

**Elder Board Meeting  
January 23, 2017  
Conference Room, 5 pm**

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

**Guests:** Donna Lukeman

**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**

Cheryl Martinet made a motion to approve the December 12, 2016 minutes and Sharon LaRue seconded the motion. The minutes were unanimously approved.

## **III. Financial Report**

Shawn Crosier summarized the December and Year To Date Treasury Report. He reported that December's income was \$59,051.91 and expenses were \$59,575.26, leaving a net of (\$523.35). The Year To Date income was \$572,362.62 and expenses were \$543,154.48 with a net of \$29,208.14. Cash on hand is \$75,789.00. Sharon LaRue made a motion to approve the Treasurer's report and the motion was seconded by Gayla Register. Craig asked for clarification regarding how this year's monthly income is defying convention. The Treasurer's report was unanimously approved.

Shawn reported that the north parking is listed with Mark Linsalata. Jim Coston reported that the Planning Center software started at the beginning of January while Fellowship One and PushPay ends Jan. 31, 2017. The current Check Reader is broken and FBCS will be purchasing a new one for approximately \$200. The 2016 giving records for tax purposes will be available online until 1/31/17 via Fellowship One.

**IV. Lysh and Winfield's** – Lysh Ludwig shared that she is excited about the possibilities for Winfield's and would like to create a new atmosphere with some new paint. She reports that she has consulted with Jim, John, and other staff for opinions and is looking to re-purpose items with some minor updates. The proposed amount for paint and hiring a professional painter friend is \$600; FBCS could reduce that cost through adding a few experienced volunteers to help paint.

Lysh is thinking the Winfield's Launch Date could tentatively be Feb. 24<sup>th</sup> for Winfield Scott's birthday. Lysh has been able to problem solve on how to fix some of the

machines in Winfield's which should also decrease expenses. Chris Slagle asked about fun surprises and Lysh replied "everything." She said there is lots of organization to be done and still lots of room for more volunteers. Lysh shared that she has already had an opportunity to pray with a customer.

Jim reported that eternal signs have been changed and the infraction with the city has gone away. Mic-ed events that are non-ancillary to worship services is not allowed via zoning. The Pre application fee to access and review the zoning is \$87 to begin the process; Re-zoning the church campus to commercial zoning has a fee of \$2,000; the Live Music permit fee is a one-time \$1,400 which depends on a commercial zoning ruling.

Jim would like to submit the pre-approval paperwork and fee to see what happens. Jim would like Board approval to begin the pre-approval process. The Elder Board had questions about potential tax issues, insurance implication, and church finances in the long term. Craig brought up that inviting the city into the zoning issue is fraught with other potential implications from the city. For instance, the current site plan is based on current zoning of R-5. Would a change like that mean a new site plan is required? Also, what is the point and purpose of concerts and events that have no church connection? There are bigger questions and purposes to explore. Jim agreed that there are larger questions and the Board and staff will continue to explore this issue.

Craig Hazeltine made a motion for spending up to \$800 to paint supplies and painting and Jeanne Bender seconded. The motion was unanimously approved.

Craig Hazeltine made a motion to begin the pre-approval zoning process and authorized the \$87 fee. Cheryl Martinet seconded the motion. The motion was unanimously approved.

**V. Care Ministries** – Donna Lukeman reported that the potluck and discussion about the Care Ministries was very helpful. They have already received one suggestion in regards to ADA accessibility throughout the campus. A variety of members came up to Donna and said "I do this, what can I do?" Donna and Gary are considering how to plug people in and get them connected. Some items for the Care Ministers team to consider: How and what kinds of gifts are sought? How to connect and share with the church community and the community as a whole?

Shawn discussed having the main team members' names ready for submission in time for the Annual Business Meeting. Craig reported that the Nominating Committee is moving forward with nominating the main team while Shawn requested that names be submitted as we move through the process instead of waiting until a whole slate is ready.

Craig Hazeltine submitted Mary Lou Sarrault's name for Prayer Care Minister. Shawn Crosier made the motion to accept Mary Lou Sarrault as Prayer Care Minister. Gayla Register seconded the motion and the motion was unanimously approved.

Shawn Crosier brought forward a question for the Nominating Committee – Craig Hazeltine confirmed that we are looking for a Treasurer and Joy Leveen confirms that she will serve for another 3 year term as Church Clerk. Craig also confirmed they will be adding one additional member to the Nominating Committee.

**VI. Consultant Proposal** – Cheryl Martinet reported on her research regarding church consultant options. Chris Slagle also reported on his research: most have their own strength and their own pitch. Chris reflects that there are so many good and different things that are going on within FBCS, but that it is direction-less or chaotic; that the church is in need of a unified vision to help us focus our efforts, develop common language among Elders, Staff, congregation. This is timely and we don't have two years to go through this process. Sharon LaRue shared that she thinks motivation is key for congregants and volunteers. Jim Coston agreed with Sharon and that going through the visioning process builds that motivation. Jim wants to be a part of the process and a voice in the process, but not leading or facilitating the process. Jim wants the church to ask the question: "How do we know we have reached the finished line?" Shawn shared his red flags – "material we can download" means that they have already developed the box to put us in; wants a process to lead us, but not a box to stuff us in. Oksana sounded more like a process than a specific box; he would like to avoid pre-packaged. The second red flag for Shawn is price – as we are just getting our head above water, would we sink down again? Chris reported on his conversation with Bud Brown (connected with Scottsdale Bible Church); with an all-in price of \$6,000-8,000. Chris thought the process would be more like 3-6 mths.

Shawn suggested that Jim connect with Bud Brown for a structure/process, timeline, as well as cost to feel him out and seek a proposal. Shawn Crosier made a motion that FBCS engage with Bud (LaVerne) Brown to submit a proposal. Chris Slagle seconded the motion and the motion was unanimously approved.

**VII. Staff and Elder Ethics** – Shawn referenced the document Jim sent laying out staff/elder/congregation ethics. Jim shared and walked through the Texas Ministers Ethics document. Shawn shared that he is pleased that this document puts things above-board, setting clear expectations, etc. Cheryl likes the idea and the process. Chris suggested a summary document and outline for staff, elders, congregation. Craig mentioned the covenant at the back of the hymnal and we can use that as a reference. Kelsey Branderhorst shared that this document allows her to be more human and to involve staff in discussion and decisions. Shawn summarized the consensus to share

with staff, Care Ministers, Elders; staff will work through document and bring a draft back to Elders for consideration.

**VIII. Worship Leader Update** – Jim reported that a job description has been developed and shared with Elders and is ready to begin the search for a worship leader. Justin Godsey has been encouraged to apply. Jim would also like to post the description and have a search committee. Amendments were suggested and made to the job description; Jim will amend and send out new job description and post it. The Interview Committee: Jeanne Bender, John Stewart, Heidi Bosisic with Jim Coston.

**IX. Children's Position** – Kelsey summarized the status of the children's position, that a part time position was open. Discussions about Grace Olson; Children's Coordinator which keeps Katie as Children's Director. Grace's resume has been submitted to Shawn and Craig. The Interview Committee will be: Kelsey Branderhorst, Shawn Crosier, Katie Kuhl, and Stephanie Hans. Shawn Crosier made a motion to increase the pay of the Children's Ministry Director pay to \$15/hour on Feb. 1<sup>st</sup>; Chris Slagle seconded. The motion was unanimously approved.

**X. 6 Month Staff Check In** – Shawn shared that he would like to institute a formal and informal check in with Jim, probably with a dinner (informal) and then the formal process.

Joy suggested a 6 month check in with all FBCS staff. Jim suggests Elders meeting with staff whose area they oversee with a standard list of questions or topics.

One on one pairings: Jim (Shawn, et al), Kelsey (Shawn, et al), John (Craig), Joel (Dan), Katie (Cheryl), Lysh (Sharon), Charles (Chris), Kathy Stewart (Gayla), Justin (Jeanne).

Cheryl Martinet and Gayla Register volunteered to prepare the dinner in the Fireside room on Thursday the 13<sup>th</sup> @ 6 pm; Shawn will invite original search committee members: Alecia Brouwer and Liz Livesparger. Chris asked for questions for consistency. Joy will share and collect questions for this activity.

**XI. Recycle Bin in Sanctuary** – Joy requested a bin or something for paper products; Jim agreed that the staff would see to it.

**XII. New Members** – Joy presented a list of potential new member: Joy asked for a motion to approve the following new members/transfers: Katia Herneck-Kitz, Mackenzie Eastman-Jones, Syrena and Jason Jossy, Jim, Julie, Chloe Coston, and Ruth Duncan.

Chris Slagle made a motion to accept the names of new members. Jeanne Bender seconded the motion and it was unanimously approved.

**XIII. Budget Update** – Shawn reports that Dan Almblade is working on the budget for the next fiscal year and will submit it to staff and Elders for review.

**XIV. Other** – Jim reported that the staff will have a Staff Retreat in Prescott, Feb. 26-28.

The group closed in prayer.

The meeting adjourned at 9:15 pm.

**Next Regular Meeting - - Feb 20th at 6 pm**

Respectfully submitted,

Joy Leveen, Church Clerk