

Castleton United Methodist Church  
Leadership Team Meeting Minutes  
August 16, 2016

Meeting was called to order at 6:30 pm by Paul Bickle. Kim Paulus-Tauriainen opened in prayer using the Native American version of the 23<sup>rd</sup> Psalm.

Team members present: Larry Burch, Carole Craig, Paul Bickle, Jerry Robinson, Dorian Poole, Deb McCloud, Tom Schubert, Roy Byerly, and Kim Paulus-Tauriainen. Pastor Billy Nickrand and Wayne Derr were present.

CUMNS Presentation Yvette Wills

Yvette Wills, Director of CUMNS, and Tricia Eyer were present to present the vision and the upcoming budget for CUMNS. Members of the Leadership Team introduced themselves and told how CUMNS had impacted their lives through the attendance of children and grandchildren. Yvette presented a vision statement and a budget from August 1, 2016 to July 31, 2017, which are part of these minutes. We continue to use Conscious Discipline. Yvette noted that there are not a lot of CUMC families with children attending CUMNS as in the past. She is attempting to obtain grant money to help with school. Maintaining quality and educated teachers remains a concern due to the wage competition. CUMNS has lost 13 staff members since the beginning of last school year. Enrollment is 172 children with a wait list. This is a loss of 30 children from last year. Space is available for more children, but additional teachers are needed. There was a tuition increase last year and CUMNS is higher than market in tuition cost at this time. Other schools are maximizing the number of students per room and CUMNS has small numbers of students per classroom size. The interview process for qualified teachers is on-going and there is an immediate need for 10 full-time teachers. United Way helps by paying for CDA. It is anticipated that there will be an increase in tuition in June 2017. Yvette again expressed her concern about obtaining additional teaching staff. She wanted to start any new employees with a new higher rate and give increased hourly rates to older employees on the anniversary dates. Staff will be given 4 paid holidays instead of 2 with the new budget. CUMNS supports CE, continuing education, for the staff. Yvette wants to build a welcoming staff family and feels the pressure from the competitive forces in hiring. Yvette Wills and Tricia Eyer left the room.

Pastor Billy led the Leadership Team in prayer for CUMNS. Discussion followed. There was a motion to approve the budget as presented and to grant authority for Yvette Wills, in collaboration with Deb McCloud, Dorian Poole, and Wayne Derr, to use \$63,000 increase in salary line item as she sees fit for salary increases. Motion passed.

Nursery Funding Request from Fish Fry Funds (Pastor Billy)

Written proposal to update the CUMC Nursery with a request for funding of \$2,000 from Fish Fry Funds was provided to the Leadership Team. Proposal is part of these minutes. It was noted that there was \$5,000 remaining from 2015 Fish Fry. Discussion followed. Tom Schubert moved to accept the proposal as presented. Motion passed. Deb noted

that the remaining Fry Funds from 2015 would be used to defray costs of the recent receptions for Bishop Frank and Dr. Jeff Wright and other welcoming events.

Deb McCloud expected the 2016 Fish Fry to net \$20,000 to \$23,000 per comments from Tony Miller.

Tip money from Fish Fry earmarked for 10 Point Coalition was \$2,937.30.

#### Financial Update and Extravagant Giving(Deb McCloud)

Receipts for Castleton as of August 7, 2016 are 94.9% of goal. Receipts are \$1,093,376. Goal is \$1,152,000. We are \$58,624 below goal. We are \$60,990 behind the level of giving for the same period in 2015. Bishop Frank Beard came off CUMC payroll as of July 16. New Senior Pastor does not start until October 1. We are paying Greg McGarvey as Interim Pastor at a rate of \$500 per week. There was also a period of time when we did not make salary payments for a Music Director. Deb reported that the good news is that there may be salary, housing, and social security savings of approximately \$50,800 due to personnel changes and delay in getting full-time replacements.

#### Endowment Update(Deb McCloud)

Deb reported that as of June 2016 on the Endowment Funds, there is money in funds at the IN United Methodist Foundation and we have \$53,000 in Jackson National Annuity designated for Youth. Jim Long, Head of Endowment Committee, Wayne Derr, David Ayers, and Deb McCloud recommend moving funds designated for youth from the foundation to the annuity to obtain a better rate of return. Discussion followed. There was a motion, as of July 31, 2016, to move \$13,500 from the Foundation into Jackson National Annuity designated for Youth. Motion carried.

Deb indicated that at the next meeting of the Endowment Committee there would be plans to re-invigorate the concept of endowment in the congregation. Deb proposed that the Endowment Committee at the Charge Conference in November 2016 focus on increasing endowments in 2017 and 2018 in time for CUMC 175<sup>th</sup> anniversary.

#### Still Waters / Eastgate Update (Paul Bickle)

Still Waters at Eastgate is not open for business. There have been issues with the alarm system, but the most troubling issue is the lack of a director for that location. Kathy Pellman reported that the most qualified person turned down the salary offer of \$40,000. We may have to increase the salary level. There will be a couple of guests from the Castleton location willing to transfer to the Eastgate location.

Paul Bickle also noted that Bishop Trimble, our new bishop, will be installed at St. Luke's UMC on September 11, at 4pm. Also, there will be a laity session with Bishop Trimble in the Family Life Center, October 15, at 9:00am.

Deb made a motion to eliminate the covenant with Still Waters as of August 1. Motion carried.

Minutes

Minutes of the Leadership Team meeting July 19 meeting were approved.

Charge conference (Paul)

Charge conference will be Saturday, November 5, 9am-noon, at St. Luke's UMC, 100 W. 86<sup>th</sup> Street, Indianapolis, Indiana. Save the date.

Meeting closed in prayer.

Being no further business, meeting was adjourned.

Next meeting is Tuesday, September 27, 2016 @ 6:30 pm.

Secretary: Jerry Robinson