

LEADERSHIP TEAM MEETING

ST. JOHN'S UCC

415 PARK AVE

NEWPORT, KY 41071

JANUARY 10, 2026

PRESENT: Kyle Taylor-President, Pat Goins-Secretary, Laura Haas-Past President, Pastor Marty Westermeyer-Interim Pastor

ABSENT: Dave Stamm-Vice President, Vickie Kennedy-Treasurer

The meeting was called to order at 9:10 AM by Kyle.

Prayer was offered by Laura.

Thank you cards were read by Pat.

Minutes from the last meeting were sent to members prior to today's meeting. Laura made a motion to accept the minutes and Kyle seconded it. The vote was unanimously in favor, the motion passed.

TREASURER'S REPORT-Kyle said we pulled money from the investments in October but income stable at this time. The only random expenses have been repairing the frozen pipes above Chris's office and signage, which is in progress. We collected \$6-700.00 at the Christmas concert, not as much as previous years.

Discussed it might have been due to combining with Gloria Dei church and those visitors may have been reluctant to donate if part of the collections wasn't going to Gloria Dei. Kyle will talk to Mike Sullivan and let him and Tony figure out how to do that if we combine with them again next year. It was also suggested we try to have the concert next year during the weekend of the Victorian Tour in Newport to maybe garner more attendance.

PASTOR'S REPORT-attached.

Easter/Lent-Pastor Marty may try to coordinate with Bellevue and Ft Thomas UCC churches. Kyle made a motion to approve the report and Laura seconded it; the vote was unanimously in favor and the motion passed.

WORSHIP-nothing at this time.

ENRICHMENT-Nothing going on in January. February 8th is Souper Bowl Sunday. The Leadership Team will sponsor a lunch and ask the congregation to provide soups, desserts, or salads. We will also ask the congregation to bring a can of soup to be donated to the food pantry. If our food pantry doesn't need the donations, we will donate to Washington UCC or Pat will ask Henry Hosea House if they need them. Pat will ask Carol Thompson and Julie Ollier if we can borrow their decorations.

We may do a St Patrick's Day event in March and an Easter Breakfast in April like last year.

EDUCATION: Nothing going on now. Laura will look into some kind of scripture classes.

Laura suggested we may want to pursue a team building/professional development day for the staff and maybe have someone come in to facilitate this.

BUILDINGS AND GROUNDS: Dave has received two bids for exterior painting and cleaning of the front of the church. We may see if we can use some money from the Memorial Fund. Laura will talk to Chris Schwalbach and Faye Wendel. May have to pull from investments to cover this, but it needs to be done. Kyle made a motion to accept the bid from Lowell Robbins, who worked on our stained glass windows, and Pat seconded the motion. The vote was unanimously in favor and the motion passed.

Metal piece in back parking lot is hard to remove from the concrete. Ideas would be to get a speed bump we can install ourselves that would cover it, or to temporarily paint a yellow box around it. Laura will ask Jim if he will come and look at it before we have workmen come.

VALENTINE CARDS-Kyle will take care of these.

LUNCH BUNCH-An idea was to have someone come in and show the group how to use their cell phones.

POLICIES-

-In the Abuse Policy Kyle sent us, it mentions youths and vulnerable adults. Pat mentioned it should also include adult, since adults can be abused in the same manner as youths and vulnerable adults. Kyle will look into this.

-In the Room Rental Policy, Kyle wants to change the deadline for deposits from seven (7) days prior to the event to twenty one (21) days prior to the event.

-Personnel Policies-no changes were suggested.

-Wedding Policy-Pat suggested making the pricing more understandable for the sound technician when soloists or outside musicians are used.

-Active Shooter Policy-Kyle had previously sent the team a copy of the policy he has been working on. There were some things that need refining. When the policy is finalized, we will educate the congregation on the policy and let them know what their role is in the event of an active shooter.

For now, we will start locking the doors from the parking lot on Sunday mornings as soon as the first Hymn starts playing. The Nelson Place door is always locked. The wooden front doors can only be unlocked from the inside with a key, so we cannot lock those at this time. We will have someone come to evaluate what needs to be done in order to be able to lock these doors during church. The doors are locked during the week and you can only get in the building through doors from the parking lot with a key or be buzzed in by the office. Kelli will email groups who use our building on

weekends and at night and ask them to lock the door and have late comers call a person inside to open the door. Pat will talk with the choir and let them know the door will be locked at 7 PM on choir night and if anyone is late, they should call her and she will come up and open the door.

There were no further comments regarding the policies and Kyle made a motion to accept the policies with the suggested revisions and Laura seconded it. The vote was in favor unanimously and the motion passed.

FUTURE OF ST JOHN'S-Kyle began this part of the meeting by wanting discussion on the future of St John's. Everyone participated with ideas and suggestions. The following is a summary:

- We have volunteer fatigue. The same few people seem to be the ones who volunteer for every event, and they are getting tired and burnt out.

- We have no new members.

- We have no growth plan because we are limited by the number of volunteers who would be willing to work on this.

- The current Leadership Team will need to replace the Vice President and Treasurer at the end of this year and there are no potential candidates.

-We should be forming a search committee for a Settled Pastor, but again, no potential interested people to serve on a Search Committee.

-We feel our church will not die financially, but physically, since most of our members are elderly.

-It was suggested to look into combining with another small UCC church like Bellevue, which has the same issues and concerns we have.

-It was also suggested that we allow our building to be used by another group.

Nothing definitive was decided, and it was suggested we take these concerns to the congregation and let them give us ideas about our future. This Leadership Team does not want to be the only ones making any final decisions regarding our future. It was decided we would meet with the congregation on Sunday 2/15/26 during worship service. We will ask the congregation for ideas and if nothing substantial comes from this interaction, we will ask for their support in any decisions we may make.

The Leadership Team will meet Saturday 1/31/26 at 9 am in the church parlor to prepare for this meeting.

There being no further business, the meeting was adjourned at 11:30 AM.

Respectfully submitted,

Pat Goins

Secretary