

Congregational Chat

February 25, 2024



Asbury Church Council

Michael Allebach – At Large Member

Ed Dougherty – At Large Member

Judy Ehninger – Lay Member to Conference

Jim Flynn – Trustee Chair

Rachel Kamery – At Large Member

Sarah Kinzel – SPRC Chair

Charley Myers – Acting Church Council Chair

Eric Yeakel – Sr Pastor (Non-Voting Member)



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Mission, Vision and Journey

- **Purpose:** To lead people into a growing relationship with Jesus Christ.
- **Vision:** Changing lives and transforming communities.
- **Journey:** Knowing, loving, and serving.



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Vision 2026 – Closing the Gap

- Closing the Spiritual Gap
 - Worship
 - Group life
 - Serve
 - Giving
 - Inviting

Worship

- 2023 Avg. worship attendance increase 1% over 2022.
- 2023 Avg. in-person worship attendance increased 17%.
- Looking at ways to enhance worship experience.

Group Life

- New position created (Director of Discipleship)
- Small group challenge (4 new groups developed)
- Small group began studying “the Chosen” steaming series.
- Small group began for teachers.
- Short term small groups for lent and advent.
- Women’s retreat.
- Brewology reboot began.
- Starting point reboot began.
- Asbury night at the Phantoms and Iron pigs.
- Looking at various new options for 2024.



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Serving

- Barrels of Love to Liberia.
- Rise Against Hunger Project. (Packed 20,000 meals in 2023).
- Ramos Elementary School clean up.
- Be Rich Campaign (1,600 hours of service by Asbury members in one month)
- Ramos Trunk or Treat.
- Children's ministry food drive.
- Looking at more local serving opportunities.



Giving

- Budget and Financial data presented separately.
- Hired a new Director of Finance and Administration.

Inviting

- There were 46 new members in 2023.
- There were 14 perspective members at the first Adult Inquirers class in 2024 last Sunday.
- First time guest have increased in 2023.
- Created invitation cards to invite guests.
- Christmas Eve radio advertisement.
- Specific days and sermon series to invite friends and neighbors.



Vision 2026 – Closing the Gap

Closing the Generation Gap

Connect new, younger, and non-religious people to the Asbury community.



Closing the Generation Gap

- Increased outreach to pre-school.
- Reboot Youth Group on Sunday evenings.
- Reboot of Kids Club in 2023.
- Family Easter service and other programming.
- Renovation of Youth Lounge.
- Associate Pastor coming in 2024.



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CLOSE THE JUSTICE & KINDNESS GAP

- Address injustices and build bridges of healing in our city so that the Lehigh Valley looks more like the Kingdom of God.

Closing the Justice and Kindness Gap

- Environmental Justice Team creation.
 - Stewards of Eden Study.
 - Union Terrace clean up day.
 - Education materials distributed.
 - Steps to make Asbury greener.
 - Looking at creation of community garden.



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Closing the Justice and Kindness Gap

Cont.

- Bring people together across faiths for mutual understanding and to stand with our neighbors of other faiths demonstrating a witness to the love of Christ.
- Lead a kindness campaign focused on civility during major political campaigns.



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Closing the Opportunity Gap

- Break the cycle of poverty for the children in the Luis A Ramos Community, giving each child the possibility of attaining a future with hope.

Asbury Finance Report

2023 Results
&
2024 Budget



2023 Results

- Operating Income
 - Budgeted - \$1,182,000.00
 - Actual - \$1,380,595.00

- Operating Expenditures
 - Budgeted - \$1,444,083.00
 - Actual - \$1,362,829.00

2023 Results Notes

- Budgeted deficit expected at \$262,083, while actual is a surplus of \$17,766
- Variance from budget due to less staff than planned and increased revenues.

Asbury Financial Overview

- Congregation is generous in giving
- Discretionary spending is well managed
- Well managed financial instruments



Assessment of Financial Position

- Asbury is well poised for the future; income, giving and attendance trends are all showing sustained positive trajectory.

2024 Budget

- Operating Income Budget - \$1,580,000
- Operating Expense Budget - \$1,453,167
- Budgeted Operating Surplus - \$126,833
 - Actual “Surplus” to be utilized to fund facility repairs, which are not included in the budget

2024 Budget

- Increased spending in Personnel (adding one position), Communications, & Children's Ministry.
- Rest of expense budget is fairly stable.
- Surplus funds to be used to support facility upgrades and maintenance.



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Governance

One Board Model



One Board Model

- Church Council has undergone a year long process in 2023, to consider the potential to change governance of Asbury to a version of the One Board Model

One Board Model - Advantages

- Streamlined Decision Making
- Increased Flexibility & Adaptability
- Holistic Ministry Approach
- Improved Resource Allocation

One Board Model - Advantages

- Enhanced Communication
- Improved Leadership Development
- Better Alignment with Mission & Vision

One Board Model – Study Process

- Phase 1 - January 2023 – April 2023
 - Review existing governance and concerns
 - Study of alternatives and overall considerations
 - Understanding of the requirements of the UMC Discipline

One Board Model – Study Process

- Phase 2 - May 2023 – September 2023
 - Committee by Committee exploration
 - Finance (May), SPRC (June), Trustees (August), Nominations/Leadership (September), Missions (September)

One Board Model – Study Process

- Phase 2 - May 2023 – September 2023
 - For each Committee/Team:
 - Required Functions (Discipline)
 - Key Roles
 - Specialized Knowledge/Roles
 - Required Task Teams if rolled into One Board
 - Dedicated Representative



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One Board Model – Study Process

- Phase 2 - May 2023 – September 2023
 - Discuss with the existing team
 - Identify structural needs
 - Identify implementation challenges
 - Assess negative impacts of inclusion in model
 - Identify practical needs
 - Get feedback

One Board Model – Study Process

- Phase 3 - September 2023 – December 2023
Structure Recommendation for Asbury One Board Model
 - Which Teams/Committees to incorporate
 - How many and what type of members
 - Other changes needed

One Board Model – Recommendation

- Adopt One Board Model
- Incorporate the following into the One Board:
Finance, SPRC, Trustees, and Lay Leadership.
- Create nine-member Board

One Board Model – Recommendation

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One Board Model – Recommendation

- Board Structure:
 - Nine Members – 3 year terms, 3 expiring each year
 - Roles:
 - Chair (Vice-Chair year one, Chair years 2 & 3) also serves as Lay Leader while Chair
 - SPRC Lead (second 2 years of 3 year term)



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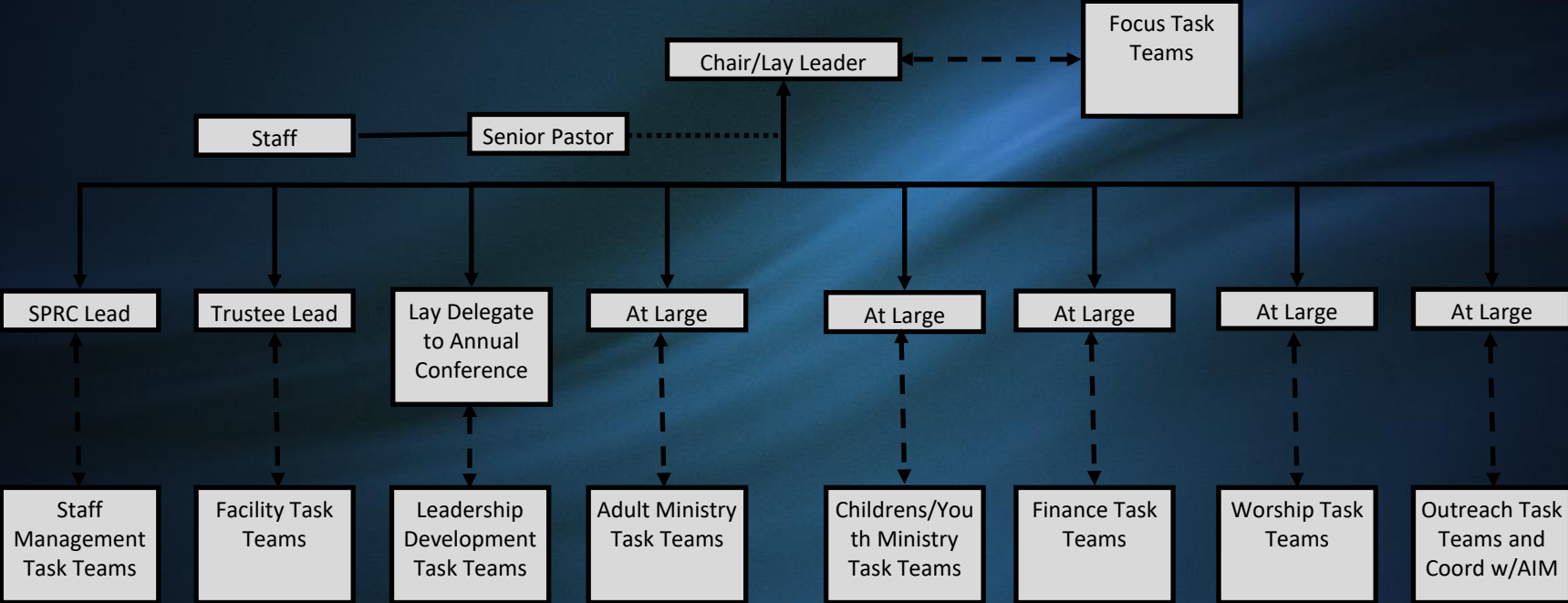
One Board Model – Recommendation

- Board Structure:
 - Roles: (continued)
 - Lay Delegate to Annual Conference
 - Trustee Lead (second 2 years of 3 year term)
 - 5 “At Large” Members

One Board Model – Recommendation

- Board Structure:
 - Roles: At Large Members
 - Assistant to SPRC and Trustee Leads
 - Focus on Ministry Areas that are current focus points
 - Initiate and empower Tasks Teams

One Board Model – Recommendation



One Board Model – Recommendation

- Board Structure:
 - Many programs would be run through Task Teams, with there being two varieties:
 - Standing Teams – few – long term goals
 - » Example – Security Team
 - Program Teams – Most – short duration
 - » Example – Budget Team

One Board Model

- Information available on website:
 - Handout on One Board Model
 - Links to resources on the model
 - Information from/on Key Committees
 - Recommendation

Governance - Approval Process

2/25/2024 – Chat - Introduce Concept

3/17/2024 – Chat- Further Discussion

4/14/2024 – Charge Conference for Vote



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Questions/Concerns/Comments

