

PNMC Board Meeting  
Saturday, November 20, 2008  
Via conference call; 7PM – 9PM

Attending: David Hockman-Wert, Linda Dibble, Wendell Amstutz, Audrey Lowen, Pedro Olvera, Jeanne Rempel, Brad Roth, Edward Miller, Charlotte Derksen,  
Guest: Mark Vincent  
Absent: Sheldon Burkhalter

Devotions by Jeanne Rempel: Opening Prayer and meditation – what should we be doing for PNMC in terms of wellness and long-term planning? What should we be doing to support PNMC?

Dave asked each one to introduce himself or herself to guest Mark Vincent of Design Group International (in Milwaukee WI).

***1) Capacity Building Campaign***

Recap by Dave: Phil Bergey, while working with the Structure Vision Task Force (SVTF), suggested that PNMC work with Mark Vincent, who could help the conference to clarify what we wanted to do and help us to figure out how we as PNMC could accomplish the most out of a campaign plan.

a) Questions from board members to Mark Vincent followed:

- **Audrey** – given the economic climate, what is the feasibility of getting much out of the campaign? **Mark's response** – more important than the economic climate is the fact that we need an executive conference minister (ECM). Monthly giving / regular giving seems to continue or even increase in this type of economic climate. We are some distance away yet to the actual campaign.
- **Pedro** – how does Mark see this downturn/climate versus after 9/11 and other financial downturns? **Mark's response** – so far this financial downturn has not involved employment/salaries so much as assets and real estate. People are realizing that we've overextended; people may be a bit more open to building the conference.
- **Ed** – is concerned about how much of what has been raised will go towards the regular budget? **Mark's response** – priorities will actually lie with the board and ECM. These decisions need to be firmed up before the campaign is actually underway. **Dave's response** – “Nurturing Healthy Congregations” includes needs and initiatives flowing out of local congregations. Part of the campaign funds could go into a fund that would support these initiatives.
- **Dave** – Should we form the committee before the ECM is hired, or wait to let the ECM help put together the committee? **Mark's response** – schedule will have to be adjusted based on actual date of ECM hire. However, committee should be formed soon, so it's on board and ready to go. Congregational visits by the ECM will be key. Goal should be to get about \$150,000 pulled together as core or base.
- **Jeanne** – what is basis for what is in plan, is it more or less standard from congregation to congregation? **Mark's response** – every situation/campaign and the timing thereof is different. What is unique about PNMC's situation is the new ECM coming on board and the discussions and changes resulting from the work of the SVTF. We can go from “survival to thrival.” It's not just about money, it's about mission. The 100 persons @ \$100 is a measurable goal and a reasonable target.

- **Audrey** – are we limiting contribution possibilities to \$100, or could someone promise \$20 per month or any other? **Mark’s response** – yes.
- **Brad** – what will be the challenges /effects of the proposed campaign on the credibility of the new ECM? Might the PNMC financial situation be deterring some applicants? **Dave’s response** – some inquiries have not led to applications, probably because they don’t feel a “fit” with the “E” of the ECM. Dave doesn’t think the Capacity Building plan itself is hindering applicants. **Mark’s response** – ECM should first “meet and greet” PNMC congregation; s/he can use this first meeting to set up further conversations with key people regarding partnering with the conference. The days of “hoping” that finances will come in are over.
- **Linda** – this is an age of fiscal responsibility – nonprofits need to act differently and budget differently than in the past. **Mark’s response** – Yes, now nonprofits need to manage “from” income, report our expenses, rather than that our mission is trying to spend our income, living within our income. Mark referred members of the board to two books: *The whys and hows of money leadership* by Mark L. Vincent and Michael Meier, (Augsburg Press, ISBN 6-0001-9148-0) and *Speaking about money, reducing the tension* (Herald Press, available from MPN)
- **Linda** – What are the kinds of people/size of group needed on steering Committee? **Mark’s response** – 5-9 persons, optimum – 7 persons. This group can ask others to help with a specific task (e.g. pray, run event, etc.). Key to steering committee membership is to find leaders, not worker bees. They don’t have to meet often, but should be expected to take assignment/role/goal and run with it.
- **Brad** – is the key first task to “raise the vision” rather than “raise money”? **Mark’s response** – timing is key – some people won’t start giving until well into campaign.
- **Pedro** – what about training? **Mark’s response** – he or member of his group will be involved in training and available for the duration of campaign.

b) Dave asked for a vote of affirmation of project? Go ahead: Audrey, Linda, Pedro, Wendell, Brad, Jeanne. Against: none

c) Dave then requested that the group come up with possible names to serve on the committee. Names suggested include: Janet Buschert, Bruce and Kathy Harder, (earlier, Bruce had said no, but since we have a clearer plan now, we could ask again – maybe chair?), Tony Dean, Cecil and Judy Miller, Sam Eicher, Stan Wyse, Carl Hege, John and Jeanne Zook, Don Bacher. Dave will send a follow-up email with the list of names that had been mentioned at prior meetings. Board members each are to spend time praying over the list. The current suggested order of names to approach are Bruce first – then Janet, Tony, Cecil. Dave will contact Mark about our recommendation of Bruce and next steps for contacting him and moving forward.

## **2) Passion-based ministries (PBM) funding plan for this time of transition**

Dave has been in conversation with a number of existing and potential Passion-Based Ministries the past few months in regard to funding requests, and wanted to let board members know what he, Ed, and Linda have been presenting to these groups as an interim policy/practice.

The budget contains \$2000 for all PBM-related expenses through the end of January. Trying to make sure we have enough for all present and possible PBMs during this time, we want to

allocate equal portions of that money for each PBM. Dave has been in conversation with four groups, which are or are likely to become PBMs (Outreach Development, NW Mexico Liaison, Peace and Justice, Youth Ministry). Thus, we can allocate \$500 to each group for the present budget period (through January 31). After that, in the Feb. 2009 to Jan. 2010 budget year, it will depend on how many PBMs there are. We will need to come up with some sort of plan on how to allocate the PBM funds to be fair to all. PBMs will need to be more active in raising funds for their work. The small amount budgeted for PBMs is primarily for minor expenses -- conference calls and mailing expenses.

**PBM request – NW Mexico Liaison. Reminder/request for recognition of a regular tie with the NW Mexico conference.** Groups working with NW Mexico feel the need for the PNMC umbrella for their work. A motion was made and seconded that NW Mexico liaison be recognized as a passion-based ministry, with a “budget line” within the PBM budget category. This motion was withdrawn, pending further information and discussion. Timeline includes need for action before February work trip to NW Mexico. Because we have a formal covenant with NW Mexico (CIEMNM) that extends through 2013/2014, we have a responsibility to continue this work. The passion-based ministry members would be responsible for fulfilling parts of the covenant on behalf of PNMC. We don’t want to undermine this ministry but do need to clarify the funding in existence. We do want to honor the budgetary and institutional commitments. Dave will send the covenant to Board members to allow for more informed discussion and decision-making at the next meeting.

### ***3) Pastoral Health Insurance needs: How to proceed?***

Should the PNMC Pastoral Insurance plan be postponed for now, waiting on MC USA plan? An ad-hoc committee commissioned by the PNMC Board has been working on developing a plan to provide health insurance to all PNMC pastors. The draft plan was developed last year. We should decide whether to move forward with this plan, whether to wait for the MC USA Healthcare for Church Workers plan, or do some combination thereof. This plan might be a stop-gap step until the MC USA plan comes to fruition.

Comments/discussion:

- Wendell suggested presenting PNMC plan to CIHAN for feedback. He will then report back on what he hears.
- There is currently \$13,000 in the Sharing Fund. Sharing Fund – premium and Sharing Fund – catastrophe are two separate line items. (There is confusion because PNMC and MMA each have funds with the same names.)
- Some non-CIHAN pastors within PNMC also have insurance needs.
- Clarification to the policy is needed as to who exactly could get coverage, and at what level (self, self/spouse, self/family).

### ***4) Updates on ECM hiring process and District Pastor (DP) identification process***

Search committee is working now. Linda and Dave are drafting DP assignments.

### ***5) Annual meeting: Selecting a Program Planning Committee chair; theme***

Discussion on theme is currently ongoing between April Yamasaki and Craig Morton. Board members suggested Treasure Valley as the theme for annual meeting, but it would be good to have a “catchy” phrase for theme. Luke 10:1-12 is the proposed main scriptural passage. Audrey suggested some names for the Program Planning Committee chair -- Gloria Nussbaum,

Bill and Ardie Albers -- and offered to contact them. The Board affirmed this direction.

**6) Other**

- a) There is now a possible candidate for the Idaho member of the PNMC board.
- b) Next meeting is scheduled for January 10; a possible location would be Portland Mennonite.

Brad closed the meeting in prayer.