

Castleton United Methodist Church  
Leadership Team Meeting Minutes  
February 21, 2017

The meeting was called to order and opened in prayer by Carole Craig at 6:30 P.M.

Team members present: Kim Paulus Tauriainen (Kim PT), Deb McCloud, Roy Byerly, Carole Craig, Larry Burch, Tom Schubert, Ron Miller, Paul Bickle, and James Hinshaw. Pastors Bert Kite and Billy Nickrand were also present. Joyce Poole and David Ayers were absent.

**Minutes**

The January minutes, with the necessary corrections and changes, had been sent electronically to the Leadership Team (LT) for review prior to the meeting. The January minutes were approved unanimously. The December minutes were received from Jerry Robinson; the December minutes were also approved unanimously.

Finance -- Provided by Deb McCloud and Pastor Bert Kite

Currently, CUMC is running approximately \$15,000 below goal, or 93% of the goal for 2017; in comparing 2017 to 2016, CUMC is running \$12,000 behind 2016 at this time. Some of the disparity could be during Fiscal Year 2016, CUMC received \$79,000 during one week, whereas in 2017, the largest amount received was \$62,000 in one week.

A question was asked regarding when the amounts from e-tithing appear; any money received by CUMC via e-tithing appears in the numbers for the Sunday when that money is received. Thus, if a person uses e-tithing but donates once a year, the amount will appear the one Sunday when the money is given.

The LT had a discussion regarding providing Year To Date (YTD) numbers on the TWAC in addition to/or in place of the weekly numbers as currently presented. However, concerns were raised as to whether people would misconstrue the numbers and think that the situation at CUMC is either much better or much worse than it is in actuality. No decision regarding the year to date numbers was reached.

Pastor Bert encouraged the LT to review the attendance at CUMC in comparison to the giving. CUMC has been in a 15 year declining attendance trend; there is lots of work to be done on both the attendance and giving fronts. On February 22, Pastor Bert was to meet with Cecil Whitaker regarding a more focused and concerted stewardship campaign for 2017.

Balance Sheet 12/31/16– CUMC including Still Waters and CUMNS

Fixed assets are approximately \$11 million, \$6 million net of accumulated depreciation

Liabilities on the 3 notes for the mortgage is slightly more than \$7.3 million

CUMC is current on the mortgage payments

Endowment funds are approximately \$185,000 with approximately \$58,000 of that amount is unrestricted as to the use.

Other donor-restricted funds of \$193,000 are not included within the Endowment Funds

Total unrestricted accumulated earnings is a negative number over \$500,000. The goal is for this to be positive

#### CY2016 Income Statement versus budget

The net cash flow includes the mortgage payment and when cash flow from Stillwaters and CUMNS is included, the overall cash flow is a positive \$40,000

However, right now, the depreciation and interest is greater than the mortgage payment, so there is a loss on the income statement

CUMC received more donor-restricted funds than were paid out (net \$24,000). Overall CUMC excess revenues over expenses in total is a negative \$135,000 for the 2016 year

Depreciation expense is going to remain relatively constant at approximately \$355,000 per year since the depreciation is being straight-lined

#### Trustees – Provided by Tom Schubert

New carpeting has been laid in Fellowship Hall, the former Parlor (the 3<sup>rd</sup> and 4<sup>th</sup> Grade Sunday School room) and the 2<sup>nd</sup> Grade Sunday School Room

Tom made a list of deferred maintenance items that really need to be done ASAP; since they have been deferred, the prices have gone up resulting in the cost to complete increasing as well. The air-handling units are still an issue on the deferred maintenance list. Tom will review the deferred maintenance list and try to have it available at the next LT meeting. Tom was to meet with an Eagle Scout hopeful about completing an Eagle Scout project at CUMC; Tom had three possibilities in mind for the project including patios or drainage concerns.

Insurance premiums are increasing slightly for CUMC, Still Waters and Still Waters at Eastgate (which is a CUMC operation); Still Waters needs to update some equipment, particularly at Eastgate. As for the LT, Tom stated there is director's liability insurance for the LT, in response to a question concerning insurance for the LT.

#### Solar Power

Given that net metering is not an option, CUMC would need to own the equipment which would require a large loan and that is not feasible at this time.

Currently SB 309 (with amendments) is working its way through the General Assembly, the bill would affect solar incentives.

The numbers that were provided do look good, but that is due to the inclusion of conversion to LED lighting as part of the entire solar package.

Now the plan is to continue replacing current lights with LEDs in phases; phase one would more than likely entail replacing interior security lights and batteries packs (approximately 20 lights and 10 packs) for \$3,000 or \$4,000.

#### LT Subcommittees

The thought is to develop subcommittees that could be a training ground (for future members of the LT) and sounding board (to vet ideas before those ideas are brought to the LT).

Subcommittees would do the legwork and bring pertinent information to the LT.

LT is and will continue to be THE decision making body for CUMC. Any decisions that need to be made on a Trustees, Staff Parish Relations, or a Finance Committee level would be made by the LT in its capacity as those committees.

Pastor Bert suggest empowering Deb, Tom, and Ron to name their own subcommittees; those subcommittees will be ready by June.

### Goals and Strategies

The discussion began with a review of goals and accomplishments from 2016

#### Accomplishments

Successful launch of Still Waters at Eastgate

Family Life Center is almost completely finished (just a small bit of drywall work left to do behind the scenes) and is being used weekly and rented out to groups within and without CUMC

Worship times were changed to 9 and 11

#### Goals from 2016

Develop outreach clusters and work with other churches

Reestablish the endowment, work more with stewardship, and meet the budget

Establish and expand the volunteer base

Plug in new members

Basic handbook for members (including floorplans, small groups, etc.)

The discussion then turned to 2017 goals, some of which are very similar to 2016 goals

#### 2017 Goals

Grow volunteerism

Reestablish the Endowment Committee and get it operating

Prepare for anniversary celebrations in 2018 including the 175<sup>th</sup> of CUMC, the 40<sup>th</sup> of CUMNS, and the 25<sup>th</sup> of the Endowment

Conduct further due diligence on the Solar Issue

Plan for the transitions on the LT since terms of several key members expire at the end of 2017

Review worship times

Membership growth/involvement – including Small Groups, New Member Coordinator, better identification of Discipleship Pathway

Get more millennials involved in CUMC

Tap into Still Waters and CUMNS – families and teachers, any visitors to the CUMC campus --> any invitations need to be intentional

#### Membership Assimilation Coordinator

Churches grow when there is intent to bring in new members and to grow. Currently, no one is specifically charged with checking that information about CUMC is sent to visitors or even accumulating information about visitors or those interested in CUMC. CUMC needs someone to ensure that information is sent and to coordinate new members – Pastor Bert recommends such a hire. This position would mesh with the vision of CUMC, specifically that CUMC is an outward facing circle.

Carole moved that a Membership Assimilation Coordinator be hired with the additional requirement that the Coordinator attends on Sundays, James seconded, and the motion passed. Pastor Bert will meet with Ron to move forward.

Miscellaneous New Business

The LT received an invitation to a survey from the Bishop; those surveys need to be completed by mid-March

LT was to be recognized at both services on February 26<sup>th</sup> with Bishop Trimble and district Superintendent Bushfield present

Campus Clean Up Day is March 25<sup>th</sup>

Next meeting is March 21, 2017 at 6:30 PM in the Ministries Center

Tom Schubert closed the meeting in prayer.

Respectfully submitted by Kim Paulus Tauriainen