



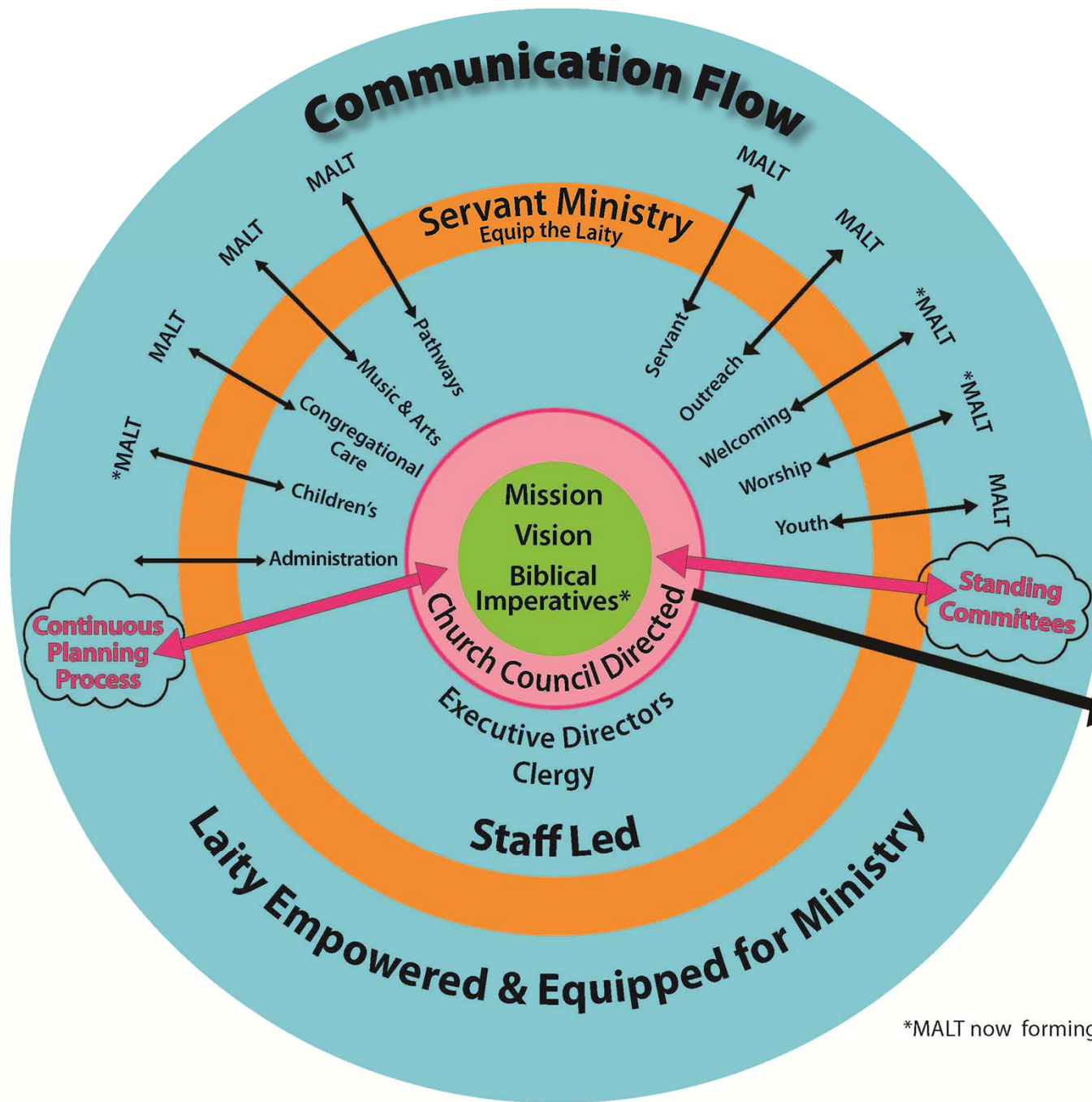
Town Hall Meeting

November 20, 2011



Agenda

- Opening Prayer – Dr. Harvey Martz
- Opening Remarks – Allen Amis
- Finance Report – Donna Lance
- Succession Planning – Woody Herring
- Strategic Planning – Dani Stang
- Closing – Dr. Harvey Martz



***Biblical Imperatives**

- Serving others is an act of love for and devotion to Christ
- God has a unique purpose or calling for each of our lives
- We must use our gifts to fulfill our call
- Gifts are not to be idle, but to be used in service
- We more deeply understand our personal relationship to Christ
- Spiritual growth is activated as we serve others
- The role of leaders is to empower people to serve

Standing Committees

- Finance
- Lay Leadership
- Marketing
- Legacy Ministry
- Stewardship
- Trustees

Church Council Members

- Clergy
- Executive Directors
- Chairs, Standing Committees
 - Finance Chair
 - Lay Leadership Chair
 - Legacy Ministry Chair
 - Trustees Chair
- Lay Leader
- Youth Rep
- At-Large Member
- Ministry Director Rep
- Focus Committees
 - Marketing & Stewardship

*MALT now forming



Finance Committee Report

- It is our goal to provide guidance and recommendations to Church Council so that we are all good stewards of the Church's funds.



Finance Committee Report

- In order to meet this goal, members of the Finance, Stewardship committees, Church Council and others observe trends in contributions and expenses, and make reasoned predictions regarding these elements in the near future.



Finance Committee Report

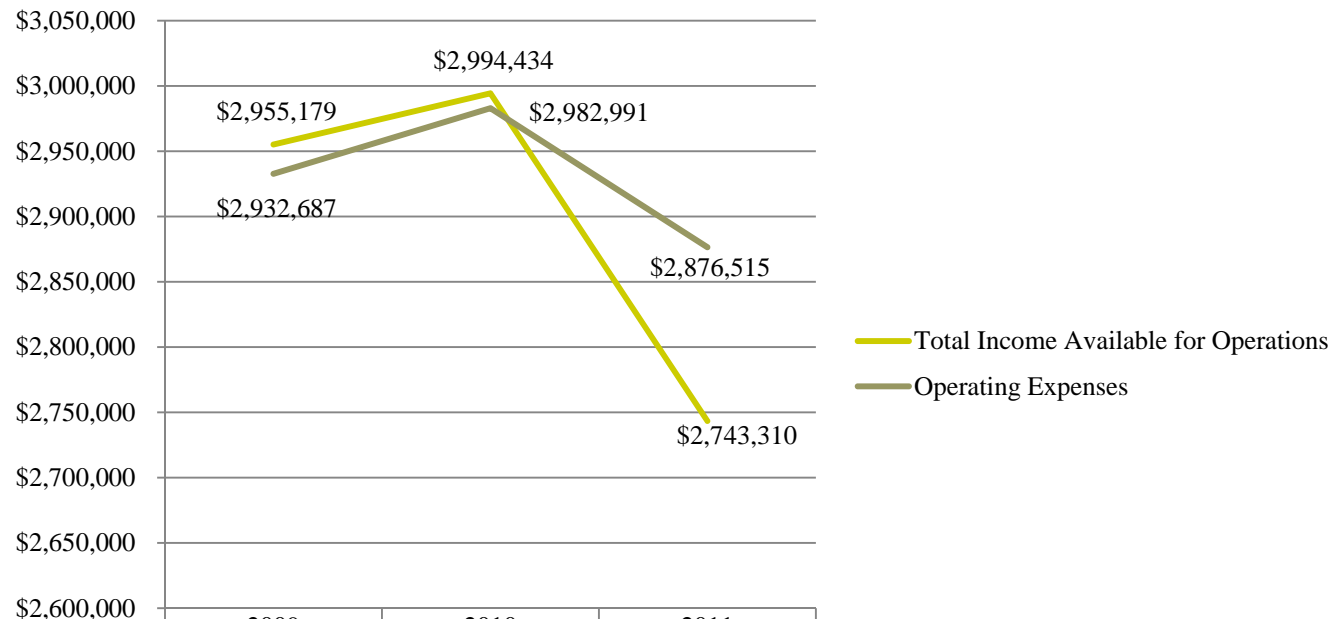
Here is a spread sheet showing our contributions and expenses for 2009, 2010, 2011.

	2009	2010	2011*
Contributions to Support the Operating Budget	\$ 2,707,096	\$ 2,695,822	\$ 2,472,849
Other Income	\$ 248,083	\$ 298,612	\$ 270,461
Total Income Available for Operations	\$ 2,955,179	\$ 2,994,434	\$ 2,743,310
Operating Expenses	\$ 2,932,687	\$ 2,982,991	\$ 2,876,515
Net Contributions to Operating Budget	\$ 22,492	\$ 11,443	(133,205)
Contributions to the Capital Campaign	\$ 2,457,620	\$ 2,257,877	\$ 1,095,748
Total Contributions and Other Income	\$ 5,412,799	\$ 5,252,311	\$ 3,839,058
* Reflects actual income and expenses through 10/11 and estimated income and expenses for 11-12/11			
		2010 - 2009	2011 - 2010
Change in Total Income Available for Operations		\$ 39,255	(251,124)
Change in Operating Expenses		\$ 50,304	(106,476)

Finance Committee Report

- Graphically, here are the results:

Operating Income v. Operating Expenses



	2009	2010	2011
Total Income Available for Operations	\$2,955,179	\$2,994,434	\$2,743,310
Operating Expenses	\$2,932,687	\$2,982,991	\$2,876,515



Finance Committee Report

- We believe that unless we reduce our expenses in 2012, expenses will continue to outpace income.
- Consequently, we asked the clergy and Administration leadership to reduce expenses by approximately \$300,000.
- Clergy and Administration leadership worked with the directors of the ministry areas and identified ways to reduce expenses by \$300,000.



Finance Committee Report

- Each ministry area will absorb some portion of these expense reductions.
- These expense reductions will include personnel hour cuts and furlough days.
- On the furlough days, the church building will be closed.



Finance Committee Report

- We believe these expense reduction measures are being taken to bring the church's expenses in line with its operating contributions.



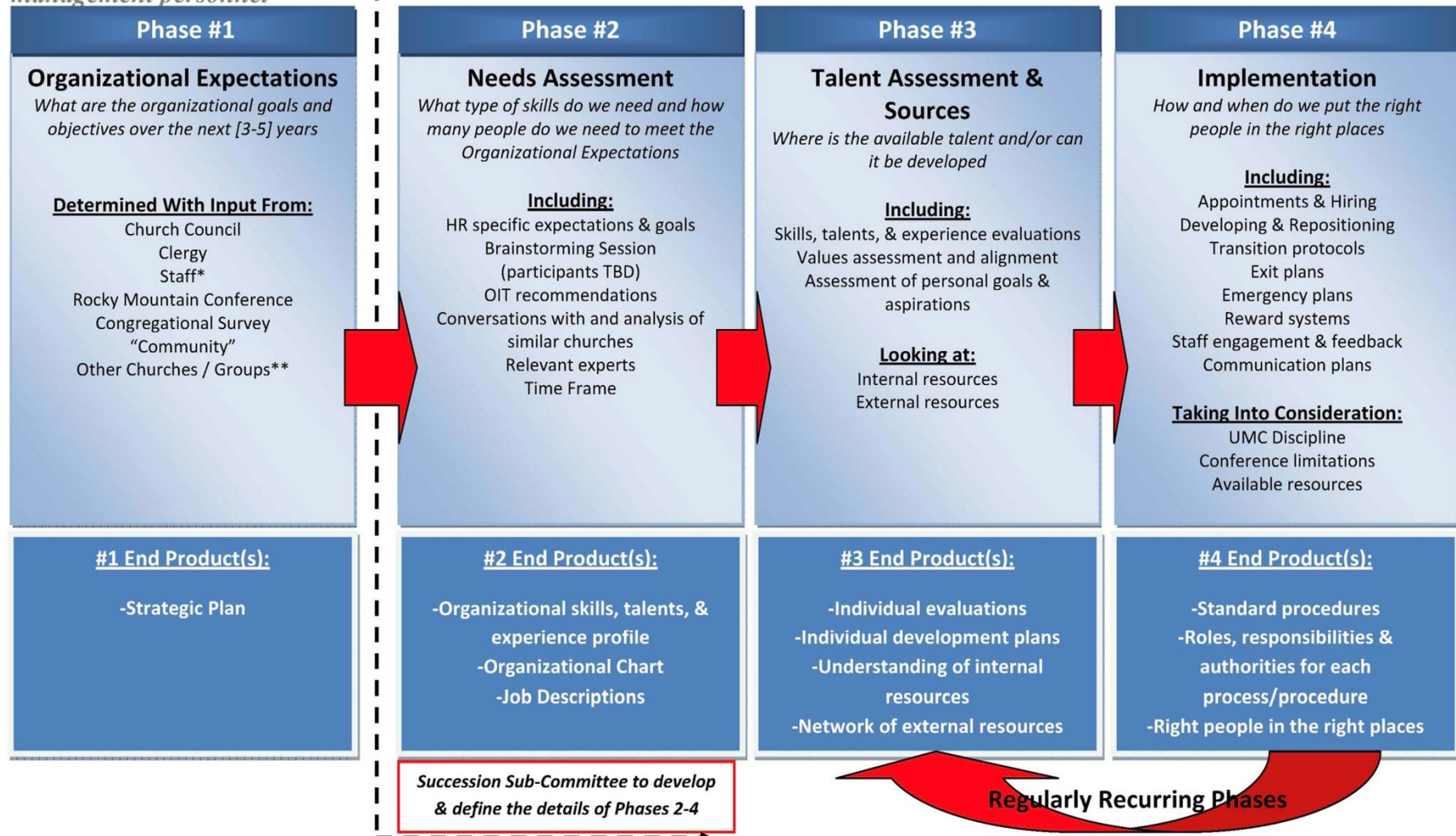
Succession Planning

Woody Herring

Personnel Succession Process Summary

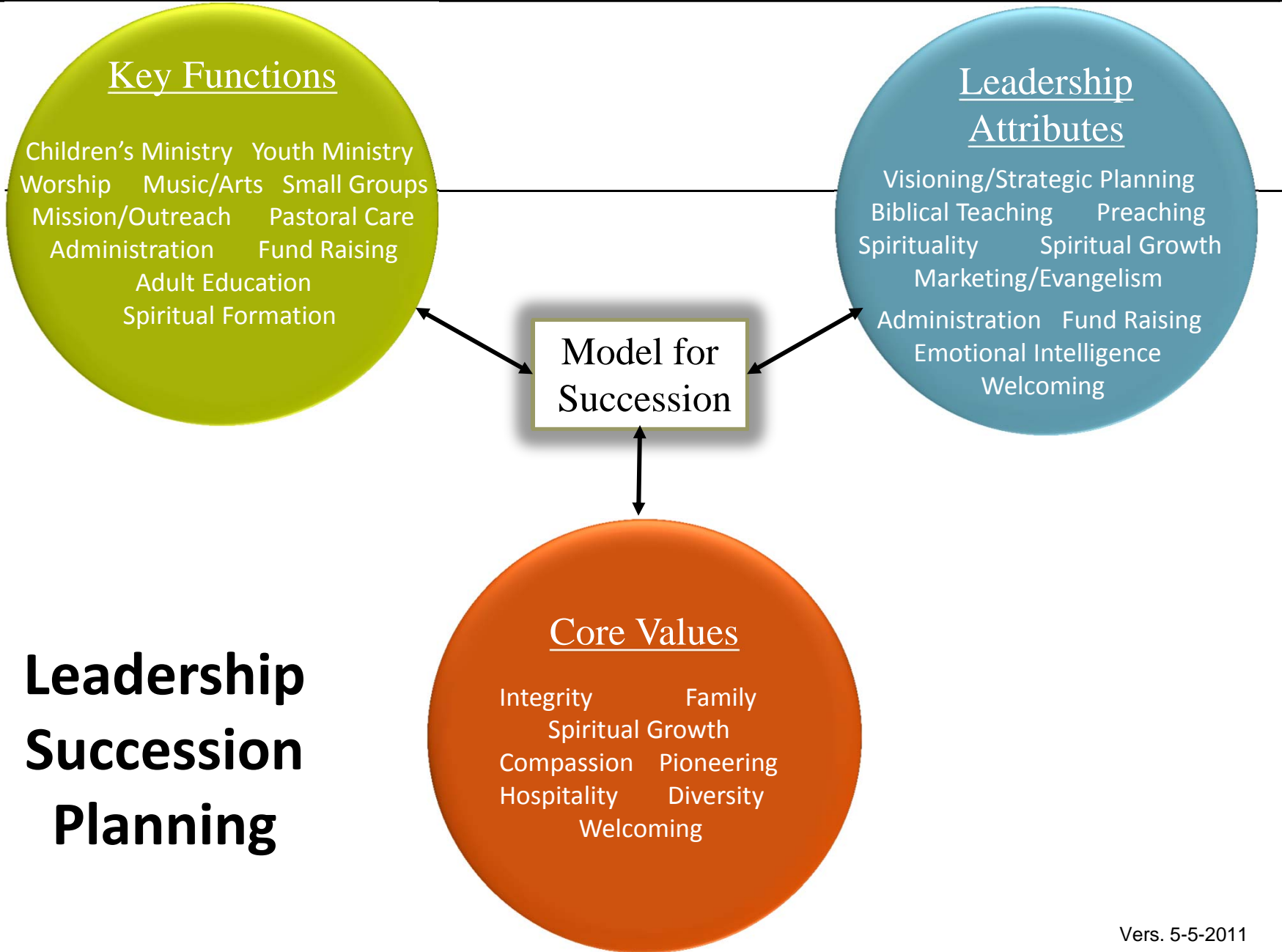
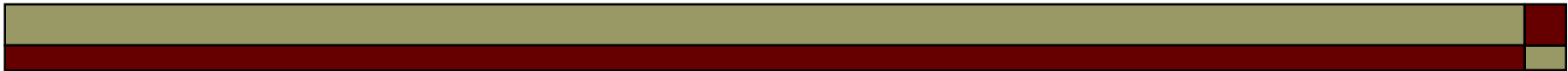
Draft: August 2, 2010

An established and defined process to be regularly used in the change, development, and assessment of St. Andrew clergy and management personnel



*Using focus groups & interviews, asking how it works today, what gets done or what doesn't get done, what works, what doesn't work, etc.

**COR, St. Luke's Indianapolis, St. Luke's Orlando, Group of 100 Largest Methodist Churches, etc.



Key Function / Ministry Area													Leadership Attributes
	POC				Assoc #1				Assoc #2				
	KF	KFTA	LA	SR	KF	KFTA	LA	SR	KF	KFTA	LA	SR	
Worship	P	28			s	2			s	2			Biblical / Teaching
Small Groups/Engaging	s	2			s	2			P	14			Preaching
Spiritual Formation	s	2			P	8			s	2			Spirituality (Guidance)
Administration	s	2			s	2							Administration
Fundraising	P	5											Fund Raising
Mission/Outreach	s	2			s	4			P	14			Visionary
Pastoral Care	s	2			P	16			s	2			Spiritual Growth
Adult Ministry/Teaching					s	6			P/s	6			Welcoming / Hospitality
Meetings		4				4				4			Marketing / Evangelism
Youth Ministry													Compassion
Children's Ministry													
Music / Arts													
Total Hours		47				44				44			

Definitions /Assumptions

Small Groups/Engaging -

Spiritual Formation - Program development, Moving people down their path

Administration -

Adult Ministry/Teaching -

Measures

Key Functions

Abrev

Units

KF

-

Key Function - Time Allocation

KFTA

Hrs

Leadership Attributes

LA

-

Survey Results

SR

-

Key Function / Ministry Area													Leadership Attributes
	Assoc #3				ED-Program				ED-Admin				
	Kf	KFTA	LA	SR	KF	KFTA	LA	SR	KF	KFTA	LA	SR	
Worship	s?	2											Biblical / Teaching
Small Groups/Engaging	s?	10											Preaching
Spiritual Formation					s	4							Spirituality (Guidance)
Administration					P	22			P	38			Administration
Fundraising									s	2			Fund Raising
Mission/Outreach	s	2			s	4							Visionary
Pastoral Care	s	2											Spiritual Growth
Adult Ministry/Teaching					P	10							Welcoming / Hospitality
Meetings		4				4				4			Marketing / Evangelism
Youth Ministry													Compassion
Children's Ministry													
Music / Arts													
Total Hours		20				44				44			

Definitions /Assumptions

- Small Groups/Engaging -
- Spiritual Formation - Program development, Moving people down their path
- Administration -
- Adult Ministry/Teaching -

Measures

- Key Functions
- Key Function - Time Allocation
- Leadership Attributes
- Survey Results



Succession Planning

- Five most important strengths in Pastoral Leadership for SAUMC
 - Provide inspirational and transformational preaching and worship
 - Possess a high emotional intelligence which would include mentoring skills
 - Visionary with strategic planning skills
 - Have strong Biblical knowledge and teaching skills
 - Adept at fundraising



Succession Planning

- Questions?



Strategic Planning – Dani Stang

- Goal
 - Consolidate feedback from
 - Leadership meeting in January
 - Congregational Survey and Follow up Planning Session
 - Insights from Consultant Survey (Doug Anderson)
 - Short term goals in the next 12 mos
 - Long term goals 1 to 3 years out for accomplishment
 - Benchmarks defined.

St. Andrew UMC Mission

Invite

Receive

Nuture

Challenge

Send Forth

Take Care of Business

Help Me Feel More At Home in this Big Environment

Smooth Our Rough Edges

Help Me Connect with My Heart,
Spirit and Head

Help Me Be Useful to the Church

Help Me Make a Difference in the
World Around Us



Short Term – Goals

□ From Within SAUMC

- Integrated Financial Plan
- Expose people to connectional options
- Ambassador concept to connect newer attendees.
- Organize more small groups

□ From Consultant

- Newcomer Connecting (lay sponsors)
- Creation of Small Groups
- Development of Service Evangelism



Long Term – Goals

□ From Within SAUMC

- Structural support for Small Group Development
- Grow congregation from spectators to passionate, spiritually connected servants.
- Alternative worship services

□ From Consultant

- Increase Worship Attendance (new worship service/multiple preachers)
- Develop ministry teams to do ministry
- Involving additional people in ministry is essential for the future ministry of SAUMC.



Closing Hymn

“Here I Am Lord”

page 593 in hymnal