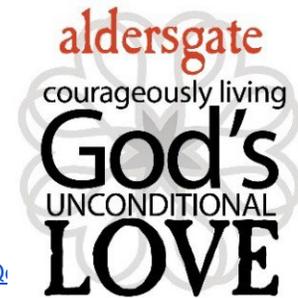


Aldersgate United Methodist Church

Zoom Leadership Team Meeting

July 19, 2022; 7 p.m.

<https://us02web.zoom.us/j/86201985042?pwd=c3QyaXFuTFRxVzA0a20yRWM2ZlpQ>



Attending LT: Paul Amos, Randy Orndorff, Jon Poarch, Jill Cox, Ed Little, Steve Larkin, Lindsay Moses, Barb Roach, Joel Simpson, Shari Van Buren, Patricia Barron, Sue Kane, John Driscoll, Hank Henderson, Lorrie Rezendes

Attending Congregants: Ann Nelson, Molly Johnson

1. Welcome, Comments, and Opening Prayer – Paul Amos
2. The Wesley Challenge Book Chapter 6 – Steve Larkin
3. Work of the Church – Ministries
 - Strategic Plan Update – Debbie Farson (*Leadership Summit Report*)
 - Strategic Planning is coming along really well. At our leadership summit 7/10, our coach from SLI, Ideal provided in-depth training on the Leading Together process. If you haven't gotten the book Leading Together by SLI founder Bryan Sims, please do. It provides a great foundation for the strategic planning process we're engaged in and describes very persuasively why collaborative leadership - - partnering to create and accomplish specific goals - - is so much more effective than the solo-leader-doing-everything model most organizations default to. Our Engage, Connect, Equip, Send and Infrastructure teams ("infrastructure" = financial health, trustees, etc.) had breakout sessions during the summit to work on their Ministry Action Plans (MAPs). You'll hear more about that from those team leads this evening. Next steps are to continue inviting interested folks to partner with you in developing Engage/Connect/Equip/Send plans for courageously sharing God's unconditional love and work on getting a solid MAP started for each ministry area. We will schedule a time when team leads can meet with coach Ideal soon to answer MAPping questions; in the meantime, Pastor Jon and I are available to help you. When inviting others to join you, please remember our Mission: Not, "Come help us hand out donuts and coffee at fellowship hour", but instead "Please partner with us to establish connections with people as we share God's unconditional love during coffee hour." (Just an example; clearly, Christine and team have coffee hours in hand and are doing a great job.) As I've said before, this process is hard because it takes more time to work with several people than just doing it all ourselves, and it creates healthy tension and conflict out of which come strong relationships, plans and results. Ultimately, we end up with a lot of very engaged people pulling together to determine then achieve common goals. This process ensures successful programs continue when leadership changes, instead of dying on the vine because the one person in charge has left. So, the effort is worth it, and as an added benefit, we'll form stronger relationships in the process because more people will be involved. Thanks for all you have done already, and I look forward to being back with you soon.
 - Engage – Patricia Barron & Barb Roach
 - Patricia updated the team on the preparation progress of the four main engagement hosted events with Pastor Jon offering Fresh Expressions updates.

- Barb's update: The Leadership Summit was attended by several members of the Engage committee and at the end of the meeting we had a great opportunity to work on both our Child Map and even a Grandchild map with Ideal and Debbie Farson. Our grandchild map will basically be an Event "template" so that going forward, whomever is organizing and leading an Engage event will have a "checklist" of sorts to follow. Our next Engage meeting is on Thursday, July 21 and as a group we will continue to work on these maps, as well as focusing on our responsibilities for the Community Picnic and our other fall events.
 - The next team meeting will be Thursday the 21st and the primary discussion will be preparation for the Community Picnic in September.
- Connect – Connections, John Driscoll and Christine McElwain
 - Updated signup genius page for Coffee-Fellowship Time Volunteers. Extended signup genius pages to the end of September and deleted old dates. It should be easier to navigate.
 - Welcome Bags: Shopping bags with the Aldersgate logo have arrived. They look great. We've included them in the welcome bags for new visitors. Pastor Jon requested 30 additional bags. I will work on getting the order placed.
- Connect – Worship, Steve Larkin
 - John Pike and Steve Farson are substituting as Worship Leads in my extended absence. Family plans call for me to be back the third week in August.
 - Weekly worship attendance is on the order of 150-180, trending lower during the summer weeks. Ushers will be collecting attendance/concerns slips with offering.
 - We are fortunate to have a great group of worship volunteering who are stepping up.
- Equip – Education, Sue Kane
 - Pastors Jon and Randy started a Spiritual Gifts study to last 5 weeks. 12 or so people came to the first session.
 - New Member Classes to start this fall with retired pastor Ann Nelson and her husband leading.
 - At the LT summit, the Equip team worked on the CHILD Map and discussed these points.
 - Define what a small group is, ie. a study group, a social justice group, any group that meets for any purpose...
 - Determine how we count participation in small groups. For instance, many of the same people participate in more than one group; how do we handle that overlap?
 - Do a survey but we would like it to be part of a broader church survey including all the strategic planning groups. Ideally, taking part of the worship service for several weeks for people to fill them out and turn them in on the spot. We would also like this to be offered on-line for those not attending in-person.
 - Follow up after the survey by letting the congregation know the results and putting in place practical steps to accomplish what we learned.
- Send – Mission & Service, Julie Pfister & Claire Woods
 - The focus of August will be Fort Hunt Elementary School – School Supplies Collection
- Young Adults – Claire Woods
 - Have upcoming event scheduled for Young Adult Brewery Meet Up on July 24 at 5pm
- Youth Ministries – Joel Simpson
- UMW & UMM – Lorrie Rezendes & Ed Little
 - From Lorrie:
 - We will be helping with the Church's Outreach Picnic on SEP 11th
 - Other upcoming 2022 events:
SEP 13 - UMM/UMW/UWF Dinner/Presentation
OCT 2 - Women's Celebration Sunday
NOV 12 - Christmas Marketplace
 - From Ed:
 - For UMM. The annual UMM Golf Tournament is scheduled for August 12th at

- the Pohick Golf course.
 - UMM will support the after church picnic on September 11th
 - Day School Liaison – Barb Roach
 - The Dayschool starts back with their first day of class on Wednesday, September 7th. Pastor Jon, Beth and the Engage team are working towards offering a coffee bar for parents to visit as they drop off their children that first week. We also confirmed that there would not be a conflict between the Dayschools “Welcome Back Ice Cream social” which will be held on Sunday, September 18th, and the Aldersgate Community Picnic on September 11th, allowing us to invite the day school families to our Back to Church day and Community picnic on the 11th.
4. Church Work – Operations
- Finance Update – Ed Little
 - The monthly budget review was sent earlier to the LT. The 6 month revenue data in the report was the worst of the 6 years on record. The good financial news this month was reflected in a recent white paper reporting on the excess Capital Campaign Funds. A significant amount of discussion on the paper followed from the team on how we planned to fund the excess. There are sufficient funds to pay the monthly mortgage through the end of the campaign in March 2023. The LT was asked to get ready to support the budget preparations starting soon, and they were also asked to include in the review their assigned Restricted Accounts.
 - Trustee Update – Hank Henderson & Lindsey Moses
 - Complete
 - 1. Wesley Hall blower motor repaired.
 - 2. Freezer icing issue resolved.
 - 3. Acoustic Tile replacement (ongoing)
 - 4. Backflow Testing Complete
 - InProgress
 - 1. HVAC Drip Sensor intermittent faults
 - 2. Controlling humidity
 - 3. Water/moisture by Randy’s office
 - **Collingwood Parsonage**
 - To Do
 - 1. Window and Door Replacement
 - **Anesbury Parsonage**
 - Completed:
 - 1. Fence Complete at Anesbury Parsonage
 - In Progress
 - 1. Investigating Leak from Master Bathroom
 - **Strategic Efforts**
 - 1. Infrastructure MAP
 - 2. Walk throughs on Infrastructure
 - a. HVAC
 - b. Foundation
 - **Scouting Information**
 - Based on the current agreement with BSA and UMC, churches will no longer "own" the scout organizations. United Methodist Churches will not be chartering Scouting Organizations moving forward. We can still continue to support Scouting. The decision to be made is who "owns" Troop 996 and Pack 888. We'll work with the Troop and Pack to determine what makes the most sense for them. The previous paradigm was for Aldersgate to “own” the unit. That has changed and is no longer the case. Moving forward there are two choices available: 1. They are "owned" by the Local Scout Council (in this case NCAC) or 2. They are "owned" by another entity(PTA, civic organization, etc). As Ken mentioned in his message, they are doing their research. In

Option 1 we would sign an affiliation agreement with them. In Option 2 we would sign a facility use agreement. With either option, they would continue to use Aldersgate.

- While not something to tackle this evening, the implication is with this change in paradigm, the Troop/Pack property (trailer, tents, etc) would transfer from Aldersgate to whomever "owns" the units. That organization would then be responsible for insuring it, titling it etc.
- Executive Director update – Jill Cox
 - Shared the State of the Church PP presentation at LT Meeting.
 - Finance: we will be working on budgeting with the upcoming year
 - Reception: we are working 18 month calendar together, if you have events upcoming please be sure to pass those along
 - Facilities: I continue to work with Tony on going issues with are having with HVAC and have scheduled a walk thru with the VP of Perry Aire to give an overview of the facility
 - Digital Ministries: continue to update our website to ensure it is user friendly and market our events to our congregation and community to participate in.
- Comprehensive Campaign – Ed Little & Randy Orndorff
 - Proposed a combined campaign for both Stewardship and Capital Campaigns
 - All were in favor of this combined campaign
 - Core Team is working together to produce a document that gives insight into all of the different aspects of the Church with a Case to Support document.

5. Pastor Updates – Jon Poarch & Randy Orndorff

- Randy to provide brief Annual Conference Report
 - Annual Conference report- Hampton, June 16-18 ,2022
 - Annual Conference started off with both clergy and laity sessions, then we all gathered in the large hall.
 - A few things that stand out as highlights were the clergy retirement service and the ordination service. It's an odd thing to watch your clergy friends and some who started into ministry under one's care retiring! Tier Hardy was ordained as well as my past associate Lauren Wright.
 - As far as finances the presented budget was approved with a minimal decrease apportionment across the conference of \$7,000.
 - The move from 16 to 8 districts was approved and the Alexandria and Arlington Districts are now the Northern Virginia district with Sarah Calvert continuing as our D.S. (Steve and I attended a webinar where votes were taken to officially combine the districts and a combined budget was approved with no increase in district apportionments expected for 2023.)
 - The biggest matter related to a decision concerning 2 clergy offenses pertaining to gay marriages being conducted which our Bishop has not ruled on for over 1000 days. A standout was conducted by many clergy and laity which forced a vote, and it was ruled that the decision would be forwarded to Judicial Council for review. Once we hear more, we will let you know.
 - As far as matters related to General Conference, we have a Jeremiah Team that has been sharing information about possible outcomes for matters related to homosexuality items in the Book of Discipline and what this might mean for local churches and clergy. You can find info on this at the link below. The agenda item was removed, and a Q/A session held Tuesday July 12 by Webinar which you can also find a recording of at vaumc.org
 - <https://vaumc.org/events/list/?tribe-bar-search=Jeremiah+Team&eventDisplay=past>
 - Next Year's Annual Conference will be held in Roanoke, VA June 15-17.
 - Submitted by Randy, Paul, Hank, Jon and Steve
- Randy Report:
 - Pastor's Report for Leadership team- July 19, 2022

- Have begun the Spiritual Gifts Discovery Class called Serving from the Heart with pastor Jon. We have about 12 participants for 5 Wed evenings. We do want to give the entire congregation the opportunity to take a Spiritual Gift Survey and for Nominations to glean this info for future use in Leadership Development.
- Working with Hank and Ken Latta and Trustees on Scouting relationship issues and best way to move forward together.
- Social Justice/Creation care team has met and continues to move forward with planning and working with Woodlawn faith UMC. You are invited to their family and friends event Sunday July 31st from 2-6pm for food, fellowship, and jazz music.
- Working diligently with our Comprehensive Campaign Team for stewardship matters and loan reduction. Shepherding for the Future is our tentative campaign theme.
- The new bulletin is providing lots of good info especially for follow up with first time guests and then inviting people to Meet the Pastors and we are going to be offering a New Member class starting Sept 18th at 9:30am with Ann and John Nelson facilitating, A Disciple's Pathway- A 5-week study based on our Prayers, Presence, Gifts, Service and Witness.
- Following up with many new attenders many who are families.
- Working also with Endowment Team to set up the Not Too Far From Here Endowment in honor of Joe Tompkins.
- Lee Anne and I will be on vacation Aug 1st thru -7th. Also, will be away Aug 14th for the Baptism of our grandson Titus.
- Pastor Jon:
 - The demographics report and mapping of our congregation was shared during the Pastor's Report. This information will be posted to the website for the entire congregation. This presentation sparked good conversation and insights about our community.
 - The Community Picnic will take place as part of our Kickoff Sunday on September 11. The Community Picnic will have the goal of "Engaging our local community and church community in order to build relationships and offer connection as we celebrate our launch of fall activities." This will require full support from our staff and Leadership Team.
 - We continue to explore Fresh Expression opportunities though some things have slowed down in the summer. We'll do some more evaluation in the fall of what is working and what needs to be tweaked.
 - The first Young Adult Event of 2022 will take place on July 24 at Port City Brewery. Claire Woods, our Young Adult Rep, has been working with Pastor Jon to plan this event in order to build connections and community amongst our young adult population.

6. Closed Session

- Staff Parish Relations Committee update – Leah (*Children's Choir & Youth Director*)

7. Closing Prayer

8. Future dates:

- Aug 16, 2022 Leadership Team Meeting, 7 p.m., chapter 7 of The Wesley Challenge
- Sep 20, 2022 Leadership Team Meeting, 7 p.m., (Introduction of draft 2023 budget & LT lead combined campaign gifts), chapter 8 of The Wesley Challenge
- Oct 18, 2022 Leadership Team Meeting, 7 p.m., chapter 9 of The Wesley Challenge
- Nov 15, 2022 Church Conference? (State of the Church, Pastor Reports & Compensation and approval of target 2023 budget) & Leadership Team Meeting, 7 p.m

- Dec 13, 2022 Leadership Team Meeting, 7 p.m. (Approval of pastoral preference forms), chapter 10 of The Wesley Challenge
- Jan 17, 2023 Leadership Team Meeting, 7 p.m. (Approval of 2023 budget), chapter 11 of The Wesley Challenge