

Aldersgate Church – Leadership Board Meeting Minutes

January 30, 2024

Present: Nate Baum, Jan Bowden, Desirre' Buck, Randy Campbell, Harvey Elder, Kristine Hackett, Kevin Hoffman, Linda Jacob, Lydia Kelly, Jeff Kuhn, Jeff Lewis, Nancy Mosella, Ryan Wilt, Bob Winters, Dave Yoder and Paster Bob Kaylor

Congregants & staff: Mandy Campbell, Deana Fornoff & Jennifer Rager

Dave Yoder opened the meeting at 6:30 pm.

Prayer/Devotional: Pastor Bob led, reading from Exodus 6 & Matthew 27

New Business:

Election of Officers:

1. Nancy nominated Dave Yoder as Chair. Linda seconded. Dave was unanimously approved.
2. Jeff Kuhn nominated Harvey Elder as vice-Chair. Ryan seconded. Harvey was unanimously approved.
3. Randy nominated Kristine as Secretary. Desirre' seconded. The secretary has legal signing authority for the corporation. Christine was unanimously approved.
4. Kevin made motion for Jan to be Recorder. Nate seconded. The recorder will record the meeting minutes. Jan was unanimously approved.

Policy Updates:

Several policies need to be update and created. Policies discussed are noted, including the lead person(s). People from outside of the Leadership Board will be recruited to assist.

1. Employee Handbook Update – Randy
2. Financial controls – Ryan (and Jennifer)
3. Safe Sanctuary – Jan & Miranda
4. By-laws - Randy

Next Steps for Potential Future Denominational Affiliations:

A sub-team was formed in late 2023 to develop potential denominational affiliation options. It was suggested that we provide criteria for items that should be included in any denominations that would be considered. Below are the recommended criteria.

1. No trust clause and a defined exit path
2. Ability to have significant input/final approval in hiring a lead pastor
3. Wesleyan Theology and historical beliefs held by Aldersgate
4. Proven to be an effective organization that includes governance and accountability of leadership
5. Cost effective

PA Dept of State Form

We need to complete and submit the forms to the State of Pennsylvania for the corporation. The Officers need to sign and submit. Randy to lead this effort.

Penny Ness – authorization to work up to 25 hours/week

Bob Winters made the motion to approve. Randy seconded. No questions. Unanimously approved.

Documents for 501(c)3 designation

We need to create the documents required to submit. The application requires written doctrine and by-laws. We have 17 months from the time of inception of the new Aldersgate (July 2023). Goal is to complete in the next 6 months. Randy has the lead.

Tech Team designation (Buildings & Grounds, Ministry Council, or both)

Two (2) primary functions of the Tech Team – worship support and technical support of the systems in the church. Tech Team to work with Jeff Markey on worship-related items and Deana on the other items. Jennifer Rager offered to handle the recording of the expenses as they are incurred.

Jennifer also noted that the church has an exemption from sales tax and can make these purchases.

Sanctuary Renewal

The Committee has been working for approximately four (4) months. They have approved a recommendation to replacing all the lighting, add adjustable lighting in the front of the church, replacing all of the sound controls equipment, replacement of all wireless microphones which include four (4) new wireless headsets, replacing all of the video recording equipment, removal of curtains behind the cross with the additional LED lights to highlight the cross, moving control stations from the balcony the back of the sanctuary. In addition, the hearing assistance system will be updated and will be able to pair with most new hearing aids. The quoted cost for this work is \$188,000.

Three (3) items are not included in the quote and will be handled separately. This includes a raised platform for technicians, plaster surface-work behind cross and potentially painting parts or the entire sanctuary. The cost estimate is a total of \$210,000 including these three (3) items.

It was also noted that the sanctuary should be painted as well. The painting is estimated to be \$30,000 – 40,000.

The total cost is estimated for all of the sanctuary work to be \$240,000. Randy made a motion to approve the project for \$240,000. Nate seconded. The motion was unanimously approved.

Parking Lot

The Trustees have been talking about repairs since 2019. The parking lot has been patched over the years and is again in need of repair. The feeling was that we should avoid trying to get another winter season from the existing parking lot, given its condition. The lowest estimate to resurface the parking lot is for \$149,250. Line striping is estimated to be an additional \$7,000 – 8,000. After discussion, a recommendation was made to proceed with a resurfacing of the parking lot.

Randy made a motion to proceed with the resurfacing and relining of the parking lot for a cost of \$175,000. Jeff Lewis seconded. The motion was unanimously approved.

Regular Business:

Financials:

The financials were discussed extensively during the prior discussion of sanctuary renewal and parking lot. Below is a summary of finances (the detailed statements were shared prior to the meeting).

- Excluding one-timers, we finished 2023 with a loss of \$17,000 (essentially breakeven)
- The balance on the line of credit (how much we owe) is currently at \$140,000.

Regarding the two (2) capital projects:

- Total estimated cost = \$415,000 (\$270,000 + \$175,000)
- There is currently \$363,000 available for the two (2) capital projects
 - Sanctuary renewal fund = \$58,000
 - Trustees Building Fund (for capital projects) = \$55,000
 - Available from Endowments = \$30,000
 - Available from general checking account = \$220,000
 - Note – this would leave \$250,000 in general checking
- The gap in capital funding = \$52,000.
- A short video and other information will be created to share the sanctuary work with the congregation, for those interested in contributing to the projects.
- We are very blessed to have so many resources available for the overall church operation, including missions.

New Business:

Charles Schwab Account

Signing authority needs to be updated on this account. Bob Winters made a motion to have Ryan, Harvey and Kristine as the signers with Jennifer Rager to have read-only access. Nancy seconded the motion. The motion was unanimously approved.

Internet Service Provider

Randy noted that a new service provider, Glo Fiber, will save the church \$100/month with increased internet speeds. A new line from the street to the church's east side will be trenched and Glo Fiber's expense before the parking lot repairs are completed.

There being no further business, Dave Yoder offered a prayer and closed the meeting at 8:30 pm.

Respectfully Submitted,

Harvey Elder

Aldersgate Church - Leadership Board Minutes
February 27, 2024

Attendance: Randy Campbell, Dave Yoder, Harvey Elder, Kristine Hackett, Jeff Lewis, Nancy Mosella, Nate Baum, Jeff Kuhn, Bob Winters (Teams), Kevin Hoffman, Linda Jacob, Lydia Kelley, Desirre Buck, Jan Bowden. Staff or visitors: Jennifer Rager, Mandy Campbell, Jeff Markey, Pastor Bob, and Kent Springman. Missing Board Member: Ryan Wilt.

Opening / Spiritual Development

- Pastor Bob opened with a passage about Jesus's healing and often he connected healing with forgiveness of sins. We need to do whatever it takes to bring people to Jesus and that Jesus gives us the power to heal.
- Pastor Bob then opened our meeting with prayer.

Call to Order & Welcome

- Minutes from the January meeting was approved as presented.

Regular Business

Financials:

- Jennifer reviewed the January financials commenting that while January giving was just slightly down, the February giving number looks very good. Some bills for the Sanctuary Renewal have been paid as some items have already been started. The question was posed "Are we doing enough to promote the Sanctuary Renewal to help raise the giving levels?"
- Jennifer brought a proposal from the Childrens' Ministry and Preschool. They would like a fence to be purchased which will enclose the playground area behind the church. It has been identified as another way we can protect our children during times they are playing outdoors during Preschool, VBS and other times. Cars often travel at a high rate of speed, not realizing there are children on the playground. Proposal have been received and a 3rd one coming this week. The cost would be covered by a 50/50 split between Preschool and the General Fund. It was suggested that before the work will start, we see a proposed drawing of the placement to ensure parking and travel lanes are sufficient. **MOTION from Randy: We approve a 50/50 split of costs between Preschool and General Fund for the fence. Seconded by Linda. Vote: approved** There needs to be a plan in place to inform the congregation of this work.
- Jennifer also reported that she is working with Kent and Ryan to update policies from the 2016 manual. Name changes, changes of responsibilities assigned and so forth will be the focus.
- Jennifer also reported that the team has also scheduled the annual financial compilation, and this will be an annual practice as in the past. The cost was budgeted.

Painting Team of the Sanctuary Renewal update:

- Nancy reviewed the cost of this project to be about \$48, 950. The contractor decided upon – LaPorte and will start before major work is done in sanctuary which will help keep costs down. The painters will move and replace pews as needed, any caulking needed, put on 2 coats of paint, dispose of all debris, cleanup dust, come back to do any needed touch ups, and put up their own scaffolding. This project will take 3 weeks and will start April 2nd. We will not be able to use the sanctuary during this time, so we plan to have the 2 Sundays (April 7 & 14) as combined services.

Work Teams:

- **Safe Sanctuary**
Jan came with a update for both the employee manual and the Safe Sanctuary manual that reads as such: “***Employees and volunteer prospects will be prohibited to work and serve in church-sponsored activities with children, youth, and vulnerable individuals if they have a record of conviction against a child, youth, and/or vulnerable individual.***” Motion came from Team: seconded by Nancy and voted approved.

New Business Policy Updates:

- **WebRoot IT Security** – Randy reported this is from Treysta and is security information and should be reviewed by those who received it.
- **Endowments Update:** Kent reviewed the endowments with report (to be posted in Teams).
- **Endowment request:** Congregational Care staff Brenda Woodruff has requested funds to update and purchase the AED’s. One AED is outdated and needs to be replaced and the one downstairs needs to be checked. Kristine volunteered to lead this project as she has knowledge in this area. She will create a monitoring system for monthly checks and will work with Brenda to ensure the equipment works and is up to date. The cost of a new AED is approximately \$1,400. **MOTION: Authorize funds from Endowment up to \$2,000 for updating and purchase of AED. Second: Jeff K.**
- **Information only:** Preschool documents for scholarships need updating. Will bring this back to LB for review.
- **Endowment:** Documents from the Stewardship Foundation need to be updated as to our name change, etc. Kent will work on this with Foundation. We also need to change signatures allowed to requested money. **MOTION from Randy with a second from Nate: Change the name signatures to: Kristine, Jeff L., Ryan, and Kent.** Paperwork will be completed and sent to the Foundation.

The Five Non-Negotiables for Denominational Consideration:

- This Team has not met for a while, but this will be a starting point to help guide team.

State of the Church

- Pastor Bob reviewed attendance numbers.
- Ash Wed service about 100 in attendance.
- Soup and Study with 84 people.
- The congregation seems vibrant and alive.
- Lots of new visitors.
- Staffing has good workflow and good vibes.
- Discussion about online and how to connect – good present with the multiple camera angles.
- 303 subscribers to Bob blog with a 65% open rate
- Eblast with 53% open rate up from about 40% (Kevin suggested meeting with his daughter who works with online companies to see if she can help us improve our online presence.)
- Membership is still growing to 301 members.

Adjournment: Harvey closed meeting with prayer.

Submitted by Jan Bowden, Recorder

Next meeting on: March 26 at 6:30pm

Aldersgate Church - Leadership Board Minutes
March 26, 2024

Attendance: Dave Yoder, Harvey Elder, Bob Winters, Jeff Lewis, Nancy Mosella, Ryan Wilt, Kristine Hackett, Jeff Kuhn, Kevin Hoffman, Nate Baum, Lydia Kelly, and Jan Bowden

Connecting with video: Linda Jacob and Desirre Buck.

Absent: Randy Campbell

Guests: Kent Springman

Staff: Pastor Bob Kaylor, Jennifer Rager, and Pastor Jeff Markey

Opening / Spiritual Development

Dave called the meeting to order & welcomed all in attendance.

Prayer / Devotional

Pastor Bob Had a devotional discussing how busy we have been in the past month – Souls catching up with our bodies – maybe we could pump our brakes a little. It may be time to refresh, be quiet and listen to God and have a Sabbath.

New Business

Feb Minutes approval & Financial Update

Minutes were approved (Harvey made motion and Kristine provided second) with following corrections: Name at top should be “Minutes” instead of Agenda. And the start date for Sanctuary is 4/2/24. Discussion resulted in the minutes will be posted online (Pastor Jeff will do this) and there should be 5-10 copies at front desk for congregants who cannot access online to pick up. There will be a notice in the Sunday Bulletin during the third week of the month. Recording Secretary will have minutes to Chair no later than Thursday after meeting for his approval. He then will post on Teams for other Leadership Board members to read. The LB Chair will then send out a Motion for approval to team members. After approval by the majority, the minutes then can be posted on website for congregation to see no later than the 3rd week of month.

Finances:

Jennifer Rager then reported our finances are on track and we currently are in the black. We are still running short on designated fund for the Renewal Fund – about \$100,000. (See figures below.)

Ryan then reported that he has a team working on the Financial Policy manual (Last Policy manual was updated in 2016.) Some things that are being discussed are: LB should have a Finance Liaison instead of a Treasurer, who signs checks, retention of records (Kent will do some research for us), and other issues. Someone has donated stock, and they are working to cash it in and TD Ameritrade may be our source to help with that.

A question arose about should we have a seminar on Wills and Estate Planning as this has been done in the past. Jan will connect with Dan Calloway (who is a member) and see when we can do this.

Policy Updates:

By-Laws:

Randy Campbell is working on this (not present this evening) and has posted a version of it on Teams. He has asked for comments, corrections, edits, or additions by LB members. He would like to present this in April if we can review and get back to him with changes.

Endowments Updates / Motions

Kent Springman is our Endowment resource and he reported that right now our endowments are doing good -up about 5% for 1st quarter. He presented it to show corrections needed to update the Lousie Sterner endowment. These changes are only to correct the names of Aldersgate Church, and the Preschool name of the Amazing Adventures and the Advisory board which gives the scholarship and financial needs.

Kent continued with discussion on the seminary scholarship fund for Austin White. The balance is approximately \$20,000. Austin will not need this full amount to complete his schooling and was asking if the balance could go to pay for his undergrad student loans. After a discussion, Nate made a motion as follows: Aldersgate Church will send a check to Spry Church in the amount of \$10,000 so they can manage this account for Austin. The remaining balance will be held as a fund at Aldersgate Church for another upcoming seminary student. A second came from Harvey. A vote of approval was received. This holds true to the original endowment intent.

The Next Steps Committee – status:

Bob Rambo has stepped down as chair and Dave Y will assume the chair. A meeting will be called soon. Other members of this subcommittee are: Kevin Hoffman, Mark and Stephanie Anderson, Dave Hoffman, and Dave Yoder.

Sanctuary Renewal Committee and Fund – update: Current Numbers:

Renewed Sanctuary fund:	\$ 86,976.89
Capital Fund:	<u>\$ 55,768.51</u>
Total:	\$142,745.40
Expenses:	\$144,184.74 as of 3/26/24

Painting will start on April 2, so help will be needed on April 1st to clear out some items from sanctuary. The platform will be built soon, and the builder is asking for the color of the carpet to be used. It was suggested to match the carpet but suggested that might be a tripping hazard. The color decided upon will be a shade of gray.

Regular Business

Boiler update, other building issues

Cost of the repair of boiler was less than \$1,000, but after noise was heard it was researched and the circulation motor and pumps will need to be replaced.

Pastor Jeff's office should be finished by April 1st or 2nd. The admin area at the back of church still needs to be completed. It was suggested we use professionals for future projects, so they are finished in a timely manner.

September 1st will be the deadline for the Blessed Generation Church to comply with our Safe Sanctuary Policy. It has happened that they only have 1 person to care for multiple children. We must ask them to comply with our policies and procedures, so we

do not have any liability issues. This will also be enforced for every group using our facility and nursery.

State of the Church

Easterfest, Soup & Study event, Easter Sunday

While we had 93 people registered for the EasterFest, less people attended. It was a cold, windy, and rainy day.

The Soup and Study event was very successful. Approximately 85 people (average) took part with 12-14 soups donated weekly. A survey was taken, and this group would like to do this type of study again in the fall.

On Easter there will be a sunrise service at 6:15am led by Pastor Jeff. We will also have Maundy Thursday service and Good Friday (Tenebrae service with candles and extinguishing as the service concludes). We will have lots of guests at our regular services.

Dave will send out instructions on how to turn on the notification when something is posted to Teams for the Leadership Board.

Closing

Closing Prayer

Dave closed this meeting with prayer at 7:58pm.

Submitted by Recording secretary,
Jan Bowden

Aldersgate Church – Leadership Board Minutes

April 23, 2024

Attendance: Dave Yoder, Harvey Elder, Jeff Lewis, Nancy Mosella, Ryan Wilt, Kristine Hackett, Jeff Kuhn, Kevin Hoffman, Nate Baum, Lydia Kelly, Linda Jacob, Desirre Buck, Jan Bowden. Via video: Randy Campbell, Bob Winters. Staff: Pastor Jeff Markey, Jennifer Rager.

Call to Order:

With Pastor Bob Kaylor on vacation, Dave Yoder opened our meeting with a devotional based on Psalm 16:7-9 and prayer.

March Minutes were approved online with no corrections and posted on website by Pastor Jeff.

New Business:

Finances- Currently we are in the black by almost \$32,000. The Sanctuary Renewal funds are running short by about \$54,000. Overall, finances for the sanctuary renewal are not a concern as more donations should be coming in.

Jennifer continued by reporting that she has taken care of the York Township tax issue that developed due to our disaffiliation. But the payment of \$42,000 was averted after some conversations with York Township Board and the School Board. It seems there was some follow up and conversation between these 2 groups that didn't happen.

Ryan reported that the Financial Policy manual will be completed by the May meeting for Leadership Board approval.

By-Laws and Policy Update: Randy has put together a draft and it is being reviewed by several people. He should be able to bring it to the Leadership Board in May and have a plan of how we will review and approve this draft. Also, we need to follow up with our 501 (c) (3) status and when this should be finalized.

Endowments: Jan is working with Dan Calloway and Jody Leighty (an attorney from Stock & Leader). A date has been set and the agenda is being developed. More details as they are final. This meeting will be for the seniors to discuss the need for wills and estate planning. Jeff will help advertise both in and outside of our church.

Next Step Team: Dave Yoder is discussing the meeting date for those on the team to get restarted on our decision to either get connected with another organization or stay independent. More information will be forthcoming.

Sanctuary Renewal progress: Jeff Lewis reported that some pews still need to be moved or fixed, which will happen within the next few days. Some pews have been shortened to accommodate wheelchairs. Painting is done and wiring will start on April 24th.

Jeff K then discussed the large cross. The plan was to hang the cross on chains in front of the alcove. But in a discussion with Mike Latimer, it is possible to mount the cross on special hooks or posts in the alcove and put LED lights on the back, which will be able to change color depending on the liturgical

season. After some discussion, it was decided to put the cross on mounts in the alcove and put the LED lights behind it.

Regular Business:

Trustee update:

- The boiler is working well.
- There is currently an issue with the sewage pump. The float is not working correctly, and it must be manually started. Should be repaired soon.
- Stagemasters have started their work and hopefully will have their work done by July.
- The flooring in sanctuary has some places that need to be repaired due to the pews not being replaced in the same way.
- Paving of the parking lot will start on May 20th. It should be completed that week. Nate will work with the line painter to schedule. Deana will be able to approve the cost of this.
- The Preschool fence project should be completed by the end of May.
- Mike Latimer has worked to remove the large cherry tree on the West lawn with help from a few volunteers. Mike took the wood away and cleaned up the site. Motion: Give Mike a token of appreciation as a gift card in the amount of \$500. This motion was provided by Jeff L and seconded by Jeff K. Vote approved this motion. (To have a professional tree company come in and do this work would have cost over \$2,500.)

State of the Church:

Pastor Jeff reported everything is going well in fact everything is very smooth running and quiet. Pastor Bob will return 4-29.

Jan reported that the Safe Sanctuary team has been formed but waiting for a couple teachers to be out of school to help with reviewing. A possible review will be August or September.

A question was asked about signup sheets in West Lobby. This is still permitted for events if the registration system is updated so accurate counts are in the Planning System.

With no other business, the meeting was adjourned by 7:35pm, following a closing prayer by Harvey Elder.

Respectfully submitted by:

Jan Bowden

Recording secretary

Aldersgate Church - Leadership Board Minutes

May 28, 2024

Attendance: Kevin Hoffman, Desiree Buck, Ryan Wilt, Jeff Lewis, Bob Winters, Nate Baum, Kristine Hackett, Randy Campbell, Nancy Mosella, Linda Jacob, Harvey Elder, Lydia Kelly, Jan Bowden
Missing: Pastor Bob, Dave Yoder, Jeff Kuhn

Guests: Pastor Jeff, Jennifer Rager, Miranda Moland, Deana Fornoff, Mandy Campbell

Opening / Spiritual Development

Call to Order & Welcome

Harvey Elder called the meeting to order. Dave Y. is out of town.

Prayer / Devotional

Harvey read a passage from Psalm 127 about David. David wanted to build God a temple, but God's plan was for Solomon to build the temple, not David. We must follow God's plan in all that we do.

New Business

Financial Update, Financial Policy update

Ryan and Jennifer reviewed the April end of month financials. Overall, we are doing well and on target for the 2024 budget. We are still operating with a surplus, but the amount dropped from March (\$32,000) to April in the amount of \$18,000. Ryan will work with Pastor Jeff to continue the monthly updates to the congregation.

The Sanctuary Renewal Project is progressing well, and we have received good feedback on the sound system that has been installed. The total cost of the project is \$268,000. We have paid \$182,000 to date for the work that has been completed. The remaining payments will be made as the work is completed.

The proposed Financial Policy has been posted in Teams and will be brought to the Leadership Board in June for approval. All LB members were asked to review, post questions, and add any comments so all can see, and we can have a quick approval process in the June meeting.

Ryan also asked about the Endowment team process. We should elect or name an Endowment Manager, (Kent Springman, suggestion) to review the endowments and manage them. This also will be brought up at the June meeting.

Policy Updates including By-Laws, Safe Sanctuary Info

Randy said the By-Laws are almost ready to vote on. The section that must be discussed is the Nominations and Leadership Development description. Pastor Bob and Jan (Co-chair of NomCom) need to approve wording and process. By-laws will be ready for approval in June. LB members were asked to read this and discuss in Teams so we can approve in June.

Miranda then started the discussion about the Safe Sanctuary document. Overall, the policy will be very similar to the process we have been using for years. There are some questions that need LB approval. The final document will possibly be ready in July or August.

- All staff must have all 3 clearances.
- Volunteers must have the PA clearance and FBI (if not lived in state for 10 years) or waiver (has lived in state more than 10 years). Finger printing not required.
- Training is required yearly, and clearances are renewed every 5 years for Volunteers and Staff.
- Volunteers must be active in church at least for 6 months (need definition of active)
- Outside groups must comply with the policy even if they have their own policy
- All clearances be filed at Aldersgate (even outside groups)
- The chain of command must be determined if an incident happens and how the mandatory reporting is done.

- The helper role needs to be defined. And clearances need to be spelled out for both inside and outside groups. And do they need training yearly?
- Who pays fees for clearances, and can the church help if there is a need?

Miranda will have questions posted on LB Teams site for discussion.

Randy reported that the Employee Manual has been posted on Teams for review. Preschool staff are now considered Aldersgate staff. This will also be brought to LB for approval in June. Please review and discuss on Teams.

The Next Steps Committee – status report:

Kevin reported the team has again started the process of looking for a connection that fits our 5 non-negotiables. There are only a very few organizations that meet these criteria. So, we are looking at these organizations and then compare the requirements or stay independent. Next meeting is in June.

Sanctuary Renewal Committee and Fund – update

Finances were reviewed in the Finance report. Ongoing – electrician coming in soon to do some work and lighting. The hope is that we will be done in June.

Regular Business

New Parking Lot – done and looks great! This work cost \$153,000 and has been fully paid.

Security Plan discussion

There was a team that looked at this a while back and needs to be recalled. After Phase 1 (the security cameras) was completed, the team did not start phase 2. Dave or Harvey will talk with Jeff about starting up the team to continue with Phase 2.

State of the Church

Men's Fellowship / BBQ Night @ Bob Winters' house on June 20th.

Deana reported that the building usage form is being reviewed and updated.

Closing

Closing prayer by Kevin and meeting was adjourned.

Submitted by

Jan Bowden

Aldersgate Church – Leadership Board Minutes June meeting – July 2, 2024

Attendance: Harvey Elder, Randy Campbell, Dave Yoder, Ryan Wilt, Linda Jacob, Kristine Hackett, Lydia Kelly, Nate Baum, Kevin Hoffman, Jeff Kuhn, Jan Bowden.

Video connection: Jeff Lewis, Bob Winters

Absent: Nancy Mosella, Desirre Buck

Staff: Lisa Murr, Pastor Jeff Markey, Miranda Moland, Jennifer Rager, Pastor Bob Kaylor

Guests: Tyler Moland, Diane Leib

Opening/Spiritual Development

Pastor Bob opened our meeting with a passage from Isaiah 43 "Look, I am doing a new thing." He reviewed some of the changes in the past year. Staff working well together, formed Leadership Board (eliminating standing committees), solid attendance, weekly communion (well received), Sanctuary renovations close to being finished, strong attendance at gam service, improved and updated technology for livestreaming, Soup & Study, solid financial ground, strong mission outreach.

Some of the ongoing challenges for this year are: Combined service attendance, family timeframe, less people going to church (connectivity), gap with young adults and college aged, developing next generation leaders, aging facility, our identity, "Easy to be content, but we live in a rapidly changing world", "excitement yet uncertainty", needed focus on future for Leadership Board, and financial needs.

Financial Update: Jennifer Rager and Ryan Wilt:

The General Fund is in the black without the inclusion of the "special projects", but with these projects running in the red. The original budget for Sanctuary Renewal was \$240,000 and currently paid out \$236,000 with another \$44,000 bills unpaid. Jen will move these bills to the capital budget. We also have not used any funds from Endowment accounts. Harvey made motion: **"Increase the Sanctuary Renewal spending limit to \$300,000. Seconded by Randy and approved by vote.**

Jen is working on the 2025 budget and will distribute it to staff and other ministry leaders for review. The final budget proposal will be brought back to Leadership Board in September or October for approval.

Mission funding update: The church budgeted \$30,000 for Mission Funds with the promise of giving them and additional 25% from the amount that had been sent to UMC for our apportionments. The Mission team asked why they had not been receiving this amount. In the research it was found that somehow there had been an error made several years ago, and in the future they would be receiving the amount of \$48,000.

Financial Policy: This policy has been posted for review. Some wording needs to be done to coincide with the wording in the By-Laws. Also, the Endowments leader/chair needs to be addressed. Should this person be elected or appointed? And how should this coordination be addressed and reviewed by the Leadership Board? We will vote for approval at the July 23rd meeting.

Another issue that needs to be addressed is the checking accounts for 2 groups using the church EIN, yet there is no audit, and the church treasurer has no control over them. Dave and Harvey will meet with these 2 groups (Missions Team and Women in Mission). While in the past the concern was that when they wanted to give money to groups, they wanted to have immediate access to the funds. This will be discussed with the leaders of these 2 groups.

Preschool Update: Lisa Murr and Diane Leib

An email vote approved the hiring of a third-grade teacher (she declined the offer as of this date) and accepted the resignation of Director Lynne Ciepiela.

Lisa brought up a proposal to address this situation. With the approval of the Preschool board, the proposal is:

*Lisa will take "12 hours as Preschool Director per week (which would be paid by the Preschool to Aldersgate Church) as outlined below. *Note: True evaluation/re-evaluation may be needed after a few weeks to decide if 12 per week is sufficient for the Preschool Director role. As with any position, there will be busier times and less busy times where flexibility will be needed.*

10 hours Administrative Assistant to the Children's Ministry position (possibly by a preschool staff, church member, or outside hire) paid by Aldersgate Church. This staff member would distribute monthly curriculum to the Sunday School teacher/Special Blessing teacher via email and make copies as needed, update USBs to the appropriate TVs with the lesson videos, prepare any needed crafts/activities for Hoppy Time/SS, carry out the Children's Ministry Coordinator's vision for the stage design each month, assist with special events/activities as needed.

Daily Overview:

M-TH: 8:30 – 9:30 am – check in with the preschool staff before the kiddos arrive and parents/kids at arrival, discuss needs of the day, assisting as needed to get ready for the morning classes. Order supplies, check on tuition payments, etc.

M-Th 11:00-1:00 – check in with the preschool staff and parents at dismissal of morning classes and parents/kiddos at arrival of afternoon class, again, discuss needs of the afternoon, assist as needed, review tuition payments, preschool board requests, etc.

Harvey made a motion: **to accept the proposal as presented with a second from Nate. The vote carries.** The title of this position will be changed to Director of Children's Programming.

Employee Handbook: Randy Campbell

Some administrative changes have been made and added the Preschool employees plus contracted employees. Discussion on a proposed change to PTO days and it was resolved that we would not change the number of PTO day (which is 28 days after 6 years of service). Motion: from Nate **"Not to change the number of PTO days and keep at 28 days"**. Seconded by Jeff Kuhn and the vote carried approval.

By-Laws: Randy Campbell

The question of "What is an affiliate member?" was asked and Randy replied that a line is missing which will be corrected. An Affiliate member is a person who cannot comply with all the membership requirements but still wants to be associated with Aldersgate. They will not have a vote in Congregational meeting. Another question was asked "Why isn't the Statement of Faith included?" Randy replied we need to approve one part at a time and when we discuss Statement of Faith it will be added in the By-Laws. (Pastor Bob said we will have another meeting possibly in Sept to discuss the Statement of Faith.) Another question is why is the age limit for voting and membership set at 18 years? We allow our Confirmands to join at the age 12. This will be changed to 12 years.

Both the Statement of Faith and the By-Laws will be in the folder for the July meeting and a link will be sent to LB members.

Safe Sanctuary Policy: Mirand Moland

Everyone is asked to review and be ready for final discussion for the July meeting. Miranda will include the July folder for the Leadership Board.

Next Step Team Update: Dave Yoder

The group is looking at the non-negotiables and what is allowed in other organizations. The closest one which will meet our needs is the Global Methodist Church. But we are still researching and will report back with more information after more research and discussion. GMC is holding the first Conference and will be setting many items as their basis in Sept so we are waiting to see what happens then.

Building Issues: Randy Campbell and Linda Jacob:

The mulching was done on 6-15-24. Looks great.

The oldest refrigerator in the kitchen needs repair or replacement. The cost of repair would be approximately \$2,300 while the cost of a new one is approximately \$5,200 plus installation cost. George Finch has volunteered to get a couple of guys together to do the installation and placement. Mike Latimer offered to remove the old one. Jeff K made a **motion: Authorize purchase of new refrigerator**. Seconded by Randy and vote carried.

State of the Church: Pastor Bob

Please see his comment above. This marks the 1st year anniversary for Pastor Bob and Jeff M. Both are very happy to be here and look forward to another year and more.

Visioning: Pastor Bob

A date will be set to do this in the late 3rd quarter.

Staff members are also requesting that we set up someone who can be their liaison when conversations are needed. This will be discussed at a future meeting. Pastor Bob is starting the annual staff reviews and mentioned that he will also need one. Dave and Harvey will look at this.

Next Meeting 7-23-24 at 6:30 pm

Dave offered prayer for closing and adjourned the meeting.

Aldersgate Church - Leadership Board Minutes

July 23, 2024

Attendance: Bob Winters, Randy Campbell, Kristine Hackett, Nate Baum, Linda Jacob, Jeff Kuhn, Lydia Kelly, Desiree Buck, Jan Bowden.

Remote: Harvey Elder

Absent: Dave Yoder, Jeff Lewis, Nancy Mosella, Ryan Wilt, Kevin Hoffman

Staff present: Pastor Bob Kaylor, Assoc Pastor Jeff Markey, Deana Fornoff, Jennifer Rager, Miranda Moland

Opening / Spiritual Development

Call to Order and welcome by Kristine. Pastor Bob opened with "Storytime with Pastor Bob- A Fable about the lamb and a tiger in the forest – how often do we have an issue or a person we walk around just so we don't have to deal with it? (Peace is the objective and not to cause problems or dealing with bullies.) Pastor Bob then opened the meeting with prayer.

Minutes for June meeting was approved via email.

New Business

Financial Update was given by Jen Rager providing the statement of the June operating budget which is running about \$8,000 in the red but normal for this time of year. No concerns about this. The last invoice for the Sanctuary Renewal project has been paid and the total spent is \$268,000. Jen is still working on the 2025 annual budget and hopes to present it at the August meeting.

Missions Funding is still being worked on and the checking account will soon be closed when all checks have cleared. Working with the Mission team, they have resolved how to manage the funds, which will flow through the general checking account and managed by Jen. She will be able to provide reports and a monthly account to the team. This money will be reported in a "sub" account in the QuickBooks accounting system. With this change, Missions will be able to focus on mission work rather than the administration of the funds. The Leadership Board will ask them to present their spending for the 2025 year.

Policy and Doctrinal Updates:

Safe Sanctuary Policy- Minor changes to the policy was requested such as changing Head Pastor to Lead Pastor and adding "If the Lead Pastor is not available reporting to the Associate Pastor is required. **With these changes, a motion was made by Bob W to accept the policy with minor amendments. A second from Jan. A vote approval by the Board for the policy.** The question was asked about outside group and clearances. The clearances will be checked by staff annually as the group starts up and any needed clearance will be required to be brought in. A question was asked if the Leadership Board members needed to have clearance and the response was only if they are working with children or vulnerable adults. Miranda will send a link if anyone wants to do the training.

By-Laws & Statement of Faith: The question was asked to have Affiliate member and Associate member defined better in this document. Randy will make this change as discussed. **With this amendment, the motion was made by Nate to accept policy with the definitions added. A second from Bob W and the vote approved with changes.** A question was asked about the Statement of Faith. After a brief discussion and confirmation that the Board members had read this statement. **A motion was made by Bob W to accept the Statement of Faith to be added to the By-Laws. A second from Randy and the vote carried approval.**

Preschool still looking for 3s Class Teacher: no further update

The Next Steps Committee – (no changes or updates) -no update

Sanctuary Renewal Committee – update – With the completion of all projects, the team for Sanctuary Renewal will be disbanded. One minor project is still being worked on but is being handled by the Tech Team. With this Leadership Board style, it was discussed that since this was a team created can be disbanded without a vote.

Jeff K stated that he would like to form a team to work on the Memorial Garden. There is lots of weeding to be done and the leftover mulch could be used to clean up the area as several congregants have commented about the look of the garden. This has been discussed among staff and they felt it was a project for the 2025 budget. Jeff replied that we already have materials to update look and donations to do the work. Jeff K will meet with Deana to discuss plans and when volunteers plan to work on the garden.

Regular Business

Building issues- Deana will present future plans regarding other needed updates for the building – such as renovating the restrooms, much needed elevator, new carpets, and any other projects for budget consideration. Dave, Harvey and Kristine will meet with Pastor Bob about the vision of the church for the next 2-3 years.

State of the Church

Pastor Bob said attendance running between 220-250 for the past few Sundays and lots of new faces in all services. The topic for the Sept sermon series will be finances and the John Wesley statement “Make all you can, save all you can and give all you can.” The Ministry Team met and put together their calendar of events for the next 6 months. The Nominations Team has started the process to identify new leaders. Staff development reviews have been very beneficial. Funerals have occurred for the past two Mondays and recognize we have many congregation members in that age range. Pastor Bob and Jeff have been creating videos, and one had 10,000 views. They are working with an AI company that takes the sermon and breaks it down into snippets to post. This might be why we are seeing new faces. We also have about 100 kids registered for VBS a week before it starts, which is very good.

Strategic Planning / Visioning

We will begin planning for staff/LB for a Saturday in September for visioning.

Next meeting will be August 27th at 6:30pm.

Closing Prayer and Adjournment by 7:35pm.

Aldersgate Church – Leadership Board – August 27, 2024

Attendance: Dave Yoder, Jeff Lewis, Linda Jacob, Nancy Mosella, Bob Winters, Harvey Elder, Kristine Hackett, Nate, Desirre Buck, Kevin Hoffman, Ryan Wilt, and Jan Bowden

Connecting via Video: Randy Campbell

Absent: Jeff Kuhn and Lydia Kelly

Staff: Miranda Moland, Deana Fornoff, Pastor Bob Kaylor, Associate Pastor Jeff Markey, Jennifer Rager

Guests: David and Angela Jones

Call to Order:

Pastor Bob opened meeting with a passage from Romans 8 – “Therefore” – a conclusion of what has just been said and should always pay close attention to text. It’s Christ who lives in us.

New Business:

Missions checking account closed as of August 1. We will see this in the financial report as of Sept.

Preschool payroll will be starting up in September. Giving is slightly down but it’s about the same as last month. Paid some expenses for the bus- tail pipe repair.

Ryan suggested using some Endowments to help offset the deficient. It was suggested that we have a “dedication” service for the sanctuary. It can indicate spending and “still need” of the funding. Telling what was done and the differences it makes for the online and in-person congregation. Could be done in between services. Then we can determine how much could be taken out of the Endowment funds.

Still need to convert the Women in Missions fund if they are using the church’s EIN. If not, they can maintain their own account. Dave and Harvey will work on this.

The Financial Policy manual was just posted on the Teams site and will be voted upon at the Sept meeting.

Pastor Bob’s annual review is due as per contract. All other staff reviews have been done. Dave will gather a couple of LB members to help with this.

The Next Step team is down to 4 people. Looking for some volunteers to help with this team which is looking at the connectivity for Aldersgate. The 5 non-negotiables were reviewed and the only group that fills these is the Global Methodist Church. The team will be looking at interviewing someone from GMC, possibly Mark Webb, Carolyn Moore (when she is here in Oct), and/or others. Pastor Bob will ask for some resources for the team and get back to them. But for right now we are happy to be independent.

Miranda asked if could speak with the Board concerning her stepping down from the Youth. She found when she had her annual review that she really wanted to stay home with her

daughter. This is very hard as she loves this group of kids, but also realized that the Youth Leader should be a full-time person and not part time. She's not stepping away from Aldersgate, but feel God is leading her in another direction. She is willing to stay until someone is found and will do as she can to help a smooth transition whether that be yearend or in the spring of 2025. This is also to be kept confidential so she can tell her group and answer their questions first.

We will have some team members from Missions to discuss their plans for 2025 at the Sept meeting.

Angela Jones asked the question concerning a safety plan for the church. Do we have one? The only response we could get is that there had been a team putting together a security plan and the first step was to put in the security cameras. That was done, but nothing has been done since then. This is important and a team should be pulled back together or create a new team to get a plan in writing.

Building Issues:

Carpets have been cleaned but it was reported that the carpets in the back offices have ripples and areas that have been ripped. This needs to be investigated and a plan for fixing or replacing.

There is a small issue with the closure of the West inside doors. A new part has been ordered and could take approximately one month to finish. Jeff L will take care of this.

David Jones would like to take care of the Memorial Garden and has drawn up a plan to refurbish it by removing some bulbs, flowers, etc. Replanting with plants that need less care. The Memorial section will be expanded. There is a line item in the budget that has approximately \$4600 that more than covers any costs. The excess mulch will be used to help control weeds. There also is a bench in the lower level that could be used in the garden. A motion was made by Bob W to approve this plan with a second from Ryan. The vote approved this plan.

State of the Church:

Attendance has been good and is growing with new faces in the services. Pastor Bob spoke on what was sermon series would be until year end. The Soup and Study will start October 2nd with Carolyn Moore speaking on Oct 5th & 6th.

On Sept 21st will be the Leadership Board strategic visioning session. Dave will send out an invitation.

Motion to adjourn the meeting was offered by Nancy and Ryan seconded.

EXECUTIVE SESSION:

This session opened with a discussion on staff annual raises. (Note: Jen was in attendance as she handles all salary.) It needs to be taken into consideration that staff compensation will increase with the hiring of a full-time Youth Leader and an Administrative Assistant needed in the Children's Ministry.

All staff members are doing very well in their job responsibilities. Should we give an across-the-board percentage increase, or let Pastor Bob decide how to distribute funds? Should a team be put together to help with this method?

It was suggested to give a 4% increase for all and for pastors it will be based on a total compensation package. If it is God's will, then it's God's bill.

Motion: Jeff L said to offer a 4% increase to all (with total compensation package for pastors). Seconded by Bob W. (Note: Brenda Woodruff has informed Pastor Bob that she cannot have an increase in her pay so her pension will not be impacted.) The vote was for approval.

Jen will come back to the Board in September with how this affects the budget.

A motion was made by Nate to adjourn the Executive meeting. Seconded by Ryan and the vote was approved to adjourn.

Submitted by

Jan Bowden, Recording Secretary

Aldersgate Church Leadership Board Minutes

September 24, 2024

Attendance: Jeff Lewis, Randy Campbell, Linda Jacob, Nate Baum, Bob Winters, Nancy Mosella, Kristine Hackett, Dave Yoder, Jef Kuhn, Harvey Elder, Ryan Wilt, Kevin Hoffman, Desirre Buck, Lydia Kelly, and Jan Bowden

Staff: Pastor Bob Kaylor, Pastor Jeff Markey, Jennifer Rager

Guests: Bob Davis, David Jones, Angela Jones, Kent Springman

Opening / Spiritual Development

Call to Order & Welcome Chair Dave welcomed and thanked those in attendance.

Prayer / Devotional

Pastor Bob opened with a reading from Psalms 119. It should be a joy and privilege to speak the Word of God.

New Business

Missions Report

Bob Davis said the mission team has re-organized into 3 teams and divided those places receiving financial support into these 3 teams. They will report on what's going on and each team will receive 1/3 of the mission's budget on their group. They will distribute these dollars as needs arise. Two teams are focused on local groups and one group will focus on the international missions. David Jones said one of the groups is the well water drilling which has been supported for over 30 years and more wells are still being dug.

Bob & David said they are trying to find ways to communicate with the congregation about our missions – maybe call this “The Aldersgate Reach”. And would like to find ways to get entire families active in service. They would like to develop a team for the upkeep of the church grounds because this is a way the children and youth can get involved.

Financial Update

The Financial update was reviewed and discussed. We are still experiencing a deficient in our budget but not overly concerned. Preschool has just started and had has Endowments discussion some onetime expenses like carpet being replace in one of the classrooms. We expect this to resolve itself.

The 2025 budget was discussed, and the increase is 6.3% with the total at \$1.1 million. This includes \$60,000 for missions. Staff made a “wish list” of things they wanted or needed in the next year. It was pared down and the necessary things have been included. They also discussed how this could help bring in new families. With an increase in families, we should be able to make up the increase. The question was asked if this topic should be discussed at our Church Conference in December.

Endowments discussion

Kent Springman next started the conversation on where our Endowments stand and could we offset some of the Sanctuary Fund overrun. Kent told us there are two funds that are available for general spending – The General Trust and the Marion Bidelman Fund. We have \$71,000 in the General Fund and \$53,000 in the Bidelman Fund plus the interest income account for a total of \$156,000 that could be used. The

overrun spending is approximately \$75,000. We could do a dedication service to let the congregation know we have completed the updating process between the 2 services on Sunday.

Motion: From Ray to transfer the 7% (\$19,500) from the General Trust and **(\$12,700) from the Bidelman Trust. The second was provided by Jeff L and the vote approved this motion.**

A motion from Nate to approve the 2025 budget as presented. A second from Randy. The vote carried. Jennifer then reported the compilation should be completed soon and it will be posted.

Financial Policy adoption

Ryan completed the items that we requested to be changed. He also reported that he had not been able to find what a retention plan should be. **A motion was presented by Ryan to accept the Financial Plan as presented without a retention plan which will be added later. A second was given by Desirre and the vote was approval.**

A question was asked concerning the application for the 501(c)(3). Randy reported it was not filed because as a church we are automatically approved as a non-profit and to get this designation could cause additional work in the future. Jennifer checked with an accountant, and they agreed it was not necessary for our church.

Another question was posed about the annual review for Pastor Bob as in his contract. Pastor has provided a template and Harvey and Jeff L will connect with Pastor Bob to get this done.

The Next Steps Committee – update

This team has not met but will do so very soon. While we are not in a hurry, we might want to inform the congregation as to why we are looking at this. We need to do what is best for Aldersgate and the future. Pastor Bob has said we need some accountability.

Church Security: door lock schedule

Deana provided a schedule of when doors are unlocked on Sunday.

A report was posted which was started in 2022. Work was stopped after the security cameras were installed. It was suggested that we have 2 plans – Church Security and Emergency plan. We do have a text plan and can do 1 weekly (or 4 monthly) text if necessary.

Regular Business

Building issues – Jeff L is working on getting the closure on the West entrance door. It was also noted how nice the Memorial Garden looks and reported that it is not finished as some bulbs and flowers will be planted.

Spangler & Boyer is working on giving us an estimate on AC units and possible replacement dates.

State of the Church

Randy asked everyone to complete the security emails sent by Treysta called Webroot. It gives us updates on security issues on the internet.

Strategic Planning / Visioning

Review of 3-year strategic planning meeting

At the Saturday Planning meeting it was suggested that we look at a Mothers Room (place for nursing babies) and getting a team together to study installation of an elevator. This should be started in 2024.

The 2025 vision plan is to look at the Security plan, \$31,000 for flooring replacement, and start a campaign to update restrooms and install an elevator.

The 2026 plan is to look at the Pastor's contract and create a succession plan for the pastors.

Closing

Closing Prayer was given by Harvey.

Leader Board Meeting Minutes – October 22, 2024

Leader Board in attendance: Desirre Buck, Kristine Hackett, Bob Winters, Randy Campbell, Linda Jacob, Jeff Lewis, Ryan Wilt, Dave Yoder, Lydia Kelley, Nate Baum & Harvey Elder.

Pastor Bob, Pastor Jeff, Kent Springman, Deana Fornoff, Jennifer Rager

1. Dave called the meeting to order.
2. Pastor Bob led a devotion on having same mindset as Jesus.
3. Finance: - Endowments
 - a. Endowments Total = \$1,018,066. This includes \$157,500 that is available for current projects.
 - b. Ryan made a motion to use (approximately) \$64,000 for the Sanctuary renewal. Jeff seconded the motion, and it was unanimously approved. The Sanctuary Renewal Project Cost was (approximately) \$260,000. Donations totaled \$196,000. The \$64,000 covers the difference.
 - c. There will be a deduction of the sanctuary during church conference
4. Finance
 - a. Overall, church finances are on a good pace. There is a small loss year-to-date, \$33,500, overall, we are on track for the year.
 - b. Altland and Associates completed a compilation that will be reviewed and recommend for approval at church conference.
 - c. Jennifer will issue two (2) credit cards to Pre-School Teachers to assist with supplies. She also requested an increase to the church credit card from \$20,000 to \$30,000. Ryan made a motion to increase limit to \$30,000 and allocate among the staff based on need. Bob Winters seconded. It was unanimously approved.
 - d. Austin White requested additional funds to complete his seminary work. We discussed and are declining to provide additional funds.
5. Pastor Review. Pastor Bob's contract stipulates an annual review. Nancy Mosella, Jeff Lewis, Kevin Hoffman and Harvey Elder worked with Pastor Bob to complete the review.
6. The Next Steps Team is meeting next week. They are researching the GMC, as this is the only Wesleyan Denomination that satisfies our non-negotiables. We'll update the congregation on this work and also what would be required to remain an independent church.

7. A proposal from Stage Masters for a maintenance contract to support our worship technology was reviewed. This would be included with operating expenses. Randy made a motion to approve the \$1900 contract. Jeff seconded. It was unanimously approved. Randy will manage and track usage.
8. Church Conference Preparation. Jennifer will review the packet from last year and assign owners to the various sections. Target is to have a preliminary copy package for the November Leader Board Meeting.
9. Committee on Building Awareness of Service Opportunities & Enhancing Engagement had a kickoff meeting. They are making plans to prepare opportunities and communicate with the congregation. Bob Winters and Harvey are coordinating.
10. Human Life Services is a Christ-centered ministry offering life-affirming care to our community's women, children, and men. This is an organization we are supporting through Missions. Magnets with additional information will be included in the restrooms. Motion by Bob Winters, Randy second. It was unanimously approved.
11. Deana is working on a wedding usage policy for the church.
12. No major updates on buildings/grounds.
13. State of the church. Overall, things are going well. Great event with Carolyn Moore. Volunteers are needed to help with Sunday mornings.
14. Currently interviewing for a Youth Director. A candidate will be visiting the weekend of 11/2 & 3.
15. Dave closed the meeting in prayer.

Respectfully submitted,

Harvey Elder

Aldersgate Church – Leadership Board Minutes – December 3, 2024

Attendance: Bob Winters, Randy Campbell, Dave Yoder, Jeff Kuhn, Harvey Elder, Kevin Hoffman, Jeff Lewis, Linda Jacob, Desirre Buck, Kristine Hackett, Lydia Kelly, Ryan Wilt (remote), and Jan Bowden. Absent: Nate Baum, and Nancy Mosella.

Staff: Pastor Bob Kaylor, Assist. Pastor Jeff Markey, Jennifer Rager.

Pastor Bob opened with a video (to be shown at church conference) on the numbers for 2024. Afterwards, he opened our meeting with Prayer.

Financials: Jen and Ryan reported on financials ending in October. Balances are low but not of any major concern. During November and December we usually have high giving months and October was a 3-payroll month. Discussion on the checking account belonging to the Women in Mission group. More research and discussion will take place. The debt/line of credit is approximately \$129,000. This is on a 10-year payment plan. The endowment for Dot McDonald is still in discussion.

Next Step Team: Still in discussion and research. An association has been identified and meeting the 5 non-negotiables, but we are still not looking at joining any organization for a while. More research and discussion will be done if we join or stay independent. We do want to grow and keep our Wesleyan foundations.

Church Conference on December 8, 2024: A prayer of dedication will be held to show the Sanctuary is complete and list some of the major changes and upgrades. We will ask all members to sign in electronically and will have the packet posted online.

Congregational Engagement: Bob Winters showed a report of names to be called, asking if some members would like to participate in various service areas: Missions, Sunday services, or other areas.

Eric Metaxes is coming to this area in conjunction with other local churches to present a program. Bob made a motion for approval for Aldersgate to be a sponsoring church for this event. Seconded by Jeff L and the vote approved.

Building issues: Randy reported for Deanna about the Blessed Generation Church would like approval to add Sunday evening service and add a table in Fellowship Hall for their sound board. They will need to sign Liability form for their sound board and will check with Miranda (Youth Coordinator) to see if she uses the youth rooms downstairs on Sunday evenings.

Date for Leadership Board planning meeting was set for Jan 11, 2025 from 8:30am to 2pm.

State of Church: The Youth Coordinator position is still open and will be reposted on Indeed again.

After thanking those rotating off the board this month, Dave Yoder then closed the meeting in prayer.