



Asbury Leadership Team Meeting 12.3.24 Recap

Asbury's Leadership Team met on Tuesday, December 3 for our monthly meeting, led by Team Chairperson Anna Suckow. After an opening question and devotion, the team took some time to recognize and thank Jeff Easter for his service as a part of the Leadership Team and the previous Trustees Committee (2020-2023) where he has been a key person in projects like the Youth Room remodel, HVAC unit replacements, and the installation of a keyless entry system. The team also recognized and thanked Sarah Wagenaar for her service as Asbury's Financial Secretary for the last 14 years.

The team then heard from Emily Lawrence about her vision for Youth and Next-Generation Ministries at Asbury. She shared some research behind various approaches to youth and family ministry. Anna challenged the team to consider the question of whether we would be visionary or stationary as a church and asked whether our ministry areas are organized to be sustainable while still promoting the kind of growth areas like Youth Ministry are seeing.

Emily shared a few statistics to help illustrate some of the challenges we face in age-level ministries. For every 100 people in attendance in worship, we can expect about 10 youth in Youth Ministry settings. In Children's Ministry we would expect the number to be 15 children, a statistic that is higher because children are more likely to attend worship with their parents than youth would be. Emily also addressed the idea that Youth Ministry is evolving. It was born out of the 1970s as a way to give them fun activities in safe environments. As more activities became available for children and youth there has been a greater competition for their time. One of the shifts that happened in Youth Ministry is that a ministry had to work harder to convince people to come. Added challenges in engagement emerged with the growth of access to technology and the disruption of the pandemic.

Emily outlined a few of the staffing models that churches are using in the areas of youth and next-generations/ family ministry including individual staffing for each age level or a staff position with administrative oversight of all age-level ministries where the staff person coordinates a team of staff/ volunteers to carry out the ministry. The former Children, Youth, and Family Ministries (CYFM) idea that came out of our MCCI renewal process several years ago formalized that second approach, to some degree. Discussion was had about the different approaches and the potential and challenges they present. The team decided to begin strategy work in this area beginning in January.

The team then reviewed and approved the October finances before turning attention to the 2025 budget. In order to cut the 2025 budget by \$16,000, a few proposed items were removed included a financial audit and camperships. The team did discuss a \$2,400 request that came from Emily to receive training in the area of Youth Ministry with Youth Cohort. This is a two-year program providing training and connection with other regional youth ministries. A

proposal was made to use Asbury Endowment funds (\$1,200 a year for 2025 and 2026) to facilitate this continuing education opportunity for Emily which was approved by the team.

The Trustees sub-group submitted a Facilities Use Policy that was put together using information from other churches which was passed without objection. The sub-group has continued to update some of the facilities needs that Asbury has after several Leadership Team conversations about a possible capital campaign. While it is likely we will not pursue a campaign at this point in time, the Trustees sub-group did want to make it clear that it is difficult to get bids on projects for prioritization without a timeline in mind. Jeff Easter also offered to continue to work with the keycard system on a volunteer basis as he has done since its installation which was accepted by the team.

The SPR sub-group gave an update on the process of looking at third-party options for bookkeeping and finances but was set to continue the discussion in their next sub-group meeting on December 9. They also gave an update on performance reviews for staff which will be completed by the end of the year.

Pastor Kip talked about some of the fruit of Asbury's ministry giving the example of one of the youth who regularly attends with his grandmother who is desiring to attend even when she is not able to. This is just another indicator of how God is at work in building a community within Asbury's Youth Ministry. Kip also shared that one of the next steps in implementing the Commit Campaign is the continued development of a discipleship model for Asbury which Pastor Matt is working on.

The team discussed the possibility of having a planning retreat sometime in January or February once the 2025 Leadership Team is complete. The team is waiting to take action on the nomination and vote for the 2025 Chairperson and filling the one vacant Lead Team opening until the January meeting. The next meeting of the Leadership Team will be in January.