

Elder Board Meeting Minutes: 8/12/2019

		Motion:	Seconded:
Present:	Tom Seibert: chairman, Dallas Hayden; treasurer, Greg Emas, Todd Burk, Mike Bickley, Steven Kern, Jeff Lubeck, Dennis Miller, Mike Oberholtzer, Mike Rich and BJ Weil		
Absent:	–		
Others:	Heather Leonard, business administrator		
	<u>OPENING PRAYER</u>		
Tom	<u>APPROVE MINUTES for JULY 2019</u>		
	<u>Approved Unanimously (with Mike O. and Mike B. abstaining)</u>	Jeff	Todd
Dallas / Heather	<u>FINANCIAL REPORT</u>		
Dallas / Heather	<p><u>Staff Compensation Areas of Opportunity:</u> Heather is reviewing the overall compensation plan and looking for opportunities of improvement as well as cost savings.</p> <p><u>Healthcare:</u> We are planning on a 10% increase come January, but Guidestone now says it may be 5%. Heather is talking to 3 other vendors for comparison. Coverage of controversial procedures is being reviewed.</p> <p><u>Insurance:</u> Heather is also analyzing our current life insurance coverage of all pastors & ministers, and comparing to industry standards to ensure the church & employees have proper and cost effective coverage.</p>		
Tom	<p><u>Future Facility Planning:</u> An extra Board Elder meeting has been called for 8/21 to discuss.</p>		

Dallas / Heather	<p><u>Professional Consult of Facility Maintenance:</u> Journey Bible member, Mark Thomas, has been consulted for his expertise on facility maintenance. The focus is on the immediate improvement needs, which include curb appeal and structural integrity.</p> <p>Dallas & Heather will follow up with specific recommendations on how best to spend previously allocated facility maintenance funds.</p>		
Dallas / Heather	<p><u>Miller Management update:</u> The new provider began in July, and their first monthly financial reports will be available on 8/20. Forecast reports will be available on 9/20.</p>		
	<u>“OLD BUSINESS”</u>		
Dallas / Heather / Tom	<p><u>Widows and Orphans funds Transfer</u> This ministry has a \$35K annual budget, but the account had increased to \$87K. So the Board approved the transfer of \$50K to the Reserve fund to help cover current year short falls.</p>		
	<u>Approved Unanimously</u>	Mike R	Dennis
Tom	<p><u>Elder/Deacon Approval – Board Elder, New Elder, New Deacons</u> The Board approved the ballot for distribution to church members. A vote will take place at the annual business meeting.</p>		
	<u>Approved Unanimously</u>	Dennis	Mike R
	<u>“NEW BUSINESS”</u>		
Tom	<u>Housing allowance for Jeremy Lanning, Columbus Heard & Mike Anderson:</u>		

	The Board accepted as submitted these housing allowances.		
	<u>Approved Unanimously</u>	Mike B	Todd
Tom / Dallas	<p><u>Finance Committee Recommendations:</u> The following legal documents have been updated for Journey Bible Church and will be signed at the next Elder meeting, and Finance committee meeting:</p> <ul style="list-style-type: none"> • Confidentiality Agreement • Conflict of Interest policy • Record Retention and Destruction policy <p>The Board accepted the documents as presented, with the addition of volunteer attendance records.</p>		
	<u>Approved Unanimously</u>	Mike R	Jeff
Tom / Dallas	<p><u>Finance Committee member vote:</u> Prior to the 8/12 Elder meeting, an email vote was taken to approve members of the Finance Committee for the upcoming year: Robert Simmons (Chair), Dallas Hayden (Treasurer), Heather Leonard (Business Administrator), Ed Simon (Elder), and BJ Weil (Board Elder).</p>		
Tom	<p>Follow Through on Visioning Chats” The Staff Exec team will lead this.</p>		
Tom	<p>Staff Pastor invitation to become Ministry Elders: All pastors, other than lead or executive pastor, of Journey Bible Church will join the</p>		

	Ministry Elder group after 6 months of employment. Lead or executive pastors will join immediately.		
	<u>Approved Unanimously</u>	Todd	BJ
Greg	<u>2019-2020 Goals/Focus</u> In process. A first draft was discussed at the Ministry Elder meeting, and will be discussed and the annual business meeting.		
	<u>MEETING ADJOURNED @ 10:17</u>		
	<u>Approved Unanimously</u>	Steve	Jeff