

Castleton United Methodist Church
Leadership Team Meeting Minutes
December 18, 2018

Team members present were Kimberly Paulus, Ron Miller, James Hinshaw, Mark Unland, Deb McCloud, Larry Burch, and Mary Carson. Pastor Jen Gibbs was also present. Chris Heylmann was excused.

Prior to the opening of the meeting, Mary Carson asked for any joys or concerns; these included Ken Glass - health issues, Deb McCloud's sister – not ovarian cancer after all, James Hinshaw's mother – coded in surgery but has fully recovered from back surgery and his cousin – uterine cancer think got it all, and several members of Ron Miller's family: nephew (back), son-in-law (knee replacement and no pain meds for 36 hours), mom – surgery, dad – heart surgery

The meeting was opened in prayer at 6:30 P.M.

Minutes

Deb McCloud suggested and made amendments to the minutes. Deb McCloud then moved that the minutes be approved as amended, James Hinshaw seconded, the minutes were then approved unanimously.

Finances

Looking at the financial reports, it is probably doable to make the budget goal for 2018; as of 12/9 – need \$124,734 to finish year

At end of year CUMC will probably have a positive cashflow but will go negative when include the depreciation

Stillwaters Budget

Currently, Kathy Pellman budgets for each quarter

The Stillwaters advisory team looked over the budget and was okay with where things were and were fine with the proposed wage increases to bring the employees more in line with other similar jobs

Proposal for wage increases – 4% wage increase for hourly workers, 3% wage increase for salaried

Deb McCloud would prefer to wait to approve Stillwaters budget until all budgets are in and recommends bringing back the Stillwaters budget in January to discuss in light of overall church budget

In the actual budget proposal, the increase in fees is due more to an increase in census; Castleton average attendance was 17 for 2018, and they are predicting 18.2 for 2019, Eastgate had 6.8 in 2018, and they are predicting 8.9 for 2019

Grants are not built in budget – if get grant from CICF then will use it for scholarships

2018 – Second helpings catered 2 meals per week, now in 2019 willing to do 5 meals per week.

Stillwaters depreciation is approximately \$2,000 which would be dishwasher and some of the buildout

Staff Parish

Working on updated job descriptions

Discussed credit card policy and voted to review and adopt a credit card policy no later than the January 2019 meeting

Pastor Report

New members of the Leadership Team meet with Pastor Jen for info and guidance

Pastor Ashlea Barnett and Pastor Jen are officially appointed thus CUMC has two lay leaders for general conference; for now, Paul Halvorsen & John Dinwiddie are lay leaders

Daniel Glass will be new secretary of the Leadership Team

Has formed a nominations committee

Updated leadership roster

Will have updated books for the Leadership Team and will examine the board structure

Tweaking job descriptions to move ministry forward and develop job appropriate applications for those jobs – Mary Carson and Ron Miller are involved in the process

Also looking at salary ranges to align with the appropriate descriptions

The absolute number of pledges is not up, but the monetary amount pledged per the pledge cards received is up over previous years

Capital campaign will probably occur in 2020, but will begin to prepare in 2019

The Way Forward -- Jan 6, 2019 will be discussion regarding the human sexuality decision coming in February

Pastor Jen will recap some of the info

Currently 2 plans have backers, 3rd is a longshot

Pastor Jen will not give her bent, she will facilitate a loving, respectful conversation

February 22, 2019 – thereabouts is the decision date

Miscellaneous

Trustees – will come up with work teams, policies (for example, hanging up things in Fellowship Hall), improve communication with BSA

Courtney Garrison, Roy Byerly, David Harris, Penny Dunn are now part of the Task Force associated with the Endowment Committee

January meeting has been moved back one week to January 22nd at 6:30 P.M. in the Ministries Center Conference Room

The meeting was closed in prayer at 8:30 P.M.