

DUKE MEMORIAL UNITED METHODIST CHURCH  
CALL MEETING OF THE ADMINISTRATIVE BOARD

October 10, 1990

Present: 40 (54%)

Absent: 34

Presiding: William Self, Chairman

Invocation: One verse of "How Firm A Foundation"  
Eric Carson

Devotion: Amy Kellum

Mr. Self called the meeting to order and summarized the events of the last two weeks leading up to the resignation of Marge Clark, Program Director; Donna Blickhahn, Administrative Assistant; Carol Auer, Financial Assistant; and Becky Reinhart, Receptionist. Mr. Self said that shortly after Labor Day, Staff-Parish held staff performance reviews with each member of the staff at which time disturbing facts were discovered regarding staff communication. Mr. Self emphasized that untold thought, prayer, deliberation and attempted mediation had been demonstrated by the Staff-Parish Relations Committee in trying to resolve what appeared to be a complete breakdown in communication between staff members and the Senior Minister regarding administration, management, and determination and implementation of policies. He further stated that Staff-Parish wanted a special committee to look at the total organization of our church in preparation for next year's appointment of an Associate Minister.

Mr. Carson expressed his sense of loss, shock, anger and confusion. He explained to the board that his management style is that as CEO he found qualified persons with the help of Staff Parish and had built a team concept based on a relationship of trust. He defined his style as macro management meaning he determined direction. He said he had staff meetings every Monday and that each staff member could talk with him at any time. Until the past two weeks, he thought everything was going well. With much soul searching he has determined that God has called him to ministry with diligence and that his commitment for the days ahead is to magnify Christ.

Anne Clark, Chairman of Staff Parish Relations Committee, because of the confidentiality of Staff Parish deliberations, could make nothing but general comments regarding this situation. She did state emphatically that the committee had taken its responsibility extremely seriously and had done everything within its power to try to bring the situation to a satisfactory and workable compromise. She reported that an evaluation sheet had been designed and used and that anyone was welcomed to see the kinds of criteria that it included. The Staff-Parish Relations Committee is still undecided as to whether it should be used in the future, but the committee is very aware that many areas need defining and that further clarification, not the least of which is better communication channels.

Marge Clark stated that she had submitted her resignation effective December 31, 1990, but that Staff Parish had accepted it to be effective immediately with full salary through December 31st. She stated that she had made two attempts to leave gracefully: 1) ~~by requesting a meeting with the Senior Minister which never took place~~, and 2) by offering to stay on through the busy fall season of program activities. This offer was denied by Staff-Parish as stated above.

Minutes corrected at October 30, 1990 meeting as follows: 1) by offering to resign by June of 1991 and add to 2)....activities for which she felt commitment to the church and its members.

Approved  
SDF

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Lois Funderburk, Lay Leader, expressed her grief, anguish and deep concern for the hurt of all parties involved and her particular dismay that Staff-Parish was not allowed to meet with individual staff members regarding their concerns and grievances.

Staff-Parish Relations Committee was requested by several Board members to make one more concerted and official attempt to resolve this conflict among those involved. Mrs. Clark, speaking for the Committee, said they would do so.

Mr. Self read a letter from Donna Blickhahn stating the reasons for her resignation. She basically reiterated the perceived lack of communication between staff members and the Senior Minister and her inability to continue working under these circumstances.

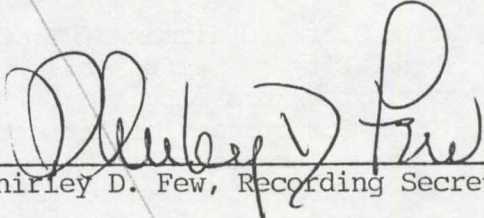
Mr. Self reported that Omar Fink will now be working four hours a day as a stop-gap measure until staffing is completed.

Mr. Self appointed a special committee to work with Mr. Carson to help resolve the problems as perceived and to establish the mechanism for developing and maintaining better lines of staff communication in the future. This committee will be composed of Mr. Self, Administrative Board Chairman; Anne Clark, Staff-Parish Chairman; and Ed Hammond, Finance Committee Chairman.

The Administrative Board members were grieved, angered, frustrated, confused and generally over-whelmed by the agenda of this meeting, and emotions ran extremely high. Yet everyone seemed sensitive to the fact that many have been hurt, the wounds are deep, and the personal suffering is real. At the same time they are very much aware that we must all pull together to maintain Duke Memorial as we want it to be for now and in the future.

There being no further business, the meeting was adjourned.

Benediction: Mr. Carson

  
Shirley D. Few, Recording Secretary

The next regularly scheduled Board Meeting will be Tuesday, October 30, 1990, 7:30 p.m. in the Bradshaw Room

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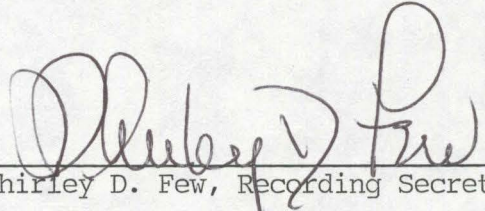
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*Approved*  
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\*Minutes corrected at 10/30/90 meeting to read: ....Staff Parish members were asked not to meet with individual staff members regarding their concerns and problems.

¶ Insert: Tim Nifong responded that at least some members of the Staff-Parish Committee were not aware of this request.

§ Insert as the beginning of the first sentence: After considerable discussion among numerous members of the Board, it was clear that the Administrative Board members.....

*SDF*  
Add to the minutes: Para Drake, Chairman of the Program Team, supported the decision of Staff-Parish Committee.

*[Faint, illegible handwriting]*