BOD Meeting

February 2nd, 2025

Present: BOD: John Pare, Scott Huffman

Present: Others: Jamie Howell, Laura Howell, Mark Drinkwater, Bobbie Worthington

12:50 Jamie Howell opened in prayer.

Jamie Howell started with questions about the transfer of $50,000.00. Bobbie explained that the transfer came out of our then savings by a vote from the BOD at the beginning of last year. Jamie Howell suggested that we have our budget reflect our giving. Bobbie suggested that we need to decide what is important in our budget and spend the money accordingly. John Pare is concerned that we won't have the money when it comes times to build if we continue to supplement the budget. Laura Howell believes that God will provide by the sale of the other properties. Scott Huffman asked if the church pays the CLA salaries, Laura explained that CLA pays the salaries and last year she asked the church to contribute half of the increase. Laura believed that by this summer they would be in a new building and that hasn't happened. The teachers make $17.00 an hour with no benefits.

Mark brought up that he didn't think his salary is not listed on the profit and loss and Bobbie didn't see it either.

Jamie brought up that it's a great test for the church, don't let the sale of the land be an idol for us.

The Lord has blessed us in the past with funds that could be put into our various savings, last year was the first year we had to add to savings. Discussions were had about how our books are done and the detail that we need and want. At one point it was very detailed and the congregation voted that it not be that detailed. Mark talked about what Cathy does, and the cost.

Mark asked who looks at our contracts. David Goodwin did an excellent job at that. Since David, the two positions have been combined again, separated, done by a volunteer and then Brian and his job description was vague at best. Mark says that he can do it, but he feels like there should be an overseer for it. Mark feels like the pastor should be the overseer, he is full time, instead of part time. John Pare asked how everyone feels about that? Is that in the pastor's job description? Jamie says office hours and oversight are in his contract and he felt like Brian's position should have come out of the pastor's salary. John Pare feels like we need to be impartial and objective. John feels like we should decide. John Pare says the Deacons are getting better organized. Bobbie reminded everyone that we are an elder led church, we get together and talk about the things but we need to decide who it is that talks with the people involved, otherwise we are just talking about people. Disaster relief is not a bad mission, there is time allotted and a budget for the pastor to do disaster relief. Others questioned where do the priorities lie?

Mark feels like the need of our church is not chaplaincy, or disaster relief, it's oversight of our ministries and leadership. John Pare asks who holds the pastor accountable? Where are the job descriptions? Are they not being met? Scott Huffman reaffirmed that Deacons are spiritual and BOD is administrative.

Back to budget, the line items in the profit and loss don't match and some are missing. John Pare reminded us that the membership has not changed in 12 years. John feels like we are on the word of God here, so we should be growing. Mark fills like we have been in a holding pattern for about 15 years. John Pare thinks maybe we are in an organizational pattern and the Lord has waiting. We are having difficulties with a small congregation size; if we had a bigger congregation it would be a mess. John Pare feels like we should start to have those conversations. Jamie Howell thinks that it should be one on one at first, then if that doesn't work, two people go. Mark brought up Missions, we have foreign missions but no community missions. Mark feels like from leadership down, we need to be purposeful and church centered. Jamie Howell feels like the biggest ministry is the school and we aren't doing anything with it. John Pare said that he mentioned that in a Deacons ministry. John Pare said we should ask for the pastor's calendar in a BOD meeting. Jamie felt like when we set up elders, they were to hold pastor accountable and it never happened. John Pare doesn't even know if we are equipped to have elders, we can't even get BOD members. He feels like we are a BOD run church.

We don't have enough members present to have a vote. We need to be able to make decisions. Laura Howell thinks they should be made by email. John feels like our books are not 100% accurate.

Scott Huffman and Mark Drinkwater will go talk to pastor Chris. John Pare feels like Steve Roberts should go. Jamie Howell wants to stay biblical. Mark doesn't feel like Steve Roberts has any special insight and doesn't have any knowledge of any problems in the church. John Pare doesn't want it to be negative, but productive conversations that are uncomfortable are necessary. Mark says people are coming up to him and saying when he leaves, they will probably go. John Pare would like to know if we are replacing Mark? The youth families will probably leave and go other places. Bobbie asked when will we announce that we need a new youth leader. Mark would like 1-2 months of overlap. Would it be a youth paster or just a ministry director. Mark would roll the salary back as well. Mark has prayed about it and God has not put anyone in front of him, other than maybe Scott Huffman. John Pare said, how after Mark is gone do we find a person? Bobbie feels like we should put it in the bulletin now because we are having trouble getting people to do any positions. Mark suggests $12,000.00. Just youth directors.

Bobbie suggests that we submit a budget and not try to match it to anything. Jamie suggested leaving it the same as it was 2024. The ministry leaders would have the same amount as they had last year. Mark said that the ministry leaders are supposed to meet with pastor Chris and go over their spiritual needs and budget needs. John Pare doesn't think that Brian's position should be filled with volunteers. He thinks that position should be filled. Bobbie suggested a 4 day a week, 5 hour a day administrative assistant, to do contracts, building, car maintenance, etc., both jobs, for a salary of 20-24,000. Tuesday-Friday. (She realizes with teaching that would probably not be her)

Transfer 50,000.00 to operations. Jamie will put out for an email vote for this and the budget. Laura suggested having the called meeting between the services instead of after the 2nd.

Mark had suggested Sean McDonnell and Tommy Buckland for elders. Sean declined. Tommy would accept. Jamie Howell, Neil Bute. Bobbie disagrees with Neil Bute, only because of age and memory. Neil would be valuable and biblical for a one-time conversation, her and Ray would defiantly go to Neil for advice and would know they would get biblical counseling, but his memory would be an issue in keeping up with elder issues.

Mark would like at the next business meeting to know if the church is going to help support his mission and at what amount. Jamie Howell had suggested $9000.00 each year commitment.

Mark closed in prayer.