



<b>Call to Order</b>	<p>Howard Grant called the meeting to order at 7:09 PM</p> <p>Howard entertained a motion to amend the agenda to move the adoption of minutes later in the meeting to give the body an opportunity to read them.</p> <p>Pastor Young provided a brief devotion from Jeremiah 31 and prayed for us to be reminded of God's promises.</p>
<b>Reports</b>	<p><i>Church Council</i></p> <p>Howard asked Tiffany Brown to join him to present the awards to outgoing leaders:</p> <ul style="list-style-type: none"><li>• Ernestine Bennett, SPPRC</li><li>• Robert Gray, Nurture Division</li><li>• Lauren Boone, Outreach Division</li></ul> <p><i>Lay Servant Ministries – Darryl Kirkland, reporting</i></p> <ul style="list-style-type: none"><li>• Special guest; Darryl serves as District Director; presented the Lay Servant Ministries program for the Atlanta College Park District and shared brochures on the classes; encouraged us to become active; the program was formerly known as Lay Speaking.</li></ul> <p><i>Lay Leaders – Cyde Creagh, reporting</i></p> <p>Will ask every Lay Leader to be a Lay Servant and will host a Lay Leader planning retreat</p> <p>Cyde shared 2017 initiatives</p> <ul style="list-style-type: none"><li>• Increase communications<ul style="list-style-type: none"><li>○ Submit a monthly Messenger article</li><li>○ Add quarterly website content</li></ul></li><li>• Launch VOICE Ministry Leadership Model – Lay Leaders will be available as ministry consultants</li><li>• Ministry focal points<ol style="list-style-type: none"><li>1. Youth and young people</li><li>2. New members (less than two years)</li><li>3. Disaffected members</li></ol></li><li>• Update parking lot banners</li><li>• Continue service at Arbor Terrace</li></ul> <p>Initiatives will be accomplished through:</p> <ul style="list-style-type: none"><li>• Identifying additional associate lay leaders – work with Nominations and Leadership Development Committee (NLDC); ensure each lay leader can commit necessary time to the role; set up an apprentice lay leader role.</li></ul>

*Nurture – Emelda Speeks, reporting*

- Caregivers – visitations/fellowship at several senior care facilities
- Christian Education – joining with Sunday School for intergenerational Bible study; hosting Meet the Authors Sunday – February 19 after both services; launching Wind in the Wilderness, a Lenten study
- Discipleship – New Member’s orientation is March 12 and 19
- Health & Wellness – continuing walking groups
- Marriage Ministry –planning Valentine’s Day event at Botanical Gardens and a marriage enrichment weekend in March.
- Prayer Ministry – continue weekly intercessory prayer and monthly leadership prayer sessions (available for members in leadership positions)
- Resurrection Ministry – GriefShare and Partners Against Domestic Violence both meet on Thursday evenings.
- GriefShare – hosts sessions on Thursdays in October and November; currently supporting eight families
- Stephens Ministry – continues to re-launch; planning week-long training session and will soon select Stephen Ministers
- Stewardship –completed planning for and hosted 2017 Ministry Expo; will host follow-up session

*Outreach – Suzanne Burks, reporting*

- Thanked Pastor Pittman for her leadership through the transition from Lauren to Suzanne
- Ten ministries and nine confirmed ministry leaders
- Church and Society teaming with Business Alliance for the Cascade Action Party; more details to follow
- Cascade Career Network – implementation and relaunch; proud to have 15 members
- Habitat – two new chairs; builds will occur later this year
- Homeless – continues to prepare hot meals each Thursday; looking for volunteers for meal delivery
- Legal – 2017 theme will center around 14<sup>th</sup> amendment
- Missions & Evangelism – interviewing potential chairs
- Recreation – needs ministry leader
- Restoring Hope – planning for 2017
- Toastmasters – meets every Saturday morning

*Witness – Elnetta Mitchell, reporting*

- UMW – Meets on 4<sup>th</sup> Saturdays at 11 AM; hosting Women’s History Crowning Glory Tea March 18 and will highlight women who diligently serve the community
- UMM – meets 2<sup>nd</sup> Saturdays at 8 AM
- Veterans – meet on 1<sup>st</sup> Thursdays at 7 PM; will host an information session with representatives regarding the National Cemetery
- Torchbearers – meets 2<sup>nd</sup> Saturday at 11 AM; hosting safe driver’s session February 21; will participate in the North GA Older Adult meeting on March 9; line dancing every Monday continues
- Singles – meeting date TBD; new leader is Marie Payne

*Worship – Pastor Lawrence Young, reporting*

- Black History grits bar – February 19
- Ash Wednesday – March 1; two services
- Palm Sunday – Confirmation during 11: 15 AM service
- Easter – Two services. No change to 8am. Children will lead at 11:15am
- Usher Boards – usher retreat will be help on 10/15; ushers will serve with

*Young People’s Division – Sherie Dickerson, reporting*

- Young Adult Bible Study – 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays
- Held youth listening session on January 29
- Will host a division retreat on February 11
- Christian Education/Black Program - February 26
- Girls Scout Sunday – March 12

*Church Business Administrator - Don Sykes*

- Google Connected Churches Program – to improve digital literacy in minority communities;
  - Impact is the city host church; partner churches include: Big Bethel AME, Friendship Baptist, Greater Turner Chapel, Cornerstone Baptist and Cascade
  - Targeting adults and older adults
  - Closing digital divide will help the community manage healthcare online; understand social security information; find jobs; bank online; and email

*Nominations and Leadership Development Committee - Vincent Agnew, reporting*

- Will facilitate spiritual leader training to help church leaders recognize various leadership styles and adapt styles to fit respective ministries.

*SPPRC – Kelvin McDuffie, reporting*

- Introduced the members – Threet Brown (vice chair), Kelli Hooper, Toni Cauthen, Joyce Vasser, Morris Jones, Julius Smith, Greta Anderson, Gloria Patterson and Rita Gibson
- Outlined the team’s structure, including which members are assigned to each minister and selected ministry team
- *Question: What does SPPRC do? Facilitates the human resources function for Cascade’s pastors and staff, e.g. completes performance evaluations*

*Finance Committee – Lucius Williams, reporting*

- Lucius thanked us for our continued financial support
- As of December 31, 2016

	<b>Budgeted</b>	<b>Actual</b>
<i>Revenues</i>	\$3,210,459	\$2,900,808
<i>Expenses</i>	\$3,210,459	\$3,070,070
<ul style="list-style-type: none"><li>• Revenues over expenses (\$169,262)</li><li>• Restricted Funds - \$1,011,908, or 80%; General Operating Accounts - \$245,531, or 20%; total for all accounts - \$1,257,439</li></ul>		

- Fifth Sundays, summer months’ giving and sever weather are challenging for giving

	<ul style="list-style-type: none"> <li>• Our five-year expenses trend is favorable</li> <li>• Expand awareness of revenues, expenses and apportionments; prepare a three-year budget with the strategic plan</li> <li>• <b>90 for 90 Campaign</b> – pledged approximately \$110,000; received \$28,000</li> <li>• <i>Questions</i> <ul style="list-style-type: none"> <li>○ <i>What are the trends for online giving? Trending about 150 people in 2016; events may increase the numbers who give online</i></li> <li>○ <i>What is increasing the decrease in giving? Anecdotally, we are an aging congregation. And we need better demographic data.</i></li> <li>○ <i>How are we managing operating expenses if we are spending more than we are generating? We were good students in previous years and have used reserves. Going forward, we need to determine a different strategy.</i></li> </ul> </li> </ul> <p><i>Board of Trustees – Sharmeen Hawkins, reporting</i></p> <ul style="list-style-type: none"> <li>• Sharmeen introduced our current Trustees and the areas in which they serve</li> <li>• Several projects are needed; many have been deferred for a few years. <ol style="list-style-type: none"> <li>1. HVAC upgrade – will use a line of credit to complete this work (approximately \$376,000)</li> <li>2. Technology upgrade – begins later this month</li> <li>3. Skylight replacement – recently caused a leak; Trustees will decide if we will cover it or replace it.</li> <li>4. Asset inventory</li> <li>5. Contract review process – Trustees now have a dedicated email address: <b>contracts@cascadeumc.org</b>; after receiving the contracts, the team will review, negotiate and amend; Sharmeen as chair is the appropriate contact to execute contracts <ul style="list-style-type: none"> <li>• Contracts are to include Cascade and the third party, instead of the ministry.</li> <li>• No member or ministry is to receive a personal benefit.</li> </ul> </li> </ol> </li> </ul> <p>Robert Gray moved that we accept the minutes, with the correction of the month of the previous minutes; it was moved and properly actioned.</p> <p><i>Conclusion</i></p> <p>Howard shared that the team is working on the strategic plan. A small committee is revising the plan. He acknowledged Pastors Pittman and King and thanked them for their service.</p> <p>Pastor Young shared that we ended the year with both a decline in attendance and revenues. To remedy both, we will:</p> <ul style="list-style-type: none"> <li>• <b>Launch</b> a data campaign for every member; will seek two – three people for quick action teams to work on evangelism and finance; <b>Engage</b> all leadership – every chairperson will be tasked with embracing a standard (see Leadership Commitment Statement); <b>Focus</b> on evangelism and split the missions and evangelism ministries; <b>Hire</b> a youth minister who is not a provisional elder, so that at a minimum, youth get to graduate with their youth pastor.</li> </ul>
<p><b>Closing Prayer &amp; Adjourn</b></p>	<p>We concluded with the traditional Cascade Sending Forth (Philippians 4:13) at 9:10 PM</p>