

Cornerstone Global Methodist Church of Marysville, Ohio

Leadership Team Meeting Minutes

December 22, 2025

6:30-8:30pm in Court Yard

Member Attendance: Don Bailey, Dave Speicher, Phillip Connolly, Sharon Kelley, Phil Morrison, Christine Mastin, Barry Milbert (via Teams), Bonnie Kubala, Elliott Rogers, Justin Osborn, and Steve Neal.

Non-Voting Members: Lisa Nichols

Guest: Class of 2028 LT Members – Randy Mobley and Dave Myers, and Candidate for Ministry – Emily Peterman

Absent: Mary Anne Wenner (holiday trip) Pastor Nathan Custer (holiday trip), and Class of 2028 Adam Richmond (holiday trip)

Meeting called to order at 6:30 pm by Chair, Don Bailey

LOVING AND LEARNING

- **Devotional**— Elliott Rogers
 - Jeremiah 29:10 and Proverbs 19:21
- **Glory Sightings**
- **Prayer Concerns**
- **Opened in Prayer** by Don Bailey

LEADING

- **Introduction of attendees**
- **Interview with Emily Peterman to determine if we support her as a candidate for Ministry**
 - Emily Peterman answered several interview questions prepared by Pastor Nathan Custer and asked by Lisa Nichols regarding her life story, her belief in Jesus as Savior, work in the Church and her calling to ministry.
 - Per Book of Doctrines and Discipline Paragraph 506 a candidate for the process of ordination must receive 2/3 positive voted from a secret ballot vote of the Pastor Parish Relations committee – which in our case would be the Leadership Team.
 - Secret ballot vote held and Lisa Nichols counted – 10 paper yes votes and a text yes vote for supporting Emily Peterman for a Candidate for Ministry.
- **Approval of Minutes**
Approval of November 24, 2025, meeting minutes
- **Action Items (Motions) –**

Steve Neal moved to accept November 24, 2025, LT meeting minutes, Justin Osborn seconded and the motion passed with eleven yes votes, zero no votes and zero abstentions.
- **Communication Plan –**
 - Post Minutes on website.
 - Lisa Nichols will let Emily Peterman and Pastor Nathan Custer know the results of vote to support her as a Candidate for Ministry

Pastor's Report –

- **Report -**
 - Explained the process of the vote to approve Emily Peterman as Candidate for Ministry and his enthusiastic support for Emily Peterman.
 - SERVE campaign
 - Over \$4.1 million in total money pledged.
 - Over 2.7 times our annual budget which experts measure as an extraordinarily successful campaign.
 - This campaign has not negatively impacted the annual stewardship campaign.
 - SERVE / REFRESH renovations timeline
 - MA Design is completing the Design Development drawings and specifications that will be given to O'Brien Robinson Construction for planning, bidding and development of an overall Guaranteed Maximum Price in January.
 - Assuming it will be higher than we want to spend even with a long-term mortgage, the first two LT meetings of 2026 will be crucial for us to decide the precise scope and cost of the project.
 - The need to meet with banks and approval for a construction loan delay a church vote to February at the earliest and March most likely.
 - Communio
 - Partnership to strengthen our ministries in relationships, marriage, and families.
 - Pastor Peggy Hoy will be the point person.
 - Sundays, Scripture, and Discipleship
 - Pastor Nathan Custer is working on dove-tailing Sunday Worship, Sermons, and individual devotions with a common Bible reading plan that takes us through the Bible in two years and builds habits of Scripture study, application, etc.
 - Kenya
 - Major hurdles have been overcome, and we should be able to more clearly and healthily partner with St. John's parish in 2026.
- Action Items (Motions)
- Communication Plan and To-Do List:

Leadership Team

- **Reports -**
 - Headcount Attendance Reports
 - 2 Reports presented: 2025 YTD Headcount Report and 2024 Headcount Report (both with online viewing data)
 - Average through 50 weeks: 2024 Head Count only 411 – 2025 Head Count 434
 - Average through 50 weeks: 2024 HC & online 502 - 2025 HC & online 534.
 - Guest / First Time visitors: average of 7 per month
 - Risk Assessments – tabled until 2026
 - Quick Review of LT Orientation Handbooks that were given to Class of 2028 LT Members.

- LT Received a Thank You card from the Staff for the wonderful Christmas Luncheon

- Action Items (Motions) –
- Communication Plan –

Finance Sub Team –Dave Speicher

- Reports -
 - November Financial Reports presented.
 - 2025 Balance sheet and special gift reconciliation reviewed.
 - 2025 Budget vs Actuals
 - 2025 YOY Income to Budget report
 - Received over 1.1 million in annual stewardship pledges
 - Current expenses are very close to the budget through November which would mean there would be limited carryover.
 - At this time – with stewardship pledge numbers, it appears that we could support an operating budget of \$1.5 million which is \$43,000 less than the 2025 operating budget.
- Action items (Motions) –
 - *Dave Speicher moved to approve a temporary 2026 budget at the 2025 operating budget with the exception of a 4% increase for all lay staff except the newly hired Nursery Supervisor who would receive a 1% increase, to be revisited in the January LT meeting for a final 2026 Operating Budget, Justin Osborn seconded and the motion passed with eleven yes votes, zero no votes and zero abstentions.*
 - *Dave Speicher moved to apply loose Christmas Eve offerings to operating funds, seconded by Justin Osborn, and the motion passed with eleven yes votes, zero no votes and zero abstentions.*
- Communication Plan and To-Do List:
 - Lisa Nichols will work with Lisa Hughes to communicate the 1% increase to Lindsey Joachim, Nursery Supervisor.
 - Lisa Nichols will share 4% lay staff with Pastor Nathan Custer to communicate to the team.

FMT Sub Team –Phillip Connolly

- Reports -
 - Old Business
 - No December FMT Meeting
 - Three Phase Electrical Service to Kitchen
 - 1 leg completed still need to run another leg
 - Worked for Community Thanksgiving Dinner with the 1 leg
 - Agreed to complete two roof repairs with a weather delay
 - Flat (drop off) rubber = \$3,392
 - Small Roof = \$21,300
 - Asked to include a \$25,000 budget line for the roof repairs in the 2026 budget.
 - Bill DeLong to get a quote for electronic door locks for outside doors.
- Action Items (Motions):
- Communication Plan and To-Do List:

**** Break from 7:36pm to 7:48 pm ***

HR Sub Team—Steve Neal

- Reports –
 - Event Team Proposal
 - The committee presented a proposal to form a small Event Setup & Teardown Team consisting of three people to provide reliable, timely setup and cleanup for church supported events
 - Payment to the team would be funded through the Facility Use Fees for the events.
- Action items (Motions) –

Steve Neal moved out of committee to approve the Event Team proposal with the wording changed from “three young men” to three able-bodied individuals, the motion passed with eleven yes votes, zero no votes and zero abstentions.
- Communication Plan and To-Do List:

Missions Sub Team—Mary Anne Wenner Reports –

- No December meeting
- Action items (Motions) –
- Communication Plan and To-Do List

Task Teams

Refresh/Building Committee – Phil Morrison

- Reports-
 - Design Development report received today.
 - Construction company will need several weeks to re-quote, and the building committee will then decide what to cut, if needed.
 - Phil Morrison thinks we will receive the new quote in late January.
 - June start of construction at earliest
 - January Meeting with Furniture Consultant plus 2 additional meetings
- Action items (Motions) –
- Communication Plan and To-Do List:

New Business

- Lisa Nichols shared a concern regarding parking in the Lower County parking lot.
 - Handicap individual parked at the County Building entrance
 - Suggestion made to make the Lower County parking lot for handicap, seniors, and families with small children
 - LT asked to take to the FMT.

Motion to adjourn.

- Phil Morrison moved to adjourn the meeting, Justin Osborn seconded the motion, the motion passed with eleven yes votes, zero no votes and zero abstentions.
- Don Bailey closed in prayer at 8:32pm
- **Next Meeting:** January 26, 2026 @ 6:30 pm