

FBCSCOTTSDALE

• 2014–2015 Annual Report •

First Baptist Church of Scottsdale
Annual Business Meeting

March 30, 2014
4:00 pm, Sanctuary

Elder Board, Pastoral and Staff Members Present: Dan Almlade, John Botic, Donald Van Slyke, Boyd Baker, Robin DeWeese, Kelsey Branderhorst, Lindsay Hattenburg, Esther Zanovitch, Cindy Dudley, Sandra Zurick, Janice McClain, Jessie Young, and Brenda Goodman.

Call to Order and Review of Procedures

Cindy Dudley called the meeting to order and Boyd Baker opened in prayer.

A quorum was established and Bill Tuten was appointed parliamentarian.

The meeting followed the Robert's Rules of Order. Active Members 18 years and older may vote. A two-thirds majority vote is needed to change for By-Laws. A unanimous consent was made to follow Robert's Rules of Order.

Actions:

Approval of Minutes of Previous Meetings:

In the 2013-2014 annual business meeting minutes the following changes were made:

Change \$66,000 from 6k. Change from *beneficial* to "**benefits**". Take out "**approved**" by Dawn Botic and Michelle Smith.

Bill Tuten motioned to approve the 2013-2014 minutes as revised. Elaine Almlade seconded the motion. Approved.

Adopt Fiscal Year 2014-2015

Dan Almlade discussed the financial report for 2014-2015.

Total giving forecasted: \$677,004

He stated that we need to give \$13,020 per week.

He discussed the need to increase Operating Cash for summer months. He also encouraged the congregation to use Online Giving.

Total Income: \$827,080

Total Expenses: \$827,080

Brent Cornelius motioned to approve the 2014-2015 Fiscal Year Financial Report. Jim Register seconded the motion. Unanimously Approved.

There was discussion from Walt Young about the general fund and the endowment reimbursement. Dan discussed that the endowment reimbursement was part of the loan restructure. We were required to have a CPA Audit this past year. There was a recommendation made to put the endowment funds into the general budget funds. Donald discussed that all the endowment reimbursement is equal to the amount of endowment expenses.

Tom Leveen discussed about the utilities, especially the air conditioning in the summer because it is the biggest expense. Dan discussed how the church takes great measures to reduce the cost

of cooling during the summer and to use it more efficiently. Dan projected the operating cash will be \$40,000 starting April 1st.

Sharon LaRue had a question of the reduction of the mission's budgets and what the money is being used for. Dan discussed that it was reduced by \$900 from the previous year. The Mission's Committee decides how money is spent. Donald discussed that \$24,000 is in the fund and that they funded four different outreaches last year. The money for Haiti was not needed because it was fundraised and so that leftover money that was budgeted was not used. The Youth Tour raised half of their money needed and did not need to use the Mission's entire fund. \$24,000 was budgeted this last year and \$17,000 was actually spent this year. This is different than the designated \$120,000 fund which goes to various non-profit organizations.

Dan made a motion to approve the 2014-2015 Budget. Unanimous approval for the 2014-2015 Budget.

Elect New Nominating & Endowment Committee Members

Nominating:

Abriel Dixon
Fran Baker
Chris Zilar
Gary Tannenbaum

Endowment:

Jim Register
Herb Shipp

Bill Tuten made a motion to approve the motion to elect the nominating and committee members and Trudy Thompson second the motion. Unanimous Approval.

Media & Communications Director

Lindsay Hattenburg was presented to the Endowment committee to switch her position from intern to a full time staff position as "Media & Communications Director". This position is being fully funded by the Endowment.

Pastoral Staff Sharing

Jessie Young discussed the Team Leadership Model. She talked about the conference that the staff attended. She said that there is a renewed calling and excitement of the direction of the church in the future. Jessie talked about how we came about the mission of the church. Brenda discussed about how we made the vision of the church. Kelsey discussed how we came about the values of our church. It is what we hold as the growth of the church and the guidelines of the church.

Brenda discussed the value of Community. We are committed to walking alongside each other. In disagreement and passion, we come to a place where we are exploring and becoming more as one and better together.

John discussed the value of Worship. He stated that everything that we do matters. It is in the way that we conduct ourselves. It is not just singing. It is a participatory experience. We value worship corporately and individually and because of that our God is lifted up and that we can then declare with the Heavens and all the Earth that our God reigns.

Donald discussed the value of Teamwork. We are all different parts of the body and together we work as one. It is all of us together working for community.

Kelsey discussed the value of Growth. She discussed about taking every person, to help them find the next step. We all have a step to continue the value of discipleship and we can't wait to connect and help others. Every pastoral leader has a heart for mentorship and discipleship. Adult leaders walk alongside and need people to walk alongside, mentor and discipleship. We come to walk together. We want to be a place that has open doors and open arms.

Jessie discussed the value of Action. These values come out of who we are. These help us guide our ministry. We believe that church is not just about Sunday. It is a way of living. We do that in many ways through serving. We can serve others and we encourage others and we take what we have learned and further value action by connecting with the Paiute Center and the community needs and have to offer.

Jessie reviewed the value statements and the action words that go with each:

We value community-belonging
We value teamwork-partnering
We value worship-honoring
We value growth-becoming
We value action-participating

Don King asked to clarify how we handle when one person disagrees in a team leadership model.

Cindy discussed that the issue goes to the Elder Board and then we go with majority vote.

Jessie discussed that each person has the power over their area and then discussion is held and we are the ultimate responsibility of the leader of their ministry.

Gary Bretz had a comment about the values. Most government tries to involve citizens with their values. He stated that the brainstorming session of the values, vision and mission should include the members

Cindy said that on the back of the communication cards that a member can write notes to the elder and staff. She also said that members are welcome to come to the Elder Board Meeting to discuss ideas and concerns.

There was a question from a member of the congregation of who the elders are.

Cindy stated said that we have nine elders total and seven present at the meeting.

A new attendee of the congregation, Ruth, discussed that there needs to be more communication between elders and staff and members and as one body.

Cindy clarified if she was talking about who the leadership are and that there is an All-Church Potluck on April 27th that she is welcome to attend to connect with others in the congregation.

Heidi Simpson discussed that the last few years was filled with transition. Now we have a full staff and so it is time to build small groups and have activities. She discussed that we need commitment from the congregation. We have to support our staff and elders in doing these ministries; otherwise it will not be successful.

Donald discussed that it is a topic of discussion all the time and it is our priority to build small groups. The ministries may not look the way that they used to, but the values are still the same of community. We are looking ahead to reach the community.

Trudy Thompson stated that when she was new, she started to volunteer and that helped her meet new people.

Liz Jackson asked a question about the values and engaging the entire community. She wanted to know if the values were presented as a done deal or is it that now they want the input of the membership. She also wanted to know more about the exciting ideas that are coming and how can the congregation have an opportunity to share their ideas.

Brenda discussed that there will be an opportunity at a town meeting about a sharing of what the children's ministry needs. This summer there will be an intergenerational Family Date Night.

Cindy discussed that the values were made with whole group as Elder and Staff and then small groups with teams.

Brenda said that she will listen to any concerns about the values.

Claude Crosier said that he feels that the older generation can be forgotten. He also stated about the parking lot across the street if it is up for sale.

Donald clarified that the parking lot is not up for sale. If it were going to go any further, it would be taken up with the congregation.

Don King discussed that Elder Board Meeting Minutes are not online. He also talked about not using the Verizon Wireless Cell Phone Tower because of the controversy of child pornography and incest. Cindy said that the Elder Board will further investigate that issue. Don also talked about why not having baptisms numbers stated and also not having stated Jesus Christ in the missions.

John Botic discussed that even though the baptisms are not stated, that we are in a position to talk about growth and to inform the community of faith and move forward. He stated that he will get numbers of baptisms and who has talked about their relationship with Jesus. Our church has been through a rough transitional time.

Delilah Nelms talked about a concern that no one on staff spoke Spanish to a man who needed help. She spoke to him and she prayed with him. She said that we need to be able to minister to the Hispanic population.

Kelsey stated that she speaks Spanish.

Delilah stated that she prepared information packets in Spanish for those who need it.

Cindy read the mission statement again and talked about the vision and values.

Gary Bretz said that the point is getting membership involved in the church.

Jim Livensparger discussed that he loves this church and the staff. He said that we have so many great volunteers and support staff so we can get stronger. He stated that we need to back our staff. He wants everyone to support the Elder Board.

Bill Tuten discussed that there were a couple that visited this church because it was friendlier than any church in Michigan.

Jessie Young stated that it is encouraging and exciting that more people want to be involved in the community.

Introduction of New topics or Comments

Cindy Dudley discussed that the Operations Manual is in place. It is not voted and completely put into place. It will be published when it will be ready.

Scott Jacobs discussed the topic of the community gardening on the property in the retention basin on the south side of Currie Hall. He would assess how much it would cost and the labor. He wanted to discuss and see the interest of who would be willing to help. He wanted this project to be made to help others who need nutrient dense food.

Cindy asked if he can come up with a proposal with teamwork.

Don King discussed that he needs to run through the city before he starts on the project.

Scott Jacobs that it would be better to have a smaller number of people, like five to start with.

Cindy stated to check with the grants that are out for gardens.

Brent Cornelius stated that he appreciate the staff and elders hard work and dedication. He stated the love and appreciation of us all.

Scott Jacobs asked what is the first step to starting the garden.

Cindy said that he needs to bring a proposal and then present to Elder Board. It will be voted from there and then presented to the congregation.

Gary Bretz asked what is required to do present an idea.

A member of the congregation stated that he has never met any person who is not approachable. He is thankful for all the time we have put in. He is disappointed with the size of the quorum here today.

Tom Leveen asked if there are ideas for any project, the best way is to create or craft the proposal and present it to the Elder Board. He wanted to know if there was a particular format or information that is need for that.

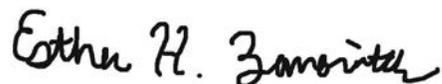
Cindy said that the proposal can be given to the Elder Board for discussion.

Adjourn

A motion to adjourn the meeting was made by Don King. Dawn Botic seconded the motion.

Adjourned

Respectfully submitted,



Esther Zanolitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: Peter Nelson, Dan Almblade, John Botic, Donald Van Slyke, Boyd Baker, Lindsay Hattenburg, Robin DeWeese, Kelsey Branderhorst, Gary Tannenbaum, Esther Zanolitch, Cindy Dudley, Janice McClain, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve minutes of last meeting:

Cindy Dudley made a motion to approve the March minutes. Dan Almblade seconded the motion. Approved. Boyd Baker made a motion to approve the March Annual Business Meeting Minutes as corrected. Robin DeWeese seconded the motion. Approved.

Financial Report for March— Dan

Income: \$62,811

Expenses: \$51,789

Net: \$11,022

Dan discussed the Cash Flow Plan for the 2014-2015 Fiscal Year.

Finance Committee has moved to a new copy machine saving about \$175 per month.

SRP has been switched to Budget Plan.

Sandra Zurick made a motion to approve the Financial Report for March. Janice McClain seconded the motion. Approved.

New Business:

HVAC – There are major repairs for two units servicing part of sanctuary (10 Ton) and kitchen (3 Ton).

The Estimation for repairs is about \$10,644. (\$6,307 + \$4,337)

The following options were discussed to fix the air conditioning units.

We could choose a lease option for 24 or 36 months. We could do 24 months at \$498.56 or at 36 months for \$345.93. We may need congregation approval to take on more debt.

We could do a fundraising campaign.

We could also do a fundraiser from the congregation and see what comes in and then with the balance left, do a lease option for balance with congregation approval.

Verizon Wireless

Antenna will be located on top of light pole with control located near NE side of C1 building; box on ground will be surrounded with a brick wall, stucco to match church property.

There is a five year lease with four more years -5 year option to renew.

It was brought up at the annual meeting that Verizon allows offensive and pornographic material to be streamed to end users. Dan Almblade and Donald Van Slyke will talk to Don King to address his concerns.

Volunteer Handbook-Brenda

Brenda discussed that it will be reviewed every year with expectations and guidelines. She is asking for a vote by May 1st from the Elders and Staff.

Operations Manual Update – Peter

Donald asked for clarification and unification on job descriptions and qualifications. There were questions about the Personnel Committee document. The Elder Board will send edits for Personnel to Gary for revision. Robin discussed the editing of grammar and spelling of the manual. There was a discussion of changing the wording to “We reserve the right to refuse bookings.” The edits will be sent to Peter Nelson for the reviewing and editing of the document. The Elder Board will discuss the Operations Manual before the next meeting.

Winfield’s Director Discussion-Donald

Carrie Snell resigned as Winfield’s Director. There is an interim plan to cover with the Winfield’s Committee for now. The Elder Board supports the plan. Dan will inform the congregation of Carrie’s resignation on Sunday, April 27th.

Pastor Support Discussion-Cindy/Gary

Kelsey discussed the idea of pairing the staff and elders together for support. There was also a discussion of the pastoral staff meeting and greeting the congregation after the services.

Transwestern Proposal for Land Across from FBCS-approve letter

Cindy will sign the letter and Donald will put on a letterhead.

Committee Updates:

Personnel: Gary discussed no further updates at this time.

Missions: Boyd discussed the 2014-2015 Missions Budget. There was a letter from Madyson Carpenter discussing her desire to go Ireland. The Missions Committee will contribute from the non-designated fund of \$1,000. The amount as adopted from the church of a total of \$23,100.00. The Missions Budget will include the following ministries and missions: David and Joyce Reed, Mark Zeeman, Sharon LaRue, Youth Summer Mission, World Mission Offering, America for Christ Offering and Special Needs.

Fine Arts: Robin discussed that they are meeting May 3rd.

Outreach: Donald discussed that there are no further updates at this time.

Christian Education: Sandra discussed that there are no further updates at this time.

Congregational Care- Peter discussed that Wednesday May 14th is the last day for scheduled classes and dinner for the school year. The Wednesday night ministry will start on August 6th.

New Business:

Communion Schedule:

There was a discussion of Staff and Elders signing to serve up for serving communion.

An Executive Elder Board Meeting will be scheduled on May 15th to review the Personnel Handbook.

The Summer Mini-Retreat is planned for June 28th at 9:00AM.

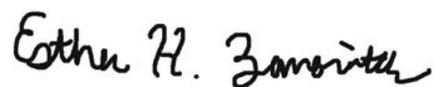
Brenda discussed the Community Date Nights to create a space to have community.

The next Elder Board Meeting is scheduled for May 22nd.

Boyd Baker moved to adjourn the meeting. Cindy Dudley seconded the motion. Adjourned.

John closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: Dan Almblade, John Botic, Donald Van Slyke, Boyd Baker, Lindsay Hattenburg, Kelsey Branderhorst, Gary Tannenbaum, Esther Zanolitch, Cindy Dudley, Janice McClain, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve April Minutes:

Cindy made a motion to approve the April minutes as amended. Janice seconded the motion. Approved.

Creative Connection to the Downtown Scottsdale Community- Dan Semenchuk

Dan wants to connect the community with us by having creative arts people come in to transform the campus on the outside. The main concern is how to financially support this project.

Garden Presentation-Scott Jacobs

Scott presented a proposal regarding creating a garden on the property that is for the community outreach. There needs to be a team to form a planning committee and also a labor committee. There was also a discussion of financial support.

Financial Report for May— Dan

Income: \$56,730

Expenses: \$69,634

Net: -\$12,904

Gary made a motion to approve the Financial Report for May as amended. Cindy seconded the motion. Approved.

Financial Report for April:

Income: \$66,756

Expenses: \$67,048

Net: \$-1,291

New Business:

HVAC Gift Approval: There was a \$10,000 gift given from the congregation for replacing A/C Units. Dan made a motion to fix the air conditioning units with a total use of \$10,871 and Boyd seconded the motion. The \$10,000 gift will be used as well as an additional \$871. Cindy made a motion to approve the gift and Janice McClain seconded the motion. Approved.

Verizon Wireless Update: 25 year lease for cell tower without any out clauses. Finance Committee needs the Authority to execute the lease. Boyd made a motion to move forward and to authorize the Finance Committee to work out the details to execute the lease. Janice McClain seconded the motion. Approved.

Winfield's Update-Donald

Janice discussed that there are a few paid staff working on weekdays. There is a need for more volunteers. In the next month, it will open on Saturdays.

Communion Schedule-revisit-Cindy

Communion Schedule is set through December with some holes in the new year.

Youth Mission Tour-recap-Kelsey

It is the first time that the church member has fully sponsored the Youth Mission.

Team Leadership-Brief Status of work with Dave-staff

Dave has met and talked about team building with the staff.

Personnel Manual-Gary

There was a discussion about the manual. There were suggestions for edits and changes to be made.

Committee Updates:

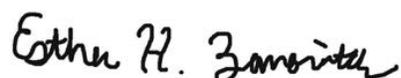
There were no updates at this meeting as the time ran too late.

The Summer Mini-Retreat is planned for June 28th from 8:30am-12:30pm in E-101.

The next Elder Board Meeting is scheduled for July 17, 2014

John closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: Dan Almblade, John Botic, Donald Van Slyke, Boyd Baker, Lindsay Hattenburg, Gary Tannenbaum, Sandra Zurick, Esther Zanovitch, Peter Nelson, Robin DeWeese, Jessie Young, Cindy Dudley, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve June Minutes:

Dan Almblade made a motion to approve the June minutes as amended with the April minutes added and the edits removed from the Personnel Manual. Sandra Zurick seconded the motion. Approved.

Financial Report for June— Dan

Income: \$74,920

Expenses: \$80,760

Net: \$-5,839

Peter made a motion to approve the Financial Report for June. Gary seconded the motion. Approved.

New Business:

Dan discussed that financially we are doing better than we had budgeted. However, the Finance committee will continue to monitor the budget closely.

He also discussed that the push toward on-line giving has increased over last year.

Topics:

Update on Verizon cell tower: There was a discussion with Verizon for suggested editing to the contract wording. Gary and Donald had a conference call concerning the contract. They discussed an option to relocate the cell tower box and an updated termination clause.

Garden update: There was an offering total of \$250 received on Sunday, July 13 towards the Community Garden.

Total Garden Update-Cindy/John/Donald-

This week and next week, the garden will be getting prepared for planting.

Personnel Manual Discussion of Approval-Gary

There was a discussion of the personnel manual.

Wednesday Update for New School Year Activities-John

There was a discussion of moving the High School activities to Tuesday night and keeping the Jr. High activities on Wednesday night. There will be a parent's meeting on July 27th to discuss these possible changes in the schedule.

There will be an Open House on August 6th for congregants to see all the programs and activities available for the new school year. The Children's Ministry will start opening its doors at 6:15PM. All Wednesday night activities will begin on August 13th from 6:30-8:00PM.

VBS is the week of July 28th. There are three community events scheduled for October 15th, December 17th, and March 11th.

There will be a break from the Wednesday Night meals until further notice.

Operations Manual Discussion and Vote-Peter

There was a discussion of the Operations Manual. There were suggestions for edits and changes to be made. Robin made a motion for a minimum of three members to be in the Personnel Committee. The motion was not approved. Peter made a motion to approve the Personnel Committee section to be reworded as, "It is the sole responsibility of the Personnel Elder and the designated Search Committee, acting upon behalf of the Elder Board, to search for ..." Dan Almblade seconded the motion. Approved. Dan made a motion to remove the Winfield's job description. Robin seconded the motion. Approved. Cindy made a motion to approve the Operations Manual as amended. Peter seconded the motion. Approved.

Committee Updates:

Personnel: There were no further updates.

Missions: Boyd discussed that FBCS is sponsoring a tea for Rainbow Acres on September 23rd in C-1 at 2:00PM.

Fine Arts: There were no further updates.

Outreach: There were no further updates.

Christian Education: Brenda discussed that there are a low number of children currently registered for VBS.

Congregational Care: There were no further updates.

New Business:

Greeters: Cindy held a discussion about having greeters at the sanctuary doors.

Leadership Training-Brenda:

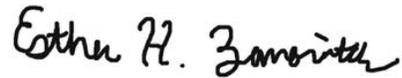
Brenda discussed the pastoral staff has been working on developing a leadership development class. She would like the Elder Board to be the first members of this class. There will be four sessions, 1.5 hours each. The classes for the Elder Board will be on Sept. 21st, 28th, 5th, 12th on Sunday nights from 6:30-8:00pm.

The next Work Day: Sept. 6th at 9:00am-12:00PM.

The next Elder Board Meeting is scheduled for August 21, 2014

Jessie closed in prayer.

Respectfully submitted,

A handwritten signature in black ink that reads "Esther H. Zanovitch". The signature is written in a cursive style with a large initial 'E' and a decorative flourish at the end.

Esther Zanovitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: Dan Almblade, John Botic, Gary Tannenbaum, Sandra Zurick, Esther Zanolitch, Peter Nelson, Janice McClain, Jessie Young, Cindy Dudley, Robin DeWeese, Kelsey Branderhorst, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve July Minutes:

Dan Almblade made a motion to approve the July minutes as corrected. Sandra Zurick seconded the motion. Approved.

Celebrate Recovery-Frank Miller

Frank discussed the ministry goal of Celebrate Recovery for our church that will start on Friday, October 31st. He asked the elders to come and serve at a dinner concert for mature adults on October 19th with the Master's Quartet. He also wanted to serve the pastors and elders at a dinner to meet the leadership team of Celebrate Recovery on Thursday, September 25th in C-1 at 6:00PM. He also discussed the idea of having a Food Ministry for the church. On August 31st, he will be serving a lunch for the church community. There will be an 8 week sermon series leading up to the launch of Celebrate Recovery.

Financial Report for July— Dan

Income: \$65,434

Expenses: \$75,854

Net: -\$10,420

Peter Nelson made a motion to approve the Financial Report for July. Cindy Dudley seconded the motion. Approved.

New Business:

The main difference between the actual expenses and the budget was that we budgeted \$10,000 for camperships. There were no campership expenses in July.

CPA did a review of our finances and it came back positive. The next step is the Finance Committee needs to sign the documents. After that, it will be sent to the Credit Union for annual review.

Topics:

Dan discussed an update on the Verizon cell tower. The contract terms have been settled and we are moving forward.

Total Garden Update-Cindy/John/Donald-

Cindy discussed that there were 25 volunteers who helped get the garden ready to plant on the morning of Saturday August, 16th. September 16th is when the planting will begin. There was \$1,000 donated to the garden fund.

Wednesday Update for New School Year Activities-John

The staff discussed that they will approach Open House in a different way for next year.

Committee Updates:

Personnel: Gary discussed that Fran Baker is now a part of the Personnel Committee.

Missions: There were no further updates at this time.

Fine Arts: There were no further updates at this time.

Outreach: There were no further updates at this time.

Christian Education: Brenda and Sandra discussed that there is an ongoing need for volunteers. There was a discussion held that there needs to be a more effective way to communicate to the church that we need more volunteers for the Children's Ministry. Brenda said that she is finding "floater" volunteers to help during the week, if needed. There was also a discussion of using a pager system to page people to come fill-in as needed. The Youth Ministry is going well with sufficient volunteers.

Congregational Care: There were no further updates at this time.

New Business:

Greeters:

Cindy discussed that the volunteers that are at Welcome Central can also be used as Greeters. There was also another discussion to reorganize this idea.

Staff – Depth of Services and Spiritual Growth Opportunities

Kelsey discussed there are concerns that there needs to be more depth in the services. There was also a discussion of having more and different types of worship and study sessions. There was also a discussion of having small groups or life groups. John discussed having a team of Janice McClain, Robin DeWeese and Peter Nelson to help create a more in-depth focus of sermon planning and create small groups. They will discuss suggestions and strategies together. There will be further discussion of this topic on September 6th.

Elders – Shepherding the Flock

Cindy discussed how we can better shepherd the flock. This will be discussed more on the work day in September.

Quarterly Evening Meal – suggested by a couple of congregants.

There was a suggestion from several congregants to have a quarterly meal for Wednesday nights. During Fall Break, Christmas and Easter, there are meals scheduled to be served to the congregation. Frank Miller also discussed that he will be having meals at other times during the year.

New Membership

John presented Ken Jared to be a member. Janice made a motion to approve the new membership. Sandra seconded the motion. Approved.

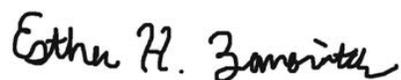
The next Work Day is scheduled for Sept. 6th at 9:00am-12:00PM.

The next Elder Board Meeting is scheduled for September 18, 2014

On September 25th, we will be having a dinner with Celebrate Recovery.

John closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: John Botic, Gary Tannenbaum, Sandra Zurick, Esther Zanolich, Peter Nelson, Janice McClain, Lindsay Hattenburg, Jessie Young, Cindy Dudley, Boyd Baker, Kelsey Branderhorst, Robin DeWeese, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve August Minutes:

Gary made a motion to approve the August minutes. Robin seconded the motion. Approved.

Financial Report for August— Dan

Income: Not Available

Expenses: Not Available

Net: Not Available

There was not a motion made to approve the Financial Report for August because it was not available. This will be approved at the next meeting in October.

There was a discussion of giving a small gift to Trudy to show appreciation for all the hard work that she does for our church with finances.

Wednesday Night Dinner/Quarterly-Updates

John discussed that Frank Miller is starting meals for Celebrate Recovery on Wednesdays at a date to be determined. Frank would like to see meals served every week on Wednesdays. The Elder Board had a discussion of funding for the meals and if enough people will come to eat and how many people would be willing to serve. There was a discussion that there is a definite need for this ministry. Robin discussed that the meals should be healthy and be a balanced meal.

On October 15th, there will be a Community Dinner.

Committee Updates:

Task Group-Spiritual Formation-Update

John discussed that the task group for spiritual formation has a desire is to equip people in their walk with God. They discussed Spiritual Transformation and how they can be doing this more fully. They would like to set up off campus meetings. There was an idea discussed that people who are working in the same area could get together to eat and

fellowship with one another. Another idea was discussed about going to movies that have a faith element to them and talk about the spiritual aspect and how it relates to their life. John wants to challenge congregants to not be spectators, but participants in our faith. The task group will meet again on October 4th to refine the ideas. Gayla Register and Tom & Cheryl Martinet will be involved with getting people involved in this Off-Campus Ministry. It is not set to begin until January 2015.

Personnel: There were no further updates.

Missions: Boyd discussed that William Charles, the director of Mountain Top Ministries, will preach the message in the service on Sunday, November 16th. There will be an opportunity on Saturday, November 15th and Sunday night, November 16th to learn more about this ministry.

Robert Cruise, part of 3:18 Ministries, will be doing a service project on Indian Reservations in AZ on Nov. 9th.

Rainbow Acres is sharing about their ministry on September 23rd at 2:00PM. 100 people are expected to be coming to this event.

Fine Arts: Jessie discussed the possible changes to be made in first service worship. She held a town hall meeting on September 14th. She requested that congregants fill out a survey and give feedback about the sound and order of the service. There was a consensus to play hymns with the band.

Outreach: There were no further updates.

Christian Education: There were no further updates.

Congregational Care: There were no further updates.

New Business:

Creative/Public Art-subcommittee discussion-Jessie

Jessie discussed with Dan Semenchuk and talked about where to take his ideas. Dan still needs to create a proposal. Jessie talked about how we don't have a group to discuss these ideas. There was a suggestion that several committees come together to work on these ideas.

Search for New Elders

There was a discussion of starting to search for new Elders. Five are done with their two-year commitment in March. We have a nominating committee (Fran Baker, Gary Tannenbaum, Abriel Dixon, and Chris Zilar) for searching new Elders. There was a discussion of having the new appointed elders sit in on the Elder Board meetings before they begin their responsibilities in March. This is to ensure that they will have a better understanding of their position.

Announcement of Sabbatical

Cindy will announce John's Sabbatical at the beginning of the 1st service and the end of 2nd service on Sunday, September 21. He will leave on October 25th.

New Membership

Peter Nelson made a motion to accept the membership of Steve and Brenda Goodman and Janice McClain seconded the motion. Approved.

Set New Work Day:

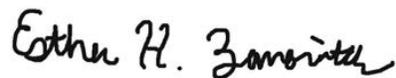
The work day will be on October 16th in conjunction with the Elder Board Meeting.

Kelsey discussed a time of response for prayer on Sunday, September 28th. She asked that Elders be available in both the 1st and 2nd service to pray with the congregation.

The next regular meeting will be October 16, 2014.

John closed in prayer.

Respectfully submitted,

A handwritten signature in cursive script that reads "Esther H. Zanovitch".

Esther Zanovitch, Church Clerk

First Baptist Church of Scottsdale
Elder Board Meeting

October 16, 2014
6:00 pm Library

Elder Board, Pastoral and Staff Members Present: John Botic, Gary Tannenbaum, Donald VanSlyke, Dan Almblade, Esther Zanovitch, Peter Nelson, Janice McClain, Lindsay Hattenburg, Boyd Baker, Jessie Young, Cindy Dudley, Kelsey Branderhorst, Robin DeWeese, and Brenda Goodman.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve September Minutes:

Janice McClain made a motion to approve the September minutes as corrected. Robin DeWeese seconded the motion. Approved.

Financial Report for August — Dan

Income: \$81,865

Expenses: \$84,752

Net: -\$2,887

Financial Report for September

Income: \$57,076

Expenses: \$74,170

Net: -\$17,094

Peter Nelson made a motion to approve the Financial Report for August & September. Janice McClain seconded the motion. Approved.

Dan discussed that September giving was down considerably. The cash on hand is very low.

The anticipated estate monies gifted to FBCS has not yet been distributed.

He also held a discussion about how there has been a continued decline in the number of giving units over the past 4 years at FBCS. He talked about letting the congregation know that we need an uptick in giving to sustain current service levels.

The Elder Board discussed using funds from the Momentum Project to cover the mortgage payment for October. Peter Nelson made a motion to take funds from Momentum Project to cover the mortgage payment for October to make an announcement. We will use \$17,985.15 for principle to cover the mortgage. Boyd seconded the motion. Approved. This will be a continuing conversation if we do not get the amount of money needed. Donald and Dan will make a presentation on Sunday, October 19 to communicate this motion.

New Business

3:18 Ministries – Christmas Offering Discussion and Vote – Kelsey

Kelsey discussed that the Christmas Offering would like to be given to 3:18 Ministries. This ministry serves the needs of the people of the San Carlos Indian Reservation. Boyd Baker made a motion that we use the Christmas offering for 3:18 Ministries. Gary seconded the motion. Approved.

Leadership Class Feedback- Donald

Donald discussed the feedback from the Leadership Class. The pastoral staff will revamp and adjust the class from the feedback from the Elder Board.

Fifth Sunday Combined Service-Jessie

Jessie discussed the idea of first and second service meeting together on the 5th Sunday of the month. There would be a breakfast the first service and everyone would join together in the second service. There would be no Sunday School for the first service. The first would be November 30th and then the second would be Palm Sunday. This idea is still being discussed and worked through.

Life Group Team Information-John

John discussed having a team for making Life Groups starting in 2015. John would like to have Lindsay, Donald, Esther, and Sandra to have input on this team. This ministry will allow people to be a part of a smaller community. The team will discuss the launching of this ministry and connecting the message to other people throughout the week.

October 19th – Sign up to serve/bring dessert.

Cindy discussed having Elders serve and bring dessert on October 19th for the Master's Quartet.

Team Time

Cindy began a discussion of the Elder Board Roles.

Sunday Morning Worship Services: Any portion that has to do with specific or special with finance. If there is Service Times and Changes, there was a need for discussion. If something that is not already established, we need to discuss with the Elder Board. If it is a decision that is not ordinary and affects all of the congregants and members, it should be discussed.

Committees: We have to have certain committees by the by-laws, but there are others that don't need to be placed. There was also a discussion of having Christian Education be smaller and have a smaller sub-committee. The first team or committees would be under the Elder Board. This would be a support system.

Sunday School Classes, Wednesday Classes or other programing: It would not need a vote, but just to give information. If it is a major policy decision, we need for it to be voted on. There is a different perception of what are major policies, what needs to be voted on, and be discussed.

We have trust for each other. There is accountability and protection element. John discussed that it is important to sit in on the teaching of pastors.

Begin discussion on committees/teams. What will they look like to align with our vision and values?

There was a discussion of what committees are beneficial and which ones are no longer needed or need to be recreated. We can do a better job of redefining ministries and their committees. This should also be a place to bring ministry decisions and what is needed to us. We generally come to a consensus. We still need further work with committee. There was also confusion of the purpose of

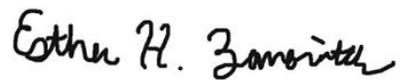
the committees so that they can be used effectively. How do we create a structure that is more effective and is able to meet the needs of the church?

Next Regular Meeting – November 20, 2014

Janice made a motion to adjourn the meeting. Robin seconded the motion.
Adjourned.

John closed in prayer.

Respectfully submitted,

A handwritten signature in cursive script that reads "Esther H. Zanovitch".

Esther Zanovitch, Church Clerk

Elder Board, Pastoral and Staff Members Present: Gary Tannenbaum, Donald VanSlyke, Dan Almblade, Esther Zanovitch, Sandra Zurick, Peter Nelson, Janice McClain, Lindsay Hattenburg, Boyd Baker, Jessie Young, Cindy Dudley, Kelsey Branderhorst, and Robin DeWeese.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve October Minutes:

Gary made a motion to approve the October minutes as corrected. Sandra seconded the motion. Approved.

Financial Report for October— Dan

Income: \$52,936

Expenses: \$65,703

Net: -\$12,767

Boyd moved to approve the October finance report. Gary seconded the motion. Approved.

September finances are corrected as:

Income: \$57,076

Expenses: \$77,476

Net: -\$20,400

Health Insurance with Staff

The current plan is no longer available under The Affordable Care Act. The staff needs to choose another plan. Currently they have a \$5,000 deductible. The staff is responsible for the \$2,500 and the church covers the second half of the \$2,500. The difference in the premiums will increase to \$800. There is less money out of pocket for staff. It will eliminate the church's responsibility and liability. This will be a yearly review. Dan moved to approve the motion to use the Health Net Silver HSA Plan. Peter seconded the motion. Approved.

The attendance numbers are down. Dan held a discussion about having the need for attendance numbers to go up. It is a discussion that needs to be discussed in the Elder Board and to put a plan together to move forward.

Fifth Sunday Service – Update – Jessie

Jessie discussed that the church will not be doing the fifth Sunday Service for the month November or for Palm Sunday. This will only be done occasionally. The next fifth Sunday Service will be Dec. 28th. There will be one service at 10:30, with a pancake breakfast at 9:00 for the entire congregation.

Changes to Youth Camp Activities – Kelsey

Kelsey discussed that the Senior High will be participating in the CIY-“Christ in Youth” Move Conference in Biola University in La Mirada, CA from July 6th-July 10th. This will be for incoming 9th graders to 2015 Graduates. It will be \$309 per student+ (Transportation and Money for Leaders).

Junior High will go to UCYC in Prescott, AZ from July 24th-28th.

Children’s Second Service Status – Brenda

New Family – Cindy

Brenda discussed that another elective will be offered during second hour, but not there will not be a permanent second hour. 3rd grade and older will be in church during 2nd hour.

Nominating Committee Progress – Gary

Gary reported that there are no new updates on the Elder Search. He would like Elders that are to be elected to sit in on the meetings starting in January. Gary held a discussion of ideas of people who are good candidates who will help our weaknesses and complement our strengths as an Elder Board. Gary asked the Elders to send a list of people as soon as possible.

New Business

Think Tank – Update – Donald

Donald discussed that there will be a team of people to explore ideas to think of ideas to make our church community better known to the outside community.

Two main questions that were explored and discussed were: “How do others know about us?” and “What makes us unique and different?” The following people are member of this team: Mark Young, Lindsay Hattenburg, Lee

McGhee. Brent Cornelius, Melissa Gelarte, Lisa Holmes Ross, Carlos Alfaro, and Donald Van Slyke.

Letter of Transfer Acceptance – Esther

Peter made a motion to accept the letter of transfer of new membership of Libby Weiler. Robin seconded the motion. Approved.

Garden Update-Cindy

Cindy held a discussion of the leadership of the garden and how the seeds are growing. Robin volunteered to help with the garden leadership by initiating the volunteers and the growing process. She will also talk with Scott and Bethany.

Team Time

What does it mean to be a light in the community?

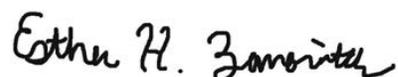
First, we have to decide the group of people to narrow down the vision. The Elders and Staff will be discussing and working together. There will be communication with the congregation. There was also a discussion to use an outsider's perspective to help facilitate discussion.

Gary held a discussion of ideas of people who are good candidates who will help our weaknesses and complement our strengths as an Elder Board. Gary asked the Elders to send a list of people as soon as possible.

Next Regular Meeting – TBD (Thursday, December 4th at 6:00PM to discuss Team Time Agenda Items with Kelsey as facilitator. There will be no regular Elder Board Meeting in December.)

Kelsey closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

First Baptist Church of Scottsdale
Executive Elder Board Meeting

December 4, 2014
5:15 pm Library

Elder Board Members Present: Cindy Dudley, Sandra Zurick, Dan Almblade, Gary Tannenbaum, Janice McClain, and Peter Nelson.

This meeting was called to discuss the resignation of Brenda Goodman, our current Children's Ministry Pastor. Gary Tannenbaum made the motion to accept Brenda's resignation as written in her letter submitted earlier this week. Dan Almblade seconded the motion. All were in favor. Approved.

Respectfully submitted by:

Sandra Zurick

CE Elder

Filling in for Esther Zanovitch, who could not be present

First Baptist Church of Scottsdale
Elder Board Meeting

December 18, 2014
6:00 pm Library

Elder Board, Pastoral and Staff Members Present: Gary Tannenbaum, Brenda Goodman, Dan Almblade, Esther Zanovitch, Sandra Zurick, Peter Nelson, Lindsay Hattenburg, Boyd Baker, Jessie Young, John Busic, Cindy Dudley, Kelsey Branderhorst, Donald VanSlyke, and Robin DeWeese.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve November Minutes:

Gary made a motion to approve the November minutes as corrected. Sandra seconded the motion. Approved.

Financial Report for November— Dan

Income: \$127,193

Expenses: \$72,767

Net: \$54,926

Gary made a motion to approve the November finance report. Dan seconded the motion. Approved.

The finance committee will work on a report on what it means to give and tithe to be given to the congregation.

Nominating Committee-Gary

Gary discussed that there needs to be another person on the Nominating Committee.

New Business

Housing Allowance for Pastors-2015

John-\$23,064.72

Kelsey-\$8,400

Donald-\$22,000

Jessie-\$18,000

Elder/Pastor Support Groups-revisit groups and purpose

Cindy discussed our support groups with the Elders & Staff:

Esther & Robin-Brenda
Boyd-Donald
Janice& Cindy-Jessie
Peter & Sandra-John
Gary & Dan-Kelsey

This will be revisited in March 2015.

Team Time

Children's Ministries Brainstorm-

Brenda discussed that she thinks that we do not need a Full-Time Children's Pastor at this time. She thinks that it would be appropriate to have two part-time positions: one early childhood and one elementary position. Brenda said that she will have the curriculum laid out until the end of May. She wants the plans to keep things going as is and re-evaluating in three months. This process needs to be made immediately.

The Elder Board discussed that they are open for discussion from the Staff.

Sandra discussed that the person we bring in needs to share the vision. Will the person who comes in have the passion and commitment to children's ministry?

Gary discussed the Search Committee should have certain volunteers and parents to help. The following people were proposed to help with this process to decide position titles and descriptions, how to split hours with 40 hours total and the pay associated with each position: Sandra Zurick, Michelle Cornelius, Esther Zanolitch, and Shawn Crosier. The job descriptions are asked to be done by Tuesday, Dec. 23rd and posted by Thursday Jan 1st. These two part-time positions will report to Pastor Kelsey. There is an understanding that there will be a 90 day probation period and 6 month review/evaluation for both positions.

The following revised motions were made by the Elder Board via e-mail on January 4, 2015:

Esther Zanovitch moved to change the Children's Pastor Position to two part-time positions. These positions will serve to support 1) birth through 4 years old and 2) Kindergarten through 5th grade. These positions will report to the current Youth Pastor. This is with an understanding that there will be a 90 day probation period and 6 month review/evaluation for both positions. Robin DeWeese seconded the motion. Approved.

Esther moved to revise the Youth Pastor Job Description to include overseeing part-time Children's positions when there is not an acting Children's Pastor. Robin seconded the motion. Approved.

Committee Discussion

Leadership Development

Small Groups

Next Steps

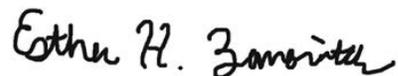
Lunch & Learn

These items were not discussed at this meeting.

Next Regular Meeting – January 8, 2015

Jessie closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

First Baptist Church of Scottsdale
Elder Board Meeting

January 8, 2015
6:00 pm Library

Elder Board, Pastoral and Staff Members Present: Gary Tannenbaum, Dan Almlade, Esther Zanovitch, Sandra Zurick, Lindsay Hattenburg, Jessie Young, John Botic, Cindy Dudley, Kelsey Branderhorst, Robin DeWeese, Boyd Baker and Donald VanSlyke.

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Finance Report for December-

Income: \$121,448
Expenses: \$69,720
Net: \$51,727

Dan made a motion to approve the December Finance Report. Gary seconded the motion. Approved.

Review and approve December Minutes:

Dan made a motion to approve the December minutes as corrected. Robin seconded the motion. Approved.

Brenda-Farewell

There will be cake in Winfield's Cafe between 1st and 2nd service on January 25th for Brenda's Farewell.

Cindy will announce that two part-time positions for Nursery and Children are open for application on January 18th.

Two Items from Congregation:

Flags

There was a discussion of having the American and Christian Flag hanging in the sanctuary and on the platform. The Elder Board has decided not to have them hanging in the sanctuary at this time.

Bob Brouwer-Pastor Emeritus

There was a discussion of having Bob Brouwer be designated as Pastor Emeritus. John will contact Diane about this announcement in February and a certificate will be presented. Boyd made a motion to make Bob Brouwer Pastor Emeritus of FBCScottsdale. Sandra seconded the motion. Approved.

Team Time:

What does it mean to be a light in the community?

Cindy held a discussion about the meaning of being a light in the community. Gary talked about how our church reaches out and provides for the community. It can mean taking it to the community and bringing people to the community. How does the community know us? Matthew 5:14-16

There was a discussion of the different committees that were being formed.

New Elder Members and Committees:

Donald discussed possible changes that will be made to the Elder Board Positions:

Clerk, Finance, Personnel, Moderator, Christian Education Committee-Adult & Student/Children, Missions/Outreach, Congregational Care and Creative Arts.

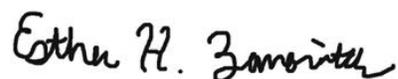
Michelle Cornelius, Fran Baker, Chris Zilar and Gary Tannenbaum are discussing more about the Elder Board and roles.

The Annual Business Meeting Announcement and the new slate of the Elder Board will be on March 15th. The Annual Business Meeting will be March 29th.

Next Regular Meeting – February 19, 2015.

Boyd closed in prayer.

Respectfully submitted,



Esther Zanovitch, Church Clerk

First Baptist Church of Scottsdale
Elder Board Meeting

February 19, 2015
6:00 pm Library

Elder Board, Pastoral and Staff Members Present: Gary Tannenbaum, Dan Almlade, Esther Zanovitch, Sandra Zurick, Lindsay Hattenburg, Jessie Young, John Botic, Cindy Dudley, Kelsey Branderhorst, Robin DeWeese, Boyd Baker and Donald VanSlyke.

Welcome to Prospective Elders

Church Life and Prayer

The group shared praises and prayer needs for each other, the church body and participated in group prayer.

Review and approve January Minutes:

Gary made a motion to approve the January minutes as corrected. Sandra seconded the motion. Approved.

Review and approve the Minutes from Brenda's Resignation in December:

Robin made a motion to approve the December minutes. Cindy seconded the motion. Approved.

Finance Report for January-

Income: \$60,397
Expenses: \$79,918
Net: -\$19,620

Gary made a motion to approve the January Finance Report. Janice seconded the motion. Approved.

Fiscal Year 2015- Endowment Committee reviewed and approved the 2015-2016 Budget. The Finance Committee will submit a slightly revised budget at the next Endowment meeting to reflect minor changes.

Personnel – Gary

Potential Elders and Structure- Gary discussed that there are 6 people to be considered for the three elder positions that are open. Gary will come to the next Staff Meeting to discuss potential Elders.

Children's Director Update-We are still looking for a Children's Director and wanting to use this person in their gifting and fullest capacity.

Communication/Story Board – Lindsay

Lindsay discussed different ways to use Social Media to advertise FBCScottsdale. She talked about using brochures and booklets to help with sharing information concisely at Welcome Central. There will be a Monthly Calendar with all events for the congregation, starting in April. She announced that the Story Board will replace the Momentum Wall on March 1st.

Committee/Team Structure - Donald

Donald discussed a proposed Committee/Team Structure for each leadership team. The Team Structure was proposed with a detailed flow chart defining responsibilities for each level. The next step is to see which people are in each committee and go from there and use people in their gifts and talents.

List of staff's top priorities/objectives for the year-Donald

Donald discussed the staff's top priorities and objectives for 2015.

Acceptance of New Members – Esther

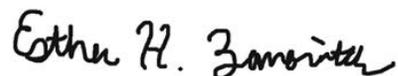
Gary moved to accept new members, Arlene Ray and Marcia Van Slyke, through letter of transfer. Dan seconded the motion. Approved.

New Business

Cindy discussed how we can best have Val, a new attender, serve with our congregation.

Next Regular Meeting – March 12th

John closed in prayer



Respectfully submitted,

Esther Zanovitch, Church Clerk