



Leadership Board / July 2025

15 July 2025, 17:30 - 20:00 Mountain Time (Denver)
1206 Greenwood Ln, Alamogordo, NM 88310-5740, United States

Present:

| | | |
|----------------|---|------------------|
| Brianne Nutt | - | Secretary |
| Eric Hendren | - | Member |
| Lauretta Smith | - | Board Chair |
| Lupe Acevedo | - | Pastor |
| Ryan Hamm | - | Treasurer |
| Tena Spitsberg | - | Board Vice Chair |

1. Call To Order- at 5:32 pm by Lauretta Smith

1.1. Prayer- Recited Covenant Prayer

2. Consent Calendar

2.1. Approve Minutes- Minutes from 06-24 were approved as written.

2.2. Finance Report-

While pledged giving has declined, unpledged giving has increased significantly, helping to offset the difference. Additionally, spending remains below the budgeted levels, which is a positive indicator of financial discipline.

Ryan also explained the purpose of the endowment fund, emphasizing that it serves as a financial cushion for Grace, much like it does for many nonprofits. While the fund is growing, Grace is still approximately 10 years away from achieving complete financial security.

A notable development is the generous gift from congregants William and Dorathy Gaines, who left a trust to Grace. As part of their legacy, they designated \$200,000 to be contributed to the endowment fund.

2.3. Facilities Report-

Brian West reported several urgent repair and maintenance needs:

Immediate Concerns:

- **Rain Gutters (Children's Playground):**
The gutters are not sloped correctly and are filled with mud, contributing to recent flooding. The church has flooded twice in the last two weeks. The most recent incident required HSC to dry the carpets at a cost of approximately \$500.
- **Fascia Damage:**
Part of the fascia near the pastor's office is coming off and needs immediate attention.
- **Little House – Gas Stove:**
A new gas stove is required, estimated at \$600. Brian will purchase it directly to secure a discount.
- **Paint & Striping Supplies:**
Sherwin Willis maintains records of all paint colors used. A quote for striping supplies (paint and rollers) totals **\$508.99**.
- **Little House Repairs:**
Includes fixing the electrical box, replacing the stair cover, and refinishing the floors (sanding, staining, and applying a protective coat).
- **Random Window Replacement:**
Brian recommends placing the window in the backyard of the little house into the wall.
- **Parsonage Window:**
One of the window latches at the parsonage is broken. Brian will coordinate repair.
- **Appliance Relocation:**
The washer, dryer, and refrigerator from the parsonage will be moved to the Little House. The Little House's washer, dryer and refrigerator will be moved to the Parsonage.

Projects Needing Completion:

1. Rain Gutters
2. Fascia and Soffit Repair
3. Exterior Painting
4. East Side Sidewalks
5. Disciples Hall:
 - Full electrical system redo
 - Install air conditioning
 - Repair upstairs floors and several downstairs areas
 - Replace or repair doors
6. Columbarium Area

Upcoming Work:

- **Children's Playground Fence:**
Installation is complete; privacy slats will be installed on Monday.

2.4. Pastor's Report-

Nominating Committee Update – Lupe

Lupe met with the Nominating Committee and shared the following recommendations and updates:

New Leadership Terms:

- Rachel Pistilli – Will serve for one year, completing a term ending in 2026.
- Pete Cook and Ron Griggs – Each will serve a two-year term, ending in 2027.
- Terri Koehler – Will remain on the committee for two more years. She had previously filled a vacant slot and is now completing a full term.

Upcoming Events:

- The Charge Conference is scheduled for September 28.
- The church will also vote on Anna Katherine and Brian Nutt as Certified Candidates for Ministry during that conference.

Motion:

- Laretta made a motion that the three new nominees (Rachel, Pete, and Ron) begin serving immediately.
- The motion was seconded by Tena.

3. New Business

3.1. Approve Modified 2025 Budget-

The budget has been revised with several key adjustments:

- Utilities updated to reflect current usage and costs
- Outdated accounts zeroed out
- Former staff salaries removed

As a result, the overall budget was reduced from \$627,945 to \$564,464.

The revised budget was approved by unanimous vote.

3.2. Little House Proposal-

- Big Brothers/Big Sisters were unable to use the Little House as previously hoped.
- Using the space for Youth Ministry was also determined to be unworkable.
- Lupe proposed repurposing the Little House as a secondary parsonage, especially in light of having two candidates for ministry.

Proposal for Brian Nutt:

- The Little House would serve as housing support in lieu of seminary tuition for Brian, one of the ministry candidates.
- In exchange, Brian will contribute 12 hours of custodial work per week, including serving as the lock-up custodian, which would improve church security.
- Brian and Brianne would pay for all utilities except water.
- This would be an annual agreement, subject to review.
- The proposal was approved unanimously.
- Lupe will update Brian's name on the lease agreement to reflect his name accurately.

3.3. Board Management Software Proposal-

Two platforms were considered for board management software:

- **OnBoard**
 - Cost: \$3,900/year + \$1,000 onboarding fee
 - Contract: 3-year commitment
 - Features: Full in-app messaging system
 - Pricing: Tiered, with additional charges for certain features
- **Ideals Board**
 - Free trial available
 - Cost: \$2,400/year + \$500 onboarding fee
 - Features: Built-in voting system
 - Pricing: Flat rate with automatic feature upgrades included
- The Ideals Board platform was selected unanimously.
- Funding will come from:
 - Income from the Verizon Cell Tower

- Lupe's Ministry Coach stipend

3.4. Designated Fund Policy-

- The Designated Fund policy was reviewed and refined to ensure compliance with IRS regulations.
- Lupe identified several issues in the previous version that could potentially pose IRS liability concerns.
- At the meeting, Lupe read the revised policy that was introduced in June.
- A motion was made by Lupe to strike the "savings" portion of the Designated Fund policy.
- The motion to approve the Designated Fund Policy with the corrections was made by Lupe, was seconded by Laretta and passed with a unanimous vote.

3.5. Financial Policy Revision Approval-

- Lupe and Laretta presented and explained the recent changes made to the Financial Policy.
- They emphasized that this is a living document, meaning it can be updated as needed to reflect evolving needs or compliance requirements.
- Tena motioned to approve the changes, and Lupe seconded.
- The motion carried.

4. Strategic Work

4.1. Church Credit Card- Credit Card & Cash Management System – Update from Ryan

- Ryan is researching a new credit card provider that offers a built-in cash management system.
- The goal is to have greater flexibility, including the ability to issue or deactivate cards instantly as needed.
- Once a suitable provider is identified, Ryan will present the option to staff to ensure the system is user-friendly and practical for day-to-day operations.

4.2. 501c3 Update-

- Ryan informed the group that there is not a significant operational difference in becoming a registered 501(c)(3) organization, aside from the increased ability to access grant funding.
- He recommended beginning the application process, noting that the church will likely need to pursue it eventually.
- Lupe asked Ryan to gather cost information for the application and process.
- The vote was unanimous to move forward with pursuing 501(c)(3) status.

4.3. Asbury Partnership for Vitality Pathways-

- Lupe shared an opportunity to partner with Asbury to create a vitality pathway for Grace.
- Les Hall, our Presiding Elder, and Lupe are confident that Grace's attendance will approach 200 people by the fall.
- The program is being introduced by Presiding Elders, who are approaching churches to participate. Churches cannot self-nominate for the program.

• Program Structure:

- Duration: 6-9 months
- Team Composition: A group of board members, staff, and congregation members
- Monthly Zoom meetings with a consultant
- Launch retreat at Asbury campus (two members of the team will attend this retreat)

• Costs:

- 2025: \$2,300
- 2026: \$4,600
- Total estimated cost: \$3,500 - \$7,000
- Some expenses will be incurred in 2025 and others in 2026.

- The proposal was approved unanimously to move forward with the partnership.

4.4 Prior Year DF Reallocation-

Discretionary Fund & Major Repairs Update

- The Discretionary Fund will receive \$6,000 from the \$135,000 balance carried over from the previous year.
- The Major Repairs Fund will receive \$129,422, bringing the total to \$263,162.

Handbell Proposal Approved:

- The proposal to use Major Repairs Funds to complete maintenance on the handbells was considered and approved.

Facilities Action Items – Next Steps

- Brianne will coordinate with Brian West to begin gathering quotes for the necessary work on our facilities action items.
- This will allow us to move forward with completing the identified repairs and improvements.
- handbell maintenance is approximately **\$5,000**.

5. Communication-

Signed:

(Board Chairman)

Brianne Nutt

Jul 23, 2025 19:44:01 U...

Signed:

(Board Secretary)

Date:.....

Date:.....