

Mt. Pisgah Church Council of Stewards
Minutes
Monday, March 19, 2018 Meeting

Mission: Make disciples of Jesus Christ for the transformation of the world

Purpose: We Celebrate LIFE (Love God, Invite Others, Fellowship, and Engage the Community)

Call to Community - Meeting called to order at 7:03 P.M.

- Reflection - Reflection offered – “The Zeal of the Ant”
- Agenda Items, Minutes Review – no discussion

Call to Christian Conversation

- Finance:
 - Branch reports were sent out earlier this month with detailed information
 - Including expenses and restricted fund balances as of February 28th
 - See attached: “Income and Expense Statement – February 2018 and Balance Sheet”
 - Ministry Fund:
 - Only two months into 2018 – have received \$141,583 through February
 - represents \$16,583 above budget.
 - includes \$40,000 carried over from 2017 marked for 2018 budget.
 - \$9,872 received for restricted funds but does not count as part of budget income
 - Expense total \$102,531 which is \$16,175 under budget - shows a \$39,000 surplus.
 - When comparing actual income & expenses through February all appears normal
 - Worship Branch appears to have made money
 - because we have collected money for Easter flowers but have not been invoiced
 - Mortgage and Maintenance Fund:
 - Have received \$41,287 - this is \$4,329 above budget
 - includes \$5,532 carried over from 2017
 - Mortgage - have continued to make mortgage payments at a higher amount
 - this includes extra put towards the principal
 - have been able to make an additional principal payment of \$1,415
 - taken from restricted gifts specifically marked for the principal
 - able to put \$7,130 toward the maintenance fund
 - this brings the total to \$74,535
 - Balance sheet:
 - Specifics were sent to individual branches
- Stewardship
 - To date - have received:
 - Ministry fund: 158 pledges totaling \$561,644
 - Mortgage & Maintenance fund: 125 pledges totaling \$196,124

- 16.7 % of year has passed –
 - Ministry fund: have received 20.9% for the year
 - Mortgage & Maintenance fund: have received 20% for the year
 - Comparing Februarys from 2013 to 2018 - have highest percentage of non-pledge giving to total giving at 17.1%
 - Suggest moving 2019 stewardship campaign to early next year
 - first of year is less busy from a programming standpoint
 - no major holidays.
 - will discuss at the Finance Committee meeting
 - Church Council did not have any major concerns with moving the stewardship campaign to early next year
 - Like to provide quarterly financial / stewardship talks to congregation
- **Staff Parish**
 - Sent letter to Finance - asked to consider position of facilities manager
 - concerns about where the money would come from
 - New business
 - Many other churches have a "renewal leave" for their Pastor or "Elder"
 - this is a get-away, not a vacation and not a sabbatical
 - After discussion - there was consensus and all were in favor
 - Authorized Pastor Bob to take 4-5 weeks leave to refresh and renew spiritually
 - take leave during summer when things are slow
 - will begin working on details.
 - **Children's Ministry**
 - **Friday Fun Fest**
 - May 4th – "Family Fun Fest" – from 4:30 – 7:30 P.M. church wide event
 - intended to be a family carnival for the local community
 - free of charge - may be minimal charge for things like Kona-Ice.
 - purpose - to support "Feed More"
 - will collect food and monetary donations
 - will have food, games, bounce houses, petting zoo, and entertainment
 - Signup will be go out after Easter - encourage all in Church to volunteer
- **Trustees – no discussion at this time**
- **JB Hall Task Force**
 - JB hall task force – began last November
 - Culmination of our work – task has been accomplished
 - Completed three Town Hall meeting - purpose was to hear from congregation
 - First meeting in January – no presentation – open floor for discussion
 - many questions did come in from meeting
 - Task Force followed-up with a Q&A document from this meeting
 - most of the comments were about selling JB
 - Second meeting – Task Force prepared and presented graphics
 - responded with and presented information at the meeting including:
 - time line, parking lot, attendance trends
 - mortgage information
 - presented options including – sell, keep, rent, etc.
 - most of the comments indicate an "attachment" to JB
 - Two critical questions at this time

- have not yet heard from the Vision Council as of second town hall meeting
 - parking.
 - Third meeting, March 11th, talked more about future of JB Hall
 - Received and presented Vision Council position at third town hall meeting
 - JB Hall is not "Vital" to the future ministry of Mt. Pisgah
 - but it could provide a meaningful way to engage the community if supported by the church with financial support, time, talents, etc.
 - Note - there is no strong sense or vision of what JB will be used for
 - Many comments favoring sell - there is much concern about church debts
 - Presented a sample ballot with only two choices offered: "Sell" or "Keep"
 - Voters need to understand what each means
 - Vote to "Sell":
 - retain right to parking (easements and/or other).
 - finding buyer who will accept terms may be difficult
 - net proceeds will reduce mortgage
 - will find home for all programs – no on-going programs will be displaced
 - Vote to "Keep":
 - I/We will support the Church in its vision to support JB
 - I/We will provide financial support to maintain JB
 - will require \$40K in additional gifts and giving
 - pay \$20k in interest and 20k in operations and maintenance
 - I/We volunteer time and talents to support new program and use of JB
 - Note: The Task Force is neutral on the KEEP/SELL vote
 - however, the Trustees have recommended a vote to "Sell".
 - Have prepared documents – to provide information to the congregation
 - only a small percentage of congregation attended Town Hall meetings
 - need to get as many of the congregation to participate as possible
 - See attached PowerPoint.
 - Trustees have recommended a vote take place in April
 - during Sunday School hour - to get more participation
 - use a confidential paper ballot
 - because of time constraints – must limit floor discussion
 - Vote must be decisive - if not decisive
 - this is sign we need to reevaluate and/or stop the process.
- Motion to Church Council
 - Motion as stated:
 - Call a church conference to vote on the future of JB hall
 - Use confidential, paper ballots
 - Vote to "Sell" or "Keep"
 - Ballot will list the consequences of each option, as articulated by the JB Hall Task Force
 - If a 10-point spread is not achieved, void the vote for lack of consensus
 - If the vote is voided, Church Council will decide on next steps
 - Motion is seconded
 - Discussion – various issues including the Mt. Pisgah sign

- consequence of selling is the loss of the sign.
 - Vote – unanimous - motion carries.
 - Pastor Bob - will reach out to District to request permission
 - Appears April 29th is the best day - best time is during Sunday school hour
- Anything on trustee – no discussion at this time.
- Other Reports – none

Upcoming Events:

- Calendar Additions, Corrections, Discussion – None
- Deadline for May/ JUNE Newsletter – Sunday, April 15th to William Marriott
- JB Hall Called Church Conference/Vote:
 - proposed date: April 29th during Sunday school hour
- Calendar Review July 23rd
 - July meeting – Pastor Bob ask to do annual calendar review
 - will help all in scheduling future events
 - will have dates for church conference

Call to Service

- Setting Strategic Goals - Individual Branch goals for Review:
 - All 2018 goal statements are included in this document
- Finance:
 - Refer to 2018 Goals statement – included in this document
 - Disbursement policy based on current staff structure.
 - will go to finance for approval – mostly involves title changes.
 - evaluate insurance coverage.
 - finalize new Teller procedure.
 - update report on inventory of “fixed assets” - not be easy – never done before.
 - continue to develop a regular communication with congregation about finance.
- Missions:
 - Refer to 2018 goals statement - included in this document
 - Overall goal - 50% of total congregation involved is some sort of mission outside of church.
 - There is a long list of mission related activities we give money to
 - trying to identify and understand what we do with the money.
 - compiling a list of activities/projects we do but are not known by congregation.
 - proposed presentation of short list on 5th Sundays.
 - The congregation needs to know what’s going on so they can participate and/or support

- Dates:
 - April 11: "Church wide work day" - should be posted in couple of days
 - June 16-24: Red Bird mission trip.
- Nominations & Leadership Development
 - Have identified openings.
 - Want to finalize before discussing with Church Council in May.
- Staff Parish - Refer to 2018 goals statement - included in this document
- Stewardship - Refer to 2018 Operational goals statement – included in this document
 - not much change from last year
- Trustees
 - Refer to 2018 goals statement – included in this document
 - Coordinate the progress to determine the future of JB Hall – ongoing.
 - Evaluate security practices - safety and security are top of list.
 - have invited State Police to address and make recommendations
 - Advocate for custodial services/position and facilities manager
 - Evaluate facilities for vulnerability to damage
 - example - just had the roof evaluated
 - Identify critical facilities maintenance issues
 - in the event of failure - respond and address as quickly as possible
 - Continue LED lighting conversion process
 - take advantage of Dominion Energy rebate
 - Initiate program to evaluate the interior and exterior appearance
 - proposing an "Adopt an Area Program"
 - cannot let the appearance degrade over time
 - identify areas of improvement and make plans to address them.
- Worship & Arts Branch
 - Have 3 positions to fill – looking for suggestions.
 - positions have been announced.
 - eliminating these positions has been considered as an option.
- Youth & Young Adult Ministries - See 2018 goals statement – included in this document
 - All in the report - attached
- Children's branch
 - Anything else to add above what has been offered – no discussion

Vision 2020 – no discussion

Missions

Envision the Future: 50% of the congregation will be involved in transformational missions.

Define Strategic Priorities, Goals and Objectives: church-wide simultaneous mission experiences.

Fellowship/Community

Envision the Future: family reaching family (church family actively engaged with community of Midlothian and beyond).

Define Strategic Priorities, Goals and Objectives: church-wide simultaneous mission experiences.

Small Groups

Envision the Future: 75% of the congregation will belong to a small group.

Define Strategic Priorities, Goals and Objectives: creation of 2-3 new small groups.

Pastors' Comments

- Two comments offered:
 - First:
 - There is value in coming together for planning
 - Propose to phase out Vison Council and replace with a Ministry Council
 - meet at 6:30 P.M. every "other" month before Church Council
 - consists of all stewards from all program branches
 - vice chair of Church Council serves as Ministry Council chair
 - proposal to take effect in September
 - will consist of 6-8 members
 - will improve communications between Councils
 - Ministry Council meeting will be followed by a combined Church and Ministry Council
 - meeting at 7:30 P.M
 - all appropriate staff will attend
 - Discussion: what is ultimate goal - needs to be better defined
 - Pastor Bob will bring proposal back and present to Church Council
 - This will be an agenda item in May
 - Second:
 - Assemble a: "Sunday Morning Task Force"
 - Recommends task force to consist of:
 - two (2) members from 0815 service
 - three (3) members from 1045 service
 - two (2) members from 1100 service
 - Lay Leaders are invited and appropriate staff will be involved
 - Objective of the Task Force
 - look at Sunday morning and make recommendations
 - all is on the table for review.
 - All Agree - there is consensus for Pastor Bob go forward with a "Sunday Task Force"

Thanks/Celebration/Recognition

- Good job on Spring Tea – good turn out - some non-church members also participated
- For collecting over 200 lady's under-garments to distribute to ladies recently released from prison
- Thanks to JB Hall Task Force for good work

Next Meeting

- May 21, 2018, 7:00 p.m. in Rooms 107/109
 - Date changed from original because of Memorial Day weekend
- Please send agenda items and/or attachments
 - to Steve Boles and Erika MacCormac by Wednesday, May 16th
- Future Meeting Dates - July 23, September 24, and November 26
 - May need to call additional meeting in October to review pastor salaries

Prayer Requests/Concerns

- Prayer concerns put forth

Closing Prayer/Sending Forth

- A closing prayer offered
- Meeting adjourned: 8:20 P.M.

Minutes respectfully submitted: R.S. Boles, Recording Secretary

Finance Branch – 2018 Goals

- Update disbursement Policy based on current staff structure
- Evaluate insurance coverage (in response to audit report)
- Finalize new teller procedures
- Update list of fixed assets
- Continue to develop regular communications with congregation about Mt. Pisgah's financial position that is clear and informative

Operational Goals for 2018

Stewardship

- Continue to educate the congregation about growing in the discipline of generosity
- Offer financial classes (invite the community to these classes)
- Review the possibility of changing the timing of the annual stewardship focus
- Develop and implement a stewardship process to help fund the work of the church and operational goals for 2019
- Encourage branch members to participate in missions, connecting with the community events, and small groups

Connecting with the Community

Fellowship/Community

- Further expand relationships with four organizations (J.B. Watkins Elementary School, Midlothian Fire Station, Midlothian YMCA, and Spring Arbor Assisted Living Facility)
- Participate in two to three existing community events
- In conjunction with other branches, plan and offer an outreach event at Midlothian Mines Park on August 19th and invite the community
- In conjunction with the Communications Branch, invite members to share their faith stories with the congregation

Small Groups

- Encourage small groups to participate in community/outreach events

WORSHIP BRANCH GOALS FOR 2018

The Worship branch has several opportunities for volunteers and our goal is to nurture members to be an active participant in any of the following area to make our worship service effective, run smoothly and assist in making the worship service a meaningful experience for all who come to Mt Pisgah.

1: Coordinator for Scripture reader for all services. This could be someone for each service or just 1 individual for all 3 services. At the current time someone has to be asked to do this each Sunday.

2: Arise Alter Coordinator to oversee that someone is assigned to decorate Contemporary Service alter each Sunday, purchase supplies and fill in as needed.

3: Acolyte Coordinator to schedule youth assigned to perform duties relating to their role in worship.

RECOMMENDED CLERGY AND STAFF GOALS AND OBJECTIVES

In support of Vision 2020 the following calendar-year goals and objectives have been identified to measure and track progress of instilling Mt. Pisgah's core values: We Celebrate **LIFE**: Love God, Inviting Others, Fellowshiping Together, and Engaging the community.

1. CLERGY:

Objective 1 – Missions

Goal 1: 50% of the congregation will actively serve the church (time, talent, prayers service, money)

Goal 2: Facilitate and support creation of 5 mission projects within the calendar year.

Objective 2 – Fellowship/Community

Goal 1: Encourage and empower at least 1 church-wide simultaneous community mission experiences in the calendar year.

Goal 2: Support and set the tone for participation in 2 community events for purpose of reaching out to the community.

Goal 3: Influence Mt. Pisgah's growth of 5% of active membership over previous year.

Objective 3 – Small Groups

Goal 1: Encourage and empower the creation of at least 2 small groups in the calendar year.

Goal 2: 4% of the congregation will participate in a small group at least once in the calendar year.

2. STAFF:

Objective 1 – Missions

Goal 1: Support establishment of 1 mission event in the calendar year.

Goal 2: Participate in 1 mission project within the calendar year.

Objective 2 – Fellowship/Community

Goal 1: Participate in at least 1 church-wide simultaneous community mission experience.

Goal 2: Participate in 2 community events for purposes of reaching out to the community.

Goal 3: Perform duties of position in a positive manner to contribute to Mt. Pisgah's growth of 5% of active membership over previous year.

Objective 3 – Small Groups

Goal 1: Lead or participate in at least 1 small group in the calendar year.

Children's Branch – Vision 20/20 Goals for 2018

Missions

- Host Missions 'til Midnight 2018
- Participate in Mt. Pisgah's Day of Service 2018
- Encourage (and support through scholarships as needed) participation in Kaleidoscope Camp 2018 as the host church and in Helping Hands Camp 2018

Fellowship/Community

- MPUMC will host Friday Fun Fest on May 4th, 2018
 - Children's Ministry will lead and coordinate the event with Preschool, Youth, and Community Outreach branches
- Encourage participation in church and/or other community events
 - Launch Prayer Pals 2018 month of prayer in September along with Blessings of the Backpacks
 - Local nursing home visits
 - Primary sponsor of 2018 Spring Tea
 - 2018 Vacation Bible Schools
 - Trunk or Treat
 - Angel Breakfast

Small Groups

- Maintain and encourage attendance in the following Children's Ministry small groups:
 - Sunday School
 - KidzjaM
 - Carol Bells
 - Cherub Choir
 - Carol Choir
 - Service of Shadows

Youth Branch – Vision 20/20 Goals for 2018

Missions

- Encourage youth participation in Missions 'til Midnight 2018
- Encourage youth participation in Mt. Pisgah's Day of Service 2018
- Encourage youth participation in Summer 2018 mission trip to Pittsburgh

Fellowship/Community

- Encourage participation in and provide planning support for Friday Fun Fest on May 4, 2018
- Encourage participation in church and/or other community events
 - 2018 Vacation Bible Schools
 - Messy Olympics/Fall Kick Off
 - Trunk or Treat
 - Veterans' Luncheon
 - Car wash/Bake Sale Fundraisers
 - Preschool Chapel lessons

Small Groups

- Maintain and encourage attendance in the following Youth Ministry small groups:
 - Sunday School
 - ECHO
 - Youth Group
 - Confirmation Class
 - Youth Bells
 - Youth Choir
 - Youth Band

Missions Branch Strategic Goals 2018

- Continue with donations to worthy causes
- Overall goal is for 50% of the congregation to be involved in transformational ministries by 2020
 - Identify existing missions being carried out in the church that are not under the umbrella of missions
 - Strive to encourage participation in ministries “with” people not “for” people
 - Make brief presentations missions projects at the 5th Sunday services, hopefully encouraging additional participation

Mount Pisgah UMC 2018 Trustee Goals

1. Coordinate the process to determine the future of Jewett Bass Hall.
2. Evaluate our security practices and environment. If improvements are needed, establish a plan of implementation.
3. Advocate for a part-time Facility Manager and Custodian positions to ensure that our facilities are properly maintained going forward.
4. Evaluate facilities vulnerability to damage, particularly roofing, water systems and exterior surfaces. Initiate projects to address critical areas.
5. Respond to and promptly address critical facility maintenance issues (HVAC failures, water issues, etc.)
6. Continue LED conversion process to improve energy efficiency and to take advantage of Dominion rebate program.
7. Initiate a program to evaluate the interior & exterior appearance. Identify areas for improvement and plans to address them.