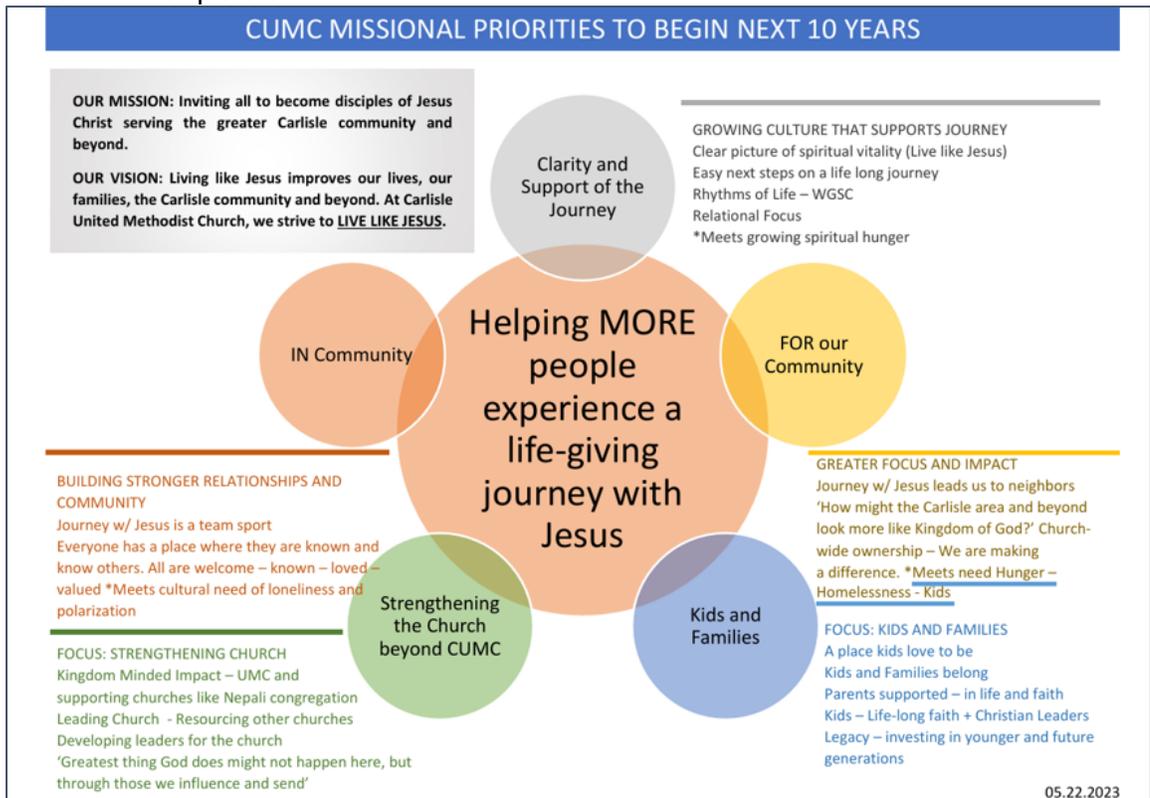


**CARLISLE UNITED METHODIST CHURCH
CHURCH HALL MEETING
March 15, 2026 at 2 PM – CUMC Chapel**

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.
- II. Opening Prayer – Barb Druck
- III. Introductions – Kathy Charette
 - a. Kathy led attendees in reading together the CUMC Mission and Vision statements.
 - b. Kathy introduced the Leadership Council (LC) members and summarized their roles on the LC.
- IV. Missional Priorities – Pastor Jake Waybright
 - a. Pastor Jake reviewed the slide of six missional priorities for the next 10 years that were developed at CUMC’s 10th anniversary in 2023. He provided some highlights on three of the priorities.



- b. Helping More People Experience a Life-Giving Journey with Jesus
 - i. 2025 Celebrations
 - 1. Guests
 - a. 31% increase in average number of new guests

- b. 36 per month (2024) to 47 per month (2025)
 - 2. New Members
 - a. 45 new members (average over past three years is 40 per year)
 - b. 8 of the new members were confirmands
 - 3. Baptisms
 - a. 12 baptisms (previous 5 years averaged 6 baptisms per year)
 - b. 8 baptisms were adult professions of faith
 - ii. Pastor Jake reminded that the shape of CUMC's building is to represent Jesus' arms open to all.
 - iii. The word "joy" has been heard from a number of new members. People with past church hurt also seem to be finding healing at CUMC.
 - iv. Examples of ways CUMC connected with people in 2025 included Ice Fest, the Jesus on the Loose series, Bring Your One Sunday, Trunk or Treat, and the Easter Egg Hunt.
- c. Strengthening the Church Beyond CUMC
 - i. CUMC received the final payment from New Life Community Church in 2025. They bought the First UMC building with an interest-free loan from CUMC that they wouldn't have been able to get otherwise.
 - ii. CUMC encourages people to follow their call and grow as leaders. An example is a certified lay minister class taught by Michelle Williams and Andrea Katz.
 - iii. CUMC sent its largest-ever group of representatives to Annual Conference in May 2025.
- d. In Community
 - i. Examples of programs to build strong relationships and community included name tags in worship, 5-10-Connect, ministry area community-building gatherings, and the Together We Belong initiative.
 - ii. Pastor Jake reminded that everyone plays a part in building community; each person makes a difference.

V. Reaching New People Online – Megan Wardle

- a. Megan shared metrics of CUMC's online presence from June to December 2025. She encouraged members to interact with CUMC's social media posts as a tool for connecting with people around the world.

Weekly Pulse (formerly Midweek Minute): 585 Recipients

- o Make sure to open every Wednesday for updates and information on important events at CUMC!

Sunday worship email: 138 Recipients

- o Sent to those who have checked into our YouTube channel to watch online service

• Top Webpages

- o 1. Worship Experience, 2. Connect Card, 3. Staff, 4. Sign Ups, 5. Events
- o 3.4K Active users
- o People spend an average of 1 minute, 30 seconds on our site

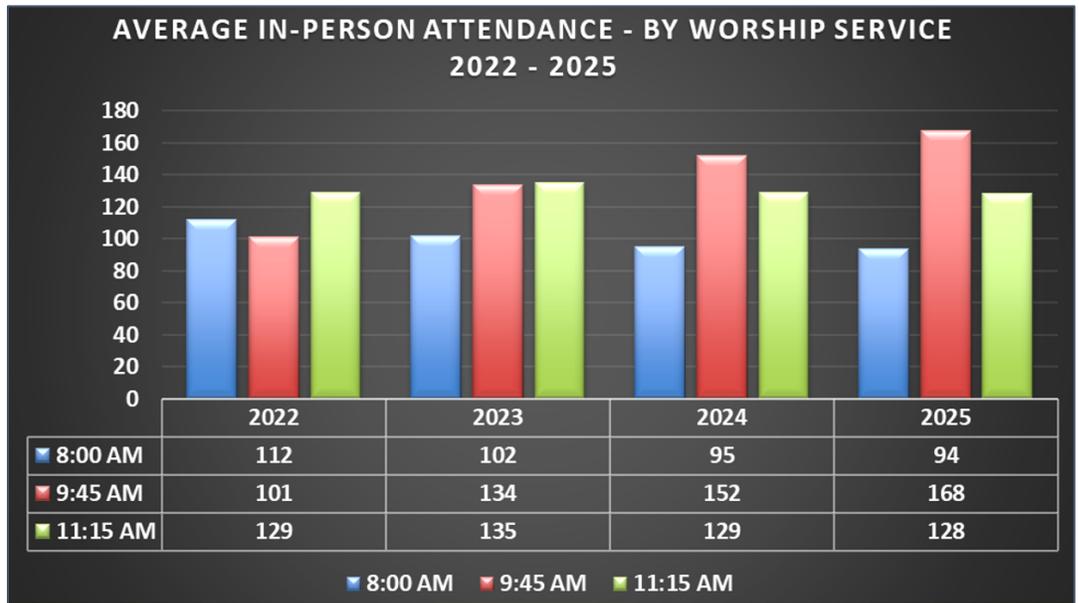
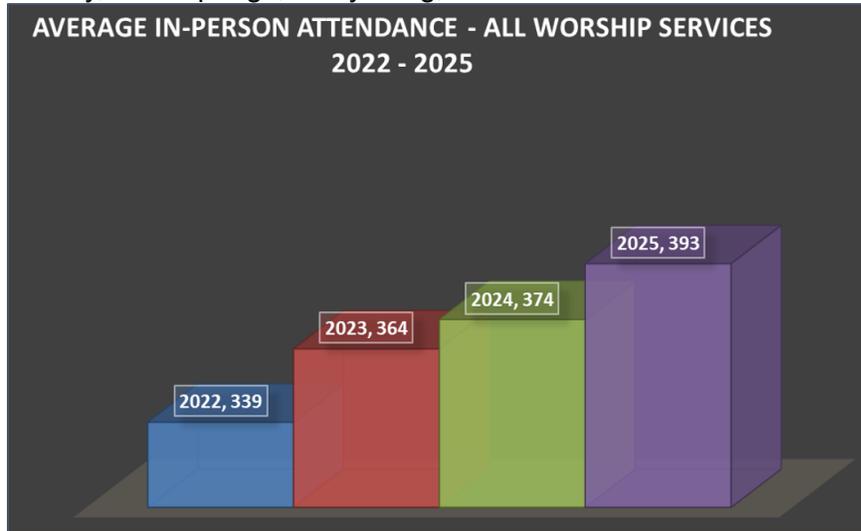
• Social Media

- o Facebook 1,037 Followers (January 2025-903 followers)
- o Instagram: 73 Followers (January 2025-49 followers)
- o YouTube: 694 Subscribers (January 2025-602 subscribers)
 - o 170,209 total views of our videos

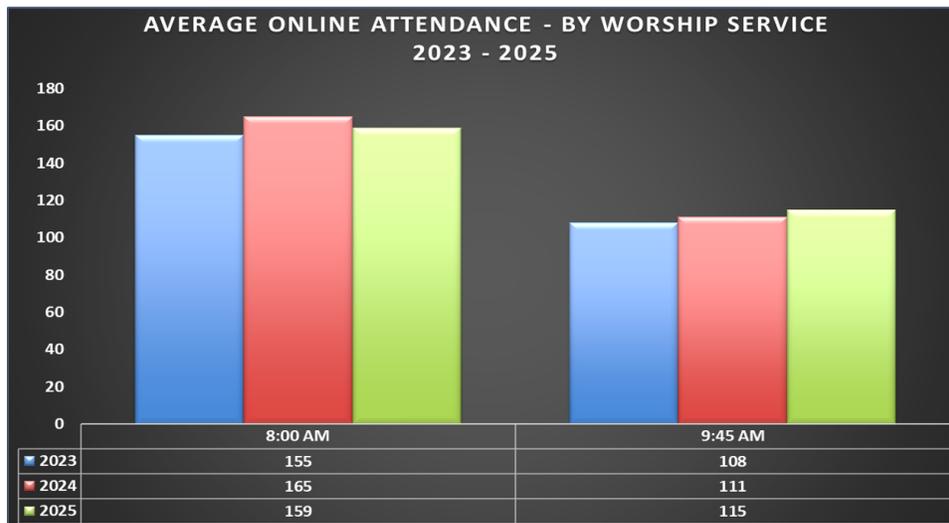
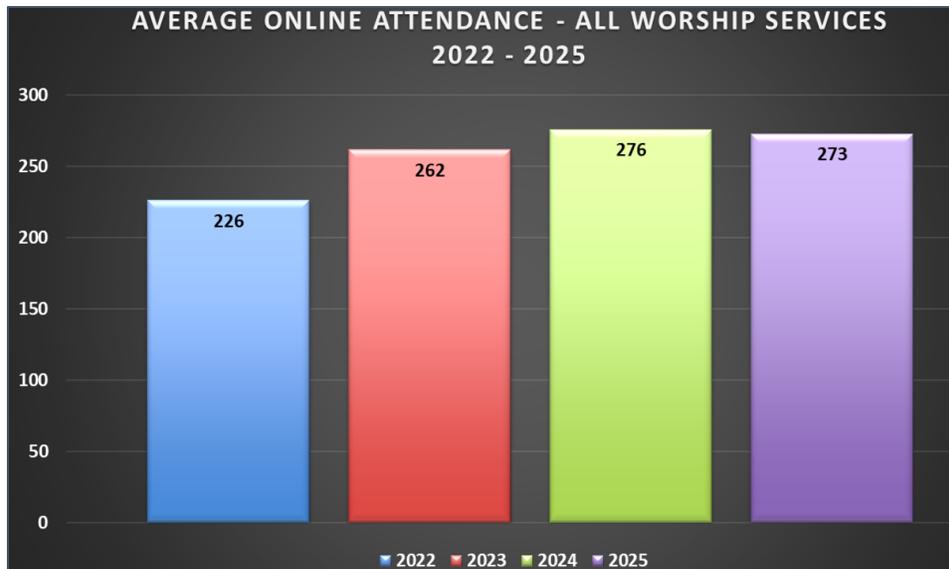
VI. Pillar Ministry

a. Worship – Pastor Jake Waybright

- i. Worship numbers continue to grow, with the largest growth at the 9:45 service. Pastor Jake noted the CUMC draws people regionally including from Perry County, York Springs, Gettysburg, and Newville.



- ii. Online worship attendance reflects the number of views through Wednesday each week.



iii. Pastor Jake reminded everyone to be in worship on October 11, 2026, for the Capital Campaign celebration, with Bishop Hector preaching.

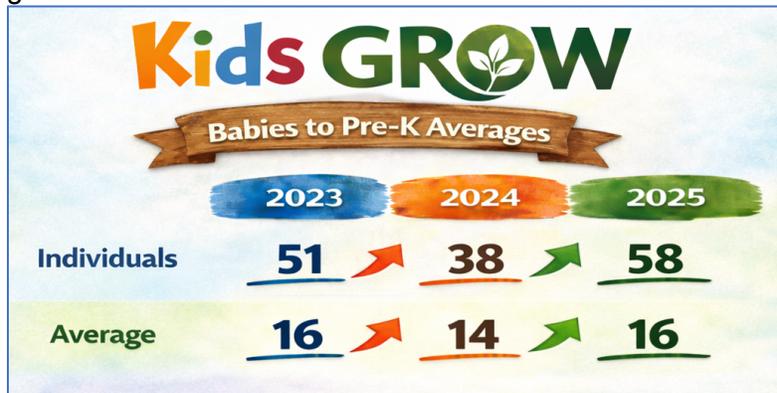
b. Grow – Pastor Quinton De Beer

i. Adult Grow attendance is down slightly, due in part to the merger of two Sunday School classes.



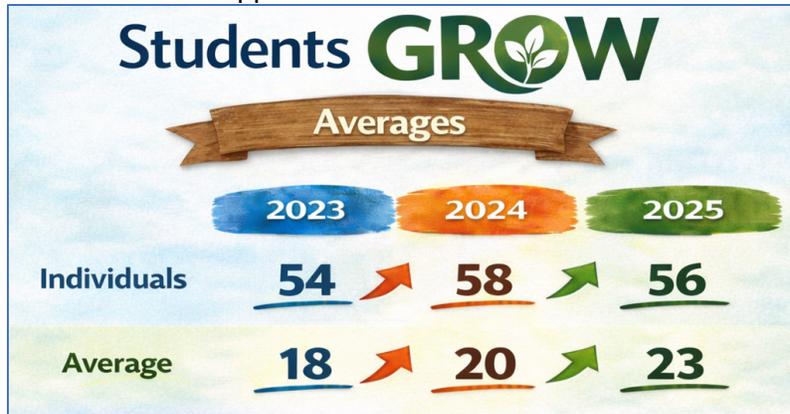
- ii. 2026 Key Adult Grow initiatives:
 1. Establish additional Sunday School (11:15am)
 - a. To be led by Eric Born
 2. Establish a model for Small Group Ministry, with the purposes of:
 - a. Deepening relationships
 - b. Encouraging scripture engagement
 - c. Creating space for prayer, reflection, and accountability
 - d. Practicing our Methodist DNA (class meetings)

iii. CUMC Kids Ministry is growing at a time when few churches are experiencing growth in that area.



- iv. 2026 Key Kids Grow initiatives:

1. Restructure Kids Worship for growing number of children
 2. Recruit volunteers for Kids Worship and Pre-teen to support the growth
- v. Student Grow attendance is holding steady. Their focus is to “keep building a ministry where students feel known and welcomed, and families feel connected and supported.”

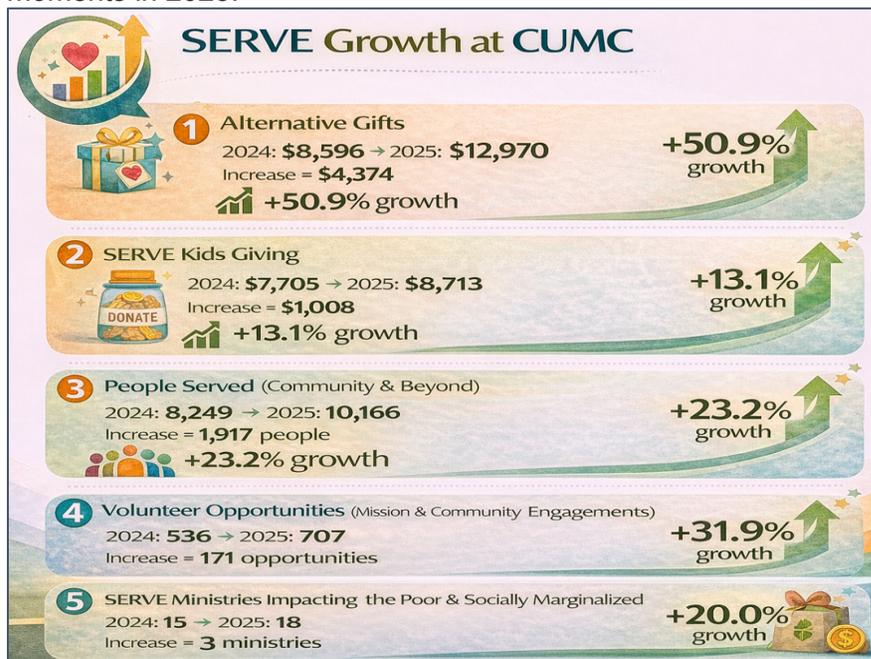


vi. 2026 Key Student Grow initiatives:

1. Provide students with easy, fun ways to invite friends
2. Be more intentional with parent opportunities, like Pasta Potluck in winter 2025
 - a. Parent and student weekend mission trip in September 2026
 - b. Family activities

c. Serve – Pastor Quinton De Beer

- i. Pastor Quinton highlighted growth in the Serve pillar as well as some God moments in 2025.



Celebrating God Moments!

<p>1 International Partnerships Increase in learners at Mellier Elementary School from 96 to 150</p>	<p>6 Salvation Army provided 1,241 warm meals</p>
<p>2 Grants Received \$2,000 to support Refugees & \$33,237 to support our Homeless 2 Home</p>	<p>7 Carlisle 4 Kids 1,165 Kids received school supplies and backpacks</p>
<p>3 Acts 2 Challenge \$10,215 raised in one week to support the vulnerable in our community</p>	<p>8 LeTort Elementary \$1,908 in gift cards for teachers</p>
<p>4 Thanksgiving Meals \$10,000 raised to support Project SHARE and our community with a pause in SNAP benefits</p>	<p>9 Homeless 2 Home 163 Adults & 153 Kids assisted with supplies for their home</p>
<p>5 Lent & Easter 711 Jars of Peanut Butter and \$2,240 toward Eggs</p>	<p>10 Fruitbelt Farm Workers served 108 Migrant workers, with 171 clothing items</p>

- ii. Pastor Quinton reviewed key Serve initiatives for 2026, with a special focus on the Community Garden.

2026 KEY SERVE INITIATIVES

- 

Establish ONE New SERVE Partnership

 - Community Cares
- 

Establish Combined VIM Trip (Parents & Students)

 - Families serving together, strengthening discipleship at home
 - Accessible Friday–Sunday format lowers barriers to participation
 - Strengthens church relationships and inspires ongoing service
- 

Kindness Campaign and Domestic Violence Shelter Makeover

 - SERVE POP-UPS focused on simple, visible acts of kindness
 - Highlighted SERVE Partners connected to compassion, care, and restoration
 - Intentional storytelling that celebrates generosity and service
 - Instead of a traditional Fall VIM Mission Trip, CUMC will partner with a Domestic Violence Shelter (DVS) for a focused, local mission experience as part of the
 - Multi-day Home Makeover Project
 - Wednesday–Saturday work schedule

KEY INITIATIVE: Community Garden at CUMC (Project Share) (Fall 2026)



- ✓ **Improve food security** by increasing access to fresh, locally grown produce for food-insecure households.
- ✓ **Develop skills and education** through hands-on learning in gardening, nutrition, and sustainable food practices.
- ✓ **Alleviate poverty** by reducing food costs for vulnerable families and supporting partner agencies serving low-income populations.
- ✓ **Engage church members and community volunteers** in meaningful service that integrates faith and action.

2026 VIM MISSION DATES



Spring Mission – Charleston, West Virginia

- 3rd to 9th May – Brian Rohm (Team Leader)



Fall Mission (Combined Parents and Students) – Philadelphia

- 24th to 27th September – Pastor Quinton & Erin Fleet



Kindness Campaign – Domestic Violence Shelter Makeover

- 4th to 7th November – Bill Yufer, Brian Rohm, Pastor Quinton, Mary Seaton, Sandy Evans

- d. Connect – Kerm Leitner
 - i. Kerm shared an overview of how CUMC put the Connect pillar into action in 2025.

Mission of CONNECT

The mission of **CONNECT** is to create avenues of caring that unite us as God's family. We do this through caring ministries, opportunities to play and meet others, and praying together both in our church and into our community. Together we connect with a group of others. Personally, we reach out weekly to someone

The primary objective of CONNECT is to:

- Keep us connected to one another
- Connect us to God's wider church
- Connect us to our local community
- Keep us rooted in our connection with God

Core Practices:

- **Together:** Build relationships in church and community
- **Personal:** Reach out to at least one person each week

2026 Focus for Connect

- | | |
|--|---|
| <ul style="list-style-type: none">▪ Connect through Prayer<ul style="list-style-type: none">▪ Bridges Prayer Team▪ Prayer Corner▪ POETS▪ Email Prayer Chain▪ Connect through Care<ul style="list-style-type: none">▪ Bears▪ Card Ministry▪ Grief Books▪ Limited Activity Members (LAMs)▪ Knitted in Love▪ Hospital Visitation▪ Community Events<ul style="list-style-type: none">▪ Corn Roast▪ Ice Fest▪ Mount Holly Days | <ul style="list-style-type: none">▪ Connect through Community<ul style="list-style-type: none">▪ Line Dancing▪ Pickleball▪ Softball Team▪ Starlights Program▪ Connect with One Another<ul style="list-style-type: none">▪ Believers in Action▪ Knit Wits▪ Greeters/Welcoming Desk▪ Joe Bros Men's Breakfast▪ Prime Time for Seniors▪ Lunch Bunch▪ Hospitality Team▪ Mom's in Fellowship▪ Chair Yoga▪ Walking Club▪ Cycle CUMC▪ Run CUMC▪ LGBTQ+ |
|--|---|

- ii. In 2026, Connect reorganized into groups of prayer, care, events, community and with one another. Kerm noted that leaders are needed for the Connect through Prayer and Connect through Care areas. Debbie Washinger has agreed to lead Connect through Community.
- iii. New "Next Door" initiatives are being planned to connect with families at Harbor Village and to partner with our neighbors at The Residence.
- iv. Anyone with ideas for new activities or leaders are encouraged to contact Kerm or Pastor Quinton.

VII. Finance Overview

a. 2025 Year-End Review/2026 Budget – Hilton Wood

- i. Hilton thanked churchgoers for their continued generosity, helping to keep CUMC in a strong financial position.

2025 Year End

Giving exceeded budget expectations

Expenses were managed responsibly

Operating loss came in far better than planned

Financial position is strong

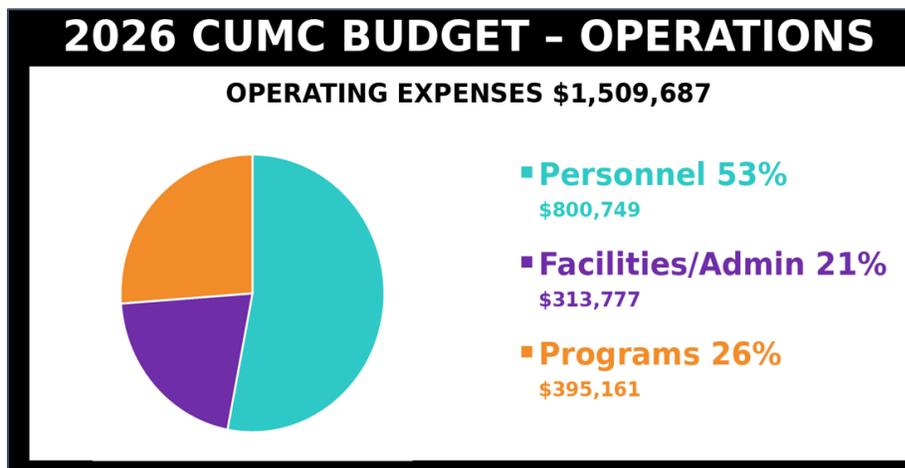
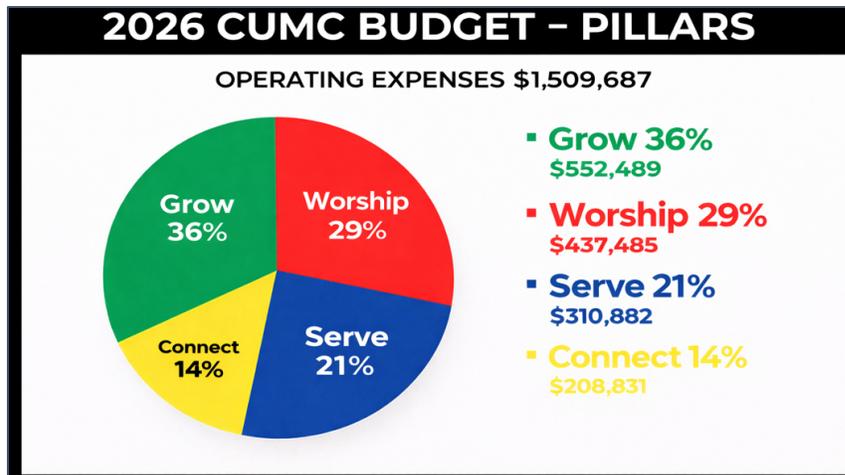
	Budgeted	Actual
Revenue	\$1,369,138	\$1,459,127
Expenses	\$1,546,374	\$1,503,552
Operating Deficit	\$(177,236)	\$(44,425)

	2025	2026
General Reserve Target	\$245,943	\$251,615
Year Beginning Balance	\$334,346	\$310,030
Year Ending Balance	\$310,030	TBD

**General Fund Reserve
2025/2026**

Operating Revenue	\$1,416,415
Operating Expenses	\$1,509,687
Operating Deficit	\$ (93,272)
General Fund Reserve Target	\$ 251,615

2026 CUMC BUDGET



- b. Financial Audit – Jeff Harpel
 - i. Jeff reported that a financial audit for the year ending December 31, 2024, was performed by independent CPA firm Smith Elliot Kearns & Company, LLC dba SEK CPAs and ADVISORS.
 - ii. The audit was performed during the summer and fall of 2025, with the final results received in November 2025.
 - iii. The audit resulted in a “clean” opinion, including the finding that “... the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets...”
 - iv. Jeff gave kudos to Kevin Stafford for his meticulous management of CUMC’s financial processes.

- c. Capital Campaign 3/Loan Update as of March 1, 2026 – Jeff Harpel
 - i. \$2.207M has been received of \$2.351M pledged, which is 93.9% of pledges.
 - 1. 86.4% received are pledges given.
 - 2. 7.5% received is from people who hadn’t pledged or gave more than their pledged amount.
 - ii. The current loan balance is \$218,886. After the next monthly principal payment, scheduled for March 20, the balance is expected to be around \$180,000.
 - iii. Jeff predicts the loan will be paid off in late summer/fall of 2026.

VIII. Facilities Overview – Jeff Barnes

- a. Jeff reviewed the facilities projects completed in 2025.
 - i. Seal coated and re-stripped parking lot & driveway; added driveway centerline and pedestrian walkway
 - ii. Planted meadow with grasses and wildflowers – should begin to see blooming this spring
 - iii. Completed Round 2 of gym acoustical panels and Round 1 of gathering (café area) acoustical panels
 - iv. Replaced church kitchen stove
 - v. Added rubberized groundcover to LLLC playground
 - vi. Replaced 2nd floor HVAC at Mooreland parsonage
 - vii. Re-programmed audio system and blinds in Worship Center; lighting throughout the building; gathering area and fun room tv's; entire church network and tech IT
 - viii. Implemented security improvements recommended in the Risk and Vulnerability Assessment performed by the State Police – added exterior door numbers; eliminated double door handles, replaced door controller hardware and software
- b. Except for the HVAC at the parsonage, the projects completed in 2025 were funded by the Ray & Jane Keller (capital improvements) and Mary Gilmore (beautification) Trusts.
- c. Jeff previewed the projects for 2026.
 - i. Meadow plantings will begin to grow and bloom
 - ii. Add permanent sound system in chapel
 - iii. Add more safety improvements – protective bollards @ LLLC entrance & pavilion; speed humps in LLLC driveways, etc.
 - iv. Further investment in acoustics – possible spray-on ceiling treatments in gym, Kids and Student areas
 - v. Replace church kitchen steamer
 - vi. Begin hosting a Phase I Community Garden in conjunction with Penn State Health, Cumberland County Food Alliance, Project Share, and others this fall – 20 raised beds to be situated in the open area behind Maintenance Building and storm water basin
- d. Jeff thanked Jason Weeber and Eric Sands who are putting together a Safety Team to observe and monitor on Sunday mornings.

IX. Pastor Jake's Renewal Leave – Pastor Jake

- a. Pastor Jake will be away for renewal leave May 25 to July 20, 2026.
- b. UMC clergy are recommended to take a renewal leave every seven years. This will be Pastor Jake's first in his 21 years of ministry.
- c. He is planning a silent retreat, travel, hiking, and downtime, as well as combining the time with a family vacation.
- d. He thanked the Leadership Council for approving this leave.

X. Questions & Answers

- a. Before opening the floor to questions, Kathy Charette asked the staff members present to stand and be recognized. She also thanked Emily Clepper for taking the minutes.
- b. *Question from Bruce Clash:* Does CUMC always budget an operating deficit?
Response by Jeff Harpel: The budget shows a deficit at the beginning of every year. Other than 2025, the year always ends even or slightly above. Revenue is estimated historically based on past performance, but usually it does better. The budget for 2026 was done before the huge giving month in December 2025. The staff is very good at spending less than budgeted, and there is always a God component to the budget. Jeff expects to break even in 2026.

- c. *Question from Jane Lerch:* Will daycare children be involved in the community garden?
Response by Jeff Barnes: Yes. Little Lights and Head Start are already involved in the planning of the garden.
- d. *Comment from Ken Houser:* A community garden works best with parameters around who is going to maintain it. He cited Dickinson College's community garden as an example, which has a lot of overgrowth and is an eye sore in the community.
Response by Jeff Barnes and Pastor Jake: Maintenance will not be the responsibility of CUMC. Penn State Health and Project Share will oversee the coordination of volunteers and maintenance for all plots, as opposed to individual managers as in Dickinson's community garden.
- e. *Question from Charles Reynolds:* What is the plan while Pastor Jake is on leave?
Response by Kathy Charette: The pastors are working on a plan. Leadership Council members and other volunteers will help as needed.
- f. *Comment from Nancy Schoeps:* The report was wonderful; there is so much going on at CUMC. Nancy also recognized the Scholarship Committee who help students going to college.
- g. *Question from Carolyn Roller:* Will there be markers in the scatter garden for those who are interred there?
Response by Jeff Barnes and Pastor Jake: Yes, options are being reviewed to install stones and the names of those interred in the Interment Garden by the end of the summer.

XI. Closing Prayer – Jeff Harpel

- a. Jeff closed the Church Hall Meeting with prayer at 3:37 PM.

Attendance: 60

Respectfully submitted,
Emily Clepper, Recording Secretary