

Aldersgate Church - Leadership Board Meeting

September 23, 2025

Leadership Board in attendance: Randy Campbell, Ryan Wilt, Kevin Hoffman, Lydia Kelley, Nate Baum, Nancy Mosella, Jeff Payne, Bob Winters, Desirre Buck, Kristine Hackett, and David Pater. Absent: Dave Yoder and Kent Springman. Nancy Mosella. No replacements for Mike Staley and England Reyes yet.

Congregants and Staff: Pastor Bob Kaylor, Jeff Markey, and Jennifer Rager.

1. Bob Winters called the meeting to order at 6:31 pm. Pastor Bob opened the meeting with a devotional and Bob Winters said a prayer.

New Business:

1. Financial:

- From January through August 2025, the church has a deficit of \$13,700.
- Tithes for August were up \$25,000.
- So far, September tithing down \$38,000 when compared to September 2024.
- Bathroom renovation fund has \$930.30 in donations.
- Elevator fund has \$100.00 in donations.

2. 2026 Estimated Wages Budget: Pastor Jeff Markey was excused from the meeting during the discussion of the estimated 2026 wages. The 2025 estimated wages total \$437,896.00. For 2026, the estimated wages are \$444,974.74 based on a 3% pay raise for qualifying staff members. (Staff members must have been employed for at least one year to qualify for a pay raise). Further discussion occurred regarding keeping the 2026 wage increase to \$10,000 or less by potentially having a 2.5% pay raise to qualifying staff members and utilizing the remaining funds to distribute bonuses to the employees who have excelled within their position. Jennifer will send the remaining 2026 estimated budget to the Leadership Board members via email. Board members will review, email any questions or concerns, and be prepared to vote on the 2026 budget at the October meeting. To meet the required funds for the 2026 budget, Aldersgate will need to have an average of \$17,700 a week in tithings. Currently, we average \$16,565 in tithings weekly. Jennifer works with the church staff to limit supplies and additional costs based on the tithes coming in. Additionally, a dialogue on pay scale ranges for church positions was discussed. Pastor Bob suggested subscribing to Church Salary website (\$189 annual fee), which provides nationwide up-to-date reports on salary range, compensation trends, cost of living comparisons, and more for church staff positions.

3. Preschool Addendum: Aldersgate Church Preschool Staff addendum to the Employee Handbook was reviewed with no additional changes recommended. Ryan Wilt made a motion to approve the document conditional upon a review of the addendum to ensure language and style compatibility with the current Aldersgate Employee Handbook. If any conceptional or substantial structural changes are needed, then the changes will require presentation to the Leadership Board for further approval. Randy Campbell and Lisa Murr will perform the review. Randy Campbell second the motion. Motion unanimously approved.

4. Youth Ministry Policies: The Aldersgate Church Youth Ministry Policies have been revised by Mark Denton. After reviewing the updates, it was noted the policy is still missing several of the insurance company's requirements to meet the stipulations to maintain our sexual misconduct insurance coverage of \$1 million per claim/\$3 million total coverage. Again, without meeting these requirements, our coverage would decrease to \$500,00 per claim/\$1 million total coverage. Those missing requirements include who is to report any sexual misconduct claims to the insurance company, who is going to follow up on such claims, who is to maintain any records, etc. Randy Campbell made a motion to approve the Aldersgate Church Youth Ministry Policies as written with additional modifications needed to meet the requirements of the insurance company for safe sanctuary enforcement. David Pater second the motion. Motion unanimously approved. Additionally, Jennifer cleared with the insurance company that any staff employee under the age of 25 can drive any church owned vehicle.

5. The following are upcoming Aldersgate Church meetings:

- October 8th at 6:30 pm - Open meeting with Rev. Steve Taylor (Conference Superintendent for the GMC Northeast Conference) and Bishop Leah Hidde-Gregory of GMC
- November 9th at 11:45 am - Aldersgate Annual Church Conference. Date changed from November 18th at 7 pm to obtain a higher number of attendees since several church members do not like to drive in the evening hours.

Old Business:

1. **Building / Grounds:** No updates or concerns noted.

Closing:

1. **State of the Church:** The Town Hall last night (September 22, 2025, from 6:30-7:30 pm) went very well. Pastor Bob reviewed the presentation on denominational affiliation again and addressed any questions or concerns.

2. Lydia Kelley motioned to close the meeting. Bob Winters second the motion. Motion unanimously approved. Leadership Board meeting ended at 7:47 pm.