

Cornerstone Global Methodist Church of Marysville, Ohio
Leadership Team Meeting Minutes
September 22, 2025
6:30-8:00pm in Court Yard

Members Attendance: Don Bailey, Dave Speicher, Phillip Connolly, Sharon Kelley, Phil Morrison, Barry Milbert, Elliott Rogers, Mary Anne Wenner, Justin Osborn, Steve Neal, and Bonnie Kubala.

Non-Voting Members: Lisa Nichols

Absent: Christine Mastin (illness) & Pastor Nathan Custer (at Presiding Elder workdays)

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

LOVING AND LEARNING

- **Devotional**— Justin Osborn
 - Hope from First 15: “Rejoice in hope” and “be patient in tribulation” with the knowledge that the trials you suffer here will end one day.
 - John 15:18-19
- **Glory Sightings**
- **Prayer Concerns**
- **Opened in Prayer by** Don Bailey

LEADING

- **Approval of Minutes**
Approval of August 25, 2025, meeting minutes
- **Action Items (Motions) –**
Justin Osborn moved to accept the August 25, 2025 meeting minutes, Steve Neal seconded and the motion passed with eleven yes votes, zero no votes and zero abstentions.
- **Communication Plan –**
 - Post Minutes on website

Leadership Team

- **Reports -**
 - Headcount Attendance Reports
 - 2 Reports presented: 2025 YTD Headcount Report and 2024 Headcount Report (both with online viewing data)
 - Average through 37 weeks: 2024 Head Count only 415 – 2025 Head Count 431
 - Average through 37 weeks: 2024 HC & online 506 - 2025 HC & online 532.
 - Guest / First Time visitors: average of 7 per month

January - 7	May - 11
February - 6	June - 10
March - 8	July - 5
April - 3	August - 9

- Risk Assessments
 - Lisa Nichols requested that the forms handed out to Pastor Nathan and Sub Team Chairs be completed and turned in for the November meeting for compilation.
- Action Items (Motions) –
- Communication Plan –

Finance Sub Team –Dave Speicher

- Reports -
 - August Financial Reports presented.
 - 2025 Balance sheet and special gift reconciliation reviewed.
 - 2025 Budget vs Actuals
 - 2025 YOY Income to Budget report
 - YTD giving is \$38,209 ahead of projection, YTD Expenses are below budget by \$44,382 and overall budget \$82,592 better than projection.
 - Investment Account review with McCarthy & Cox
 - Jan – Aug 2025: +8.75%
 - YTD there have been 3 donations of appreciated investments to the church through the investment account:
 - 3/3/2025 \$12,274
 - 3/17/2025 \$29,856
 - 9/3/2025 \$125,626
 - Determined that a separate service investment account to process donations to annual giving or SERVE campaign is needed. This will minimize the impact on the performance reporting on our investment account efficient processing of donations (ensuring distribution vs reinvestment). Officers signing tonight to open.
 - Gift Acceptance Policy Draft (tabled)
- Action Items (Motions):
- Communication Plan and To-Do List:
 - Lisa Nichols to gather signatures and turn in paperwork to McCarthy & Cox to create the separate service investment account.
 - Lisa Nichols to follow up with McCarthy & Cox on the \$20 fee to move money between the primary and service account. Is it a flat \$20 fee or is it \$20 each to move in and out of the account?

FMT Sub Team –Phillip Connolly

- Reports -
 - Request for new TV in room 152-154 to display participants on Zoom to be more interactive approved, not to exceed \$1,200.
 - Black Top sealing approved, not to exceed \$2,000.
 - Outside Exit Signage (in process)
 - Assisted Listening device installed and testing unit.
 - Insurance Company will be completing an infrared scan on electrical panels.
 - 6th Street Elevator Entrance Project
 - Elevator to outside area - work almost completed.
 - Elevator to Room 155 phase to begin with concrete wall removal on Tuesday, September 23rd.
 - Completed items:
 - BFLC New commercial refrigerator installed.

- Insurance requests
 - Items 24 inches & higher in children's area secured to wall.
 - Hinge protectors installed (to prevent pinched fingers)
 - Install complete for extended sounds system in Room 152-154
 - Installation of new copiers complete
- Concern about no light in handbell storage in balcony
- Action Items (Motions):
- Communication Plan *and* To-Do List:
 - Lisa Nichols forwards the concern about no lighting in the handbell storage closets in the balcony area and the closet across from the handbell storage to Bill DeLong.

HR Sub Team—Steve Neal

- Reports –
 - Social media & Website Position update
 - Lisa Nichols evaluating the costs of a third-party service revamping the website
 - Looking at Amplify (new name for current provider -Clover Sites parent company) and The Church Co.
 - Nursery Supervisor –
 - Three good candidates from within the church – difficult decision
 - Committee recommending the hire of Lindsey Joachim
 - Highlights from Lindsey Joachim's application:
 - Worked in early childhood education since 2006, serving as a teacher, assistant director, director, and most recently as a regional director, where she oversaw multiple early childhood programs and supported staff and families across several locations.
 - Holds a Certificate of Pediatric CPR & AED & Basic First AID.
 - Graduated with a BS Human Development and Family Science from Ohio State University.
 - Clergy and Staff Evaluations on track for end of October completion.
 - Linda Forry is recovering and coverage for key duties is going well.
 - John Caballes requested 3 weeks off in January 2026 for time with baby.
 - Steve Neal requested that each member of the LT complete an evaluation form for Pastor Nathan Custer and submit to him by October 3, 2025.
 - Steve Neal assured the LT members that the evaluation will be a blind/combined review based on the compiled LT evaluations.
 - Recommendation will be presented for Clergy salaries, housing allowance, and housing exclusions in the October LT meeting for November 2nd Church/Charge Conference.
- Action items (Motions) –

Steve Neal moved out of committee to hire Lindsey Joachim for the Nursery Supervisor position at \$18 per hour at 10 hours per week, motion passed with eleven yes votes, zero opposed, and zero abstentions.
- Communication Plan and To-Do List:
 - Lisa Nichols will notify Lisa Hughes, the supervisor for the Nursery Supervisor position and begin new hire paperwork and orientation with an October 5, 2025, start date.

**** Break from 7:32pm to 7:43 pm ****

Missions Sub Team—Mary Anne Wenner

- **Reports –**
 - A successful reception dinner was held Saturday, September 13th for Mission Sunday speaker Dr. Grace Ju, ECHO Work Teams and Missions team.
 - Planning a Service Video for Team going to ECHO in the summer – need young, healthy people who can handle the heat.
 - Applications for Mission Give Support are going out in October to prepare for the 2026 budget.
- **Action items (Motions) –**
- **Communication Plan and To-Do List**

Pastor's Report –

- **Reports -**
 - To prepare for the November 2, 2025, Church/Charge Conference:
 - LT for 2026:
 - Accepting Letters of Interest for Class of 2028 LT Members until September 30, 2025.
 - Received two letters of interest
 - Need 4 LT Members for Class of 2028
 - 2026 Annual Conference Delegate needed to replace Michael George
 - 2026 LT Chair and Sub Team Chairs (Assume yes)
 - Steve Neal – LT Chair
 - Mary Anne Wenner – Missions Sub Team Chair
 - Dave Speicher – Finance Sub Team Chair
 - _____ – LT Vice Chair
 - Justin Osborn – Facilities Management Sub Team Chair
 - _____ – Human Resources Sub Team Chair
 - Nominations and Leadership Development Team
 - Steve Neal- assumed new LT Chair
 - Dave Speicher – additional LT representative
 - _____ – 2028 Class Lay Representative
 - Review Inactive Members List and turn in sheet
 - Candidates for Ministry pending further discussion: Carrie Given, John Dritt, and Emily Peterman
 - SERVE Dates: Roundtable September 27th at 8 am; Combined Service October 5th at 10 am; Kickoff Sunday October 19th; Advance Commitment Sunday November 9th; Pledge Commitment Sunday November 23rd.
- **Action Items (Motions)**
- **Communication Plan and To-Do List:**

Task Teams

Refresh/Building Committee – Phil Morrison

- **Reports-**

- Phil Morrison attended the 3pm Roundtable and felt it went well
- Shared the steps of the building renovation project process again:
 1. Schematic Design (completed)
 2. Design Development – Electrical, Mechanical, and Subcontractors, takes 8-10 weeks
 3. Final Construction Design
 4. Bid to Contractor
- Presented updated Design Development Contract from MA Design
 - \$105,000 base cost
 - \$120,000 with furniture
- **Action items (Motions) –**
Justin Osborn moved to approve the updated Design Development Contract from MA Design not to exceed \$125,000, Elliott Rogers seconded, motion passed with eleven yes votes, zero opposed, and zero abstentions.
- **Communication Plan and To-Do List:**
 - Phil Morrison and Pastor Nathan Custer to work with MA Design Director, Jeff Heffner, to finalize the Design Development process.

New Business

- **Closing Prayer** – Phil Morrison at 8:29 pm
- **Next Meeting:** October 27, 2025 @ 6:30 pm

Monday, October 27, 2025	Elliott Rogers
Monday, November 24, 2025	Dave Speicher
Monday, December 22, 2025	Mary Anne Wenner