



Asbury Leadership Team Meeting 1.14.25 Recap

Asbury's Leadership Team met on Tuesday, January 11 for the first meeting of 2025. After an opening prayer, the group discussed some possible goals for the year ahead which included a digital directory, finalizing an improvement plan for the facility, determining the direction of a capital campaign, finalizing Next-Generations Ministry plans, and developing a volunteer engagement plan.

The conversation then moved on to the transition from Sarah Wagenaar as Asbury's Financial Secretary to utilizing bookkeeping services from Limestone Inc. which will happen at the end of January. Steve Mix will meet with the staff to share what processes will be used. Conversations will be had around how to make things more efficient and what boundaries need to be in place for the relationship to be effective.

Discussion then turned to stewardship as Steve gave updates from the Finance Sub-group. The December offering was \$112,986.47 and the Love Gift taken for the staff was the largest it has been by far. As we begin 2025, we will be monitoring progress on the budget which is expected to be a deficit budget to ensure that we are able to adjust spending, as needed. There was also some conversation about a capital campaign as people are waiting in expectation for what is next and what is needed for Asbury to continue to pursue the kind of ministry we feel called to. There was talk of reaching out to others who might have prior experience with a capital campaign that are outside of the Leadership Team to broaden our perspective and the possibility of hosting some kind of a party to kick off a campaign.

The conversation then moved to the need for a remodel of our nursery space. There is the possibility of evaluating which room is most appropriate and what other spaces might need to be addressed. There is estate money left from a gift in 2024 that will allow us to begin the planning of a nursery remodel. Carly Ellsworth will put together a proposal which will be brought to the February meeting.

The team moved to discussion about who should serve as Chairperson for 2025 and how to fill vacant seats after a lack of nominations leading into this year. Nathan Grau has been approved as the Leadership Team Chairperson for 2025 and 2026 with the intention to establish a vice-chair and a regular rotation schedule to set a pattern for transitions. Nominations for the two remaining Leadership Team positions will be discussed at the February meeting.

The team's sub-groups gave updates with the Trustees Sub-Group focused on the further development of a Facilities Team that can carry out the work that is needed for regular maintenance and upkeep at the church. Some further discussion was had around the Finance Sub-group as Steve will be shifting off of the Leadership Team as a voting member and will serve as an ex-officio member as his company takes over bookkeeping responsibilities for

Asbury. This will allow us to benefit from Steve's institutional knowledge of Asbury's finances but creates a boundary to prevent any possible conflict of interest.

Pastor Kip gave an update on average worship attendance as there were signs of growth in 2024. In 2023, there were seven Sundays where attendance topped 200 with an additional four Sundays with attendance in the 190s. In 2024, we topped 200 in Sunday attendance 15 times with an additional five Sundays in the 190s. An update was given about the new Midweek Meals that kicked off on Wednesday, January 8. The first meal broke even thanks to donations, so rather than doing it once a month, we will try doing it twice a month as we continue to evaluate this new ministry.

The next meeting of the Leadership Team will be on Tuesday, February 4.