

CARLISLE UNITED METHODIST CHURCH
LEADERSHIP COUNCIL'S CHURCH HALL MEETINGS
SUMMARY OF PRESENTATIONS AND QUESTIONS & ANSWERS
February 21, 2016

- I. Welcome and Prayer, Pastor Jim VanZandt, Lead Pastor
- II. Reviewing 2015, Kathy Charette, Past Chair: When you are part of a congregation that does so many great things inside and outside the walls of our church, it is hard to select 3 or 4 highlights in each area that happened within a year. But here they are for 2015:
- A. For **WORSHIP**:
1. We had 4 Easter Day Services with 796 worshippers and 5 Christmas Eve Services with 856 worshippers.
 2. The number of acolytes at the 8:15 service grew from 1 to 5.
 3. Chris Gregory was hired as the Contemporary Worship Leader. What a wonderful blessing he is to our church.
- B. For **GROW Adult**:
1. 2 new Life Groups started.
 2. Sunday School had an average of 110 people attending weekly.
 3. We offered 37 opportunities throughout the year to grow in our faith and 564 people attended those opportunities.
 4. Over 75 people served in the GROW Adult ministry.
- C. For **GROW Children & Youth**:
1. We added a childcare supervisor position and part-time nursery worker positions to care for our newborns and infants—so moms and dads can participate in worship, grow and connect events.
 2. We changed the title of our “Director of Children’s Ministries” to “Director of Children and Family Ministries” and added responsibilities to the position to increase the focus on encouraging and strengthening the spiritual growth of our families. We hired Mark Schorey in this position—another great blessing for our church.
 3. We strengthened our Safe Sanctuaries Policy to assure families that their infants, children and youth are in a safe place at church.
- D. For **CONNECT**:
1. 195 people attended the Annual Celebration Picnic, and we followed up with a thank you lunch for the Carlisle Events Staff.
 2. 25 people attended the Thank You Get-Together for the Shepherds of our LAM’s.
 3. 90 people attended the North of 60 Big Band Senior Prom.
 4. At our Christmas Eve Communion Service at Claremont Nursing and Rehab Facility, we gave gifts of 60 shawls and lap robes.
 5. 30 people attended the Five Wishes Seminar
- E. For **SERVE**:
1. We started two programs for children:

- The first provides snacks for children at LeTort Elementary School to support the after-school tutoring program.
 - The second provides Samaritan Fellowship Kids with busy bags.
2. We involved 265 people in Serve projects.
 3. We are referred to as "the church doing so much good in our community" by friends in Carlisle when others talk about our church.
- F. For **FACILITIES**:
1. Sold 1 parsonage; a 2nd parsonage was listed for sale; and we purchased a replacement parsonage.
 2. Sold the former First United Methodist Church and adjacent rental property to New Life Community Church. What a win-win blessing for them and us.
 3. We thoroughly evaluated the current facility plus two alternative properties and presented detailed information to the congregation leading up to our November 2015 Permanent Site Vote.
- G. For **COMMUNICATIONS**:
1. Ensured the many methods of communications throughout the year with a focus on keeping the congregation and community informed of all the events, activities and great opportunities at CUMC.
- H. For **FINANCE**:
1. Consolidated 61 funds into 30.
 2. Purchased a new accounting system, specifically for nonprofits.
 3. We went into the 2015 budget year with a budget deficiency. Because of this generous congregation, our revenue exceeded our expenses and we maintained our reserve.
 4. We are so blessed to have such a generous congregation.
- I. To all of you who are here and to those who are not here, I say thank you for all that you do each and every day to SERVE and share the love of Jesus Christ.

III. Moving Forward in 2016, Kerm Leitner, Chair (See Leadership Teams)

A. I am going to start by repeating something which I stated at the very first Leadership Council meeting I chaired on January 11. I would like to thank my two predecessors for their leadership these past two years. Pastor Jim, you brought us together initially when some of us barely knew one another and cultivated an atmosphere where we were able to conduct the business of the church in a God-filled room where our work was valued and our interactions were driven not by our individual goals or agendas but by our collective goals and one agenda.

B. Kathy, you maintained our established routine and kicked up our performance several notches in a very busy year driven by a timetable established by the Co:Lab. You kept our eyes on our tasks and led the massive undertaking of assembling all of the facts and data needed to inform an entire congregation so that each member could cast an educated and spiritually driven vote on November 15. Who better to lead us than a Marine who knew when to crack the whip and when to use TLC?

C. Talking about Kathy and starting this Church Hall Meeting with the slides showcasing our service on November 15 served to highlight a major accomplishment last year. I chose the music to the opening slide show very carefully, because whenever a church votes there is cause to celebrate for some among the majority; but we also must realize that for the 128 members who

voted to remain here, there is cause for them to wonder about these very words from *Up Where We Belong*. “Who knows what tomorrow brings, in a world few hearts survive....there are mountains in our way, but we climb a step every day....some hang on to used to be, live their lives looking behind, all we have is here and now....there are mountains in our way, but we climb a step every day.” And then the words of the ongoing chorus, “Love lift us up where we belong, where the eagles cry on a mountain high.....” So we know that there is hurt, anger, fear and a sense of mourning among some of us, and as a church it is one of many mountains that we shall be climbing this year. I invite all of you to join with me in climbing this mountain together.

D. This year promises to be less hectic but of paramount importance to our church. 2016 will mark the first time that multiple Leadership Council seats will become open and up for grabs. Next fall we will be electing three individuals to fill the seats currently held by Gary Ankabrandt, Kathy Charette and Lois Weibley. Both ladies have already announced their intentions not to run for reelection. After Iowa, New Hampshire and South Carolina Gary remains undecided about the fall.

E. It is difficult for us to imagine the Leadership Council without Kathy and Lois and possibly Gary. It will be a huge challenge to replace them. In our most recent election to fill the seat of Bill Bunt, only one member of the congregation stepped up to the plate to run. Despite being the mother of two wonderful children and a practicing veterinarian, Tracy Sands accepted God’s call to serve on the Leadership Council. I will always remember Tracy’s text message to me shortly before the start of her first meeting – “Had a goat emergency. I’m on my way. What a way to start. Sorry.” In citing Tracy and our other youngest member, Stephanie Peffer, also a mother and a banker, I challenge those of you who are far less busy to consider running for Leadership Council. But it’s not just about running for the Leadership Council. If you look at the fourth paper in the packet – CUMC Leadership Teams – you will see that CUMC is not just run by this nine-member council, but by a whole host of individuals in many different roles. We need each of you sitting here today to make sure that you have volunteered for something in our church. The Leadership Council and our two pastors are now collectively saying, “We need more help. We need your help.” From this day forward, I want each of you to personalize the U in CUMC. Without YOU there is no letter U in CUMC. The Leadership Council and our pastors need each and every one of YOU to get involved so that there is unity and we stand united as CUMC and not just CMC.

F. We started the year by doing some internal restructuring at our very first meeting. First, we created the position of recording secretary and filled it by appointing Marian Gobble to that position. The Leadership Council also approved to retain Bill Bunt officially as our legal counsel. The Leadership Council now consists of nine elected voting members and two appointed non-voting members.

G. At that first meeting we also agreed to try meeting every third Monday instead of the second and fourth Mondays of every month. There is a concern that our long meetings will go even longer, but as chair I am striving to end all of our meetings within two hours.

H. We looked at our individual roles within the Leadership Council and decided to abolish one area – communications. We felt that with the hiring of Rhonda Dyson, all of our communications could be accomplished very effectively through Rhonda’s recognized knowledge and expertise.

I. With the church’s finances playing such an important part of both our present and future, we decided to move two individuals into Finance – Stephanie because of her banking background and Tracy because of both her interest and also her experience in running

successfully her own professional business. I had previously chaired Staff Parish Relations Committees at Grace and have moved into Personnel replacing Bill Bunt. This then created a double move with Chip taking over WORSHIP for me – we have found that worship is best led by tenors – and Bill moving into SERVE replacing Chip. Gary, Jeff, Kathy and Lois have remained in their same positions.

J. Kathy and several others of us this spring will be teaching a leadership class to help members of our congregation feel more confident and skilled after being equipped with the unique qualities of leadership within a church. We need such leaders on Leadership Council as well as all of the other committees and subcommittees functioning here already.

K. While some changes have already been made and more could be forthcoming, the Leadership Council will operate in the same manner that we have functioned since our inception. All meetings will begin and end with prayer. All meetings except for the parts which discuss personnel or real estate will be open to the public and advertised in advance. The minutes of all open sessions will be made available as soon as they have been approved and finalized. Every effort will be made to issue a summary of all Leadership Council actions for the Midweek Moment which is sent out on Wednesdays just two days after our most recent meeting.

L. Before I close I want to share some very encouraging information from Sue Barnes, our Welcoming Hostess. She recently wrote, “I was talking with Charles Reynolds and we got on the topic of all the guests coming to CUMC. When I shared with him the number of Guests I'm in touch with, he was very excited and said this is the kind of positive information we should hear at the Church Hall meeting. I am currently tracking, greeting, welcoming, and inviting 63 families or singles comprised of 89 different adults and 37 different children and youth. I'm not suggesting all of these folks, or even many, will accept the invitation to join our church, but I am excited that we have unprecedented numbers of new people trying out our church!” Thanks, Sue and Charles.

M. You should have noticed by now that the very first item in the packet is my church card. I invite you to contact me whenever you have a question, concern, suggestion, solution, gripe or want to join the Sunbeams. I am inviting you to bother me and will really only be bothered if you don't. As a school principal, I always tried to be accessible to everybody, and I feel the same way serving as chair this year.

IV. Updates from Pillars and Areas of Responsibility

A. CONNECT, reported by Lois Weibley

1. TLC—Tender Loving Care. A program designed as a follow up to the pastor's visits to the hospitals and those needing spiritual support, friendly conversation and a good listening ear. There is a training session for volunteers on February 28 from 3-5pm.
2. Health Ministry—We are developing a partnership with Carlisle Regional Medical Care.
 - The Medical center is providing instructors and speakers for CUMC's exercise classes. This will be free to CUMC.
 - Sign up is online under CONNECT and then under Health Wellness.
3. Spring Dance on June 3 at 7:30pm, MPR, featuring the Big Band from York.
4. Celebration Picnic, July 10, Carlisle Events Pavilion; combined worship services before the picnic in the CUMC Sanctuary.

5. Fall fellowship events—More on this later.
 6. CONNECT Ministries—Well attended and more being planned.
 7. Softball—Softball is coming up soon. The young at heart will be able to sign up soon. See Gary Ankabrandt or Tom Shambaugh for details.
- B. GROW Adult reported by Kathy Charette (See GROW Winter/Spring Brochure)
1. In 2016, the GROW Adult focus is on the “Pathway to Discipleship”. GROW Adult is offering a variety of opportunities to help adults Know God, Grow in God, and Serve God at every point on their spiritual journey toward growth and maturity as disciples of Jesus Christ. If you have not taken a look at the Pathway to Discipleship document, I am asking you to do so. Then take the next step and take the personal spiritual assessment. After that, review the GROW Brochure and join a GROW opportunity that will put you on your journey on your Pathway to Discipleship.
 2. The GROW Adult pillar is successful because of the spiritual gifts, talents and abilities of our volunteer teachers and those that serve on the GROW Adult Discipleship Advisory Council. I would like to take this opportunity to thank all of those who SERVE in the Grow Adult Ministry.
 3. If you have not joined a Sunday School Class, small group, life group or study, I invite you to join one. In your packet is the GROW Brochure for winter and spring, so take that next step.
- C. GROW, Children & Youth, reported by Gary Ankabrandt (See Children & Youth Ministries Area Report)
1. Accomplishments in 2015:
 - We as a church and as Leadership Council were focused on determining the future site location for CUMC. Including the mission needs of our children and youth was a significant part of that effort.
 - Last year was also a re-building year for our infant and children programs. We hired new personnel in several areas and we believe that we now have the right people in those positions.
 - We’ve added part-time childcare workers, not to babysit, but to care for infants and children so that parents can attend CUMC programs and events.
 - We significantly increased the number of volunteers in teaching, leadership and support positions.
 - We settled on a teaching curriculum which we believe is both fun and educational.
 - With the Little Lights Learning Center, we dealt with some personnel and financial issues and have emerged as a stronger organization as a result.
 - We made greater inroads and created stronger ties between Little Lights Learning Center and the ministry of CUMC.
 - We also re-organized the GROW Children’s Council to focus on and be more of a support group for our children’s ministries.
 - The youth program, under Erin Fleet and her leadership team, showed continued growth, participating in 3 mission trips last summer. At worship services in August those youth, who went on a mission trip, gave a strong testimony to their spiritual growth and loving service to those in need. It tugged on many hearts of those in the congregation.

2. Goals in 2016:
 - We as a church and Leadership Council are more focused on our mission of Making Disciples.
 - Youth and Children programs are also more focused on disciple-making.
 - Staff has developed programs and events keeping in mind the strategic steps of Engage, Develop and Nurture and are tracking staff time and budget dollars allocated to these steps.
3. On the handout, I have divided the events, programs and offerings into key focus areas for accomplishing the steps of Engage, Develop and Nurture.
4. Let's remember:
 - By helping our children and youth, we are not only helping them to become and grow as disciples, but when we give of our time, our talents, our gifts, our resources and our prayers, we also grow in our discipleship and become more like Jesus.
 - It's very important for us, as a church, to have a focus on discipling children because the probability of a child under 12 years of age accepting Jesus as their savior is 32%. After age 12, the probability drops dramatically.
 - Probability of Accepting Jesus:
 - 5-12 years, 32% accept Jesus
 - 13-18 years, 4% accept Jesus
 - 19+, 6% accept Jesus

D. Facilities reported by Jeff Barnes (See Facilities Attachment)

E. Finance reported by Stephanie Peffer. (See Financial Report Attachment)

F. Personnel, reported by Kerm Leitner: All positions are filled at this time, and we anticipate no new personnel in the foreseeable future.

G. SERVE reported by Ron Chipriano and Bill Yufer (See SERVE Attachment)

H. WORSHIP reported by Kerm Leitner and Ron Chipriano (See Worship Opportunities)
 Chip: The use of artwork, particularly for a number of the sermon series, has continued to grow. Original signage and artwork have been on display for most of 2016. The portrait of Jesus painted by Jennifer Neslund will be joined soon by a sculpture which she is currently finishing for this Lenten season. The decorations for Palm Sunday, Easter, Pentecost and the Advent/Christmas season were again outstanding.

Kerm: At the fall of 2014 Church Hall Meeting, someone asked if we could have more combined services. The questioner stated that he felt that this would be a good way of bringing more people together. Four combined services were held during 2015 in the Sanctuary - one to celebrate our second birthday and three connected to the series of Informational Meetings in the fall.

Chip: On Christmas Eve, the Sunbeams (our youngest children's choir) were comprised of 13 singers. At Wednesday's most recent rehearsal 19 Sunbeams were in attendance with 2 absentees. The choir has outgrown the choir room – there are not enough seats for all of the children and their parents. They now rehearse in the Sanctuary.

Kerm: The last page of the packet you received lists all of the volunteer opportunities to get involved in WORSHIP and whom to contact if you have an interest in participating. It's all about putting U into CUMC.

Chip: Despite the challenging weather recently, the Contemporary Worship Service has continued to grow, and last Sunday the attendance went over 100 for the first time.

V. Responding to Questions Submitted in Advance

Question 1, submitted by Ken Houser: Will Dawood Engineering also be used for building architectural design? If not, what is the target date for interviewing architectural firms?

Answer to Question 1, response by Jeff Barnes: No, they are civil engineers, not architects. No target date has been established, but it will occur in 2016.

Question 2, submitted by Ken Houser: The initial building footprint and placement was done when two plots were under consideration. Will that preliminary layout be revisited and other options taken into consideration now that one specific plot of land has been identified?

Answer to Question 2, response by Jeff Barnes: The initial building footprint and location on the site was simply one way to look at a layout. We will look to the architect we engage to propose building layouts based upon the needs we express.

Question 3, submitted by Ken Houser: On February 3, 2016 the Leadership Council hired Dawood Engineering for civil engineering requirements for the Smith Farm property. What will be their specific duties?

Answer to Question 3, response by Jeff Barnes: Dawood was hired to complete the site boundary survey and prepare the required Subdivision Plan separating the parcel we purchase from the balance of the farm property. The required improvements to East Baltimore Street will also be detailed to meet Borough of Carlisle standards. Settlement on the property cannot occur until this work is completed and municipality approvals are received. CUMC will be reimbursed for the cost of Dawood's work at settlement.

VI. Responding to Questions from the Floor

Question 1 from Jane Lerch: When we combine services, is consideration given to when Dickinson is in session?

Answer to Question 1 by Kerm Leitner: We were driven to combine the services in order to get information in the most timely manner to the people. People had to be ready to vote with informed decisions prior to November 15, 2015. We took a hit in attendance and financially when there were combined services. We will have a combined service for the church picnic.

Question 2 from Barb Gilson: I believe in spending money locally and in hiring from the local community. Will the building committee consider this in building the new church complex?

Answer to Question 2 by Jeff Barnes: We are looking for both local contractors and architects and those with experience in building churches.

Question 3 from Melissa Gallagher: In selling our present church, is Dickinson College interested in our building?

Answer to Question 3 by Jeff Barnes: We approached Dickinson College last summer, and their response was, “No, thank you. They had been focused on Allison Church in the past. However, when we approached them last summer, Dickinson had a different president. With a new president of the college, we will revisit that option. Our church is zoned Residential. This may hinder prospective buyers, unless we get zoned to pave the way to C-1 by the Borough. We were grandfathered in to our present zone for Residential.

Question 4 from Charles Reynolds: What is our church doing to continue mutual relationship with New Life Community Church (the new congregation at former First Methodist Church)? We could mutually benefit serving Christ in this community by jointly participating in ministries.

Answer to Question 4 by several: Pastor Brown, from New Life Community Church, is evaluating where we could share in leadership training. Efforts will be made to partner with them. Once we are away from this location and on the fringe of Carlisle, it will be more important for us to partner with them to stay visible in this community. There already is interest in partnering with New Life Community Church via the following avenues:

- Grow Life Groups and studies
- Carlisle Hospital health initiative
- Baseball teams
- VBS and other children’s activities
- Fall activities
- Bike Ministry
- Christian street hockey team.

Question 5 from Jane Lerch: Has Leadership Council considered worshipping together with Bethel AME Church as in the past? Perhaps we could have a joint picnic event—they have great food.

Answer to Question 5 by Kerm: There had been a bond between Bethel AME Church and Allison Church and Grace Church. I agreed that we should continue this bond.

Question 6 from Joan Boytim: When will Leadership Council begin the Financial Building Campaign?

Answer to Question 6 by Jeff Barnes: The first of two Capital Campaigns is scheduled on our timeline to begin in 2017.

Joan continued that she had done a little research to identify members of the congregation who might be able to join her in purchasing one acre of the new property at a cost of \$45,000 per acre for the 24 acres. In going through the membership directory she discovered when she had finished she had named 24 individuals/families.

Leadership Council Responses. Kerm thanked Joan for her suggesting and indicated that he was familiar with her initiating such challenges at the Carlisle Swim Club. Jeff indicated that he was planning to call Joan because she had suggested this before and that the Leadership Council will revisit this suggestion because it is a good idea.

VII. Closing and Prayer by Pastor Mira, Associate Pastor

- A. Pastor Mira again asked for volunteers to get involved in the many opportunities available at CUMC.
- B. If there are further questions, please ask them before leaving the meeting.
- C. Thanked everyone for coming.
- D. Closing prayer at 3:30pm.

Attendance: 71 in addition to the nine Leadership Council members, two pastors and recording secretary for a total of 83 in attendance.

Submitted by,

Marian Gible
Recording Secretary