

Admin Council Meeting Aug 24, 2021

20 participants: Jay Carnes, Adam Kelchner, Anne Weinberg, Cal Cobb, Anne Hook, Cindy Watson, Amanda Morgan, Barbara Higgins, Bethany Graham, Bryan Richardson, Janice Boyko, Marci White, Mark Price, Mike Deweese, Molly King, Adam King, Patrick Allen, Paul Bonner, Susan Smith, John Szabo

Welcome – Anne W

Opening Prayer - Jay

Committee Reports

- Outreach - Bethany
 - Oct 1 survey deadline from Johnson Elem, Nicaragua Project, & Prison Ministry to help prioritize Outreach budget
 - Evans Grant - who do I speak to for finding additional committee members? Adam will assist to help have a diverse committee.
 - How can we bring more awareness since there is not a “rail offering ministry moment” in service?
 - Christ’s Closet and Project Transformation were successful this summer.
- Staff Parish - Marci
 - Ongoing projects - updates to employee handbook, job descriptions
 - Establish a policy around employee review - now annual at varying months
 - Revised contract for sound engineer
 - Continue to seek pianist; interim Jonathan Vest continues
- Trustees - John
 - Following CDC guidelines and church use policy for worship and other activities
 - Gratifying at how receptive the congregation is during this trying time - community has pulled together
 - Several projects going on:
 - Landscape trimming/cleaning
 - Get volunteers to spread straw
 - Parking lot patched, sealed, striped soon
 - Bidding to replace 4 HVAC in small Sanctuary & Fellowship Hall
 - Paul Bonner and Safe Sanctuary committee is revising policy for the church - partner with Trustees on that project
 - Postponed maintenance projects - plan for getting those done foreseeable future - siding, painting, additional HVAC issues as arise
- Finance - Cal
 - Revenue is good - generous congregation
 - Expenses are low - running \$92,000 surplus relative to budgeted expenses
 - Presentation: April/May - we found out we would get PPP loan forgiven (act as a grant) to equal \$116,000. How can we use this resource? Larger conversation about those funds and other resources we have on hand.

- Small team framed way to use these in coming years - identify key priorities (see attached slides)
 - Retire debt, relaunch post pandemic ministry, technology investment, maintenance needs, operating reserves
- CUMC has not had urgent trustee expenses, fortunately, so it has been underfunded for some time
- We spend about \$80,000/month to operate as a congregation - so need \$250,000 reserves
- \$100,000 additional pay down - due to two \$50k gifts from congregation
- Current balance down to \$215,000 - conclusion: doable for us to be debt free by end of 2021
- Finance committee decided in 2019 to ask bank for some prepayment funds back (\$47,000). Church has held this money, and Finance asks to use this fund for original purpose to pay back to bank.
- End of year - close to \$100,000 remaining loan balance. Finance ask approval to pay off balance. Administrative Council approved recommendation.
- Enter 2022 debt free, able to increase reserves for operation and trustees
- Lay Leadership – Steve & Karen
 - Sit on committees - share ideas and input from membership
 - Limited by Covid in participation
 - We are in homestretch of our 3 year term of service
- Children's Ministry - Amanda
 - Great summer, 50 kids for VBS sign up - did majority outdoor activities in pods
 - August - started Sunday School - meeting outdoors
 - Swedish Sauna theme
 - Four classes - small but loyal numbers
 - Hope to be back inside after Labor Day
 - Aimee at Duke - taking courses
- Youth – Paul & Youth Reps Adam & Molly
 - Felt like a normal summer - amazing to be back with students and take on trips
 - Great for staff, volunteers, and students and families
 - Lot of creativity to bring kids back into the fold
 - Summer small group competition (thanks Margaret Beshears)
 - Adam & Molly King - refocus/recenter youth group community after a year apart
 - Ocoee - reconnection opportunity
 - Camp Barnabas - smaller servant group, amazing to work with special needs youth and adults
 - Look ahead to fall - uncertain about programming, push youth kickoff back a couple weeks. Hopefully Covid case counts drop - will have outdoor kickoff in back field - Sunday after Labor Day weekend
 - Aim to return to Sunday night programming in fall
- Pastor - Mark
 - Highlight of summer participating in VBS

- Half dozen groups have continued to zoom and gather throughout the pandemic year
- Multiple groups to resume in person on Sunday mornings
- Had some regulars and newcomers participating - will take some time to build back
- Senior adults - one gathering at Leipers Fork - 25 - will aim for a September gathering. Figuring out carpool logistics for seniors.
- We have continued through a "Jesus and the Gospel" long term Bible Study - good for participants to sustain something that would have been easy to give up
- Major incidents of health concerns among church members, Covid, cancer (diagnoses, treatments, surgeries) and lots of caregiving - pastoral care is a big part of ministry right now
- Steve Middlebrooks - leading grief and Alzheimer groups - continue to add members - good ministry but challenges that people are facing
- Pastor - Adam
 - Congrats on move to be debt free - feels like a weight is removed and the church can do more!
 - Proud of the work that many have done to be able to accomplish this and be able to move into the year ahead
 - Have District Superintendent and Bishop to celebrate this milestone
 - Lay Leadership Development and Nomination time - we begin looking at options for people to serve and lead in year ahead
 - Successions lined up for major teams (chairs for committees)
 - Good hand off for year ahead
 - Priorities - Vice Chair of Admin Council (4 year - 2 as vice and 2 as chair)
 - Need to discern this prayerfully to get the right person
 - Steve and Karen wrapping up term as Lay Leaders - have served faithfully and well - thanks to them
 - Custom is to have married couples to serve as lay leaders
 - Looking at if we want to do this again or come from separate households in next year
 - May consolidate some financial leadership roles
 - Think about who in your classes/small groups that you trust, and believe have gifts to serve. Pass along to Adam, or Karen and Steve.
 - If you have ideas based on their skillset, or just know they could be servant, let others know.
 - Slate of nominees at Charge Conference in early December - date TBD
 - Worship - bright spot in congregation
 - 40+ being visitors (regular or first time)
 - In midst of Covid - people are finding CUMC usually thru livestream first
 - Multiple people joining church during the summer
 - Coming out of Covid - CUMC feels on an upswing as people claim CUMC as family of faith

- People are affirming the Welcoming Statement as a key part of why they come to CUMC that we might not otherwise reach - bearing the fruit we anticipated
 - Question of early/second worship service - we floated idea of 8 week test period to see if we had critical mass - planned for September and October
 - July and August - began about 140 in person, within a month we climbed to 215 and hit capacity (~230) with adjusted to social distance norms
 - Since Covid started uptick - dropped back down to 136, lowest in months
 - Reluctant to start second service with numbers dropping - unlikely to be fruitful test period: recommendation is to monitor attendance, and when we surpass 160 and upward, that is indication of when to resume 8:15 service. With limited numbers we risk low energy in worship if we divide into two services
 - Bryan Richardson - can you elaborate on specific time and worship style?
 - Adam: for 8 week test period - envision mirror image of the 10:30am service
 - Perhaps less robust musical offering, essentially same service
 - Alternative apart from Sunday morning would be a contemporary/modern worship apart from Sunday morning
 - Bryan - think contemporary worship is important for rebuilding momentum
 - Cal - don't let Covid skew data, which it would over coming weeks - agree to wait for things to slow down and explore second service
 - Bryan - should we leave it indefinite, or nail down a specific month period? (ex: Nov/Dec)
 - Adam: torn about communicating a tentative date and then having to change it again. With a delay, then looking at fall break, then into November, then Thanksgiving, then potential holidays disrupting "normal" and lots of things are up in the air - we may not have enough timeline to get good data about how people respond.
 - We will craft language to communicate our intention to put in newsletter this Friday 8/27/2021
 - When you're in worship and Sunday school - communicate rationale to them about why things are evolving and how church leadership is planning
- Presentation of ministry priorities for new year - discerned recently
 - Worship and Evangelism
 - Inclusion
 - Racial Equity and Relationships
 - Mercy and Justice
- Do you as AC affirm these? Can tailor stewardship messaging to reflect these priorities
- These are intended as "50,000 foot view priorities" and other nuts and bolts are to be worked out if these are affirmed
 - Molly affirms the presence at Franklin PRIDE as action following words
 - Barbara Higgins - excellent point by Molly - excited for our action
 - Steve M - this gives clarity to when people ask about what we are looking to do in the year ahead

- John - Will these be given to committees, others, staff? How do we ensure success going from ideation to implementation?
- Adam – yes, committees can align behind these as priorities. Current and incoming committee chairs and lead team can keep this at forefront to measure how our work connects to these priorities. Ask ourselves: is our work attending to these priorities?
- Marci - as we enter budget time it is important to consider these, asking for additional budget? We need resources to execute.
- Anne W - it's important to discuss "the who" - may get people involved who are not in committees currently, or people rolling off committees who still want to serve.
- Anne Hook - this type of new direction will require new teams of people, and each staff member may have people who express interest and they can get plugged in. As far as worship goes - want to create a new team to do a new event/offering like this
- Administrative Council affirmed these four ministry areas for 2022.

Q&A - no questions fielded - just votes of affirmation for topics tonight (finance and 2022 priorities)

Final AC meeting of 2021 will be in December in conjunction with Charge Conference.

Closing Prayer - Anne W