



Asbury Charge Conference and Church Council Agenda

6:30 p.m., March 20, 2023

Mission

*The Mission of Asbury United Methodist Church is to
make disciples of Jesus Christ for the transformation of the world.*

Vision

To passionately serve in the world because Christ so loved the world. (John 3:16)

Church-wide Goals 2023

•See Attached

[Zoom Meeting Link Click Here](#)

Meeting ID: 847 5149 0462

Passcode: 421105

We will be meeting in Fellowship Hall / A Zoom link is also available

1. Asbury Charge Conference

Formal vote as required by the Discipline to discontinue the Associate Pastor position.

Charge Conference adjourned.

2. Church Council called to order. I

3. Joys & Concerns & God-sightings followed by prayer. ,

4. Agenda Review for Changes & Additions

5. Minutes from the previous meeting

(Attached to Agenda)

6. Leadership Reports

(Attached to Agenda)

- Finance update. Year end review and looking ahead.
- Trustees
- SPRC

Paul DCamp as the new Chancel Choir Director

- AIM highlight: Salvation Army Bell Ringing award

- Discipleship highlights:

Confirmation (need for mentors)

New Member update

Discipleship Pathway strategies

- Marketing-Communication team

7. Church-Wide Items

- Review of Church Council organizational structure

Next Meeting: Church Council, 6:30 p.m., Monday June 19, 2023

2023 Church-wide Goals

SEEK GOD'S LIGHT

- 1. Formally launch and engage the Discipleship pathway process throughout the Church to support Asbury individuals and provide Wesleyan accountability on their Discipleship Pathway journey.**
- 2. Continue to strengthen and expand our Children and Youth Ministries**

SHARE GOD'S LOVE

- 1. Fully integrate Neighborhood Bridge Builders as a way of life throughout the congregation.**
- 2. Complete planned Phase 1 capital project including Fellowship Hall renovation, landscaping and back-lot development.**
- 3. Continue to evaluate organizational alignment changes needed and modify to continue to position Asbury for long term sustainability.**
- 4. Develop and implement a lay/staff communications/marketing committee to develop and execute a overall Church communications plan.**

DO GOD'S WILL

- 1. Explore and develop partnerships with nearby schools in cooperation with the Bettendorf Faith community to support children's needs within our Community.**
- 2. Develop link and provide on-going support to Global based ministry**
- 3. Research, organize, and conduct a domestic Church-wide sponsored mission trip.**
- 4. Clarify and determine our Church's unique mission in light of our congregation's denominational change decision**

Asbury United Methodist Church
Church Conference
December 12, 2022

Attendance: Kathy Cameron, John Cameron, Bob Mattison, Doris Mattison, Pam Thornton, Pat Thornton, Gary Hendershot, Kay Hendershot, Ann Lawson, Vierlyn Roskens, Vickie Streicher, Kevin Jones, Patti Sorensen, Steve Sorensen, Linda Manning, Roger Hamman, Charlene Hamman, Linda Noble, Marcia Wiedmeyer, Sherry Van Pelt, Nellie Fisher, Lonnie Fisher, Linda Jones, Ken Jones, Jean Black, Kurt Streicher, Cheryl Ewert, Dot Crosby, David Berkman, Eileen Berkman, Diane Homann, Darlene Roseleaf April Crowder, Phil Paulson, Craig Windmiller, Jan Windmiller, Carol Jackson, Marian Edmund-Paulson, Cindy Bruhn, Marlene Corray, Dennis Winegar, Jo Winegar, Jim Spelhaug, Patti Glass, Dave Lefever, Dave Phillips, Sharon Phillips, Christine Harvey, Peggy Hamilton, Sara Wade, Kay Parch, Sharon Johnson, Pam Duehr, Ruth Wanzell, Dan Miller, John Rabine, Lance Van Deest, Vern Harvey, Dave Stedwell, Pastor Tom

Zoom Attendance: Cindy Behrer, Katie Nelson, Sylvia Sorensen, Susan Moseley, Barrie Smith, Eric Bruster, Diana Mahoski, Robin James, Judy Gackle, Jenny Bloomquist, John Moran, Dave Dow, Paulette Dow, Jerry Rogan, Julie Moran, Kim Brenner, Johanna Brenner, Brian Jackson, Sharon Phillips, Karen Dixon, Patrick Larkin

Joys and concerns were shared. Special prayers were asked for Carrie Meumann.

Dave Phillips reported that the Garden Ministry harvested 60,000 pounds of produce this year, a 15% increase over last year.

Peggy Hamilton led the group in singing "Hark the Herald Angels Sing".

The 2023 Leadership and Ministry Teams were presented.

Pat Thornton moved that this group be accepted. Linda Jones second. Motion passed.

Finance & Stewardship

Cliff Pim reported that Asbury is in good shape financially. Our 2023 budget will reflect what we are actually spending.

Trustees

Kevin Jones reported that the Trustees will finish the year under budget. There were no big building issues. Several nice improvements were made.

SPRC

Pat Thornton welcomed Becca Johnson and Marian Edmund-Paulson to the Asbury staff and thanked the other staff members for their service. He thanked Brenda Sherrick for her 30 years of service to Asbury. Dave Stedwell thanked Patty Schwegler for the time and effort put into the 2022 annual Year End Ministry Report.

Year End Ministry Report

Pastor Tom gave an overview of Asbury's accomplishments of the past year. He mentioned specifically the pictures and "Who We Are, Our Mission & Our Vision." He also lifted up "Asbury: A Life Daily Centered on God" and our Discipleship Pathway. We are in a good place and doing well.

Disaffiliation

Council Chair Dave Stedwell and Pastor Tom Carver led the discussion on the UMC disaffiliation process. No motion was made to go forward.

Meeting adjourned at 8:30 with Peggy Hamilton leading us in singing "Go Tell It On The Mountain."

Next Council Meeting: Monday, March 20 at 6:30 p.m.

Worship Report for the Asbury Council Meeting/March 2023

Worship is looking forward to sharing the season of Lent, and the celebration of Easter with Asbury members and guests.

Worship Team met, in February, to finalize details of Lent and Holy Week Services. We began the season with Ash Wednesday. Thank you to Hospitality for hosting a lovely meal prior to the service. Approximately 64 attended the service in which ashes were imposed by Pastor Tom and our Parrish Nurse, Carol Jackson.

Holy Week begins with Palm Sunday, April 2, with our regularly scheduled services at 8:30 and 10:30. Maundy Thursday Service, with communion, will be on April 6 at 7:00 pm; Good Friday Service will be a traditional Tenebrae Service, April 7, at 7:00 pm; Easter services will be, April 9, at 6:30 am, 8:30 am, and 10:30 am. Volunteers are needed to share scripture readings on Good Friday.

Welcome Team is coordinated by Stephanie Pim. More volunteers are always welcome. Several additional volunteers, to serve at the 10:30 service, would be appreciated. Additional help will be needed, during Holy Week, with extra services scheduled.

Theme Team & Creative Worship met in January. This team comes together quarterly to discuss Sermon topics and themes. The current schedule has been laid out through July. Our present sermon series coordinates with the Lenten Study by Steven Furtick, *The Seven-Mile Miracle*, which will take us through Easter. Several themes will finish out April, with one focusing on Earth Day. The following ideas are being developed, and details are being worked through. May, *What's in Your Playlist*, based on Psalms; June, *Boomerang*, the principle of reciprocity; and July, *Indescribable*, the glories of God in the heavens. As far as the creative aspect of worship, Carrie Meumann and Rich Noble work together to coordinate the altar visuals with the sermon theme.

The Tech Team is coordinated by Carrie Meumann. These team members develop special skills in both sound and video. A few more volunteers have been added to Sunday morning. Training must include hands-on learning, which can only happen during live worship. Patience during this time is greatly appreciated, as there will be a few personal mistakes, but the crew does their best to keep these to a minimum.

Worship Music Leader Team meets once a month to discuss sermon themes and to select music that supports the overall worship experience. Along with Gail Baldwin and Michael Reese, Paul DeCamp has joined the team as Chancel Choir Director. Welcome Paul!

Media Carrie puts together the Sermon Bumpers and background slides based on the current sermon theme. She also creates the advertisements for the church website, social media, and the Sunday morning slideshow. Carrie hopes to produce more videos focused on the different ministries at Asbury, such as AIM's Zion Meal site. This is a good way to bring awareness to a specific ministry within our church. If you would like to shine light on your ministry, please reach out to Carrie.

Communion continues to be shared on the first Sunday of the month. Pre-packaged elements will be used for the foreseeable future.

Welcome and Care Report, March 2023

Parish Nurse

Hosted a foot clinic. We will move to offering this clinic every month beginning in March.
Offered anointing during worship and upon request in the Chapel.
Attended Quad-City wide parish nurse meetings: How to be a friend to Dementia Patients.
Webinar: Interventions to Address Loneliness and Social Isolation in the Elderly

Prayer Team

In addition to meeting weekly to update requests and add new requests, we are now offering a new opportunity to our prayer team members. Any team member who is interested in being available on Sunday mornings, may volunteer to be in the Chapel to meet with individuals who want to pray with someone and/or be anointed. Those interested can discuss this option with Pat or Pam Thornton or Carol Jackson or Cheryl Ewert.

Card Ministry

The group made and sent Valentine cards to our members who are in care facilities or who are shut-ins. They are currently making Easter greetings to be sent to these same individuals.

Hospitality

We have continued to serve coffee and treats between services on Sunday. Beginning in April, there will be a new group of individuals taking over this responsibility.
We hosted three funeral luncheons: January 28, February 13, and March 7.
We helped coordinate and serve at the Ash Wednesday Potluck meal.

Director of Engagement

- Working with the Worship Committee, Welcome & Care, and Visual Identity Team on new Welcome Center and Coffee Hour to increase engagement of our congregation and interaction of our congregants of both services with each other. Welcoming our church family at both services (in addition to the Welcome Team) to increase familiarity with each member/guest.

- Neighborhood BridgeBuilders Captains' meeting held on Tuesday, January 31st with 12 Neighborhoods represented. Healthy Boundaries training provided.

- Added new "Ministry of the Month" feature highlighting volunteer opportunities in the monthly Captains' (and non-Captain Neighborhoods) Newsletter. March featured Ministry was the Hospitality Team.

- Five new Neighborhood Captains have been added to the Neighborhood BridgeBuilder Program since January 1, 2023. Non-Captain Asbury households have decreased from 135 to 86.

- Letters sent to Neighborhoods without Captains with Asbury information and encouraging volunteering in Asbury Ministries.

Respectfully,

Marian Edmund-Paulson, Director of Engagement

Discipleship Team Report, March 2023

Adult Ministry Team:

Asbury sends invitations to people who have been attending and new to our Newcomers Class. On January 22 we had 7 people attend that had not been sent an invitation. All were pleased with the church and all we have to offer. They were looking to join by doing the "Next Step class" with John and Kathy Cameron. That is currently scheduled for February 27. The Lent Study "Seven Mile Miracle" by Steven Furtick will begin February 26. Members of the church are participating in a Bible In a Year Plan on the YouVersion Bible App called One Story That Leads to Jesus by The Bible Project. Also offered for Lent is an online study of Luke developed by The Highland Park UMC. Also we discussed that we will be offering a summer class. Phil and Marion Paulson and team are looking to use The Bible Project to complement the summer sermon themes. We will also offer a class during Vacation Bible school for parents of children attending.

Pam Thornton

Children's Ministry Team:

As the year progresses we are averaging around 20-30 children each week. The 8:30 service usually has 7-10 children attend and the 10:30 service has around 10-15 children. We are still in need of volunteers but the adults/students that we have are amazing.

We start with all ages in the treehouse to hear the lesson. We then have the 3-4 year olds go into their own room to continue with a craft and activity. The K-2nd graders and 3rd-5th graders are divided up and either go to an object/craft lesson or a game.

This year's curriculum has consisted of the 10 commandments, Fruit of the Spirits, Lord's Prayer and stories of the Old/New Testaments.

I am looking to hold the VBS program early summer, sometime in June.

The Kid's Club consists of 4-5 fourth and fifth graders. We meet once a month for an event and fellowship.

As this school year wraps up in the next few months and summer approaches, I will be asking to move along and open up this job to another. I have enjoyed the children and I will stay active with it but just as a volunteer. Thank you

Linda Carver

Youth Ministry Team:

Becca Johnson has expanded the Element 412 group to include a Drama Team. Element 412 continues to meet on Sunday's.

Discipleship Team:

We have rolled out the Discipleship Pathway and it will be included in the Next Steps new member information. We would like to have the information on the church Website also. We will also be looking at ways to receive feedback from the congregation on the Pathway and how people are using it. Some upcoming opportunities are Iron Sharpens Iron for both Men and Women in April. Also The Walk to Emmaus is in April.

Asbury in Mission (AIM) – Quarterly Report (March 2023)

AIM Events/Activities– Nov. 22-early 2023

1. Mission of the Month

2022

- November - Holiday activities (Bell-ringing; Santa for Seniors)
- December - Centre Holiday Dinner:

2023

- January - No Mission of the Month
- February - Fisher's of Men Global Ministries
- March – Zion Meal Site
- April - Garden Ministry
- May - Steward of Creation

2. Churches United – Zion Church meals

2023

- December – Mens' Group
- January – Rachel Group
- February – AIM Group – 65 meals served
- March – Agape Adult Sunday School – 65 meals served
- April - AIM Group

Beginning in May

- Effective with our May 3rd Meal Prep and Serve, we will be providing and serving a routine and fairly easy dinner menu at Zion. In March and April, we are asking Asbury members and families to sign-up to be on a team of 5 or 6 people that will be assigned no more than 2 months a year to prep the food; transport and serve the Wednesday night meal.

3. Global Mission Opportunities –

- Working with Fishers of Men, Asbury is sponsoring a student (Vincent Kimanzi) and teacher in Kenya.
- Pastor Joshua Ngao, founder of Fishers of Men Ministries, with international headquarters located at the Centre in Davenport, Ia. spoke to our congregation at our February 19th Sunday services.

4. Communications needs/opportunities/Recognition –Congregation; others

- With help of Patty, we've successfully developed standard AIM section of the Newsletter for Mission of Month: Results of Mission activities (e.g. Zion Meals; \$'s donated; upcoming mission opportunities; etc.)
- Salvation Army Major Dolliber presented Asbury with the Salvation Army's Volunteer Organization of the Year for 2022 in recognizing Asbury's bell ringing efforts this past Holiday Season. Thanks again to Dave and Dana Nichols who organized Asbury's Holiday Bell Ringing efforts and all the Bell Ringers.
- We received many "thank-you's" from Iowa Masonic skilled nursing residents for the Santa for Seniors gift bags distributed by Asbury "Santa's Helpers".

5. AIM Group Structure/Budget

- A. Added Pam Deuhr as member of AIM Steering Group – Would like to add another 2 members.
- B. Added dollars to AIM budget to support Zion Wed nite Zion meal purchases. (\$100/month)

Stewards of Creation Church Council Report – 2022 Goals and Actions

1. To inspire and encourage everyone to actively participate in creation care.

Monthly challenges -15 challenges in 2022. 45+ so far! Examples: New Year's resolution supporting creation, Observe life in the natural world, Dispose of expired medicine and bottles properly, Consider rechargeable batteries, Do a nature craft project, Support animals & habitats - Held **Asbury Animal/Habitat Art Exhibit** (35 art entries, 85 guests in person and 80+ on Facebook), Become familiar with recycling opportunities, Ride a bike or ride share, Plant to support birds & butterflies, Spend time outside and visit local attractions bringing awareness to God's creation, Buy local, Conserve water, Use less plastic & avoid plastic packaging, Show love to future generations by protecting the environment, Find wrapping paper alternatives and consider each purchase carefully.

Terracycle "drop off" inside Asbury Church - 1,969 this year with 4,051 total Chip/Snack and cereal bags collected! We also accepted pens, highlighters, markers, glue sticks, toothpaste tubes (caps on) & dental floss containers.

Notification of church, community and online events - Examples: X-stream clean-ups, Bird migration response, Bettendorf Conservation Committee's Milkweed event, The Lost Ladybug Project, Farmer's Market opportunities, Zero Waste Reserve's Souls4Souls shoe collection, The Wapsi and Putnam Pollinator Workshops, World Bicycle Day, ImpactLife /National Forest Foundation tree planting initiative, UMCOR response and UMC @ COP 27.

Offer sharing opportunities so others can be inspired by our actions - Examples: Sharing our resolutions for creation, ways we have met challenges and supported creation throughout the year on Facebook.

2. To promote awareness about creation's current needs and offer information about ways we can support creation. Examples: "Monthly Challenge" support information about creation related organizations, books, movies, events and faith filled responses (on Facebook site). We provided opportunities to learn, seek hope and discover how to take meaningful action in our individual lives and together as a church community. In 2022 we began to co-ordinate creation efforts with committees, and vice versa, to serve as a hub for communication regarding creation care. Examples: Worship (Lent), youth (art) and newcomer info coordination.

3. Initiate ways to be a "Green Church" with sustainable and energy efficient practices. Examples: LED conversion, improving recycling habits, properly disposing of e-waste, plastic and paper reduction. Programmable thermostat set for maximum efficiency. The Garden Ministry reports 1st year for cover crop!

4. Seek to provide hope –Example: Share ways people are protecting and supporting creation. (Primarily on Facebook page). LIFT group reports sharing flowers with homebound. 2023 Possibility: Show Christ's love and give comfort to those affected by environmental and climate change in coordination with our Asbury in Mission team.

2023 Budget-Estimates 3-15-23

	<u>Worship</u>	<u>Discipleship</u>	<u>Administration</u>	<u>Welcome& Care</u>	<u>Mission</u>	<u>Total</u>
<u>Budget Expense</u>	\$ 4,500.00	\$ 17,500.00	\$ 107,300.00	\$ 7,650.00	\$ 83,710.00	\$ 220,600.00
<u>Paid Staff</u>	\$ 155,076.00	\$ 86,684.00	\$ 94,864.00	\$ 73,864.00	\$ 13,902.00	\$ 424,390.00
<u>Total</u>	\$ 159,576.00	\$ 102,184.00	\$ 202,164.00	\$ 81,514.00	\$ 97,012.00	\$ 644,990.00

Paid staff amounts are estimates in correlation with staff responsibilities ie: Patty would be Administration.

Sr. Pastor position is divided up based on % of time spent within each category ie: Worship 50% etc...

Above numbers are estimates to give perspective on the budget related to the various categories within Leadership.

Goals for Finance 2023

1. Consolidate reserve/mason jar accounts and rename to accounts for current ministry designations. DONE
2. Establish a GFRA from above accounts that have not been tapped for many years. (General Fund Reserve Account). DONE
3. Establish a process for Ministry Leaders to request extra funds from GFRA for special events. WIP
4. Give each ministry leader a view of their reserve account and balance so they can spend accordingly. WIP
5. Present a clear picture of Finance to a broader audience in Finance and Leadership. DONE
6. Establish an audit process to be done by Finance and potentially others in Leadership and execute in 2nd quarter of 2023. WIP
7. Work with Cheryl to establish her # of hours per week in the building and outside to scope her work product. WIP
8. Sign up an Asbury Treasurer. WIP

Asbury Financial Snap Shot 3-15-23

1. Pledges down approximately 10% from 2022.
2. Donations are flat to up slightly from 2022.
3. Expenses are on budget through 2 months.
4. Apportionments are paid in full through 3 months vs. 1/2 paid in 2022.
5. Reserve balance in QCBT is 3+ months of operating expenses-good position.
6. 85,000 remaining in building fund for improvements-amount not included in reserve balance.

Asbury UMC Discipleship Pathway Benefits

The following is an excerpt from the Softplay Blog entitled [How to Increase Church Attendance](#).

“Attendance connects visitors and members to your church’s mission. A healthy worship experience includes ministries that inspire faith and build community. The key in your church growth strategies is to promote engagement instead of focusing on the number of people attending.

Take your congregation’s worship experience to the next level by transforming attendees into people who are passionate about their faith. Instead of creating a church that simply meets the community’s needs, you want to get everyone involved to develop a sense of belonging and encourage faithful attendance.

Engaged attendees are more likely to participate in ministries and invite their friends to a worship service. They live out your church’s mission and help others see your unique vision. Having passionate members can make your church grow naturally.”

This cited information mirrors some of the understanding of Asbury when we decided to publish a Discipleship Pathway. A few of the benefits of implementing the Discipleship Pathway (DP) include:

1. The DP supports Asbury’s church-wide goal of Seek God’s Light
2. Supports Matthew 28.19 “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” (The Great Commission)
3. Asbury needs a firm foundation to support a lay led church. As blessed as Asbury has been with ordained ministers, we are all directed to support and lead the church. This only happens with spiritual growth and a complementary body of Christ utilizing our spiritual gifts.
4. An engaged church enhances growth opportunities and increases attendance
5. Increased attendance may correspond with increases in financial support
6. Congregational growth (numbers and faith) and financial support produce sustainability synergy
7. While the DP is individual in nature, it is optimized when coupled with other people

Ongoing implementation decisions include:

1. DP has been introduced during sermons, available at back of sanctuary, small groups, Good News, and council meetings. What are the best strategies to remind people of DP?
2. How do we identify people who are not familiar with the DP?
3. How do we encourage people to utilize the tool?
4. How do we receive feedback from the congregation?
5. How often do we provide the congregation with an updated DP?
6. Are there benefits to having a “Discipleship Pathway Goal” each month similar to Stewards of Creation?

Per Rebekah Simon Peter in her article [The 5 P’s of Sustainability of Small Churches](#), she writes:

“One myth, if you fall prey to it, can be the deal breaker for congregational sustainability. This is the myth that, to be sustainable, small churches have to be all things to all people. This idea is based on the megachurch model that one congregation can provide programming for every life stage while addressing every physical, social, and spiritual need. This myth is not only wrong it is dangerously wrong.

When small churches emulate the megachurch model, they set themselves up for failure. It's almost physically impossible for small churches to meet every need of each life stage. Especially if their back-to-church numbers are smaller than their pre-pandemic numbers. The key to small church sustainability is to make sure you have the 5 P's of sustainability in place and then to choose a few things to do well." Per her article, the five P's are: People, Prayer, Provision, Partnership, and Presence.

The Discipleship Pathway is an attempt to capture the first 3 P's. It lightly addresses the community partnerships/presence/marketing of Asbury. The Asbury UMC DP is a tool, that if utilized fully, may enhance our growth, commitment, and expectations.