



Asbury Leadership Team Meeting 3.4.25 Recap

Asbury's Leadership Team met on Tuesday, April 1, 2025 for the team's monthly meeting. The meeting was led by Anna Suckow, filling in for Leadership Team Chairperson Nathan Grau. After Anna gave an opening devotion, the team's sub-groups gave their reports.

The Finance sub-group shared that cash flow for February was in the negative by \$10,282, but that the cashflow for the year was still in the positive by \$2,287. We have seen both the funds received and the funds spent this year exceed expected budget levels. Some of the overspending can be attributed to a three-payroll month in January as well as higher apportionments to the Dakotas Conference because of the generosity of the people of Asbury in the month of December which would have impacted January apportionments. The Finance sub-group said there were no red flags but that we would continue to monitor spending and adjust as needed.

The Finance sub-group also said the transition to having finances done by Limestone and the systems to go paperless are going well. The desire was also expressed to create an online expense-reimbursement form and things are being setup to do bill pay through First Premier rather than taking physical checks to the church to cover reimbursements. These bills are still sent to Greg Richards as a form of accountability for a second check signee.

The Trustees sub-group discussed the plan for collecting ceiling tiles from Conlin's Furniture after its closure including the need for people to do the tile removal at Conlin's and installation at Asbury and the need for space to store additional tiles. This work is ongoing. The subgroup also talked about the need to update the phone system as Midco is changing to a rental agreement on phone systems that would require updated equipment also. There is a possibility of us taking care of this in-house rather than paying an outside vendor. There was also discussion of the installation of boulders in front of the fence line for the playground to replace the current bollards after discovering that they provide very little protection. There was also some discussion about the upcoming nursery renovation which is still waiting on a bid for cabinetry.

The Staff Parish Relations (SPR) sub-group discussed some adjustments to a previous plan to approve timecards for hourly staff so that Roxie will collect the timecards and Pastor Kip will provide approval. The subgroup is also working on new credit card and time clock approval processes. A policy for drivers for Asbury ministry-related events had been recommended in a previous meeting. The SPR sub-group recommended having the Youth Ministry Team develop travel policies since those policies impact their ministry area the most. We also had discussion about creating a drive online that houses all of the policies for Asbury ministries so they are easily located and accessed. The sub-group also shared about SPR training

being done by the Dakotas Conference. A recording of this training will be made available to all Leadership Team members.

The SPR sub-group also recommended a new position be created overseeing all age-level staff (Children's Ministry, Youth Ministry, Next-Generations Ministries). This will provide greater continuity and coordination between age-level ministries and greater cohesion to Asbury ministries as a whole. This will be a phased approach which will also reflect the impact to the ministries that fall under this new position and the final plans and details are still being developed. This position was approved by the Asbury Leadership Team unanimously.

There was also continued discussion about a possible capital campaign for facilities upgrades and maintenance. There is a "current-needs" list that has been created but is not all-encompassing. This list will need to be updated in order for us to have a clearer picture of what an appropriate campaign goal would be or how we would need to prioritize projects.

The next meeting of the Asbury Leadership Team is on Tuesday, May 6, 2025 in Room 106