



## Asbury Leadership Team Meeting 2.4.25 Recap

Asbury's Leadership Team met on Tuesday, February 4 for the team's monthly meeting. After a devotion from team chairperson Nathan Grau the team discussed applications that had been received to fill the two open positions on the Leadership Team. There was discussion about the possible involvement of Ralph Lawrence (husband of Emily Lawrence, Asbury's Director of Youth and Next-Generations Ministries). While some team members were open to considering Ralph for the team, others were concerned about potential conflicts of interest. There seemed to be consensus that there needed to be a policy and the following Conflict of Interest Policy was adopted:

**Conflict of Interest Policy:** To uphold transparency, accountability, and the integrity of our leadership, no member of the Leadership Team may have a direct relative (spouse, parent, child, or sibling) employed by the church in a position with programmatic and budgetary responsibility in an area overseen by the Leadership Team. This policy ensures objective decision-making and prevents conflicts of interest in financial and operational matters.

There was a review of applications from June Witte and Jim Gray who were approved to join the Leadership Team. The team decided to revisit the membership of each of the team's sub-groups in March to ensure that team members are able to serve on sub-groups that align with their gifts and life experiences. The March meeting will also include our annual review of the Leadership Team Covenant.

After that, the discussion moved to a review of updates and revisions made to the Strategic Plan by Pastor Matt. While many of the goals of the plan have already been accomplished, some updated target dates were added to better reflect where we are as a church as we continue to work on implementation. One goal that was removed was the redesign and moving of the Non-Traditional Service from the Sanctuary to the Fellowship Hall due to the resurgence we have seen in the Non-Traditional Service.

One area of emphasis over the first half of 2025 from the Strategic Plan will be the development of additional ministry teams and a discipleship framework. One of the ways that we will be developing new teams and encouraging discipleship growth through serving will be by doing a ministry fair where people can learn about different ministry opportunities. Nathan Grau and Pastor Matt will also be working on creating a discipleship framework that will provide people with intentional processes to engage in growing as disciples of Jesus Christ.

While the SPR sub-group did not have an update to present, they will be working on discussion about a proposal for a Children, Youth, and Family Ministry (CYFM) position to help oversee and better coordinate ministries across all age-level ministries. Closely tied to that discussion is anticipating an expected pastoral change either due to Pastor Matt being re-appointed

elsewhere or Pastor Kip retiring. As we anticipate that change, we have the opportunity to envision what staffing Asbury will need for the next season of ministry together.

The Finance sub-group talked about the transition to having Limestone providing financial services for Asbury. Part of the conversation talked about time-card approval for those who are hourly employees. The Finance sub-group will determine who will give approval while the SPRC sub-group looks at how the time clock applies to the employee handbook. We also talked about the need for us to continue to dial in our processes for credit card reporting with Limestone.

The Trustees sub-group gave an update on Nursery renovation plans as we wait for quotes from vendors and delivery of materials. The hope is that most of the remodel will happen over the summer while there is less room use. The recommendation for room use is to design the space for babies through pre-K and then addressing the needs of those currently using the Nursery on Wednesday nights that are not of that age-level.

The sub-group also recognized that further conversation will be had around the roles and processes for the Facilities Team is that responsible for the general upkeep and maintenance of Asbury's facilities. Carly Ellsworth also informed the team that she has secured the reclamation of ceiling tiles from the closure of Conlin's Furniture and is working with Jim Gray to put a plan together to pick up and deliver the tiles to Asbury to replace tile as needed.

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