

Lindenwald United Methodist Church

Leadership Team Minutes – December 12, 2011

Those Present:

Greg Albright	Sue McPeek
Mike Gossage	Nancy Albright
Sis Rimer	Bruce Dickerson
Linda Stephens	Dawn Trapp
Matt Hoffman	Ed Gebhart
Leslie Hyland	Daniel Dennis
Tim Crowe	Val Waibel

Pastor Val opened the meeting with prayer at 7pm.

November minutes were read. Tim Crowe made a motion to approve the minutes, seconded by Greg Albright.

Treasurers Report

Nancy Albright: We used \$1000 from Miracle Sunday funds for November. Final payment was made for the 2011 district apportionment. This is a reminder to all that purchases over \$200 must be cleared by the treasurers. Last month there were 4 or 5 purchases made without the knowledge of the treasurers.

Trustees Report

Mike Gossage, Chair: The Trustees have not met since the last leadership team meeting; our report is a status update.

Steeple repair has been completed. A follow-up inspection after the 3 inch rain last week revealed a new leak in the Northwest corner of the structure. The contractor found a loose nail in the lower section of the spire allowing water to get through. The nail was replaced and sealed. We will not be charged for this repair because the problem was not found during the general inspection.

Our structural engineer had to re-evaluate his specification since more damage was found than previously thought. A new drawing was issued to the contractor which added \$2,150 to the cost. The contractor was willing to split this additional cost with us, adding \$1,075 to the steel repair. When the leak repair was completed, the cost was \$5,945 which was \$1,155 below their \$7,100 estimate. The net amount is \$13,220 which is \$80 below the original estimate.

\$5,200 original estimate for steel repair
+1,075 50% of the additional \$2,150 cost
+5,945 cost of the leak repair originally estimated at \$7,100

\$13,220 TOTAL (Original estimate \$13,300)

Because of financial concerns, floor cleaning/waxing will be deferred until spring break which is April 2-9.

The trustees have approved by majority vote to allow a vending snack machine in Fellowship Hall. The UMM were consulted to see if they were interested in the project and they do not wish to be

involved. The plan is to see if the vending machine will be profitable, then possibly purchase the machine from the local vending machine company and turn it over to Daniel and the youth to manage.

Staff Parish

Tim Crowe, Chair: The SPRC group has completed work on the 2012 budget. I have the final budget schedule to give to Ed this evening. Our costs for 2012 will be going down approximately \$3,400 from 2011 levels due to lower health insurance costs for Pastor Val, since her son will not be on her policy the entire year, and also due to positions eliminated in 2011 which will not be paid in 2012.

The health insurance savings for 2012 are approximately \$6,000. The SPRC group has decided to use \$2,000 of this savings to give Pastor Val a salary increase. Her salary will be \$53,450.00 effective 1/1/12. This represents a 3.9% salary increase. Pastor Val did not receive a salary increase in 2011. Her housing exclusion amount will remain at \$4,000.00 and her reimbursable expenses will stay at \$5,300.00.

Tim made a motion to change the 2012 compensation package for Pastor Val, passed during the November Leadership Team meeting, to reflect the salary increase to \$53,450.00 effective 1/1/12. Sis seconded the motion. Motion passed.

Unfortunately, there will not be funds available to give other staff member pay increases for 2012. If funds become available during the year, I will let this group know and we would consider a bonus or increase for the staff.

Staff performance reviews are currently in process and we hope to have them all completed by the end of the month.

Nominations

2012 nomination were voted on last month.

Finance

Ed Gebhart, Chairperson: Pledged giving is strong at 97%. Unpledged giving is over budget.

\$31,000 of the \$50,000 Miracle Sunday funds have been used this year.

Ed made a motion to use \$10,472 from Miracle Sunday funds to pay part of apportionments to conference. Seconded by Nancy Albright. Motion passed.

The finance committee is asking everyone to hold off making any non-essential purchases during the first quarter of 2012 because of a tight budget.

Staff Reports

Senior Pastor, Val Waibel:

1. 1 Peter 3:15 says: Every Christian should be prepared to “give an account for the hope that is in them...” I'd like to remind us of my report from September with that personal invitation about praying over evangelism...and telling our own God story... and the question-”is it time as a Church for us to emphasize faith-sharing and actually train one another to share the Good News with those who live far away from God?
 - a. In your devotional prayer life, has God revealed anything else to you about this idea of evangelism and the telling of our God stories?
 - b. Let's practice again as a Leadership team sharing our God stories by talking with another person ...Please talk with one other person and describe what your life is like right now as a follower of Christ. Is it easy? Is it difficult? Is it a full and rich life? Let's take no longer than 10 minutes to do this. Please pray together a prayer of thanksgiving after your dialog.
 - c. How did it go?
 - d. I want us to talk about this entire topic at our 2012 Goal-Setting Retreat on January 14, 2012 from 10am -2:30pm here at Lindenwald Church . I'm hoping it can be a major emphasis in 2012.
2. CHURCH-WIDE GOALS for 2011 including creating a Christ-like community, serving our community and continuing to impact and reach our greater communities will be covered in other reports.
3. BATON'S Meaning: Our new DS, Rev. Brian Brown, gave all churches a baton with the names of all ORV churches Because it was All Saint's Sunday, he talked about the great cloud of witnesses going before us in our churches in the district and we want to remember and be thankful for those saints. It's like passing the baton in a race... one generation holds the baton for a while and then passes it on to the next generation of leaders. In a similar way, one DS passes the baton on to the next DS. Baton will be present at all Leadership Team Meetings. We will pray over our church and all ORV churches at each meeting.
4. Evangelism and telling our God Stories – At the greater Hamilton Cluster, we are talking about our own God stories and in doing so- we invite one another into that continuing God story. We said to one another two weeks ago “What would happen if we had a special time during our worship services for folks to share their God Moments from their week?

Lenten Cluster Devotional in electronic form for each church to reproduce- will contain 5 devotionals from each church in cluster.

Eight weeks-” Understanding Islam: A Guide for Christians”, taught by Rev. J.C. Collins, Pastor at Grace Church, begins Sunday, 1/22/12 at 7pm at Grace Church AND Monday, 1/23/12 at 10am at LUMC.

5. Christmas Eve Services – 7pm and 10pm.....Sunday, December 25th- 10:30am.....December 31st, Watch Night Service at 10pm...Sunday, January 1st- 10:30am John Wesley Covenant Service

6. Angie Perpingon will be baptized at Immersion Service, 12/21/11
7. New Member class in January 2012. Angie Perpingon will join. Jo and John Haruch and Mary McGuire have also been asked if they would like to join.
8. Communion to homebound and assisted living members – Staff and Membership Care
9. Grief Support group is underway and our first session went well yesterday.
10. Church Office closed on Monday and Tuesday, December 26th and 27th, and Monday, January 2nd for New Year's.
11. I was blessed in 2011 by officiating at many weddings involving church members and their children. It was such a privilege to journey with young couples.
12. It was also a privilege in 2011 to journey with many families in our church who lost loved ones.
13. Any comments?

Pastor Dan Dennis, Youth Minister:
Youth Report

Creative Collaborations

CONFIRMATION: Pastor Val and I have begun the process of preparing for Confirmation class, to begin in January 2012. Eight youth have expressed an interest; all TASC force participants will be invited to participate.

YOUTH COUNCIL: Dave Vernot and I have discussed developing a Youth Council comprised of selected adults and TASC Force officers, to begin in January 2012. Plans are to set up quarterly meetings.

SCOUTS: I have had a brief discussion with Mary McGuire to explore ways to work together to provide activities, events, etc. as part of a growing youth focus at LUMC.

FREEDOM SCHOOLS: The Lindenwald area and First UMC have been selected by the ORV UMC District to establish Freedom School sites. Each site will run a mid-June through mid-July school program for area students, each site to service 50 students. Freedom Schools seek to target primarily middle/high school age in the same way that Summer Shine services the younger children.

FCA: I, along with a school volunteer, will attend a District FCA Leadership training event in January 2012.

GROUP: TASC Force continues to meet once or twice per week. Middle and High School groups are meeting together. Officers will be meeting during Christmas break to develop 2012 plans.

MISSION: TASC Force members continue to help at First UMC Community Luncheon on the 2nd Saturday of each month, help out at the LUMC Community Meal and help prepare the LUMC Wednesday evening meal each 2nd Wednesday.

COLLABORATION: I am meeting with other UMC pastors in the area to explore various topics including joint YF meetings, FCA, Scouts, mission opportunities.

MIRACLE FIELD: Our youth will be involved in training to become mentors for the challenged youth of our community as they participate in the newly developed Miracle Field, part of the Joe Nuxhall Foundation.

LIGHTING UP MIAMI'S CAMPUS: Efforts continue to bring pep club support to the MU-Hamilton campus for their athletic teams. Our youth will help decorate the 2nd annual Homecoming Dance and provide refreshments. Plans are underway for the LUMC Basketball Camp in June 2012.

CLERGY PRESENCE: I will be assisting in Worship in December and January, preaching on January 29th, participating in an All Staff New Year's Day service, and will attend the Epiphany Happening at Pastor Val's house on January 6th, with a 'mystery' dish .

**Dawn Trapp, Children's Ministry Director:
Children's Ministries**

Pathways: this coming Wednesday is our last one for the 2011 year, we start back on Jan. 4. We will be using Live Big material this coming year 2012. We sang for the Immersion service last Wednesday, I have it on video.

Van Service: We are in need of co-passengers for Jan. and Feb. while Russ Moore is in Florida. If we do not have co-passengers we will not be offering the van during those months, this will affect about 16 kids and an adult.

J-Zone: next Monday is our last scheduled meeting at Park Ave. for the 2011 year, but we will be going on a field trip on Dec. 30 to the Creation Museum to see the Christmas town. Our kids are learning how to pray, also that we all need to accept that we are always changing and that change is not bad. We will be on break until Jan. 9 and will have a lock in on Jan. 27 at First UMC.

KBAT: Ordering new material, continue to grow during second service, still do not have any new teachers, but I guess that is how it is going to be.

Summer Shine: Received notification that we got money for Summer Shine. I will be meeting with Tory Fields-Program Director for Summer Shine; Lauren Farmer-Food Supervisor and I am speaking to someone about being in charge of Rays of Hope. I am in the process of setting up everything for Summer Shine to start moving ahead in January.

Mitten Tree: We have about 45 kids, Linda received a request for 3 more kids today, and I will have those mittens ready if anyone from the Immersion Service would be able to take a name.

\$200.00 expense: I will be spending about \$260.00 per quarter for curriculum; I will spend this money this week for the first quarter of 2012.

Charlene Elam, Music Director:

The music department continues to encourage individuals of LUMC to participate in choir, hand bell choir and to present both vocal and instrumental Special Music throughout the year during the worship services.

Nancy McCormick continues to work with the children on Sunday mornings as well as Wednesday evenings with those who attend Pathways. The children who attend Pathways presented music at the Immersion Service on Wednesday, December 7th.

The Hand Bell Choir will not be ringing during the Advent/Christmas season. This is due to the difficulty in scheduling rehearsal time that is compatible to individual schedules as well as to the availability of the rehearsal facility. This is a disappointment, but unavoidable. Rehearsals will be scheduled and begin early 2012.

The music presented during the Advent/Christmas season has been going very well. The Sanctuary Choir will be presenting music each Sunday of Advent, at the 7pm Christmas Eve service and on Sunday, December 25th. The choir will not be presenting an anthem on January 1, 2012. The anthems presented by the choir and the addition of flute by Tracie Walsh have been very reflective and uplifting.

Bruce Dickerson, DTM:

The midnight breakfast, held Sunday, December 11th, was not attended by any college students this time.

Bruce will be preaching on at the Christmas service on December 25th.

There will be a Family Fun Night on December 31st from 7-10pm, followed by a Watch Night Service at 10pm, then an all-night Prayer Vigil from 11pm until 10am, Sunday, January 1st.

Outreach: Sis Rimer- Safe Zone was a huge success and will be expanded next year. There will be 2 stations again on 2 different corners. And we will be serving more hot chocolate, juice and doughnuts, since we ran out this year.

Easter Breakfast and Egg Hunt will be April 7th. The breakfast will be served at 10am, followed by the egg hunt at 10:30am.

We are continuing Noisy Sundays next year, beginning in January. There are 5 months this year with a 5th Sunday.

UMW: Judy Nesselroad- UMW members delivered gifts and cards to our shut-in members.

The UMW Cookie sale was a big success last Saturday. Thanks to all who baked and purchased cookies. Profits exceeded last year's profits.

UMM: Dan Dennis reported that the UMM have set up a 2012 schedule. Important Dates: Pancake Breakfast – March 17th

Stephen Ministry: Judy Nesselroad reported that the Grief Ministry support group started yesterday. Stephen Ministers also provided support at the Safe Zone event.

Spiritual Vision Team: Greg Albright, Chair:

The church-wide book study is completed. Depending on how the count is determined,

between 50-70 people participated in one of seven offered groups. What follows is a quick summary of our results:

GOOD RESULTS

- The majority of participants reported the building of relationships. This was the primary goal of the study. Studies reveal that building Christian relationships is the strongest driver for moving along the Spiritual Continuum.
- Weekly attendance was reasonable. Most folks attended most of the lessons.
- The majority of folks reported a willingness to participate in future group activity.
- The study identified new leaders through the apprentice position.
- A connection was made to The Waterford community through the efforts of Pastor Val. This group may continue in the future, working other topics.
- We hosted a successful Dessert and Dialogue with David Ping, one of the authors.

POOR RESULTS

- We knew, before the start of the study, we were one year behind. Typically, the leader teams are trained and rehearsed one year before actually executing a study. We trimmed an intensive 2-day training session down to 4 hours. We needed to better understand the material. This resulted in a certain hesitancy in our leaders.
- We did not provide enough emotional/spiritual support for our teams. This left leaders on their own. The “stuff of life” got in the way.
- We needed better follow through; SVT to Teams, Teams to participants.
- As a result of the study, SVT is discussing two paths: first, what is next for Small Group Ministry at LUMC? Second, what is next for SVT?

SVT is in unanimous agreement that its job IS NOT planning the next small group ministry activity. We are a visioning group. We cannot get distracted in execution. Therefore, we are discussing a proposal to create a Small Group Ministry Team, managed by the laity, reporting to the Leadership Team, which would plan and execute further activities. Our plan is to have this created and operational by the end of March, 2012.

In March, SVT will return to the visioning work; how can the people of Lindenwald Church go deeper, climb higher, walk closer with Jesus? At the Leadership Retreat in Jan. 2012, we expect to solicit additional members for SVT.

Shepherd's Place Team: Dawn reported that Shepherd's Place has received a grant worth over \$10,000 to be used for the Shepherd's Place Ministry, as well as Summer Shine. The Shepherd's Place team would like to move forward as an independent entity, not under the control of LUMC and would like to rent the house next door from the Trustees. Discussion followed about expenses and liability, and possible sale of the house. It was agreed that the Shepherd's Place team needs to meet with Trustees to discuss options and present a report to be voted on at the next meeting.

The meeting adjourned at 9:20pm with a prayer led by Pastor Val.

Respectfully submitted,
Leslie Hyland