



## Asbury Leadership Team Meeting 11.11.25 Recap

Asbury's Leadership Team met on Tuesday, November 11, 2025 for the team's monthly meeting. In attendance were Anna, Bonnie, June, Rennae, Carly, Mike, Jim, Rogene, Nathan, Kip, and Matt. Steve Mix was in attendance representing Limestone Inc. and Emily Lawrence and Nikki Grau also attended. After an opening devotion, the team's conversation turned to the current opening in Children's Ministry.

The candidate for Interim Director of Children's Ministry that had been hired, has withdrawn, leaving the position unfilled. Emily reported that while several individuals are willing to assist, they are not prepared to take on full leadership responsibilities. Essential needs include Sunday and Wednesday program coverage, volunteer training, lesson planning, and curriculum organization. The current curriculum is disorganized and time-consuming to prepare. Carly is willing to help with weekly children's programming though she is reluctant to leave her youth small group. Rogene expressed a willingness to fill in for Carly with her youth small group as needed. Anna proposed immediately posting the full-time Director of Children's Ministry position which was approved.

The conversation then turned to the current needs of the roof. No bids had been received, though multiple roofers are being contacted. Steve will work with Woods Roofing (who he has a connection to) to secure a bid. A roof leak on the day of the meeting reinforced the urgency the Trustees Sub-Group is feeling to get moving on the project. While we wait for estimates on the project, Steve will look into what will be needed in order to secure a loan, should we decide to finance the project with a loan.

The October Treasurer's Report from Limestone shows income of \$36,729.95 and expenses of \$47,565.41, resulting in a -\$10,835.49 cash flow. Year-to-date giving totals \$471,872.12, which is \$48,919.41 under budget, while expenses total \$518,278.10, leaving the church at -\$46,405.98 in cash flow for the year. To meet the 2025 budget, the church must receive \$76,538.86 in both November and December. Giving has decreased monthly since July. An issue with missed automatic payments to Xcel Energy since July will be investigated by Sarah. The team expressed increased concern about expenses outpacing income, noting that last year's "faith budget" also led to year-end strain. Questions were raised about delaying a capital campaign, with differing opinions on whether funding priority should be staffing needs or building needs.

Discussion then shifted to the 2026 budget. Pastor salaries were approved because they have to be voted on at the November 23 Charge Conference; however, the full 2026 budget remains tabled due to unresolved staffing questions. Pledges received as of November 7 total \$360,085.51. The Leadership Team had a retreat scheduled for Sunday, November 16 where they will work with consultant Jennifer Falkenstein about possible staffing structures and ministry

priorities for 2026. The SPR sub-group will also meet with our District Superintendent to gain his insight on Asbury's staffing options as we transition to a one-pastor congregation next summer. Both of these conversations will happen prior to finalizing the 2026 budget.

As we look ahead to 2026, the Leadership Team terms for Mike, Bonnie, and Rogene conclude at the end of the year. Bonnie and Rogene are willing to continue, but Mike will rotate off after serving in various leadership roles over the last 15 years. A Vice Chair position will be added moving forward, and nominations for new members are encouraged as we accept applications for any members wishing to join the Leadership Team for 2026. The team discussed the need to improve communication with the congregation, possibly through town halls or clearer reporting.

As conversation shifted to the pastors' reports, Pastor Kip shared that average Sunday attendance for 2025 to date is 177, an increase from 2024 and that our monthly averages included 216 in attendance in September (Asbury Birthday celebration month), 178 in October, and 192 so far in November. Pastor Matt shared that the Asbury Care Team is ready to take next steps in providing care for those in the hospital and for those who are shut-ins or in nursing homes.

The next meeting of the Asbury Leadership Team will be on Tuesday, December 2 at 5:30 p.m. in Room 106.