

Elder Board Meeting
February 20, 2017
Conference Room, 6 pm

Elder Board & Staff Present: Shawn Crosier, Gayla Register, Craig Hazeltine, Chris Slagle, Sharon LaRue, Joy Leveen, and Jim Coston, Kelsey Branderhorst

Guests: Gary Tannenbaum

I. Open in Prayer - The group shared praises and prayer needs for each other, the church body, the community and participated together in prayer.

II. Minutes - Chris Slagle made a motion to approve the January 23, 2017 minutes. Sharon LaRue seconded the motion. The motion was unanimously approved.

III. Care Ministries: Gary Tannenbaum reports there are 8 care ministries that have been started; some being brand new and some existing. The group has two more individuals to be interviewed. Gary reports that they are looking for bereavement and home bound care ministers and trying to balance out male participation. Cheryl Martinet and Gayla Register both made referrals. Gary also reported they have identified 12 team members but still need more. The Prayer Ministry is ongoing will be meeting to talk about new/extended directions.

The Care Ministers are hosting a Blood Drive on a Sunday in April. Gary reports that their goal is to have all the team lead positions filled by the Annual Meeting.

Gary reports that an application process has been started with ServantHearts. Three people have been helped in the last couple of weeks. The most recent experiences will inform the application process. Gary asked that ServantHearts offering be placed on a specific Sunday, as well as a set date for Name Tag Sunday.

Gary shared the Church Directory is just about done and asked to whom does the Directory go to? Jim Coston suggested the PDF be sent to current members initially and then to new members as they join. Chris Slagle suggested that it be sent to everyone who listed an email on the Directory, as well as adding a disclaimer that the information is not for commercial use. Gary would like to have a lobby copy, probably in pedestal by brochures, for reference by greeters.

Gary will keep up the maintenance of the Directory and will be responsible for sending it to new members.

IV. Financial Report: Dan Almlade -

a. Finances - Dan reported that Income was \$54,546 and Expenses were \$62,865 for a net (\$8,319). Cash on hand is \$67,469. Cheryl made a motion to accept the finance report and Gayla Register seconded the motion. The motion was unanimously approved.

b. Budget - Dan Almlade presented the draft budget and the Board discussed the draft to submit to the congregation. Sharon LaRue made a motion to change the

Facilities Management position from contractor to full time employee with benefits as of April 1, 2017. The motion was seconded by Dan Almblade. The Elders discussed a variety of aspects of the personnel change. Dan amended the motion to change the Facilities Management position to a full time employee, at current salary, with an offer to pay his health insurance in full. If spousal health coverage is requested, that would be covered via employee contribution. Sharon accepts amended motion. The amended motion passed unanimously.

c. Shawn Crosier shared a question regarding personnel compensation for the Associate Pastor. Every other staff position has had some kind of increase and the Associate Pastor position has not had an increase in 2 years. Shawn made a motion to increase the Associate Pastor's salary, as of April 1, 2017. Dan Almblade seconded the motion. The motion passed unanimously.

d. Shawn Crosier called for a motion to approve next year's budget as amended to reflect the added expenditures. Sharon LaRue made the motion and Cheryl Martinet seconded it. The motion passed unanimously.

V. Consultant: Chris Slagle and Jim Coston - Chris Slagle reported that he and Jim Coston met yesterday with Mike Gammill from Auxano for a thorough and detailed discussion. The discussion included a compressed timeframe for a 7 month engagement at \$3800/month; \$26,600 for the total expenditure. Chris Slagle described the church ministries as strong, but pulling in different directions; in need of a common vision so that we are all pulling together. Jim Coston shared that he feels most comfortable about Auxano proposal and building a 10 year plan and vision. It does involve a significant expense, but this is a group that knows what they are doing, have experience in this, and are on the cutting edge. Jim reported that Cheryl's recommendation agreed to send a proposal, but have not received anything yet.

Kelsey Branderhorst asked since the timeframe is 2 months less are there any services we are getting less of? None reports Chris; there will just be time between the sessions. The deliverables are the same with a shorter follow up time.

Dan Almblade shared his concern that we go through this process and the plan is developed and then it is never looked at again. Jim Coston talked about the extensive roll out, verbiage to be shared and repeated with the church body over and over, to be talked about in staff constantly.

Shawn Crosier made a motion to engage with Auxano for no more than \$26,600; Sharon LaRue seconded the motion. The motion passed, 7-1.

Jim and Chris will engage with Auxano and will attempt to further reduce the price.

VI. Nominating Update: Craig Hazeltine – Recommending Syrena Jossy, Health Minister. Craig Hazeltine made a motion to accept Syrena Jossy as Health Care Minister; the motion was seconded by Shawn Crosier. The motion passed unanimously.

Craig reports that he is looking for another person to the Nominating Committee. Craig also reports that he is talking with a few individuals about the Treasurer position on the Elder Board. Craig reports that the Nominating Committee has presented Joy Leveen for a 3 year term as Church Clerk. Craig Hazeltine made a motion to approve Joy Leveen as Church Clerk for a 3 year term; Shawn Crosier seconded the motion. The motion passed unanimously with Joy Leveen abstaining from the vote.

Craig reports that Endowment is asking Herb Shipp and Jim Register to continue to serve.

VII. Meetings with staff updates – Postponed to March meeting.

VIII. Pastor Updates: Jim Coston – Postponed to March meeting.

- a. Upcoming events
- b. Ethics
- c. Other Information

IX. New Business - Sharon LaRue presented the need to reimburse the Winfield's Coordinator for paint for the Winfield's refresh. Dan will connect with her regarding reimbursement.

The group closed in prayer.

The meeting adjourned at 8:57 pm.

Next Regular Meeting - - March 20 at 6 pm in the conference room.

Annual Business Meeting is March 26th; to be announced from the pulpit on March 12th and 19th at both services.

Respectfully submitted,
Joy Leveen, Church Clerk