

R16 BOARD MEETING MINUTES



Date: 4/28//25

Time: 6:30 PM

IN ATTENDANCE

Hugh Langley, Brad Nesbit, Jeff Nesbit, Jonathan Williams, Robyn Stanard, Vic Green, Cathy Reed, Lisa Clarke

Guest: Kathi Carney, Julie Green

APPROVAL OF MINUTES

Hugh went over the minutes for past meetings (January, February and March). All approved minutes presented.

POLICIES

Gift Policy Review - a motion to approve by Vic second by Lisa questioned by Jeff on life insurance what does seek counsel with pastor mean it was a modification to the original policy (lawyer version) Statement was softened by Hugh. This was done to avoid confusion and litigation if someone wants to do it and meets with a pastor does OK but should not feel pressure. Hugh mentioned another paragraph that needs to be discussed is e4. It states if owner is not looking for a receipt an item can help the church and aligns with our need then we can accept it. All agreed this is fine. With this approval Hugh will acquire foosball table from Elizabeth to be used in the Annex.

BUDGET

March - budget was sent out for April- all looked at it. Interest income from investment needs to be added.

Year to date \$93,956. We had unusual expenses - \$4700 consultants, \$2800 for meals but \$800 donations, \$600 on welcome center, \$9963 on missions, \$1900 special musicians - \$400 per gig average. \$87,677 spent. \$1200 in the positive. Full reconcile of march budget - approve

Consultants - Daniel wants us to consider extending them so it is something that we need to talk about. He wants to us to be thinking three to five years out. He has recommended that leadership attend coaching sessions will be 3 sessions offered two hours each session. We have asked Jeff to reach out to Daniel requesting coaching sessions be recorded. This would be a leadership training program, and the intent is to improve communication and understanding among leaders. The program, which focuses on identifying leadership styles, aims to foster a more collaborative environment since we all have different gifts and personalities.

Pastor Jeff mentioned there was a situation Easter Sunday that prompted him to reach out to a mental health professional on how to handle future instances in our church. The mental health 911 number is 998 and it will dispatch a team to de-escalate the situation. Mental health training and security measures, including a potential security committee was discussed to address recent disruptions and enhance overall safety. Board all agreed we should move forward with that committee. Recommendation that Melanie Ainsworth to be a good lead for it. Jeff to reach out.

Committee presentation - Kathi Carney: Kitchen Remodel

Met with a trim guy, provided a layout of what it will look like. Open shelving 1350 quote. 2,925 is total estimate.
Phase 2 to include ice maker. Most felt it wasn't necessary.
Hugh to look for a cheaper butcher block.
Motion to approve pending discussion with property landlord - all approve.

Committee presentation – Newcomers merchandise

Discussion that visitor bags and welcome table should be considered a mission. Some of our other “missions” are more outreach than mission. Motion to rework the mission budget to include the welcome stuff - all agreed.

Motion to use existing inventory until we get more - approved by all.

\$2,500 asked for now to go ahead and get t-shirts ordered for the larger sizes. 1st and 2nd motion for approval.

WORSHIP

The group discussed hiring a worship leader and youth leader, with a budget of \$36,000. They are considering splitting the budget between two part-time positions, one for worship and one for youth, or hiring one full-time worship leader. The group is also discussing potential candidates, including John John, who is interested in the position but may only be available for a short period. He will be attending our Mother's Day service but not performing. Jeff to ask if he can. Dallan has reached out and is interested and does already have another job and is aware this is part-time. All board members agreed that we would be a place of growth for this position as we are new and they are new and acknowledge that this is fine and we look forward to it. A rotation will occur for worship leaders (music groups) until a final decision is made. Jeff is working on that rotation of musicians.

Regarding the hiring of a worship leader - Pastor Jeff asked the group if we could provide a salary number that he would have available when discussing with candidates. the group decided that 18K for music ministry would equal \$20.00 an hour and should be sufficient for their role being that it is a part time position,

NOMINATIONS

Vic motioned this topic to be tabled until next meeting with consideration of time.

NEXT MEETING

Motion to adjourn was made at 8:35 and was passed unanimously.