

COS Leadership Team Monthly Meeting
Minutes
Sunday evening, June 22, 2025
1:30 p.m.

1. Call to order: 1:31 p.m.

Meeting called to order by Todd Neaves

Present at the meeting:

- Kara Mitchell
- Julie Kriegel
- Jeff Knight
- Todd Neaves
- Dana Renner
- Brian Dickerson
- Clarke Farmer
- Kyle Anderson
- Carolyn Clark

Absent:

- Ron Hendricks

2. Opening Prayer: Jeff Knight

3. Consent Calendar and Packet Items: Todd Neaves

1. Minutes of the previous meeting
2. Financial reports: May 2025
3. Senior Pastor's Report

Motion to approve consent items

Motion: Brian Dickerson

Second: Julie Kriegel

All in favor

4. Creative Work: Todd Neaves

- a. Senior Pastor Report Highlights (Kyle Anderson)
 - i. End of May average attendance increase (year over year)
24% increase in attendance
 - ii. Financials (ytd) income
\$630,522.00 (2025)
\$528,704 (2024)
19% increase in giving
- b. 2025 Goals Update (Kyle Anderson)

- i. The goals are a work in progress. While not maybe as far along as was originally anticipated from a timeline perspective, all goals are moving forward with key action items and deliverables.
 - ii. The facilities team is active and working to determine facility needs.
 - iii. The facility use team has met and are trying to determine how best to utilize areas of the building that are currently vacant, and not used.
 - iv. Children's Ministries is active. VBS will begin tomorrow (6.23.25).
 - v. The choir is continuing to practice and perform throughout the summer.
 - 1. The Bell Choir is practicing and performing.
 - vi. Todd asked about a Youth Group/Youth Minister update. Kyle mentioned he will reach back out to OCU, but there is maybe an opportunity for both/and, with Chris Ward doing both (with help) for now. Perhaps the addition of an administrative assistant for multiple departments to share.
- c. LT Strategic Planning: CoSpire Proposal/Additional Options (Todd Neaves)
 - i. \$6800 fee for CoSpire to facilitate a Leadership Retreat
 - 1. Todd shared that the proposal cost was too high, in his opinion.
 - 2. Both Todd and Kyle communicated with CoSpire. Some of the information in the proposal highlighted areas that are not a priority for COS as a Mission, Vision, and Values has already been created and a survey of the congregation (through the Listening Post) has already occurred. At the very least, the proposal from CoSpire would need to be modified.
 - 3. There are other “no cost” options. Bob Shynx or Carlos Ramirez through the conference, or Derrick Belase, Executive Director of Connectional Ministry.
 - 4. Personnel and Financial Team Update (Kyle Anderson)
 - ii. Personnel Policy Update in progress (the policy has not been reviewed or updated since 2009). There is a personnel group that has been created and the group is reviewing the Personnel Policies Handbook.
 - iii. A group came together for 2-3 hours to begin the financial discussion. Steve Johns is preparing some documentation for the team.
- d. General Conference Wedding Policy Update (Kyle Anderson)
 - i. The Arkansas Annual Conference asked the Judicial Council (like the supreme court of the United Methodist Conference) to make a determination about who has authority in religious services decisions. A wedding is considered a religious service (worship service). Pastors have the authority to decide whether or not they will perform a religious marriage service using the church facilities.
- e. MentiMeter Presentation (Kyle Anderson)

- i. May Listening Post (27 in person). There was also a two week window for anyone to participate remotely. 17 participated remotely. 44 total completed the survey.
 - ii. How will this information be shared with the congregation?
- f. Recent Financial Gift (Todd Neaves)
 - i. The proceeds from a life insurance policy were gifted to the church.
 - 1. \$34,000 in total to the church
 - a. ½ to be used in the facilities area.
 - b. ½ to be used at the church discretion (LT).

Motion to move into executive session: 2:45

Motion: Clarke Farmer

Second: Kara Mitchell

All in favor

6. Executive Session: 2:45

Closing to executive session:

8. Next Steps

- a. Communications
 - i. Message-LT newsletter article
 - ii. Person Responsible-Todd Neaves
 - iii. Mode of Communication-Email to Heather DeShazo
 - iv. Timeline-by Tuesday 6.24.25
 - v. Task Completed
- b. Action Items
 - i. Action-
 - ii. Person Responsible-
 - iii. Timeline-
 - iv. Deliverable-
 - v. Task Completed

9. Adjournment and Closing prayer: Todd Neaves

3:28 p.m.

Next Meeting July 27,2025

*All meetings begin at 6:00 p.m. and are held in Rm 12 of the Adult Education area.