



Asbury Leadership Team Meeting 9.3.24 Recap

Asbury's Leadership Team met on Tuesday, September 3 for our monthly meeting, led by Team Chairperson Anna Suckow. After a devotion focused on Ecclesiastes 3:1 and an opening question, the team reviewed the July financial statements and the Stewardship and Finance sub-group gave an update on Asbury's current financial status. Year-to-date, we have brought in \$329,000 on our \$355,000 goal while spending \$357,000. We started the year with \$22,000 in the account, so we are dipping into our reserves, but that is not uncommon at this time of the year when looking at past trends. The expectation is that things will bounce back from September through the end of the year. Some of the overage is due to one-time payments that have come out for the year such as the annual insurance premium that was paid in July. Based on the averages of past years, there do not appear to be any red flags at this moment.

2025 budgeting processes will begin with Sarah Wagenaar sending out information to staff and team leaders.

There was some question about whether our current approaches to facilities are adequate to where we find ourselves as a church. Asbury contracted a cleaning service a few years ago but the thought that a facilities person on staff was suggested as a way for us to better stay on top of needs. The suggestion was also made that this might also fit into an administrative staff role that could also carry other responsibilities. Pastor Matt mentioned the need for the Leadership Team to be considering future staffing needs in the event of either the retirement or re-appointment of Pastor Kip or Pastor Matt. It is likely that when a change of appointment at Asbury happens that we will be left with one appointed pastor. This gives Asbury an opportunity to consider what staffing would be most ideal for Asbury's next season of ministry instead of relying on a staffing model that may not serve the church as effectively moving forward. The SPR sub-group will begin considering how to proceed.

The Trustees sub-group reported on updates to the Children's Wing with flooring being finished on Sept. 4 and painting taking place in the hallway. The project is under budget so the painters were also asked to paint the upstairs bathrooms. 15 people volunteered to assemble furniture on Sept. 2 with every generation of the congregation present.

An update was also given on other estimates for facilities projects with the understanding that we will have a clearer picture in October. Current updates included the following:

- Furnace replacement- 4 units at \$22,496 for two-stage units (recommended for efficiency and durability) or \$19,000 for single-stage units
- Recovering Sanctuary chairs- \$980 for new covering, cushions, and coasters
- Outside work is waiting on bids from contractors
- Snow removal- 4% increase (per incident). The team decided 7:00 a.m. seemed a reasonable deadline for snow removal considering Laura Wilder parking and Project Car needs.

-Carpet bid- \$66,000-67,000 for the entire building. The carpet would be commercial quality. Bathroom flooring and other tile work would be a different project.

Additional discussion from the Trustees sub-group included feedback from a contractor who gave us a full assessment of building and grounds and was very positive about the quality of the facility. He encourages us to continue to maintain it because it will last us quite a while longer. Additional needs we have not yet considered yet are sidewalk replacement and the possibility of a retaining wall. The recommendation was given for us to anticipate a 10% increase in any estimates given to adjust for overages and inflation.

Discussion was also had around a possible capital campaign and timeline for 2025, once an assessment has been made about whether that is the approach we want to take toward facilities improvements. September of 2025 will mark Asbury's 75th Anniversary, so the prevailing idea is that a capital campaign could be anchored in that as a point of celebration and vision-casting.

The team then shifted to a continuation of the conversation from August about Asbury credit cards for staff. A \$30,000 limit was suggested with adequate communication around purchases to ensure that cashflow meets demand. For \$600+ approval, we will go through the same pre-approval process before the purchase is made that we have had in the past. Normal operating expenses within the budget would not need prior approval. Authorized people to increase the limit would be Sarah Wagenaar and Greg Richards (treasurer). Expenses without itemized receipts will be deemed personal expenses and will be expected to be reimbursed. The policy was approved unanimously.

Additional sub-group updates included that boulders have been installed around the sign at the corner of 31st Street and Western Ave and we are waiting for an estimate on the rest of the sign repair. The SPR sub-group will be putting the finishing touches on the outcome-based job descriptions for Children's Ministry and Youth and Next-Generation Ministries directors. The Trustees sub-group also reported that an updated Facility-Use Policy is nearly complete. It needs a few edits and will be ready before the October meeting.

Pastor Matt then reported that he and Pastor Kip had been to a clergy training in Pierre the week prior and that Pastor Matt was engaging with a spiritual director with funding available from the Dakotas Conference. We will also begin collecting offerings by passing the plates again beginning Sept. 8. This is a way of honoring giving as an act of worship that people can participate in in a tangible way as a part of services and is a part of us adapting some of our approaches to financial procedures. The question was also offered as to whether we would ever consider taking some of the collections that we have done for projects like the MMDC personal-dignity kits and student kits to pray over them and celebrate them during services. Pastor Matt said that if teams want to see those types of activities, they would help our pastoral team by suggesting them for consideration.

The next meeting of the Asbury Leadership Team will be Tuesday, October 1 from 5:30-6:30 p.m. in Room 106.