

Alamo Heights UMC
Board of Stewards – Agenda & Meeting Notes
 September 18, 2025
 5:00PM in Room W100

<i>Live</i>	<i>Out</i>	Name	Title
	X	David Kinder	Chair
X		Dianne Dorsett	Vice Chair
	X	Steve Waters	Chair Trustees
	X	Renee Kizziar	Chair Foundation
X		Pat Crump	Chair SPRC
X		Johnny Boyd	Chair Finance
X		Dan St. Romain	Lay Leader
X		Vanessa Konkol	Secretary
X		Carrie Lobasso	Finance
	X	Hill Ojeda	Finance
X		Brian Nash	Trustee
X		Thad C. Ziegler	Trustee
X		Caroline Wernli	SPRC
X		Randy Holmes	SPRC
	X	Amy Willcox	SPRC
X		Doran Dennis	At-Large
X		Brian Griffin	At-Large
X		James L. Smith	At-Large
X		Rev. Jason Adams	Senior Pastor
X		Rev. Linda Baumheckel	Congregational Care Pastor
	X	Rev. Chris Estus	Recovery Pastor
	X	Reed McNitzky	Modern Worship Pastor
	X	Darrell Smith	Discipleship & Communications Pastor
X		Donna Strieb	Spiritual Formation & Taize Worship Pastor
	X	Janet Weatherston	Missions & Outreach Pastor
X		Valerie Slade	Executive Director
X		Lindsay Hannah	Finance Director

Welcome – Dianne Dorsett

Prayer - Linda Baumheckel

Holy and gracious God,

We gather this evening not just to exchange reports or to mark off agendas, but to remember that all of this, all of us, belong to You.

You are the giver of every resource,

You have equipped each of us, and we thank you. We thank you for the provision we find at every turn. And I give thanks for the servants who sit at this table both laity and staff.

Bless those who steward finances with wisdom, who tend to the care of buildings and grounds, who imagine the future of ministries as we bless the Grow Together Initiative, and those who lead with faith, diligence, and hope

I am also mindful of those who are not around this table that contribute to the ministry presented tonight.

So remind us, Lord, that while this meeting may be brief in time, its significance runs deep.

The work before us is holy —

rooted in Your mission,

grounded in Your Spirit,

and reaching far beyond these walls into the lives of people we may never meet.

So bless this gathering.

Anoint the ministry represented here, every decision we make, every question asked, every idea considered.

Let us breathe deeply of Your Spirit, so that even in our efficiency, we do not lose sight of Your majesty,

and even in our stewardship of your Church, we do not forget the joy of serving.

We lift up this Body of Christ, may you continue to ignite the passion, the welcome, and transformation in this place. All this we pray in the strong and grace-filled name of Jesus.

Amen.

Approval of August Minutes – Dianne Dorsett:

- MOTION 1st: Brian Griffin
- MOTION 2nd: Johnny Boyd
- DECISION: Passes

Finance Report – Johnny Boyd / Lindsay Hannah: August did not come in as good as the others. Revenues were below budget, though we are cautiously optimistic, and will continue to monitor. Johnny Boyd provided the August 2025 Financial Explanations: August receipts were less than expected by \$27.4K. This was largely attributable to lower than planned tithes from regular contributors. Household givers were 298 with a per capita giving of \$586. There were 11 new givers in plate cash for the month. YTD

receipts exceeded the budget by \$120.3K. August disbursements were more than anticipated by \$1.3K. This was primarily driven by higher than planned administrative costs, partially offset by favorable program expenses. Administration was over budget because of audit fees budgeted in June and paid in August. Program expenses were favorable due to prudent spending by the staff. We paid our apportionment balance for the month. Overall, August's net results were less than expected by \$28.7K and YTD net results exceeded expectations by \$172.4K.

ADDENDUM 1: AUGUST 2025 BOARD FINANCIAL STATEMENT

ADDENDUM 2: AUGUST 2025 PER CAPITA GIVING

Grow Together Campaign – Valerie Slade: We are growing rapidly. First Impression Gathering Meetings have concluded, next is rollout.

ADDENDUM 3: VISION CASE STATEMENT (last page timeline)

- Oct. 1 to rest of church via soft opening, where webpage will go live and ministry and financial leaders will share an updated vision statement for our church.
- Oct. 2 - 5 Thursday, Grow Together slides, Bulletins
- Oct. 7 - Early Word, 6 min video
- Oct. 15 - Townhall Meeting in Garden Chapel (Jason Adams & Johnny Boyd)
- Oct. 26 - Sunday / Lunch / Display architectural rendering of front lawn area
- Nov. 16 - Targeted church vote, next steps to be determined by Thanksgiving

ADDENDUM - HANDOUT PROJECT SUMMARY PHASES

Estimated funding need \$2.1M, and we will be updating ministry and financial leaders as we update the phases. Additionally, mailouts will go to membership and prospects.

Highlights mentioned:

Phase I – Flooring updates, atrium reno, access systems, accessibility, etc. Disaster Recovery 25% Reserve, is approximately \$120-125k

Phase II – Atrium heavy landscaping focus

Phase III – Worship areas upgrades

Phase IV – Restroom & kitchen equipment updates, playground fence & hardware

ADDENDUM – FEASIBILITY STUDY REPORT

Highlights a high level of improvement for these projects, especially traction on children & youth from young families. Note that, this is a rare initial feedback result to show such incredibly high levels of enthusiasm for the projects, for church leaders, for the communication process, and especially for the forward momentum of the church.

There is a virtual absence of opposition or negativity. Participation in surveys fell short, which leaves us with an information gap. Of the initial 84 invited surveys, about half completed surveys. Financial leader analysis shows that \$3.5m is the low-end projection. We currently have projections of \$2.2m in gifts. Joe Park used this information to go to the next page for projections, to \$3.5m, which is just short of our goal... which requires us to work harder towards a higher figure.

- 7/10 participants in the interviews and studies have been members of the church for 15+ years
- 24% of respondents have been at AHUMC for less than 4 years.
- Over half of congregation is 60+ / big initiative to grow younger populations
- Joe Park, Project Consultant, does not view “uncertainties” as negative, can be from lack of info.
- 76% indicate there is good communication.
- Respondents so far, feel that AHUMC has the right clergy, staff, and lay leadership needed for a successful campaign.
- 85% indicate we are moving forward as a church, remaining 15% indicate that AHUMC is holding steady.
- Giving indications indicate both positive and puzzling responses. While there are significant numbers of large gifts yet to materialize, 1/3 of the best givers at AHUMC reported they are considering 3-year gifts under \$10,000.

Full detail available for review (surveys, project cost, contingency plans, insurance fees, tariffs, etc.) - email Valerie if interested. Surveys will be resent to those who did not complete, and updated reports will be made available after those surveys are submitted. Church vote to move forward is a simple majority - includes Youth who have completed 8th Grade Confirmation.

Senior Pastor’s Comments – Jason Adams: [RDS \(Rio Texas Conference\)](#) has 101 churches in the Central District. We will get input on the best way to host a vote. Good perspective of finance in the church is that we divide the plan for the year by 12. Spending doesn’t happen in 12s, neither does giving. There tends to be a summer slump, which is understandable as children are out of school and families are often traveling. Ministry refocuses in the summer on children and youth while children are out of school. As a church gets close to Dec, it is evident whether the budget will “make or break” by year’s end. Giving tends to pick back up in the fall as we near the holidays, partly because people are present. Like a rubber band that is stressed, “too tight” tension prevents continued stretch. Trends fluctuate throughout the year and God is Good! We are thankful and we are moving forward. We see this more when we roll out the vision of our church. How we are excited about this! The proverb “Where there is no vision the people perish” comes to mind. When we have vision, the people flourish. As we come around this, we will feel people coming together. As leaders, we must be respectful of those with differing opinions from ours! Being uncomfortable in the love of God is more important. **Let’s listen** rather than letting concerns fester and cause issue later. There may be folks who are having trouble, and every one is important and needs to be heard.

Chairman of the Board’s Comments – Dianne Dorsett: Dianne shared a plaque from her office at Methodist Healthcare Ministry, which featured John Wesley’s quote about how to find calm and common ground: "Do all the good you can. By all the means you can. In all the ways you can. In all the places you can. At all the times you can. To all the people you can. As long as ever you can."

Closing Prayer – Jason Adams’ prayer focus: “living in Your Grace.”

Next Meeting: *October 16, 2025, at 5pm in W100*



IMPLEMENTATION

Your feedback has been invaluable in establishing the phases of *Grow Together* implementation. Each phase reflects the urgency of need, project logistics, and the availability of funding.

PHASE I Estimated Funding Need: \$2.1M

Included Renovations and Updates:

- AHUMC Kids Carpet Replacement
- AHUMC Youth Flooring Replacement
- AHUMC Youth Classroom Furnishings
- Atrium Restroom Renovation
- Automatic Exterior Door Openers
- Building Access and Security System Updates
- Campus-Wide Security Cameras
- Choir Loft and Worship Stage Accessibility
- Disaster Recovery, 25% Reserve
- Elevator Controls Update
- Family-Friendly Library
- Fire System Updates
- Soothing Space for Families
- Weekday School Security Vestibules

PHASE II Estimated Funding Need: \$1.5M

Included Renovations and Updates:

- AHUMC Kids Classroom Expansion
- Atrium Terrace Gathering Space/Landscaping
- Campus Wayfinding and Signage
- CLC Carpet Replacement and Paint
- Disaster Recovery, 25% Reserve
- East Wing 2nd Floor Restrooms
- Parking Lot Reseal and Paving
- Parlor Carpet Replacement and Paint
- Scissor Lift for Maintenance/Repairs
- Updated Guest and Handicap Parking
- West Wing 1st Floor Restrooms

PHASE III Estimated Funding Need: \$1.1M

Included Renovations and Updates:

- Atrium Flooring and Paint
- CLC Lighting Upgrades
- Disaster Recovery 25% Reserve
- Kitchen Equipment Replacement, 50% Reserve
- Modern Worship Projector
- West Wing Carpet Replacement

PHASE IV Estimated Funding Need: \$1.0M

Included Renovations and Updates:

- Columbarium Fence Paint and Hardware
- Critical Equipment Control Alarm
- Disaster Recovery, 25% Reserve
- East Wing 1st Floor Restrooms
- Golf Cart Replacement
- Kitchen Equipment Replacement, 50% Reserve
- Landscape Improvements
- Movable Pulpit and Lectern
- Playground Fence Paint and Hardware
- West Wing 2nd Floor Restrooms

I AM the VINE

“I AM the vine; you are the branches. Those who abide in me and I in them bear much fruit.” [1]

Our efforts to provide for the future of AHUMC begin and remain in the Christ who calls us to be known by our love. [2]

Together, we plant SEEDS

Mark’s Gospel reminds us that even the “smallest seeds,” when planted, “grow and put forth large branches to provide shade.” [4] Each investment we make will grow to serve and provide for generations to come.



You are the BRANCHES

As branches, we live into the divine instruction to “love your neighbor as yourself.” [3] Equipping AHUMC to love our neighbors includes the faithful stewardship and development of our resources and campus as we welcome all people, build community, share God’s love, and serve the world.

And honor ROOTS that run deep

Grounded in the nourishing soil of those who have gone before, we join the unending song. “Like a tree planted by water, sending out its roots by the stream. It shall not fear when heat comes, and its leaves shall stay green; in the year of drought it is not anxious, and it does not cease to bear fruit.” [5]

[1] John 15:5

[2] John 13:35

[3] Leviticus 19:18, Matthew 22:39, Galatians 5:14

[4] Mark 4:30-32

[5] Jeremiah 17:8

September 2025 Financial Explanations

September receipts were less than expected by \$6.3K. This was largely attributable to lower than planned tithes from regular contributors. Additionally, weddings were more than projected because we received final deposits for September weddings while a portion of the related expenses will be paid out in October. Household givers were 291 with a per capita giving of \$679. There were 12 new givers in plate cash for the month. YTD receipts exceeded the budget by \$114K.

September disbursements were less than anticipated by \$3.8K. This was primarily driven by positive variances for salaries and benefits and insurance costs, partially offset by higher than planned maintenance expenses. Maintenance was over budget because of unplanned repairs for the elevator and fire alarm/security system. We paid our apportionment balance for the month.

Overall, September's net results were less than expected by \$2.5K and YTD net results exceeded expectations by \$170K.

ALAMO HEIGHTS UMC
PER CAPITA GIVING BY HOUSEHOLD

MONTH	2022		2023		2024		2025		New Individuals Identified/Re peats/ Curr Year
	# of Households	PER CAPITA GIVING	# of Households	PER CAPITA GIVING	# of Households	PER CAPITA GIVING	# of Households	PER CAPITA GIVING	
JAN	293	\$ 540	283	\$ 591	309	\$ 550	270	728	6/1/2
FEB	307	970	308	601	319	677	307	902	6/0/3
MAR	304	570	289	540	344	519	308	573	6/1/2
APRIL	348	472	336	741	277	604	323	675	15/1/1
MAY	309	464	299	505	290	567	300	615	11/1/4
JUNE	287	467	303	644	294	628	308	639	8/2/2
JULY	306	523	306	536	272	621	287	674	11/1/3
AUG	302	432	303	606	307	740	298	586	11/0/0
SEPT	305	555	309	580	311	619	291	679	12/2/5
OCT	330	828	339	648	308	651	-	-	
NOV	308	596	321	629	300	766	-	-	
DEC	390	1,144	379	1,127	373	1,125	-	-	
TOTAL	3789	7561	3775	7748	3704	8067	-	-	
AVERAGE	316	\$ 630	315	\$ 646	309	\$ 672	-	-	

Footnote: New individuals has 3 categories, "identified" - new givers, "repeats" - repeat for the month, "curr year" - repeat for year

ALAMO HEIGHTS UNITED METHODIST CHURCH FINANCIAL SUMMARY

GENERAL FUND REVENUES AS OF September 2025

BUDGET RECEIPTS	2025 ANNUAL BUDGET	MONTH-TO-DATE				YEAR-TO-DATE			
		BUDGET	ACTUAL	VARIANCE (BUDGET/ ACTUAL)	2024 Actual	BUDGET	ACTUAL	VARIANCE (BUDGET/ ACTUAL)	2024 Actual
General Revenue	\$ 2,605,746	\$ 208,460	\$ 197,497	(10,962)	\$ 192,499	\$ 1,700,249	\$ 1,814,788	\$ 114,538	\$ 1,669,779
Plate Cash	70,530	6,446	3,277	(3,169)	5,372	46,254	33,939	(12,315)	38,542
Use of Facilities-Wedding	7,000	350	8,585	8,235	(1,400)	6,300	13,570	7,270	3,506
Interest	56,000	4,667	5,331	665	5,548	42,000	51,291	9,291	52,285
AHUMC Foundation	229,348	19,112	19,112	(0)	19,112	172,011	172,010	(1)	172,010
Use of Facilities-Other	95,000	10,000	8,907	(1,093)	13,484	65,439	60,627	(4,812)	65,653
Total Receipts	3,063,624	249,035	242,710	(6,325)	234,615	2,032,253	2,146,225	113,972	2,001,775
Less Foundation	2,834,276	229,923	223,598	(6,325)	215,503	1,860,242	1,974,214	113,972	\$ 1,829,765

GENERAL FUND DISBURSEMENTS AS OF September 2025

BUDGETED DISBURSEMENTS	2025 ANNUAL BUDGET	MONTH-TO-DATE				YEAR-TO-DATE			
		BUDGET	ACTUAL	VARIANCE (BUDGET/ ACTUAL)	2024 Actual	BUDGET	ACTUAL	VARIANCE (BUDGET/ ACTUAL)	2024 Actual
Salaries and Benefits	1,975,975	164,665	160,042	(4,623)	150,202	1,481,981	1,434,301	(47,680)	1,379,256
Apportionments	272,000	22,667	23,000	333	24,000	204,000	207,000	3,000	195,076
Mission Community	3,000	250	15	(235)	36	2,250	115	(2,135)	1,168
Maintenance	508,535	45,095	47,759	2,664	50,252	384,366	387,510	3,144	411,344
Administration	53,200	2,767	2,140	(627)	1,026	33,000	33,909	909	23,359
Insurance	120,000	8,750	6,419	(2,331)	7,390	78,750	71,669	(7,081)	66,509
Programs	126,646	9,858	9,984	126	6,788	89,893	79,236	(10,656)	88,489
Communications & Tech Arts	146,046	12,171	13,058	888	(1,459)	109,535	114,090	4,556	87,742
Total Disbursements	3,205,402	266,221	262,417	(3,804)	238,235	2,383,774	2,327,831	(55,943)	2,252,942
Receipts minus Expenses	\$ (141,778)	\$ (17,186)	\$ (19,707)	\$ (2,521)	\$ (3,619)	\$ (351,522)	\$ (181,606)	\$ 169,915	\$ (251,167)