

GLR Minutes December 30, 2025 Submitted by Jeff Berry & Kathy Harwood Long

Board Members in attendance-

Rev. Kathy Harwood Long, Rev. Sandra Higgins-Smith, Rev. Jeff Berry,
Rev. Liesa Chase, Paula Land, Nancy Berdasco, Rev. Peggy Konkel,
Absent: Debra Williams, Diane Robinson

Call to Order:

Opening Prayer: Rev. Peggy

Check-in: prayers

Approval of Agenda All

Approval of Minutes November 2025, rvsd to show Jeff was not in attendance at Nov meeting.
All Reports received: see attached

Treasurer Sandra reported that November tithes were down. Chase mentioned the Lutherdale is yet to be paid. Chase also mentioned the last youth event in 2025 is in the red due to fact that the region offered a \$100 reduced registration fee to all teens. This increased attendance for sure.

Regional Rep & Outreach

Ambassador Report plus

Standards updates Rev. Diane Robinson

LUT Report Nancy Berdasco

YFM Report Chase

Conference Team Report Kathy

President / Communications Report Kathy

Regional Advisory Committee Kathy

Working with Diane Venzera to serve each other's needs without overlapping work.

Earth Care Report Position ***Kathy Harwood long***

Unfinished Business:

- Post Annual Mtg,

■ Appointment of Liaisons to Teams–Review & Ratify Teams

Who will be the board Liaisons to the Nominating team?

- Policy Review Mtg—**Sandra**. Additional review with current changes including waivers
- Bylaws Team: Laura Meade has agreed to be on the team pro bono **Paula will help**

■ Conference 2025, updates: budget outcome/notes review--**Debra, Kathy. Not submitted**

Annual Mtg Minutes Review: Debra. Not submitted

New Business:

- Clarifying Roles: **President overviews staff. Board is not the ‘boss’ of staff. YFM Liaison is Chase. Communications Liaison is Kathy. Treasurer to be the liaison to the Bookkeeper (Cindi)**

Employee Updates:

Annual reviews completed for Cindi and Cassidy. Diane’s on Dec. 31.

- Cindi—new role. In FL for two months. *Cindi’s daughter will handle the mail in Cindy’s absence. Nancy will follow to ensure Cindi’s review is in her employee folder*
- Cassidy—new job description; new contract *Chase will ensure Cassidy’s review is in her employee folder.*

Motion to pay Cassidy for three months January, February, and March paid family leave According to MN law. Chase made the motion, seconded by Nancy. Motion passes.

Motion to contract with Darren Wells to pay for the three months Cassidy will be gone. Motion made by Chase, seconded by Nancy. Motion passes.

- Diane: review on Dec 31st ***with Kathy and Nancy***
- Hiring Transitional Business & Communications Manager ***Peggy K heading up the interview team.*** Board decision re: candidates in region ***Interview Team will report top two candidates for board consideration.***

2026 Initiatives:

Conversation began to approve doubling the conference waiver for this year, and including a Musicians waiver. A review of the Partner Conference Registration Waiver details from 2025, and other pertinent docs will be sent to the board by Kathy. Decision re waivers for 2026 delayed until the next meeting.

2026 Conference, Next Steps:

Conference Team to meet on Jan 22nd. Agreement to meet in Indianapolis, IN. Look for a hotel with conference options; plan some activities at Unity of Indianapolis.

YFM Dream Seed Team: Chase

Rally Day fundraiser on March 22nd

Team to create a job description and policy submission re working with scholarships.

Closed with Prayer.