

## CUMC Leadership Team Meeting

February 17, 2015

Members present: Lay leaders: Kim Paulus-Tauriainen, Robin Marsh, and Teri Macri. Team members: Pastor Frank Beard, Pastor Billy Nickrand, Pastor Matt Lipan, Paul Bickle, Deb McCloud, Margo Ward. Dorian Poole, Tom Schubert, Carole Craig.

FCJ Implementation and Mission/Vision of the church. Pastor Frank began the discussion by explaining the Fruitful Congregation Journey. Pastor Frank indicated that this process is reserved for those churches that have the potential for growth. Our church received a coach (this will probably continue as long as we wish, even though the actual coach may change) and support from other pastors going through the same process. The five prescriptives consisted of; 1) Clarification of mission, vision, and values. This involved a clarification of the relationship and ministry between our 2 campuses. A proposal for the two campuses was written and accepted by the Transition Team. The process is going very well, and the transition is scheduled for July 1, 2015; 2) Discipleship Pathway; 3) Clearing up of the finances by reexamining the process with insurance; 4) Communication. A lot has been done in this area, and we know there is more to be done; 5) Board Reorganization. This has involved going to a single board structure. We now have a direction and a plan and are pretty clear with the 5 elements. These are now all being incorporated into the life of the church. Particularly, looking at how to incorporate these into mid-week connection. We are not rushing the process. Pastor Frank is still meeting monthly with other pastors going through the process and that will continue. The single board structure will involve the finances for all aspects of the church.

What are we hearing regarding aspects of our church? The Lay Leaders participated and gave input into this discussion. We know that the follow up with visitors is a concern. The lay leaders and the board are continuing to see new faces. Pastor Billy indicated that there exist a significant number of new people; we are now giving out mugs delivered by a team; and they receive a call after 3 consecutive visits. Our major concern is that the rate of return of the visitors is not very high. We will ask the liturgists to announce that the visitors will receive a gift with return of the card (all have not been completing the card). Pastor Billy is examining better ways of looking at our data to assist with visitor count and that of regular attendees. Sunday School numbers are up and more consistent. Youth group is doing quite well.

Questions about Attendance came up. Pastor Matt expressed concerns and questions about the attendance numbers mentioned for Sunday School. His numbers did not indicate growth. Pastor Frank indicated his concern with attendance at the 8:30 service. We may have to consider going to 2 services. With that, we may have to reconsider how we do Sunday School. We may need to look at one traditional and one contemporary. And an additional concern is that the time between the 9:40 and the 11:00 has been very tight. Pastor Frank reiterated that the charge conference minutes are available but not posted. The Lay Leaders requested that those minutes be emailed to them – Pastor Frank will see that that occurs. The blue comment cards were discussed in that there is a concern that there is no one to greet the visitors that come in through the door nearest the elevator off 71<sup>st</sup> street. Pastor Billy has been monitoring the 4 core areas but will look into that. It may be that just additional signage might help the concern. This ended the participation of the Lay Leaders.

Phao Student Ministries vision – Steph Riebe. Steph carefully went through her PowerPoint to explain where this ministry is to date and where she would like to see it go. See handouts. There was some question regarding the numbers and Pastor Billy will reexamine that and bring the information back to the team. There are 75 high school students with 11 leaders and 30 adult volunteers. We are missing young people living in the immediate area. Steph wishes to expand the program by ministering to our college age youth. Several team members expressed the need to fill this void because of what they have witnessed with their own children. Steph also wishes to create more of a connectional church ministry where the youth are more involved in the regular operations of the church. Specifics for growth are listed on page 3 of her document. She is currently operating with 1.5 staff. Steph is consulting with St. Lukes and others for feedback on aspects of growth. A “Sustainable Ministry Model” indicates \$1000 per student and 1 FT staff per 50 students. A question was asked as to whether or not space was an issue for growth. Steph indicated that she has been finding best ways of using existing space.

Family Life Center update – Tom. The ratified minutes of last month indicated the updates. The ceiling grid is in. Lights will be in this week. Things are moving right along. Will begin rebuilding the stage next month. We are close to schedule. Believes we have enough money for sound. They will repaint the one wall where there is wallpaper. There will be a handicap ramp for the stage. Pastor Frank indicated there need be only minimal kitchen area for warming up. There is currently plumbing behind the stage. Working with a good group of volunteers, but could use more. They will start work on the old narthex the week of spring break

2014 Financial – Deb. See financial report presented. Now that Deb realizes her responsibilities include all aspects of the church, she will have a full report ready for us after the auditors have completed their review. Deb’s conclusion on finances is that we are financially doing well but there is room for improvement. Giving looks good. Castleton is at 123% of the expense goal and Sunrise is at 117%. Deb recommended that at some point we will want to consider a Capital Campaign to bring down the principal on the building.

Still Waters vision and LT response update - Deb & Paul. The Still Waters vision for expansion has been realized through the team’s agreement to proceed with updates that have been announced and completed. We can consider the original request closed. Deb indicated that another church has approached us about using their facility for expansion. Deb will keep us updated on this. Kathy has an opportunity for a \$25,000 grant from CICOA and is looking into it. Deb made a motion that we go forward and Dorian seconded. The motion was unanimously approved.

Sunrise transition update – Pastor Frank/Pastor Matt – Finances are strong and separated. Transition Team is working well. Looking at getting a permanent sign. Using a project list. Need better lighting. Pastor Frank is waiting for the attorney before the official agreement. Carole made the recommended motion that all matters pertaining to pre-launch be granted to the Transition Team to proceed forward, as long as no financial implications and that they keep us posted. If there are financial implications, the matter will come before this body. Dorian seconded the motion and it was unanimously approved.

The meeting concluded at approximately 9:00 p.m.

Temporary Secretary ☺

Carole Craig