First Congregational UCC, Gaylord
Trustees Meeting Agenda
September 16, 2026, 7 pm

Zoom Link (for all 2026 meetings)
https://us02web.zoom.us/j/84006659065

1. Maureen opened the meeting and called us to order.
2. Opening Prayer: Pastor Greg opened the meeting in prayer, rejoicing in all the positive things happening at the church.
3. Approval of August meeting (preapproved online): Confirmed by the trustees.
4. Financial Reports

   *July 2026 reports
   *Jan-July 2026 2nd qtr reports
   * August 2026 reports

   a. The shortfall that appears in the financial report is from the roof work. There are bookkeeping questions about how to reflect this expenditure. We look forward to seeing the budget show this work in a standard way.

   b. The $2,000 Michigan Conference grant should be received before the end of the year. The net cost to the church for the $2,400 Convergence process is $400.

   c. Salid luncheon money was put in the wrong place. Greg will correct this

   d. Mary moved to approve the financial reports, pending corrections above. Dave seconded. Trustees approve.

5. Minister's Update

   a. Storm windows and track lighting will be installed in the first week of October.

b. Work was done on the Clavinova in the sanctuary. The cost was less than $500 and was signed off by Greg.

c. Liz and family stained the stairs. Thank you.

d. Stewardship season: Mary is willing to help with letter writing. The letter needs to go out mid-October. Needs to happen before the next Trustee meeting.

6. Old Business

a. Roof – The roofer and painter are still working on schedules. Dave has been following up.

7. New Business

a. The replacement door quote has been received. This is a bit more expensive than expected because of the special (shorter) size and made of non-rusting materials, including the frame. The quote includes painting. The work is to be done before the snow comes. Margaret moved to accept the quote of $3300 from Blanzy Home and Lawn. Cathy seconded the motion. Trustees approved.

8. Budget and compensation discussion.

a. Mary and Maureen sent out a memo describing the pastor compensation issues. One major consideration in setting the pastor's compensation is the UCC compensation recommendations.

b. Mary and Maureen's study shows that giving and budget trends should allow the church to increase the pastor's compensation by $4,000 per year for the next three years. This is on top of annual cost-of-living increases. The Trustees must approve this increase each of the three years.

c. The $4,000 also increases pension and Social Security expenses as well, according to the standard formula.

d. Annual cost-of-living increases will also increase the music director and secretary's compensation.

e. Cathy asked for process clarification. The Trustees develop the budget. The congregation will approve the budget. The Trustees believe the congregation desires a pastoral compensation increase.

f. Mary moved that the Trustees increase the pastoral compensation in addition to annual cost-of-living increases by $4,000. Cathy seconded the motion. The Trustees approved the increase in the budget.

9. Next meeting date is scheduled for 21 October 2026.

10. Closing Prayer by Mary.