

Castleton United Methodist Church
Leadership Team Meeting Minutes
October 17, 2017

The meeting was called to order prayer by Paul Bickle at 6:30 P.M. Joyce Poole asked for any concerns and opened the meeting in prayer.

Team members present: David Ayers, Ron Miller, Paul Bickle, Larry Burch, Tom Schubert, Carole Craig, Joyce Poole, Roy Byerly, Kim Paulus-Tauriainen, James Hinshaw; also present were future members Mark Unland and Chris Heilman as well as Director of Operations Wayne Derr. Pastor Bert Kite was present; however, Pastor William Nickrand and Deb McCloud were absent.

Finances

In Deb McCloud's absence, Wayne Derr discussed the finances

As of October, the overall giving was \$1.169 million (or approximately \$30,000 per week), which is currently \$148,000 short of the 2017 budget; \$150,000 was transferred from the savings, \$181,000 is currently in savings. The shortfall appears to be primarily in unpledged funds.

There have been \$1.313 million in actual expenses; the budgeted amount is \$1.34 million

The pledges for 2017 totaled \$1.11 million; approximately 73% of that amount has actually been received.

If the trends continue, and programming and trustees budgets are trimmed, CUMC would still have a shortfall of \$208,000 for 2017.

\$208,000 in terms of staff would be 7 Full time equivalent (FTE) staff members of the 19 that are currently on staff (those 19 are 13.83 FTE) – according to Wayne's research, there should be 1 FTE for every 76 worship attendees

Attendance is down. There were 370 in worship on the Sunday prior to the meeting; Pastor Bert said that CUMC has been in a 9-year decline

To close the current shortfall, Pastor Bert presented a proposal called "Keeping the Flame Alive" Campaign (see scanned section at the end of the minutes); Tom Schubert moved to accept the proposal as written, James seconded, the motion was approved

Annual Meeting of the Board of Directors of Castleton United Methodist Church

For clarification, the Board of Directors consists of the Trustees

Tom Schubert moved that the actions of the Trustees (Board of Directors) during the past year be approved, Larry Burch seconded the motion, the motion was approved unanimously

New Initiative

Carole Craig brought information to the Leadership Team regarding the Spirit and Place "Powerful Conversations on Race", the next conversation is November 12th and Carole suggested that a notice be placed in bulletin regarding the conversation series.

Another possibility is to include Diversity as an organized Small group – the earliest that such a group would be organized would be December.

College Park Church already has a group like Carole envisions and their structure could be used as the model.

Endowment

Paul Bickle and Larry Burch brought up the issue of signatories on the Endowment accounts at the Conference Foundation – currently Meredith Wilson and Jim Long are signatories and should be removed.

Larry Burch moved to remove Meredith Wilson and Jim Long, replace them with David Ayers and Larry Burch and continue with Senior Pastor Bert Kite as signatories for the Endowment Accounts; Joyce Poole seconded the motion, and it was passed unanimously.

CUMNS Update

Joyce Poole and Carole Craig had dinner with the CUMNS staff and conducted a brief survey. Lots of opportunities and positive feedback were received from the survey, Joyce and Carole planned to meet with Pastor Bert to discuss the results.

Miscellaneous

Tom Schubert mentioned several items under the Miscellaneous section of the agenda

The Eagle Scout project is moving along

The Boy Scouts and Cub Scouts want a service day at CUMC on November 4; there would be approximately 20 Boy Scouts and 20 Cub Scouts with parents.

Tom has received an updated analysis on the Solar Panel issue, but did not have time to go over it – the new analysis reduced the annual electricity cost increase to 3%, the lease would be the same 20-year period and the payments would still include a service agreement.

LED conversion – the cost is much better looking and the plan is to have Dave Poole and Jim Getz wire the new LED starting in the Armstrong Wing; the cost would be covered by funds from the Trustees Restricted Fund

Stewardship Campaign

Cecil Whittaker will be doing the sermon on the kickoff Sunday of October 29th

In-Gathering will be the culmination of the campaign

There will be a series of letters sent via snail mail during the campaign with the letter of November 6th including the Estimate of Giving Card and possibly a proposed budget

This will be a positive campaign with Sundays being the visual reminder of the campaign

The next meeting is November 14th at 6:30 P.M. in the Ministries Center Conference Room. The Charge Conference is November 16th at North UMC and on December 5th there will be a seminar or workshop for the Leadership Team with Dr. Anderson at 6:00 P.M.

Tom Schubert closed the meeting in prayer at 8:55 P.M.

Respectfully submitted, Kimberly Paulus-Tauriainen

Proposal: “Keeping the Flame Alive” Silent Finance Campaign

When: November 27-December 15, 2017

Goal: Raise \$200,000 to balance 2017 Operating Budget

Case Statement: As we approach our 175th Anniversary (May 2018) there is a deep need for Castleton UMC to remain viable, in terms of its outward-focused ministry, AND her financial sustainability. Our ministry in our community and with our congregation is mostly thriving.

But with a nearly \$200,000 deficit in our 2017 Operating Budget, we are *in danger of having to eliminate staff positions and reduce our ministry footprint* in this community. I’m sure we would agree that none of the CUMC family wants to see this happen!...

...So what do we do to avoid despair and hopelessness?

Details of the Campaign:

On **Tuesday, November 28th at 6:30PM**, Pastor Bert & Deb Kite will be inviting the Leadership Team and other generous members to a delicious dinner prepared by Myra Jean Duff in Family Life Center. While we dine, we will enjoy special music provided by new staffer Drew Pace.

Following dinner, emcee Charlie Rownd will share humorous stories, and we’ll hear about youth who were supported by CUMC so they could attend church camp. And we’ll enjoy special music from our Youth Band. Deb McCloud will share our current financial situation, and we’ll receive a brief inspirational message from Pastor Kite, as well as hearing from a generous giver, sharing why their family sacrificially gives to CUMC.

Is it possible to raise \$200,000 before year’s end?

And if so, how will we accomplish this by December 31, 2017?..

To accomplish a balanced budget by December 31, many generous persons will need to share gifts from current income, accumulated assets, and/or other “pockets of resources” on or before December 31, 2017!!

<u>Number of Gifts needed</u>	<u>Gift Amount</u>	<u>Total of these Gifts</u>	<u>Grand Total</u>
1	\$50,000	\$50,000	\$50,000
2	25,000	50,000	100,000
4	10,000	40,000	140,000
4	7,500	30,000	170,000
8	5,000	40,000	\$210,000