

**CARLISLE UNITED METHODIST CHURCH
CHURCH HALL MEETING
February 23, 2025 at 2 PM – CUMC Chapel**

MINUTES

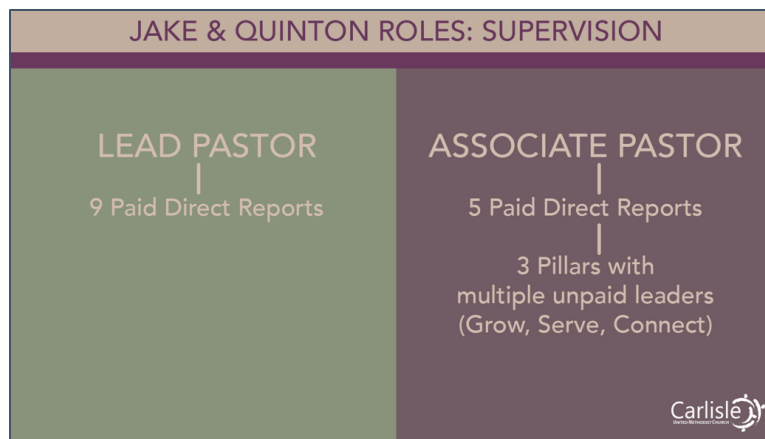
Our Mission: Inviting all to become disciples of Jesus Christ serving Carlisle and beyond.

Our Vision: Living like Jesus improves our lives, our families, the Carlisle community and beyond. At Carlisle United Methodist Church, we strive to LIVE LIKE JESUS.

- I. Welcome – Kathy Charette
 - a. The Church Hall Meeting was called to order by Kathy Charette at 2:00 PM.
 - b. Kathy led attendees in reading together the CUMC Mission and Vision statements.
- II. Opening Prayer – Pastor Jake Waybright
- III. Introductions – Kathy Charette
 - a. Kathy introduced the Leadership Council (LC) members and summarized their roles on the LC.
 - b. She also introduced Jeff Harpel who spoke later, Emily Clepper who took the minutes, and CUMC staff members who were present at the meeting.
- IV. Pastor Roles & Responsibilities – Pastor Jake Waybright
 - a. Pastor Jake reviewed the primary responsibilities and direct reports under the new structure with Pastor Quinton in the Associate Pastor role.
 - b. Administrative responsibilities were moved under the Lead Pastor role with the goal of allowing the Associate Pastor to focus on growing the ministries of CUMC.

JAKE & QUINTON ROLES: PRIMARY RESPONSIBILITIES	
LEAD PASTOR	ASSOCIATE PASTOR
• Vision & Strategic Direction • Staff Leadership • Primary Preacher • Worship Pillar • Operations (<i>Facilities, Finance, Personnel, Communications</i>) • GIVE, Legacy, & Capital Campaign • Carlisle Community Connections	• Grow Pillar • Serve Pillar • Connect Pillar • Little Lights • Primary Congregational Care • Carlisle Community Connections

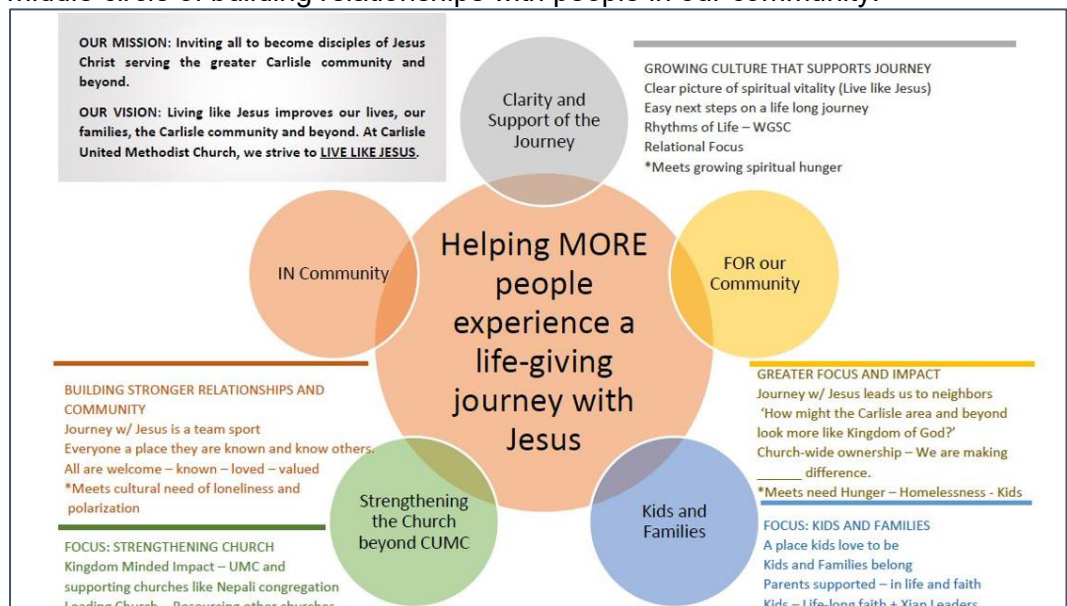




V. Missional Priorities

a. Highlights – Pastor Jake Waybright

- i. Pastor Jake shared the missional priorities of CUMC and focused on the middle circle of building relationships with people in our community.



- ii. Examples of thinking externally include Lighthouse group events and a billboard in Mt. Holly to reach those who were members of now disaffiliated churches, Ice Fest, Egg Hunt, Trunk or Treat, and Bring Your One Sundays.

b. Reaching New People

i. Online Reach – Megan Wardle

- 1. Megan shared metrics of CUMC's online presence from June to December 2024. She encouraged members to interact with CUMC's social media posts as a tool for connecting with people around the world.

- **Midweek Minute: 582 recipients**

- We cleaned out the email list after the summer; deleted people that have passed away and people that never open the emails
- 59.2% open rate (the national average for open rate is in the mid 30s-to low 40s)

- **Sunday worship email: 135 recipients; 56.3% open rate**

- Sent to those who have checked into our YouTube channel to watch online service
- Wonderful that at least half of the people open the email and possibly continue to attend online or hopefully join us in person at some point

- **Top webpage** - Homepage (carlislepaumc.org), Online Worship (carlislepaumc.org/worshipexperience), and events calendar.

- We now reach 7 countries on average.
 - Australia, Nigeria, China, Bangladesh, Ireland, and Panama, along with the United States.

- **Social Media**

- Facebook 903 followers - in the last month we had over 13,000 views and reached over 3,000 people with close to 400 interactions
- Instagram: 49 followers with 636 posts (it's slowly growing)

ii. New Neighbors – Pastor Quinton De Beer

- 1. Pastor Quinton shared information on the new communities next door and the steps CUMC is taking to welcome and engage with them.

 Harbour Village ◦ 40 Homes ◦ A welcome folder including a welcome card along with church, student and <u>kids</u> information and flyers for local resources are given to recipients along with a package of cleaning/laundry supplies, small vacuum, welcome mat, sofa throw, night lights/small flashlights and first aid supplies. ◦ Working through Managing Agents and Safe Harbour to coordinate distribution ◦ Welcome to the Neighborhood event planning under way.	
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INTEGRACARE™

Residence at Carlisle

- Residence at Carlisle will be a 120 room mixed unit Senior Living facility in Carlisle, PA. The facility provides Personal Care and Memory Care services and living spaces for its residents.





Smith Farm

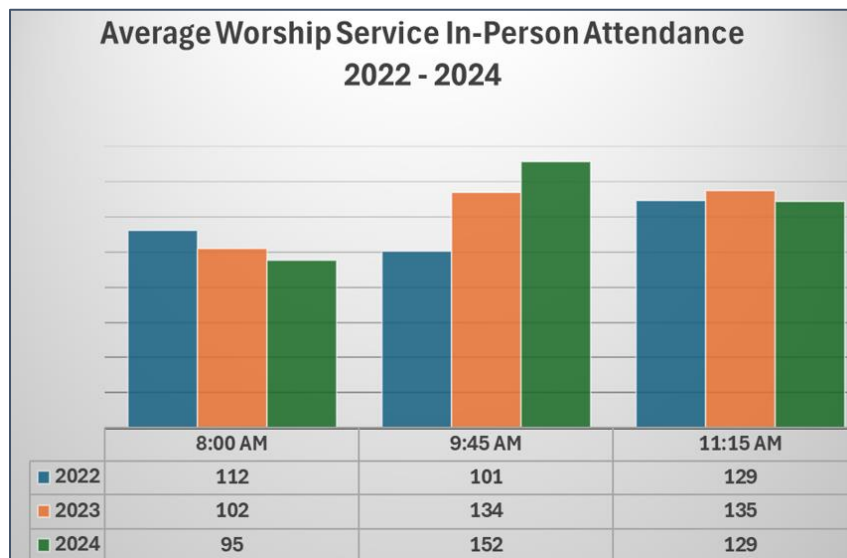
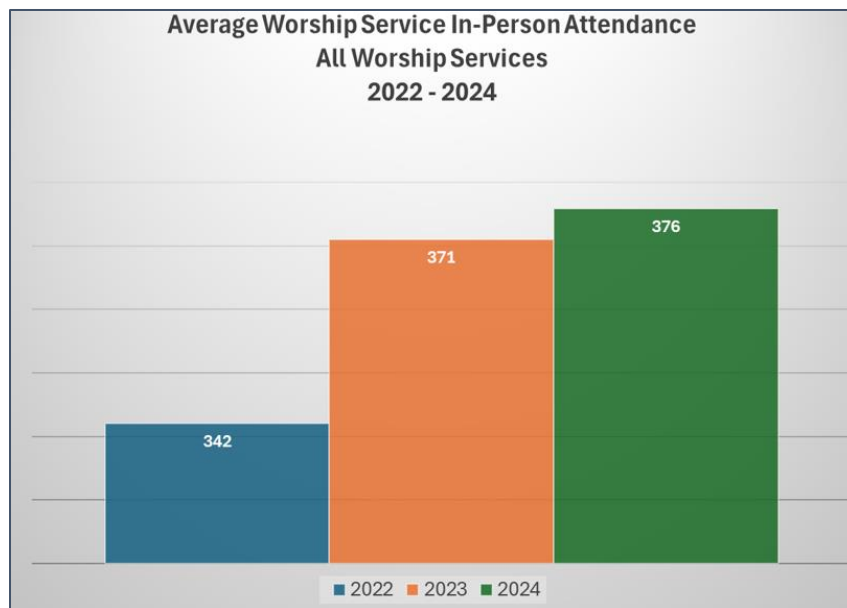
- Apartments 250, located in 22 buildings.
- Townhomes –50 one-bedroom townhomes, & 84 single family townhomes (4 buildings of six, and 12 buildings of 5).



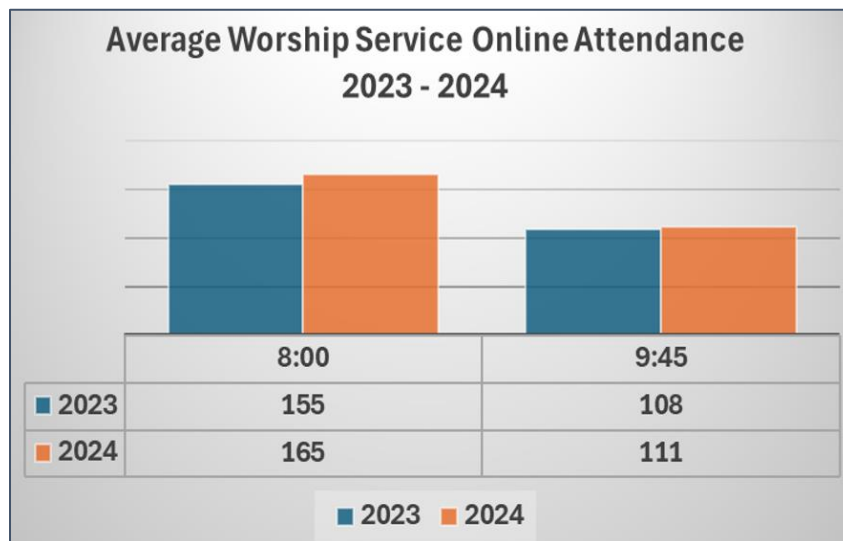
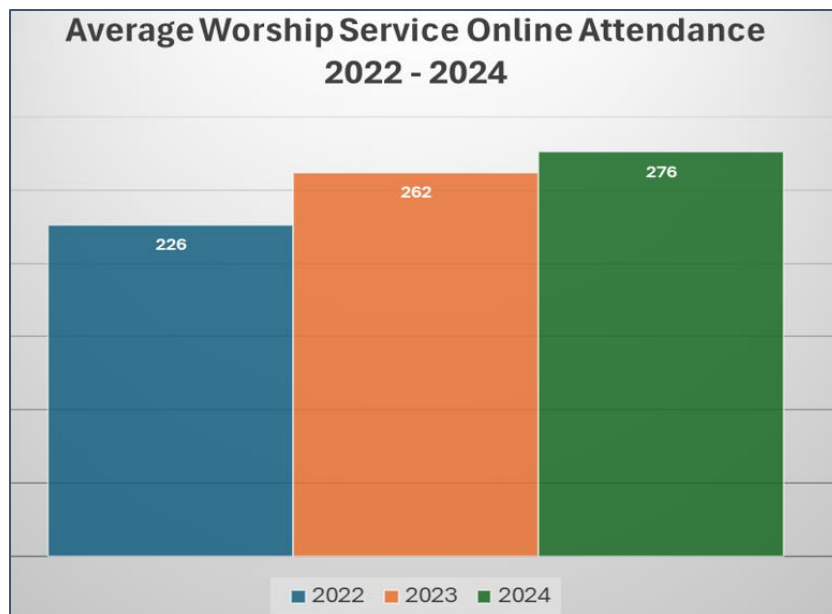
**HELPING MORE PEOPLE EXPERIENCE A
LIFE-GIVING JOURNEY WITH JESUS.**

- Signage**
 - Clear and welcoming messaging along the road (Behind Softball Field)
 - Service Times and Details and then an interchangeable option for event and sermon series promotion
 - Boards (Kindness Campaign style) along the road with messaging of our values
- Direct Mail Campaign - Postcards**
 - Postcards to be sent to the neighbors through direct marketing
- Event**
 - Welcoming event in the Spring for Harbour Village and Neighbours

- VI. Pillar Ministry
- a. Worship – Pastor Jake Waybright
- i. Worship numbers continue to grow, which is unusual among churches.



- ii. Online worship numbers are calculated through Thursdays of each week. 90% of first-time in-person guests have first watched online. Some examples of people who watch online are children of members who have moved away from home and those who are unable to come in person, who often share the online worship experience at home with family members.



- iii. Pastor Jake thanked the music ministry leaders at CUMC for the incredible music at all three services.
- b. Grow – Pastor Quinton De Beer
 - i. Student and kids ministry are both growing, while Adult participation remained consistent from 2023 to 2024.




• Mission

- **GROW** is to provide an intentional pathway to grow and deepen discipleship in Jesus by offering a variety of learning opportunities to help adults be on spiritual journey toward growth and maturity as disciples of Jesus Christ. This is for Adults, Students and Kids. Together we take classes or groups. Personally, we strive to read the Bible daily.

	ADULT – Averages <table border="0"> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Weekly</td> <td>81</td> <td>75</td> </tr> <tr> <td>Unique PPL</td> <td>241</td> <td>240</td> </tr> <tr> <td>Leaders</td> <td>12</td> <td>13</td> </tr> <tr> <td>New</td> <td>43</td> <td>37</td> </tr> </tbody> </table>		2023	2024	Weekly	81	75	Unique PPL	241	240	Leaders	12	13	New	43	37		Students – 6th – 12th Grd <table border="0"> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Individuals</td> <td>54</td> <td>58</td> </tr> <tr> <td>Average</td> <td>18</td> <td>20</td> </tr> </tbody> </table>		2023	2024	Individuals	54	58	Average	18	20
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- ii. Grow programs in 2025 will work to align with five program alignments and three focus areas.



PILLAR MINISTRY GROW
 PURSUE GROWTH AND TRANSFORMATION



• 2025 Focus – Program Alignment

- *Practice Based Bible Study*
- *Methodism*
- *Topical*
- *Spiritual Direction*
- *Seeker / Neighbor focused*

• 2025 Focus - Areas

- *Family involvement*
- *Young Adults Ministry*
- *New Neighbors*

Think about who you can invite to join you?

Disciples make Disciples who make Disciples.....

- iii. Pastor Quinton shared a step-by-step illustration of how Disciples are made.



- c. Serve – Pastor Quinton De Beer
- Pastor Quinton invited congregants to get our hands dirty for Christ, and to think about what it means to serve as a church as opposed to any other non-profit.

Serve
Carlisle United Methodist Church

• **Mission**

- o **SERVE** fulfills Christ's mandate to love one another, help those in need, and make new disciples. We serve beside community partners locally, nationally, and internationally to share the love of Christ and deepen our discipleship. Together we do hands-on service and generosity. Personally, we strive to do daily acts of kindness.



Getting our hands DIRTY for JESUS!

SIGNIFICANT STATS

- **Serving the HUNGRY**
 - o Over \$11,000 raised in financial gifts to support the hungry
 - o Over 3,000 meals supported
- **Serving the HOMELESS**
 - o Domestic Violence Sufferers/ Homeless to Home / Refugees / Samaritan Fellowship/Community CARES
- **Serving the KIDS**
 - o Over 1,800 Kids supported
 - o Over \$6,000 raised in financial gifts to support the Kids
- **Serving the community Beyond**
 - o *Haiti Partnership* – Supporting 12 school staff & 96 students / 166 Kids school meals
 - o *Volunteer in Mission (VIM) Teams* –
 - March, Plymouth NC - 12 volunteers
 - October, Plymouth NC – 11 volunteers



SERVE

SHARE THE LOVE OF CHRIST



- **2025 Focus –**
 - What difference are we trying to make?
 - Consider the role of Spirituality within our serving.
 - Align our Serve programs and partners to 3 Key Missional Priorities
 - HUNGER / HOMELESS / KIDS
 - Reporting through Google Forms
 - New opportunities
 - PACK THE PANTRY / HOMELESS STUDENTS / HOMELESS NEIGHBORS
 - Exploring opportunities
 - ENTREPRENEURSHIP DEVELOPMENT / SUSTAINABLE URBAN FARMING / CREATION JUSTICE



STORIES OF HOPE



- Last month a guest at My Brothers Table wanted to talk to me. George asked me about God turning away from him because of what he did in the past. I said George no matter what you have done God never ever turns away from you He is always with you. I asked if I could pray for him and he consented. I laid hands on him and prayed for him. When I was done praying he had a smile from ear to ear. We hugged and he thanked me with a tear in his eye. God is Good!!
- I received word from our first Afghan family who arrived in 2021 that the family has received their green cards! It was a long haul.
- Samaritan Fellowship have supported 590 families, assisted with funds in excess of \$187,000. So far this year (one Saturday) we have seen 17 families who were homeless or near homelessness and we have paid \$5,189 to help these families to have shelter and various counselling services.



MISSIONAL CHURCH



Hirsch (2006:82) says: "...a working definition of missional church is a community of God's people that defines itself, and organizes its life around, its real purpose of being an agent of God's mission to the world. When the church is in mission, it is the true church"



- d. Connect – Kerm Leitner
 - i. CUMC has 27 Connect teams, comprised of the following:

1. 6 teams that connect with God – the largest has 92 members who pray throughout the week
2. 14 teams that connect with one another, including:
 - a. BEARs – care for 9 to 13 people while in ‘hibernation’, led by 2 volunteers
 - b. Believers in Action – 8 to 12 people; have hosted two community events at CUMC attracting 125-175 participants
 - c. Card ministry – sending cards to 22 LAMs
 - d. Greeters – 2 to 4 every Sunday
 - e. Grief books – shared with 12 families
 - f. Hospitality – 28 volunteers who handle Sunday mornings, funerals, and the monthly Food and Friends luncheons
 - g. North of 60 provides quarterly events for 12-25 people
 - h. LAMs – 22 Limited Activity Members; 15 shepherds
 - i. Corn Roast which benefited Mission Central and attracted 101 last summer
 - j. Knitted in Love – make scarfs and shawls
 - k. Knit Wits – 10 to 15 people who meet while working on personal sewing projects
 - l. Retired pastors – recently started by Pastor Quinton
3. 7 teams that connect with the community, including:
 - a. Line Dancing – 7 to 12 participants
 - b. Pickleball – 17 to 35 players per week
 - c. Run UMC – 3 to 5 runners
 - d. Softball team
 - e. StarLights – 15 to 35 special needs people, ages 12 and up
 - f. Walking Club – 7 to 11 walkers weekly March through December
- ii. Special thanks to Joanne Reynolds for leading the LAMs program. This program makes sure our shut-in members don't become shut out of church activities. They have cared for 150 church members since the ministry began in July 2013.
- iii. Kerm challenged everyone to get more involved in Connect in 2025, either by joining an existing group or starting a new one. He also encouraged everyone to reach out to someone else in the church every week.

VII. Finance Overview

- a. 2024 Year-End Review – Michelle Williams
 - i. 2024 revenue was under budget, but expenses were also under budget by 2%.



FINANCE OVERVIEW

Michelle Williams

2024 End of Year

- **Operating Revenue vs. Expenses**

- Budget: \$1,438,073
- Revenue: \$1,341,662
- Expenses: \$1,415,120 (2% under budget)
- Net Operating Deficit: (\$73,458)
 - Parsonage Roof - \$23,500 (used ERTC Funds)
 - Little Lights Learning Center - \$47,000 (used Thelma McCullough Funds)

- **Tithes and Offerings**

- \$946,463 - 3.4% below budget, 2% decrease from 2023

- **Trust Income**

- \$141,323 - 4% below budget

- **General Fund Reserve**

- Used \$22,571 of our reserve
- Reserve Goal
 - 2024: \$239,679
 - 2025: \$245,943 – as of Jan 31 \$309,128
- Additional Reserve Funds May Be Used as we complete CC3

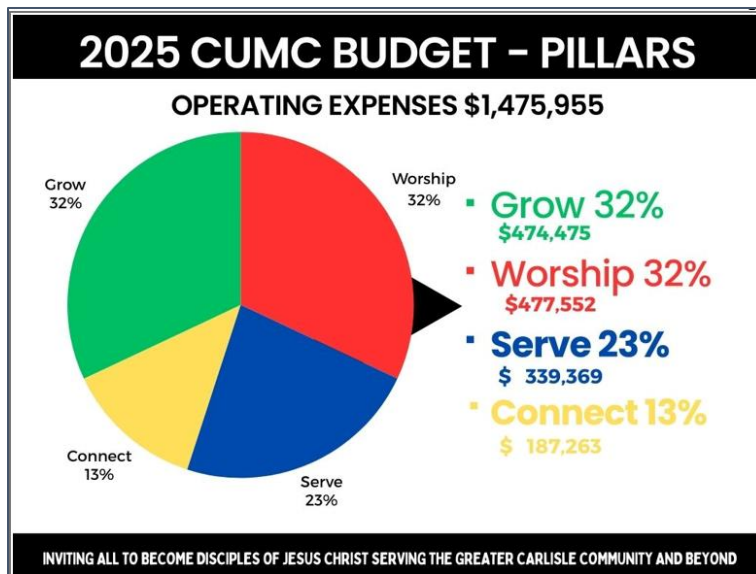
- ii. Michelle thanked churchgoers for their continued generosity. December 2024 was the highest December giving in CUMC history.

- b. Capital Campaign 3/Loan Update – Jeff Harpel

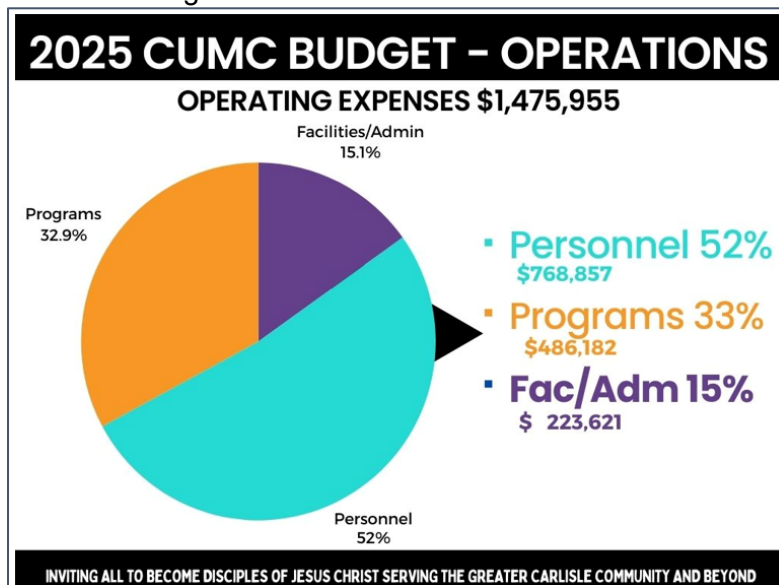
- i. \$1.4M has been received of \$2.35M pledged, which is 59.7% of pledges before the campaign has reached the halfway point.
 - 1. 93% received is pledges given.
 - 2. 7% received is from people who haven't pledged or gave over their pledge.
- ii. The current loan balance is \$1.313M. With the remaining CC3 pledges, the final installment from the sale of First UMC to New Life, and the reserve that was set aside for the loan maintained, Jeff predicts the loan may be paid off at the end of CC3 in September 2026.
- iii. Jeff thanked everyone for their generosity for what they've given so far and encouraged everyone to fulfill their pledge.

- c. 2025 Budget – Stephanie Baity

- i. The budget has increased in 2025 due to increased expenses.
- ii. Grow and Worship have the largest share of the budget. Resources under Grow are being invested in families. Worship covers staffing and technology.



- iii. Personnel is the largest portion of the budget. Our wonderful staff keep the church running.



- iv. Stephanie thanked Jason Weeber and his team for keeping the Facilities budget as low as possible.
- v. Stephanie encouraged everyone to give their time and talents to the church, in addition to their financial gifts.

VIII. Facilities Overview – Carol Lemon

- a. With the exception of the parsonage roof, the projects completed in 2024 were funded by the Keller and Gilmore Trusts.

2024 Projects

- Added keyfob access to 3 additional main entrance doors & the chapel door
- Completed Round 1 of gym acoustical panels
- Re-graded and seeded our former emergency access off the E Baltimore culdesac
- Completed re-programming of Worship Center technology
- Replaced roof at Mooreland parsonage

2025 Projects

- Round 2 of gym & Round 1 of gathering (café area) acoustical panels – install in March
- Kitchen stove replacement ordered – install in April

Looking Ahead

- Sealcoat and re-stripe parking lot & driveway including driveway centerline and pedestrian walkway this summer or next
- Turnover & replant meadow with grasses and wildflowers (instead of weeds! 😊) this fall
- Continue with acoustical panels

- b. Carol thanked Jason Weeber for working to minimize utility and maintenance costs.

IX. Questions & Answers

- a. *Question from David Twining:* What were Pastor Quinton's thoughts on the structure of the church and specifically the Serve Pillar upon arrival?
Response by Pastor Quinton: He found a great foundation and legacy of serving the community and is looking forward to building upon it.
- b. *Question from Charles Reynolds:* Do outside groups contribute any money?
Response from Jason Weeber: Yes, the user agreements include a pay schedule. There are different costs for member groups, non-profits and for-profits. A total of 84 groups use CUMC facilities, including CUMC Ministry groups and outside groups.
- c. *Question from Dick Felty:* The budget presentation did not include the income budget?
Response from Kathy Charette: Income is included in the budget; the LC will consider how to present this next year.
- d. *Comment from Ken Houser:* Ken was impressed by the teamwork of all who helped Joan Boytim's celebration of life service on February 22 run smoothly, including hospitality, facilities, music and media. He also thanked Rick Washinger and Dave Landis for their work to prepare the scatter garden before Joan passed.
- e. *Question from Nancy Schoeps:* Where does Shares of Ministry fit into the budget?
Response by Michelle Williams: Shares of Ministry (SoM) have increased by over 60% in recent years. The 2025 SoM payment was budgeted at \$2,000 more than was paid in 2024, or 88-90% of CUMC's Shares, with a plan to move toward 100%. LC will reevaluate once the building loan is paid. SoM is divided among all Pillars in the budget.
- f. *Question from Norma Frame:* What is our electronic bill monthly?

- Response by Jason Weeber:* \$3,500 per month. Building temps are dropped a few degrees when the building isn't occupied. Jason also reduced the amount charged to CUMC by applying for nonprofit status with the electric company, which then charged reduced rates.
- g. *Comment from Jane Lerch:* Lunch bunch gets 8-10 people per month, with 50 to 60 different people participating at one time or another. For one member, Lunch Bunch is her only connection to CUMC because of family obligations.
 - h. *Comment from Ken Houser:* Kudos to Kathy Charette, Pastor Jake and Jason Weeber for their work in helping the Red Cross with sheltering those displaced by the recent fire nearby.
- X. Closing Prayer – Megan Wardle
- a. Megan closed the meeting with prayer.
 - b. The Church Hall Meeting was adjourned at 3:39 PM.

Attendance: 47

Respectfully submitted,
Emily Clepper, Recording Secretary