

MEETING MINUTES CONDITIONALLY APPROVED WITH FORMAL VOTE  
COMING AT NEXT LEADERSHIP TEAM MEETING

Castleton United Methodist Church  
Leadership Team Meeting Minutes  
November 17, 2015

Meeting was called to order at 6:30 pm. Margo Ward opened the meeting with prayer.

Team members present: Roy Byerly, Paul Bickle, Jerry Robinson, Deb McCloud, David Ayers, Tom Schubert, Dorian Poole, and Margo Ward. Pastor Frank Beard, Pastor Billy Nickrand, and Operations Manager Wayne Derr were present.

Minutes

Minutes of the Leadership Team of October 20, 2015 meeting were approved.

Stillwaters Adult Day Care Letter of Intent To Lease (Paul)

Eastgate Christian Church (Disciples of Christ) has congregational approval to go forward and borrow funds to complete the space to be used by Still Waters Adult Day Care. Their pastor has indicated that the congregation supports the action and they are meeting with the architect to obtain the necessary construction permits. A copy of the signed letter of intent to lease the space is made part of these minutes. Thomas Schubert signed as Trustee (lessee) for Castleton United Methodist Church and Bonnie Masterson signed as lessor, Board of Eastgate Christian Church.

Financial Update and Extravagant Generosity (Deb McCloud)

Receipts for Castleton as of November 8, 2015 are 91.09% of goal. Receipts are \$1,532,718. Goal is \$1,682,550. Pledges are being received in accordance with the pledged amounts, but cash gifts from sources other than pledges are running lower than budget estimates. Deb estimated that additional receipts would be \$272,731 for the last 7 Sundays in 2015. This is based on giving patterns in 2014. Using her projections for addition receipts, total income would be \$1,875,449 with outflows of \$1,903,081. Operating cashflow shortage for 2015 is estimated to be \$27,632. New goal for 2015 giving is \$1,805,449.

Budget for 2016 is provided below.

Budget was put together by Wayne Derr, David Ayers, Deb McCloud, and Pastor Frank.

Budget for 2016 shows a higher level of total receipts at \$1,917,868 versus the new goal for 2015 of \$1,875,449 for total receipts. This is an increase of approximately \$60,000 over 2015 giving levels, and a decrease of \$17,000 in other revenue. All tithes to the Conference and the District would be paid. Payments on the mortgage would be made in accordance with terms. There is a 2.2% salary increase for most church staff, but not all. After discussion, there was a motion to approve the budget for 2016 as presented. Second was obtained. Motion passed.

Still Waters Adult Day Care Center 2016 budget combined for Castleton and Eastgate locations was presented. This budget has been reviewed and approved by the SWADC Advisory Team. It assumes an opening date in April 2016 for the Eastgate location. Budget shows total income of \$462,150. Total expenses are \$489,674. Expenses exceed revenues by \$27,524, but there are reserves of approximately \$20,000 to cover the operating loss. Also, there is a possibility that a \$25,000 grant will be received in 2016 which will help offset the operating loss. Discussion followed. There was a motion to accept the 2016 Budget as presented. Second was obtained. Motion passed.

#### Miscellaneous Other Information -All

Pastor Billy called this a glory sighting when our congregation gave \$3,466 through the efforts of Hannah Faust, the young lady who spoke at our services last Sunday. The money will be used to build at least two wells in Burkina Faso, an under-developed country in Africa.

Thomas Schubert reported that CUMC has active registration with the Secretary of State. District Superintendent Bert Kite recommended during the Charge Conference on November 16 that all incorporated churches check their status and make sure it is active. He also recommended that the Articles of Incorporation be reviewed and adhered to. Wayne Derr will provide a copy of the Articles to the leadership team members. Kitchen in the Family Life Center is approximately 50% complete. Tom also noted the need for volunteers to keep the snow away from doors and off the walkways during the winter months. Volunteers to remove leaves in ditches are needed. Pastor Billy agreed that there should be a better effort to maintain curb appeal. Tom would like to implement Trustee Advisory Group to handle on-going issues. Inventory of the church's lock box will be made soon. A letter dated November 17 to Chase Bank noting Wayne Derr as Director of Operations and Tom Schubert as Trustee Chairman was provided by the Secretary to show their authority to access the lock box. Copy of the letter is made a part of these minutes.

Margo Ward discussed Vision Indy and how it is connected to Juvenile Detention – Indy Connect. This is a prison work release program and outreach that helps offenders.

Pastor Billy noted the start of children's sermon at 11am service to help younger one's get used to church environment. Training sessions for leadership and staff using the book "Get Their Name" will be held December 2 and 9 starting 6:30pm. Meal served at 5:30pm.

Mission team focus will be on community relationships by partnering with Crestview and Skiles Test schools. There is a great need for adults to act as mentors to students 30 minutes a week. Skiles Test students also need volunteers to help with lunches using our Loafs and Fishes fund.

Salvation Army bell ringers are needed for Kroger location December 11 and 12.

CUMC will be celebrating its 175<sup>th</sup> anniversary in 2 years.

Meeting closed in prayer by Dorian Poole.

Being no further business, meeting was adjourned.

Next meeting is Tuesday, December 15, 2015 @ 6:30 pm.

Secretary: Jerry Robinson

Lay Leadership Committee Report For Year 2016 - (Pastor Frank)

This report does not include the Fish Fry Committee.

**Lay Leadership Committee (formally known as Nominations)**

Chair	Pastor Frank Beard
Members	
(2016)	Margaret Craft, Suzanne Keithley
(2017)	Sara Ellsworth, Gary Keithley, Dotsie Longworth, Keith Butler
(2018)	Jenny Byerly, Chester Bailey, Angela Tevebaugh
CUMNS	Tricia Eyer

**Leadership Team**

	Pastor Frank Beard, Senior Pastor
	Pastor Billy Nickrand, Associate Pastor
(2017)	Paul Bickle, Administrative Council Chair
(2017)	Deb McCloud, Generosity Chair
(2016)	Dorian Poole, Staff Parish Relations Chair
(2016)	Tom Schubert, Trustees Chair
(2017)	David Ayers, Church Treasurer (Ex-Officio)
(2016)	Jerry Robinson, Margo Ward
(2017)	Carole Craig, Roy Byerly
(2018)	Kim Paulus-Tauriainen, Larry Burch

## **Servant Leadership Team**

Prayer Coordinator	Karen Powell
Lay Leaders:	Kristy Duff, Carolyn Edwards, John Longworth, John Dinwiddie, Paul Halverson
Lay Members to Annual Conference (2013 - 2017)	Ron and Genie Miller
Recording Secretary Charge Conference:	Deb McCloud
Assistant Recording Secretary Charge Conference:	Deanne Heidrich
Church Historian	Rosemary Draga
Team Leaders	
Missions	Cristy Catt
Live Nativity	Kathy Rima
Endowment	Jim Long
Ushers	Scott Welch
Communion	Carole & Frank Craig

## **Staff Led Teams**

Lay Leadership Team/Nominations	Pastor Frank Beard
Programming	Pastor Billy Nickrand
Missions	Pastor Billy Nickrand
Operations	Wayne Derr
Communications Director	Jordan Shew
Facilities Manager	James Gettz
Student Ministries	Stephanie Riebe, Co-Director Will Deeds, Co-Director
Music Ministry	Dr. Jeff Wright, Director Jonathan Cruz, Director of Contemporary Music

Children Ministries

Katie Gilbert, Director

Brenda Morrow, Children's Music  
Director

Still Waters Adult Day Center

Kathy Pellman, Director

Amy Hogan, Assistant Director

CUMNS Kids

Yvette Wills, Director

Administrative Assistant to Senior Pastor

Myra Jean Duff

Administrative Assistant to Associate Pastor

Cindy Dinwiddie

<b>RECEIPTS</b>					2016 BUDGET
Pledges					1,141,296
Unpledged					348,504
CUMNS, ECC & SWADC					46,268
Capital					375,000
Other Income					6,800
<b>TOTAL RECEIPTS</b>					<b>1,917,868</b>
<b>TITHE</b>					
Conference Tithe					149,660
District Tithe					22,449
<b>TOTAL TITHE</b>					<b>172,109</b>
<b>SALARIES &amp; BENEFITS</b>					
<b>TOTAL SALARIES &amp; BENEFITS</b>					<b>848,588</b>
<b>ADMINISTRATIVE EXPENSE</b>					<b>38,250</b>
<b>COMMUNICATIONS</b>					<b>4,500</b>
<b>IT EXPENSE</b>					<b>33,000</b>
<b>TRUSTEES EXPENSE</b>					<b>350,585</b>
<b>CHURCH COUNCIL</b>					<b>900</b>
<b>STAFF PARISH</b>					<b>5,500</b>
<b>LAY LEADERSHIP</b>					<b>300</b>
<b>LIBRARY</b>					
<b>EMDOWNMENT</b>					
<b>TOTAL PROGRAM AREAS</b>					<b>87,300</b>
<b>TOTAL EXPENSES BEFORE DEBT SERVICE</b>					1,541,032
Debt Service					375,000
<b>TOTAL EXPENSES</b>					<b>1,916,032</b>
<b>NET RECEIPTS</b>					1,836