



## Asbury Leadership Team Meeting 10.7.25 Recap

Asbury's Leadership Team met on Tuesday, October 7, 2025 for the team's monthly meeting. In attendance were Anna, Bonnie, June, Carly, Mike, Jim, Rogene, Nathan, Kip, Matt, and Steve Mix representing Limestone Inc. After an opening devotion, the team's conversation turned to the current opening in Children's Ministry. A movement was passed to begin the search for a 10-20 hour/week Interim Director of Children's Ministry through the end of 2025 with the possibility of extension if a long-term candidate has not been identified. There is already funding in the budget for this position through the end of the year. Anna has the job description ready and will do some research into an appropriate compensation rate.

The conversation then turned to the Trustees sub-group which gave an update on the roof. Jim spoke to a contractor about the flat-roof section that is currently leaking and it is looking like repairs are not possible due to the spray-foam application. The likelihood is that we are facing needing to replace that section of roof altogether which we would prefer to not include in the upcoming capital campaign. Steve recommended taking a loan out for the work rather than putting it as a part of the capital campaign. Monthly payments would probably be 1% of the loan. There are other funding possibilities we will look into such as the Builder's Club, but the Trustees sub-group will begin to get bids for the project. In addition to the roof, the Trustees sub-group is still getting bids on other projects for the capital campaign and we will talk about putting a task force together for the campaign at the November Leadership Team meeting.

The conversation then turned to the 2026 budget. The decision was made to schedule a first reading of the full budget at a called meeting on October 21 and a second reading for approval at the November 4 meeting so that it can be presented as a part of Asbury's Charge Conference on November 23. One major consideration in this process is what Asbury's staffing model will look like. Pastor Kip announced to the team that he will be retiring in 2026 and the Leadership Team has been preparing to shift to a one-pastor model as we do not anticipate having a second pastor appointed to Asbury. It will be up to the Dakotas Conference Cabinet to decide whether to appoint Pastor Matt as the Lead Pastor at Asbury or appoint another pastor. We will know their intentions in early 2026.

Some discussion was had about what other positions might be considered including the possibility of increasing hours in Children's Ministry, creating a Director of Operations position to handle organizational and administrative areas, and hiring part-time positions for Non-Traditional Service worship and Digital Ministries and technology. All of these are still in discussion and will be revisited at the November meeting.

Pastor Matt shared that commissioning for our new Asbury Care Team will take place on October 19 and that he is working to put together an adult discipleship task force to develop

an adult-discipleship ministry model for Asbury as a part of the Commit Campaign Strategic Plan.

Pastor Kip reported that our September in-person attendance was 216 people which is a 26% increase over 2024. This was bolstered somewhat by the Asbury Birthday celebration on September 28. Overall, we are up 3% in attendance in 2025 over 2024. He also shared that youth attendance has continued to grow on Wednesday nights. In 2023 we averaged 18 youth, in 2024 we averaged 31, and so far in 2025 we are averaging 40 youth in attendance. Children's Ministry has seen a slight decrease with an average of 19 kids in 2023, 21 kids in 2024, and 18.5 kids on Wednesday nights in 2025.

The next meeting of the Asbury Leadership Team will be on Tuesday, November 4 at 5:30 p.m.