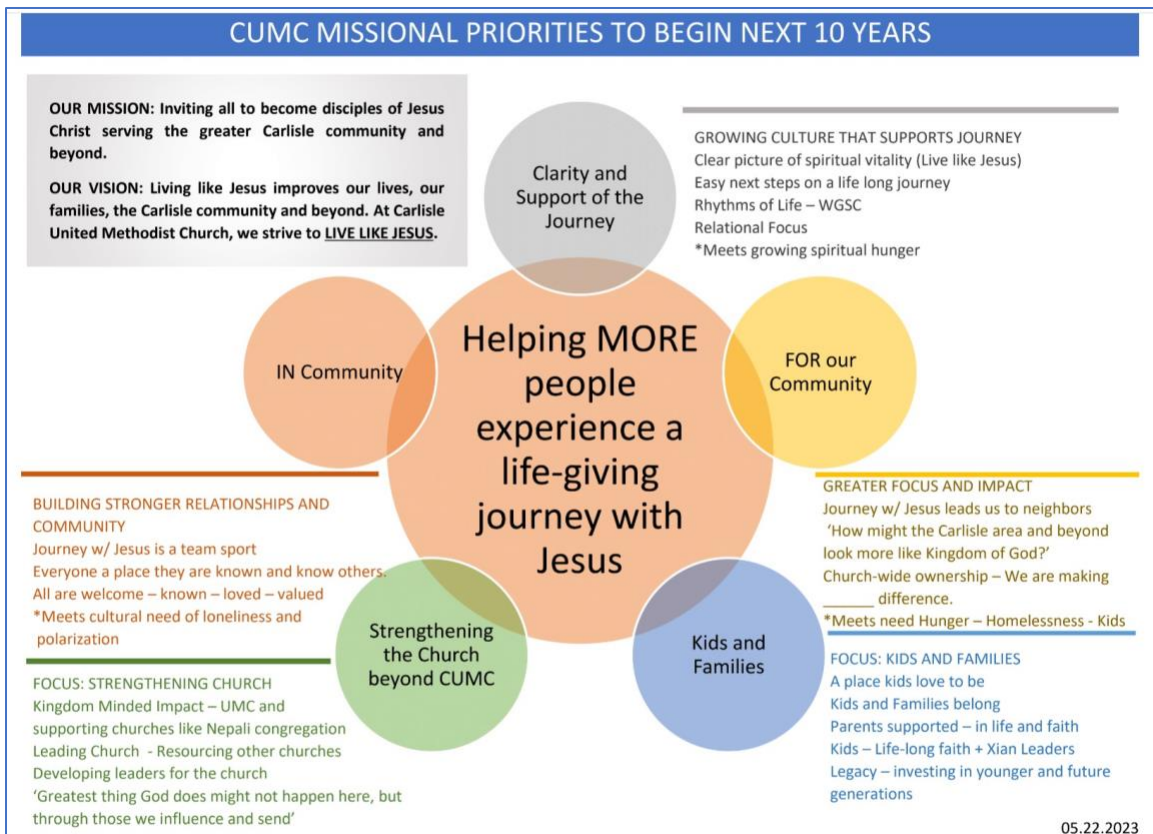


**CARLISLE UNITED METHODIST CHURCH
CHURCH HALL MEETING
March 10, 2024 at 2 PM – CUMC Chapel**

MINUTES

Our Mission: Inviting all to become disciples of Jesus Christ serving Carlisle and beyond.
Our Vision: Living like Jesus improves our lives, our families, the Carlisle community and beyond. At Carlisle United Methodist Church, we strive to LIVE LIKE JESUS.

- I. Welcome – Michelle Williams
 - a. The Church Hall Meeting was called to order by Michelle Williams at 2:00 PM.
 - b. Michelle led attendees in reading together the CUMC Mission and Vision statements.
- II. Opening Prayer – Pastor Jake Waybright
- III. Reflection and Leadership Council (LC) Introductions – Michelle Williams
 - a. Michelle provided some short reflections on Philippians 1:6 – “Being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.” (NIV)
 - b. Michelle led attendees in reading together the centering reflection for this Church Hall meeting: “Celebrate God’s Work, Seek His Guidance, Embrace His Vision, Journey Forward Together.” Portions of this statement were repeated throughout the meeting to emphasize the commitment and passion for our church’s mission and vision.
 - c. Michelle introduced LC members and summarized their roles on the LC.
- IV. 10-Year Missional Priorities – Michelle Williams
 - a. Michelle presented the Missional Priorities that the LC established during their planning retreat in May 2023:
 - i. Clarity and Support of the Journey – to support spiritual vitality
 - ii. FOR our Community – how might Carlisle look more like the Kingdom of God?
 - iii. Kids and Families – where parents feel supported, kids learn a life-long faith, and we leave a legacy by investing in our younger and future generations
 - iv. Strengthening the Church Beyond CUMC
 - v. IN Community – building stronger relationships with one another
 - b. Additional clarification: Missional Priorities were first developed in 2023 to build an "Emerging" 10-Year Strategic Plan. The Leadership Council will review the Missional Priorities each year to set measurable goals as the Strategic Plan is further mapped out.
 - c. The goal of each priority is to help more people experience a life-giving journey with Jesus.
 - d. A dedicated LC role was established to drive initiatives forward around these Missional Priorities. Carol Lemon fills this role for 2024.
 - e. Michelle provided examples of how focusing on these Missional Priorities have made a difference in our church and community, including supporting the Nepali and Bethel AME congregations, becoming a Lighthouse church, hosting events for our Annual Conference, supporting our community through our partnerships with Project SHARE and others, and combatting loneliness and polarization by fostering relationships and understanding among our congregation and broader community.



V. Pillar Ministry Celebrations

a. Worship – Pastor Jake Waybright

i. Statistics for 2023

1. Worship services averaged 29 visitors per month.
2. In-person worship attendance averaged 364 (8% growth).
 - a. All three services saw new people.
 - b. 9:45 and 11:15 attendance grew while 8:00 is declining.
3. Online worship services averaged 262 views per week (15% growth).
 - a. Most churches saw their online views decline coming out of the COVID pandemic.

ii. Personal Story

1. Pastor Jake shared the story of a recent college graduate who attended CUMC one time with his mother, on Easter 2023. He had not participated in a church for several years. When he moved to another state last fall after college, one of the first things he did was find a church. When his mother asked why, he said that when he was at CUMC at Easter something happened where he experienced God in a way that made him hungry to experience more. She had been considering becoming a member and when she heard her son's story, she decided the church that helped her son rekindle his faith was the church she wanted to join.

iii. Looking Ahead to 2024

1. The new Pre-K class at the 9:45 service has started.
2. The growth in worship attendance and the conversations we have with new people help us see the real spiritual hunger around us. Given that less than 50% of Americans are part of a faith community and over

74% say they want to grow spiritually, now is the perfect time to focus on our goal of helping more people experience a life-giving journey with Jesus.

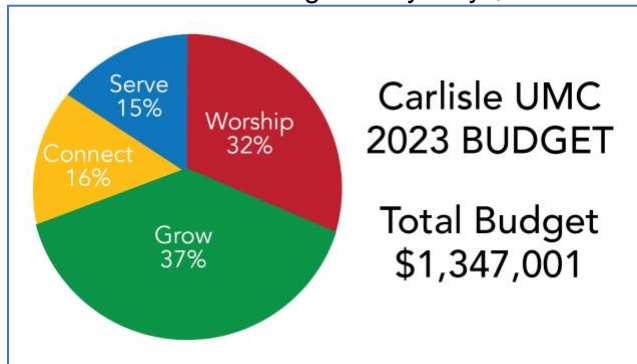
- b. Grow – Pastor Jake Waybright
 - i. Statistics for 2023
 - 1. 245 individuals participated in Adult Grow, on par with 2022.
 - 2. 43 of these individuals were new to Adult Grow ministries.
 - ii. Personal Story
 - 1. Pastor Jake shared the story of a mother and adult daughter who started worshipping at CUMC in the fall of 2023. Neither of them had been a part of a church. When the new Adult Grow classes started in January, the mom shared that she'd never had a Bible and never read it for herself. She wondered if she would be welcome in Pastor Jim's class. The daughter invited two of her friends who have never been to the church to do a class on spiritual vitality. We made sure the mom had a Bible, and she loved learning basics about the Bible in Pastor Jim's class. This is another story of the kind of spiritual hunger that we pray to meet for people.
 - 2. Some classes are declining as participants age out, while other classes are growing.
- c. Connect – Kerm Leitner
 - i. Statistics for 2023
 - 1. CUMC has 26 Connect teams, including six whose main purpose is to connect with God, 13 who connect with each other within CUMC, and seven who connect with the community.
 - ii. Personal Story
 - 1. Kerm has attended almost all Food and Friends luncheons, which are held seven times a year. He regularly dines with ladies from other churches who are envious of CUMC for having the volunteers needed to host this popular luncheon. These luncheons were started under Joanne Monoski, continued under Jan Chipriano, and will now be led by Stephanie Cornwall.
 - iii. Looking Ahead to 2024
 - 1. The Connect teams are led by CUMC members with Pastor Mira's oversight. With her reappointment later this year, we have faith that God will put the right people in the right places at the right time to keep stable leadership across the 26 Connect groups.
- d. Serve – Cheryl Hale
 - i. Statistics for 2023
 - 1. CUMC has 13 programs partnering with non-profits in the community.
 - a. Domestic Violence Services partnership was added on a trial basis in March 2023 to deliver meals and make meaningful connections.
 - b. Safe Harbour babysitting is on hiatus due to minimal participation.
 - 2. There are many smaller programs throughout the year such as the Angel Tree at Christmas.
 - 3. Pop-up events such as writing cards and doing small crafts have been helpful for people who aren't able to commit to a consistent Serve program.
 - 4. Volunteers in Mission (VIM) trips started back up with two service trips in 2023 and another team currently on the way to North Carolina.

5. Homeless to Home, which provides cleaning supplies to people moving from a shelter into their first homes, received a \$45,000 grant to extend the program to all of Cumberland County.
- ii. Personal Story
 1. Cheryl shared the successes of the two refugee families that CUMC was recently able to help, including an Afghanistan woman who has gotten her GED and is now enrolled in college.
- iii. Looking Ahead to 2024
 1. CUMC is working with Church World Services to find housing to support a family in Carlisle; previous housing has been in Harrisburg due to rental costs.

VI. Finance Update – Jeff Harpel

a. 2023 Wrap-up

- i. Jeff presented a slide showing the CUMC 2023 budget of \$1.347 million. CUMC ended in the negative by only \$300.



b. CC2 Wrap-up/CC3 Update

- i. Capital Campaign 2 ended with \$2.42 million received from \$2.27 million pledged. 95% of pledges were received, but additional gifts from non-pledged givers and those who gave more than pledged resulted in 106% of pledges received.
- ii. As of March 3, 2024, Capital Campaign 3 pledges total \$2.35 million with \$622,411 received.

c. Loan Update

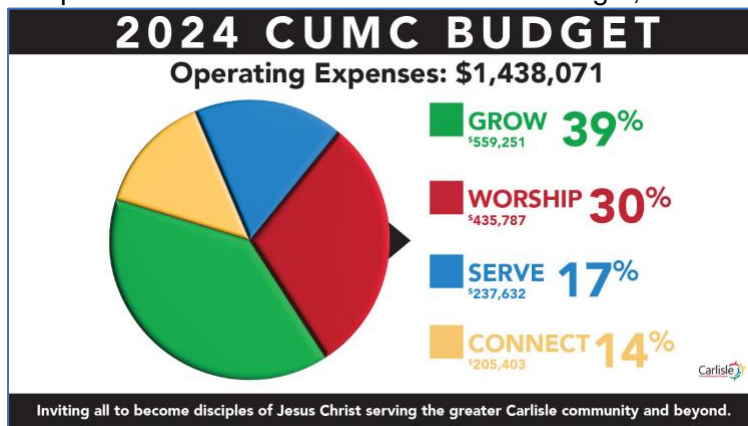
- i. The first five years of loan required that only interest be paid with principal payments at CUMC's discretion. For the remaining five years, CUMC is required to make minimum principal and interest payments based on a 20-year amortization schedule.
- ii. The loan balance as of March 4 is \$2,078,266, with an interest rate of 3.70% for the remaining five-year term (through February 2029). With the 20-year amortization schedule, the required monthly payment will be approximately \$12,300.
- iii. If CC3 contributions are received as expected, CUMC should have no problems making the required minimum payments. CUMC will still be able to make and expects to make principal payments over and above the required minimum.
- iv. F&M Trust has agreed to adjust the amortization schedule annually, allowing CUMC potentially to lower the monthly payment with extra principal payments. Adjusting the annual amortization schedule doesn't save any interest, but it lowers the required minimum monthly Principal & Interest payment. Interest will still be calculated on the outstanding balance at the

same rate. This will make the minimum payments as low as possible after CC3.

- v. Assuming 90% collection on CC3 pledges, the loan balance in October 2026 would be approximately \$500,000. Assuming 100% collections, the loan balance would be approximately \$250,000. If CC3 results look like CC2, with unpledged contributions taking us over 106% in receipts, the loan could be completely paid off by October 2026.

d. 2024 Budget

- i. Jeff presented a slide of the 2024 CUMC budget, which increased by 2%.



- ii. The goal is to remain within budget and over the next several years, keep the annual budget increase to no more than 2% of the previous year's budget amount.

e. Additional Comments - Jeff Barnes

- i. Jeff shared that Ryan Heishman and Gary Heishman connected us with F&M Trust, and their reputation has greatly influenced how well F&M has treated us.
- ii. Jeff also shared that Ryan Heishman and Kathy Charette did financial projections early in the building process that estimated our loan balance to be around \$700,000 at the end of all three Capital Campaigns. Their projections were right on the money.

VII. Facilities Overview – Jeff Barnes

- a. CUMC sold a 1/3 acre plot to a family along South Spring Garden street for \$20,000.
 - i. Thanks to Bill Bunt who did the legal work for this sale pro bono.
 - ii. The sale of this land allowed the temporary shale emergency access road off the E Baltimore St cul-de-sac to be permanently closed off. It was replaced with a paved connection from our parking lot (near the pavilion) to the adjacent new road within the balance of Smith Farm which becomes our required secondary access into our campus. We plan to cover the shale road with topsoil and seed later this year.
- b. Thanks to Jason Weeber for helping with the window tinting in the Gathering facing the back yard. It is translucent material that tints on a sunny day but otherwise remains clear which is a big advantage over blinds.
- c. Addressing acoustic issues in our facility is ongoing, with our initial focus being the gym. As budget permits, we will later tackle the Gathering and Worship Center platform choir area. Within the gym our consultant is laying out a design of hanging fabric panels from the ceiling bar joists, and acoustical panels to be mounted on the walls. Given the anticipated costs of these materials this effort will be staged over a several year period, though we believe church volunteers can perform the

- installations to help drastically reduce the cost. Wall padding for the pickleball courts in the gym has also been requested and we are hopeful that we can combine that effort with padding that will also help acoustically.
- d. The software-based lighting at the front sign at the cul-de-sac has been replaced with regular lighting that works off sensors.
 - e. Jeff commended Jason and the entire Facilities staff for their tremendous work on our building & grounds. Jeff is recruiting volunteers for additional facilities coordinators. Rich Charette has volunteered to oversee work related to the parsonages, and Rick Washinger has agreed to oversee the mowing/landscaping team.

VIII. Neighborhood Update – Michelle Williams

- a. There are several properties and projects developing next to and in the neighborhood of CUMC. Each is in varying degrees of approval and construction.
 - i. Limestone Creek Apartments [approved] is a 46-unit apartment complex, single family or individual units and open to the public for rental. We have no further information on this complex at this time.
 - ii. Harbour Village [under construction] will contain 40 new homes for families and individuals in Cumberland County qualifying for affordable housing. New residents will move in starting October 2024.
 - iii. Integracare's The Residence at Carlisle [under construction] is a large facility for older people. It has two floors and is 80,000 square feet. There are 60 Assisted Living units and 18 Memory Care units. New residents are expected to arrive in early 2025. Job opportunities are already being posted for this facility. Pastors Jake and Mira attended the groundbreaking for this facility. Integracare is looking for ways to partner with CUMC.
 - iv. Smith Farm Townhomes [approved] is planned for 84 townhomes. We have no further information or construction timeline at this point.
- b. Each of these places is different and unique serving various segments of the population in Carlisle, offering homes to people of different economic situations, age groups and backgrounds.
- c. Further down the road across from Giant, Community CARES is looking to move into the building across from the Giant as an overnight shelter.
- d. Michelle asked that we continue to be in prayer as each of these organizations move into the neighborhood and help support the surrounding community.

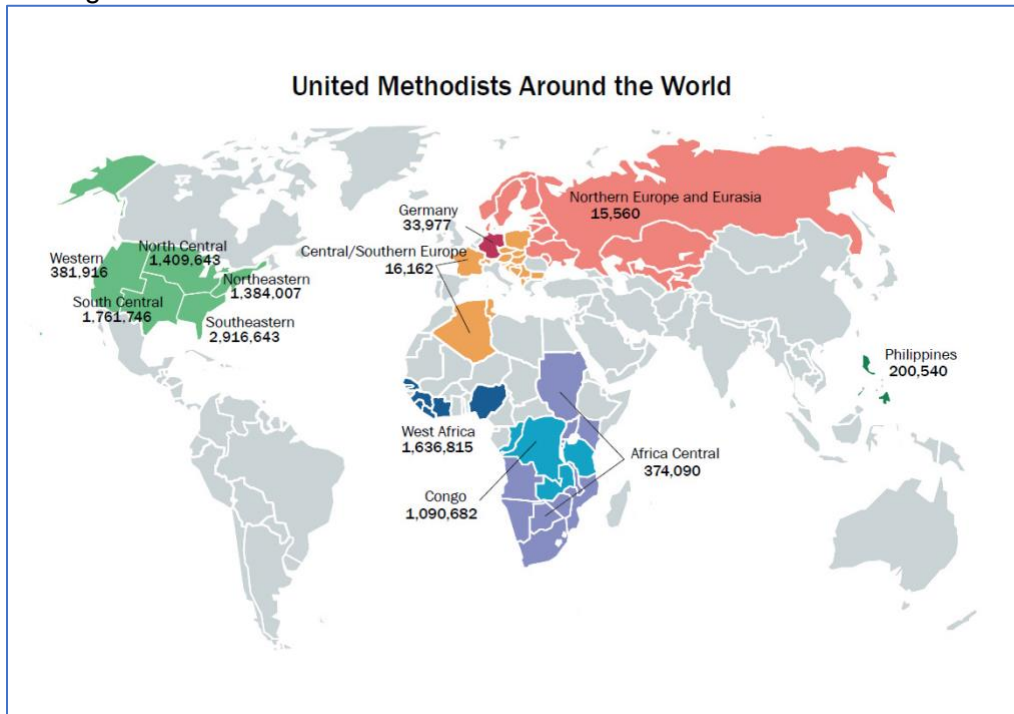
IX. Associate Pastor Update – Kathy Charette

- a. Kathy Charette and Michelle Williams met with District Superintendent Rev. Weaver in January 2024, who advised it is very unlikely we will be appointed an associate pastor. They discussed at that meeting the possibility of CUMC's direct hiring an associate pastor. The Leadership Council discussed and voted to move forward with a direct hire at their January meeting.
- b. The job description was written with input from several people including Pastor Mira and Pastor Jake. It was posted to multiple sites on February 7, 2024, including Just Church Jobs, Church Staffing, Indeed, and Ministry Hub, and it was passed along to ministry contacts of Pastors Mira and Jake. The job posting closed on March 7, 2024.
- c. CUMC has received 23 candidate applications, along with 31 additional inquiries.
- d. A resume review team has met weekly for the past several weeks to review the resumes and cover letters for the desired experience and education. The team consists of Cheryl Hale, Pastor Jim VanZandt, Deb Johnston, Carol Lemon, Michelle Kearns, and Kathy Charette.
- e. Candidates who pass the resume review team will then go through phone interviews, Zoom interviews, and finally face-to-face interviews. They must pass each stage in

order to move onto the next. The final candidate will be brought to vote by the Leadership Council.

X. Future UMC Update – Pastor Jake Waybright

- a. Pastor Jake shared a one-page update on the UMC leading up to General Conference (GC) April 23-May 4, 2024, in North Carolina, the first GC since 2019. Attendees were provided with a printed copy (electronic copy available at <https://www.carlislepaumc.org/futureoftheumc/>).
- b. Pastor Jake displayed a map of UM churches around the world. Africa is the fastest growing area of the UMC. The UMC is becoming a true global church, soon to have more members outside the United States. This may require restructuring within the UM organization.



- c. Delegates from CUMC to GC include Jake Waybright as a clergy delegate, Christina McDermott as the head lay delegate from our Annual Conference, Cindy Weaver is a lay delegate, and Kim Shockley will serve as an alternate delegate.
- d. Some of the top topics at General Conference will include:
 - i. Regionalization - 8 regions
 - ii. Budget: 43% cut
 - iii. Social Principles Revision
 - iv. "Sent in Love" Theological Statement
 - v. LGBTQ+ prohibitions
 - vi. US Clergy Pension Program
- e. Pastor Jake stressed that it is impossible to predict what will come out of this GC.
- f. CUMC will hold a Church Hall on General Conference on Wednesday, May 15, 2024, from 6-7 PM in the Chapel.

XI. Questions & Answers

- a. Question from Charles Reynolds: Why are there so many new names on the Leadership Council?
 - i. Response by Michelle Williams: One LC member resigned in the fall of 2023, so with three members terming out as usual, we had four slots to fill. CUMC is

- following the Conference guidelines of a Nominations & Leadership Committee who fills the open roles.
- b. Question from Beverly Miller: Is Pastor Mira's position officially back to Associate Pastor?
 - i. Response by Michelle Williams: Yes, Jake will be the Lead Pastor, and the direct hire will be the Associate.
 - c. Question from Jim Cox: Can you provide additional clarification around why CUMC chose to direct hire?
 - i. Response by Michelle Williams: Lead Pastors are typically appointed by the Annual Conference (as Pastor Mira was appointed to her new church). Associate Pastors can be appointed if there is one available. According to District Superintendent Rev. Weaver, we are unlikely to be appointed an Associate Pastor.
 - d. Question from Christa Bassett: Will the Leadership Council's 10-year strategic plan be accessible to everyone?
 - i. Response by Michelle Williams: Yes, it will be made available.
 - e. Question from Christa Bassett: If a significant drop in the General Conference budget is approved, will it trickle down to CUMC's Shares of Ministry?
 - i. Response by Michelle Williams: We hope so but will have to see what happens.
 - f. Question from Jane Lerch: Is there any sort of movement expected from outside groups at General Conference?
 - i. Response by Pastor Jake: Likely there will be outside groups advocating for something. Jake and Christina would be happy to discuss this after the meeting.
 - g. Question from Cheryl Hale: Can you comment on the direct hire's tenure?
 - i. Response by Kathy Charette: The Leadership Council is looking for longevity in this position. A direct hire could be with us much longer than an appointment.
 - h. Question from Carolyn Roller: Is there a probationary period for the direct hire?
 - i. Response by Kathy Charette: All positions at CUMC have a probationary period.
 - i. Question from Mark Lemon: Are there metrics we are trying to meet for the 10-year strategic plan?
 - i. Response by Michelle Williams: Yes, there are measurable goals which will be evaluated every year during the LC's planning retreat.
 - ii. After the meeting, Pastor Jake clarified with Mark that the metrics will be established in 2024.
 - j. Question from Kevin McCarty: Will these questions and answers be made available to everyone?
 - i. Response by Michelle Williams: Yes, they will be published in the minutes and made available to everyone.
 - k. Question from Megan Wardle: Given the decline in attendance at the 8 AM service, is there any possibility of change in the worship service schedule?
 - i. Response by Michelle Williams: There are no current plans to change the worship service structure.
 - ii. Andrea Katz added that we are receiving new people at all three services, including young people at the 8 AM service.
 - l. Question from Shelva Walker: Where will children who attend the contemporary service learn the traditional hymns of the church?
 - i. Response by Michelle Williams: Uriah Moore incorporates traditional hymns into contemporary worship occasionally. Also, CUMC has a variety of

services where parents can bring their children to hear the hymns. Emily Webb shared that she brings her children to both 9:45 and 11:15 because she appreciates both styles.

- m. It was noted that childcare is important for events like this Church Hall meeting. Thanks to Carol Lemon for ensuring this meeting had childcare.

XII. Closing Prayer – Carol Lemon

- a. Carol Lemon closed the meeting with prayer.
- b. The Church Hall Meeting was adjourned at 3:31 PM.

Attendance: 59

Respectfully submitted,
Emily Clepper, Recording Secretary