minimum wage for 2026 is $15.00 per hour.

Second, the additional $0.75 per hour represents a tangible expression of appreciation for the responsibility and contribution of the teachers. The church should not approach compensation solely as an effort to meet the minimum legal requirement. Where financially possible, the church should demonstrate that it values the people entrusted with caring for and educating the children who participate in this important ministry.

A wage of $15.75 per hour would therefore establish a **$0.75/hour premium above the current Missouri minimum wage**, subject to confirmation of the specific wage requirements applicable to the church and each employee.

Why This Matters to the Ministry

Compensation is more than a budget line. It communicates how an organization values the work being performed.

Starshine Preschool depends upon qualified and committed individuals to provide a consistent, safe, nurturing, and educational environment for children. The quality and stability of the preschool directly affect the experience of the families who entrust their children to us.

Fair compensation can help the church:

- Recognize the value of the work performed by Starshine employees.
- Support staff retention and continuity.
- Strengthen the quality and stability of the preschool program.
- Demonstrate responsible stewardship of the people entrusted with this ministry.
- Create greater consistency between Starshine and other church-supported positions.
- Reinforce that Starshine is a ministry of the church rather than simply a self-supporting program operating within the church's facility.

Recommended Compensation Policy

I recommend that the Leadership Board establish the following principles as part of the financial restructuring of Starshine Preschool:

1. Church Responsibility
Compensation for Starshine employees will be included as a component of the church's responsibility for the ministry and incorporated into the appropriate annual church budget.

2. Equitable Compensation
Starshine positions will be evaluated using the same general principles applied to other church positions, including responsibility, qualifications, experience, workload, and scope of authority.

3. Teacher Compensation
The hourly wage for Starshine Preschool teachers will be established at **$15.75 per hour**, effective upon approval and implementation of the revised compensation structure.

4. Director Compensation
The Starshine Preschool Director's current compensation of **$22.00 per hour** will be reviewed in conjunction with comparable church leadership positions. Any approved increase should be made at an **equivalent percentage or comparable rate of increase** to that provided to other church leadership positions, consistent with the church's established personnel and budgetary process.

5. Annual Review
Starshine compensation will be reviewed as part of the church's regular annual budgeting and personnel review process.

6. Tuition and Fees
Tuition, registration fees, and other preschool-generated revenue will continue to support the ministry and supplement the General Fund allocation. These revenues should not, however, be viewed as the sole source of responsibility for providing equitable compensation.

7. Transparency and Oversight
Compensation decisions will be subject to appropriate church financial oversight and included in the church's annual budgeting process.

Conclusion

If Independence First United Methodist Church is prepared to recognize Starshine Preschool as an important outreach ministry of the congregation, then the church should also accept responsibility for ensuring that the people who make that ministry possible are compensated fairly.

The proposed **$15.75/hour teacher wage** is intended to go beyond merely meeting the current Missouri minimum wage and to provide a modest but meaningful recognition of the value of the teachers' work.

Likewise, recognizing the Director's current **$22.00/hour compensation** and applying the same rate of increase used for comparable church leadership positions establishes a consistent and equitable standard for the position. It acknowledges the significant administrative, supervisory, educational, and ministry responsibilities associated with the Director's role without creating a separate compensation standard for Starshine.

This approach places Starshine Preschool within the broader framework of the church's ministry, personnel, and financial stewardship practices. It communicates to the staff, the congregation, and the families we serve that **the church values this ministry and the people who make it possible**.

The ultimate goal is not simply to increase a budget line. It is to create a sustainable structure in which Starshine Preschool can continue to serve children and families, provide meaningful outreach to our neighbors, and contribute to the future ministry of Independence First United Methodist Church.

Motion:

I move that **Starshine Preschool be formally recognized and financially supported as a ministry and outreach of Independence First United Methodist Church**, with the financial responsibilities necessary to operate the preschool brought under the financial oversight and responsibility of the church.

As part of this restructuring, I move that:

1. **Operational expenses of Starshine Preschool** be incorporated into the church's annual operating budget and funded through the **General Fund**, subject to the annual budgeting and financial oversight processes of Independence First United Methodist Church.
2. **Tuition, registration fees, activity fees, and other preschool-generated revenues** continue to be collected and dedicated to the operation and support of Starshine Preschool, thereby supplementing the General Fund contribution rather than serving as the sole source of financial support.
3. The church assume responsibility for appropriate **operational, personnel, facility, administrative, and program-related expenses** associated with Starshine Preschool, as determined through the church's established budgeting and financial oversight processes.
4. The Leadership Board, in consultation with the appropriate church finance and preschool leadership, establish a **transparent annual budget for Starshine Preschool** that identifies projected tuition and fee revenue, anticipated expenses, and the amount of General Fund support required to sustain the ministry.
5. Compensation and personnel costs associated with Starshine Preschool be incorporated into the church's overall personnel and compensation structure and be subject to the same appropriate review, approval, and financial oversight processes used for other paid positions of the church.
6. The financial performance of Starshine Preschool, including tuition and fee revenue, operating expenses, and General Fund support, be reported to the appropriate church leadership on a regular basis so that the Board can evaluate the ministry's financial sustainability and effectiveness.
7. This restructuring be understood as an **investment in the church's outreach ministry**, recognizing that Starshine Preschool provides an important connection between Independence First United Methodist Church and children and families in the surrounding community.

Rationale

Starshine Preschool provides a meaningful ministry of outreach by serving children and families in our community. Its value to the church should not be measured solely by whether tuition and fees fully cover the cost of operation. Like other ministries of the church, Starshine provides an opportunity for the congregation to invest its resources in fulfilling the church's mission.

By bringing the preschool's financial responsibilities under the church's General Fund, while continuing to generate revenue through tuition and fees, the church establishes a structure that recognizes both **responsible stewardship and the ministry nature of the preschool**.