

Leadership Board  
Chelsea First United Methodist Church  
February 10, 2026

Members Present: Andrea Alford, Mike Vanderspool, David Shaw, Todd Hubbard, Nolan Peterson, Heather Hay, Kasie Cousino, Rick Fitzgerald, Curt Collins, Jeff Melvin, Joy Barrett

Guest and Presenter: Susan Adam-Rita

The meeting was called to order by chairperson Mike at 6:30 pm.  
Nolan led the opening prayer.

### **Leadership Development**

Kasie led the LB in a review of the 2025 year-end consolidated financial report. She also provided a training for how to read and understand the monthly financial reports. Question about why the former Administrative Council approved (in December 2024) a deficit budget for calendar year 2025. This was driven in part from recent history, with donations exceeding expenses and a significant amount of money in the operating fund surplus, along with a commitment to renovate the parsonage kitchen in 2025.

### **Spiritual Formation**

Susan provided a review of lifelong faith formation – what it means, how this priority impacts programming, etc. (the Power Point presentation is in the LB shared drive, in the February meeting folder). Slide 19 speaks to our “why.”  
Age-level peer groups have a place in faith formation, but they cannot be the only avenue for faith formation. We must have a plan for integrating the generations and age groups. Everyone is a learner and everyone is a teacher. There is much to learn from and be inspired by across the generations. Intentional Intergeneration ministry is a person-centered approach and is gaining a lot of traction across churches in the USA. And with so many different generations within the adult population, intergenerational does not just mean a child and an adult; it can mean a 30 year old and a 70 year old. Susan’s desire is to create more opportunities for relationship-building among various ages – with activities like Messy Church, mission experiences, music, etc.

The shift is from an activity-based model to goal-based spiritual growth. How are we, step-by-step meeting people where they are and helping them grow spiritually.

“If we want to multiply, we have to add; if we want to add, we have to count.”

That is not just counting people, but in what ways are they maturing, growing in faith?

What does Susan need from the LB? more people – servant leaders who will help carry the vision, generate ideas, lead, do the “behind the scenes” work. See also slide 19

### **Board Accountability**

Heather shared research she has done about how to measure engagement (see info in LB drive)

Joy shared #'s from the year-end statistical report submitted to The UMC:

Item	2024	2025	% change
Attendance in-person	225	189	-16%
Attendance online	112	120	+7%
Financial giving units	253	238	-6%
Total income	\$768,834	\$772,062	fractional change

### **Classes/Small Groups**

Children (ages 0-11)	24	33	+38%
Youth (ages 12-18)	20	31	+55%
Adults (ages 31+)	67	160	+139%
# on-going groups-all ages	4	5	+25%
# short-term groups -all ages	14	9	-36%

Might we design some kind of self-assessment tool – where do you see yourself spiritually, what do you want to work on; then a year later revisit and ask where do you see yourself now?

Let's start with the easy stuff

Guest retention

involvement beyond attendance at Sunday worship

### **Pastoral Accountability – progress toward strategic priorities**

Kasie spoke about the demographics: understanding our community demographics and church demographics. Additional soon-coming tools: Gifts Inventory and Interest Areas.

Susan and Joy will continue working on measurables re: Lifelong Faith strategic priority.

Heather reported that the Hospitality Leadership team is meeting soon to refocus their work for 2026.

### **Packet and Consent Calendar Items**

These items were received and the Consent Calendar items – 2025 year-end financial report and January LB minutes were approved unanimously.

### **Strategic and Generative Items**

Town Hall February 22, 3:30-5 pm; the proposed agenda is in the shared drive. The focus of this Town Hall is to provide people an opportunity to begin collectively processing feelings about Pastor Joy's retirement in 2027 (the announcement was made February 5), to receive information about implications and how next pastor is assigned, to ask questions, and to hear a report of progress toward strategic priorities.

Church elevator repairs: Motion made by Mike, seconded by David, unanimously approved: To affirm the recommendation made by the Facilities and Property Team to accept the bid from Otis and to pay for the base repair costs of \$37,500 from the Surplus Operating Fund.

### **Communication**

highlight town hall, elevator, working on qualitative and quantitative metrics – both internal and external.

**Closing Prayer** led by Kasie

**Adjourn** at 8:10 pm.