

LEADERSHIP BOARD MEETING

January 17, 2023

Members Present: Michael Shaffer - Moderator
Pete Hotmire
Paul Russell
Jeff Hotmire - At Large
Jan Breeden - Clerk
Phil Schink
Kathy Gowin - At Large

Opened with Scripture enlightenment RE the Church being the aggressor, not the defender, of the faith. The "gates" of hell are the defender of the attack of Christian Community. Prayer followed.

Convened at Personnel Committee 7:00 PM

Matt Thornburg initiated a discussion concerning the Kids and Youth Director position which is now unfilled due to Ashley's departure. He stated that his calling has always been to discipleship. Eden Student Union has resulted in a fairly consistent group that comes as often as possible. They are hungry to know God. Matt realized that his call is for young people, who are the congregation of the future. They will be the ones to step into this position. This IS church planting.

However, there is a conflict with his needs as Worship Pastor. We may need an Eden Kids director as its own position. Matt now works 25 to 40 hours per week and covering both positions would roughly double his time. An extra position as Eden Kids director could be covered in 5 to 10 hours per week if the nursery position vacated by Julie could be filled by volunteers.

The nursery position can be handled by volunteers, from pre Sunday School time through regular Service time. These volunteers would need training and possible background checks. Job descriptions will need to be checked, with an official vote taken at the February board meeting. The proposal was moved, seconded, and carried pending review of job descriptions. Kathy and Jan are to head up scheduling volunteers.

Convened as Official Board

Old Business: The storage room upstairs needs to be cleaned out. Items there may be taken or donated.

New Business:

Concerning CCCC membership - we previously have sent \$1000.00 per year to the Conservative Congregational Christian Conference. We do not receive anything for our money, no benefits except help with profiles when searching for a new Pastor. Money is not mandatory for membership, but is considered a donation. Discussion followed, but no official vote will be taken for now. The board will wait to hear input from Tammy before deciding whether to omit sending a donation this year.

Other Business:

A vote to choose a Vice Moderator may be taken at the next meeting.

Board closed with prayer at 8:00 Next meeting to be held February 21st at 7:00 PM.

**Eden Church -- Financial Secretary's Report
January 2023**

	January 2023	January 2022	Difference	YTD 2023	YTD 2022	Difference
<i># of Sundays</i>	5	5		5	5	
General fund	\$23,304.86	\$15,938.98	\$7,365.88	\$23,304.86	\$15,938.98	\$7,365.88
Other funds	\$132.00	\$14.00	\$118.00	\$132.00	\$14.00	\$118.00
Total Deposits	\$23,436.86	\$15,952.98	\$7,483.88	\$23,436.86	\$15,952.98	\$7,483.88
Budget	\$21,150.00		\$2,154.86	\$21,150.00		\$2,154.86

Budget per week \$4,230.00
 Current avg/week \$4,660.97

Other Funds	Month	YTD
Book purchases	\$ 82.00	\$ 82.00
Muncie Mission	\$ 50.00	\$ 50.00
TOTAL OTHER	\$ 132.00	\$ 132.00

General Fund Totals
2021 actual
\$241,797
2022 actual
\$192,041
2023 budget
\$220,000

Balance Sheet

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	Current Year
ASSETS	
MUTUAL BANK CHECKING	\$122,893.69
PETTY CASH	50.00
TOTAL ASSETS	<u>\$122,943.69</u>
LIABILITIES	
FEDERAL WITHHOLDING	\$204.84
SOCIAL SECURITY	975.27
MEDICARE	227.37
STATE WITHHOLDING	103.67
COUNTY WITHHOLDING	118.60
TOTAL LIABILITIES	1,629.75
FUNDS	
OPERATING FUND	\$47,179.24
MEMORIAL FUND	7,804.79
ENDOWMENT FUND	27,992.40
COMMUNITY FDN FUND	1.00
RESERVE FUND	19,487.34
MUSIC FUND	80.33
EMERGENCY RELIEF FUND	1,436.33
FUNERAL DINNER	1,013.12
SCHOLARSHIP FUND	12,256.31
SPECIAL OFFERINGS	1,247.39
PASS THROUGH FUNDS	-704.31
MAJOR MAINTENANCE FUND	3,520.00
TOTAL FUND BALANCE	121,313.94
TOTAL LIABILITIES AND FUND BALANCE	<u>\$122,943.69</u>

Income and Expense Statement

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
INCOME					
UNDESIGNATED GIVING					
Tithes and Offerings	23,302.86	23,302.86	18,333.33	220,000.00	10.59%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	23,302.86	23,302.86	18,333.33	220,000.00	10.59%
<i>Budgeted</i>	23,302.86	23,302.86	18,333.33	220,000.00	10.59%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER INCOME					
Earned Interest	5.12	5.12	0.00	0.00	0.00%
Grocery Card Receipts	0.00	0.00	0.00	0.00	0.00%
Facility Rental	0.00	0.00	0.00	0.00	0.00%
Wedding Fees	0.00	0.00	0.00	0.00	0.00%
Counseling Fees	0.00	0.00	0.00	0.00	0.00%
Flowers	0.00	0.00	0.00	0.00	0.00%
Youth Paid Events	0.00	0.00	0.00	0.00	0.00%
Other Income	0.00	0.00	0.00	0.00	0.00%
Subtotal Other Income	5.12	5.12	0.00	0.00	0.00%
<i>Budgeted</i>	5.12	5.12	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
DESIGNATED GIVING					
Memorial Fund Donations	0.00	0.00	0.00	0.00	0.00%
Major Maintenance	0.00	0.00	0.00	0.00	0.00%
Reserve Fund Income	0.00	0.00	0.00	0.00	0.00%
Stewards Fund Donations	0.00	0.00	0.00	0.00	0.00%
Staff Fund Donations	0.00	0.00	0.00	0.00	0.00%
Music Fund Donations	0.00	0.00	0.00	0.00	0.00%
Youth Mission Fund	0.00	0.00	0.00	0.00	0.00%
Funeral Dinner Fund	0.00	0.00	0.00	0.00	0.00%
Mission Trips	0.00	0.00	0.00	0.00	0.00%
Emergency Relief Donation	2.00	2.00	0.00	0.00	0.00%
Scholarship Fund Donation	0.00	0.00	0.00	0.00	0.00%
Endowment Fund Donations	0.00	0.00	0.00	0.00	0.00%
Pass Through Gifts	82.00	82.00	0.00	0.00	0.00%
Hope 2009 Donations	0.00	0.00	0.00	0.00	0.00%
Eli Lily Grant	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Giving	84.00	84.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	84.00	84.00	0.00	0.00	
BENEVOLENCE GIVING					
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Budgeted Benevolence Gift	50.00	50.00	0.00	0.00	0.00%
Subtotal Benevolence Giving	50.00	50.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	50.00	50.00	0.00	0.00	
TOTAL INCOME	23,441.98	23,441.98	18,333.33	220,000.00	10.66%
<i>Budgeted</i>	23,307.98	23,307.98	18,333.33	220,000.00	10.59%
<i>Non-Budgeted</i>	134.00	134.00	0.00	0.00	

Income and Expense Statement

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
EXPENSES					
STAFF					
SALARY EXPENSES					
Lead Pastor	3,994.76	3,994.76	3,994.75	47,937.00	8.33%
Worship Pastor	2,194.16	2,194.16	2,194.17	26,330.00	8.33%
Youth Ministry Dir.	0.00	0.00	1,083.33	13,000.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	515.00	515.00	515.00	6,180.00	8.33%
Admin & Comm Associate	1,386.66	1,386.66	1,386.67	16,640.00	8.33%
Custodial Services	511.83	511.83	707.85	8,494.20	6.03%
Nursery Workers	93.20	93.20	201.93	2,423.20	3.85%
Pastor SECA	498.08	498.08	498.09	5,977.02	8.33%
FICA	359.61	359.61	465.81	5,589.66	6.43%
Subtotal Salary Expenses	9,553.30	9,553.30	11,047.60	132,571.08	7.21%
<i>Budgeted</i>	<i>9,553.30</i>	<i>9,553.30</i>	<i>11,047.60</i>	<i>132,571.08</i>	<i>7.21%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
STAFF BENEFITS					
Pastor Housing	2,516.16	2,516.16	2,516.17	30,194.00	8.33%
Pastor Retirement	911.50	911.50	953.17	11,438.00	7.97%
Pastor Travel/Expenses	0.00	0.00	41.67	500.00	0.00%
Lead Pastor Cont. Ed.	161.00	161.00	41.67	500.00	32.20%
Worship Pastor Cont. Ed.	129.99	129.99	20.83	250.00	52.00%
Staff Development/Travel	49.46	49.46	75.00	900.00	5.50%
Subtotal Staff Benefits	3,768.11	3,768.11	3,648.51	43,782.00	8.61%
<i>Budgeted</i>	<i>3,768.11</i>	<i>3,768.11</i>	<i>3,648.51</i>	<i>43,782.00</i>	<i>8.61%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
Subtotal Staff	13,321.41	13,321.41	14,696.11	176,353.08	7.55%
<i>Budgeted</i>	<i>13,321.41</i>	<i>13,321.41</i>	<i>14,696.11</i>	<i>176,353.08</i>	<i>7.55%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
OFFICE					
Supplies/Postage/Copier	1,789.36	1,789.36	291.67	3,500.00	51.12%
Background Checks	0.00	0.00	12.50	150.00	0.00%
Software/Website	443.69	443.69	291.67	3,500.00	12.68%
Official Board Expenses	0.00	0.00	41.67	500.00	0.00%
Offering Envelopes	281.25	281.25	16.67	200.00	140.63%
Subtotal Office	2,514.30	2,514.30	654.18	7,850.00	32.03%
<i>Budgeted</i>	<i>2,514.30</i>	<i>2,514.30</i>	<i>654.18</i>	<i>7,850.00</i>	<i>32.03%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
FACILITY EXPENSES					
UTILITIES					
Electric	550.85	550.85	666.67	8,000.00	6.89%
Gas	0.00	0.00	950.00	11,400.00	0.00%
Internet/Telephone	602.51	602.51	533.33	6,400.00	9.41%
Trash	78.00	78.00	75.00	900.00	8.67%
Subtotal Utilities	1,231.36	1,231.36	2,225.00	26,700.00	4.61%
<i>Budgeted</i>	<i>1,231.36</i>	<i>1,231.36</i>	<i>2,225.00</i>	<i>26,700.00</i>	<i>4.61%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	

Income and Expense Statement

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Insurance	0.00	0.00	750.00	9,000.00	0.00%
Maintenance/Equipment	0.00	0.00	583.33	7,000.00	0.00%
Taxes	0.00	0.00	29.17	350.00	0.00%
Custodial Supplies	0.00	0.00	125.00	1,500.00	0.00%
Bus Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Facility Expenses	1,231.36	1,231.36	3,712.50	44,550.00	2.76%
<i>Budgeted</i>	<i>1,231.36</i>	<i>1,231.36</i>	<i>3,712.50</i>	<i>44,550.00</i>	<i>2.76%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
BOARD OF DEACONS			16.67	200.00	
Communion Supplies	12.66	12.66	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	0.00	0.00	0.00%
Subtotal Board Of Deacons	12.66	12.66	16.67	200.00	6.33%
<i>Budgeted</i>	<i>12.66</i>	<i>12.66</i>	<i>16.67</i>	<i>200.00</i>	<i>6.33%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
CHRISTIAN EDUCATION					
Curriculum	0.00	0.00	41.67	500.00	0.00%
Classroom Supplies	0.00	0.00	8.33	100.00	0.00%
Children's Events	132.51	132.51	62.50	750.00	17.67%
Nursery Supplies	0.00	0.00	8.33	100.00	0.00%
Subtotal Christian Education	132.51	132.51	120.83	1,450.00	9.14%
<i>Budgeted</i>	<i>132.51</i>	<i>132.51</i>	<i>120.83</i>	<i>1,450.00</i>	<i>9.14%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
WORSHIP					
Music	0.00	0.00	16.67	200.00	0.00%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	0.00	0.00	108.33	1,300.00	0.00%
Worship Supplies	158.57	158.57	141.67	1,700.00	9.33%
Piano Tuning	0.00	0.00	25.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Subtotal Worship	158.57	158.57	291.67	3,500.00	4.53%
<i>Budgeted</i>	<i>158.57</i>	<i>158.57</i>	<i>291.67</i>	<i>3,500.00</i>	<i>4.53%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
YOUTH MINISTRIES					
Traction	59.66	59.66	66.67	800.00	7.46%
Spark	0.00	0.00	58.33	700.00	0.00%
Kingdom Kids	54.97	54.97	33.33	400.00	13.74%
Subtotal Youth Ministries	114.63	114.63	158.33	1,900.00	6.03%
<i>Budgeted</i>	<i>114.63</i>	<i>114.63</i>	<i>158.33</i>	<i>1,900.00</i>	<i>6.03%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
BOARD OF STEWARDS					
Stewardship Supplies	0.00	0.00	0.00	0.00	0.00%
BUDGETED BENEVOLENCES					
Benevolences	0.00	0.00	83.33	1,000.00	0.00%
Friends of Hope	0.00	0.00	0.00	0.00	0.00%
Christian Ministries	0.00	0.00	0.00	0.00	0.00%
CCCC Conference	0.00	0.00	0.00	0.00	0.00%
Blood 'N Fire	0.00	0.00	0.00	0.00	0.00%

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
First Choice for Women	0.00	0.00	0.00	0.00	0.00%
Church Benevolences	0.00	0.00	0.00	0.00	0.00%
Subtotal Budgeted Benevolences	0.00	0.00	83.33	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	83.33	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
Subtotal Board Of Stewards	0.00	0.00	83.33	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	83.33	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
MINISTRY TEAMS					
Mentoring Ministry	0.00	0.00	20.83	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	20.83	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	20.83	250.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OUTREACH					
Outreach/Advertising	15.00	15.00	166.67	2,000.00	0.75%
New Ministry Expenses	23.68	23.68	125.00	1,500.00	1.58%
First Impressions Team	-7.80	-7.80	41.67	500.00	-1.56%
Subtotal Outreach	30.88	30.88	333.34	4,000.00	0.77%
<i>Budgeted</i>	30.88	30.88	333.34	4,000.00	0.77%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER EXPENSES					
Flowers	0.00	0.00	33.33	400.00	0.00%
Bank Fees	0.00	0.00	54.17	650.00	0.00%
Subtotal Other Expenses	0.00	0.00	87.50	1,050.00	0.00%
<i>Budgeted</i>	0.00	0.00	87.50	1,050.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
DESIGNATED FUND EXPENSES					
Memorial Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Reserve Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Steward Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Music Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Scholarship Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Emergency Fund Expenses	75.00	75.00	0.00	0.00	0.00%
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Funeral Dinner Expenses	0.00	0.00	0.00	0.00	0.00%
Endowment Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Pass Through Gifts	0.00	0.00	0.00	0.00	0.00%
Major Maintenance Expense	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	75.00	75.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	75.00	75.00	0.00	0.00	
TOTAL EXPENSES	17,591.32	17,591.32	20,175.29	242,103.08	7.27%
<i>Budgeted</i>	17,516.32	17,516.32	20,175.29	242,103.08	7.24%

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<i>Non-Budgeted</i>	75.00	75.00	0.00	0.00	
EXCESS INCOME/EXPENSES	<u>\$5,850.66</u>	<u>\$5,850.66</u>	<u>-\$1,841.96</u>	<u>-\$22,103.08</u>	<u>-26.47%</u>
<i>Budgeted</i>	5,791.66	5,791.66	-1,841.96	-22,103.08	-26.20%
<i>Non-Budgeted</i>	59.00	59.00	0.00	0.00	

Eden Finance Board Minutes
February 16, 2023

Present at the meeting were Jim Benefiel, Ron Gowin, Tammy Hallam, Pete Hotmire, Bob Scott, and Ken Wilkinson. Pete opened the meeting with prayer.

Pete shared an update with the group on the Youth Director position. Matt has stepped forward to take on many of the responsibilities that Ashley was previously doing. He has recognized that his calling to discipleship includes the youth. He feels that being paid \$10,000 of the Youth Director salary is sufficient to cover the additional hours he is spending. This leaves \$3,000 to hire someone to oversee the nursery and greet families on Sunday mornings while Matt focuses on his other duties. The Leadership Board will discuss the new job descriptions and salary at their meeting next week. Matt's additional salary will be retroactive to January 1.

Ken shared that the staff's W-2 forms were completed and our state filings are up to date.

Bob and Ken shared observations about the year end financial statements and January giving.

- Some people give an annual gift from their IRA to take advantage of a tax break. We should send a letter informing those that may not know about this tax rule, and include other information related to giving or taxes. Pete will gather everyone's suggestions.
- There were 73 giving households in 2021 and 60 in 2022. The households that did not give in 2022 had previously given \$60,000 per year.
- The remaining 60 households consist of regular givers, once a year givers and those that may have moved away but still support us. Thirty six households have already given this year.
- We did not reach our year end giving goal of \$200,000. \$192,000 was received.
- The fall pledge drive saw 30 households return pledge cards. Twelve showed an increase in giving of \$10,000 total.
- Meeting the giving projection of \$220,000 for 2023 will likely require new households to give.

Tammy noted that the Trustees have determined an asking price of \$15,000 for selling the grass lot across the road from the church. It is a unique parcel so this is a best guess to start at. Several of the board believe the proceeds should be placed in the Reserve Fund in case it is needed for operating expenses in the future.

Eden raised \$1061 for Muncie Mission's Walk A Mile and had several participants that walked. The Mission raised over \$120,000 in total.

Tammy would like to see someone present a course on the book "You Only Die Once". This 8 week course assists attendees in completing legal documents like power of attorney, medical power of attorney, guardianships for families with young children, and other documentation such as funeral arrangements. Pete would be willing to be a co-leader of this course.

Tammy closed the meeting with prayer. The date of our next meeting has not been determined yet.

Respectfully submitted,
Pete Hotmire

Trustees Minutes

January 3, 2023

The Board of Trustees met Tuesday, January 3rd. Members present were: Phil Schink, Byran Weikel, Don Parsons and we welcomed our newest trustee Jennifer Henry.

The meeting was called to order after we opened with prayer.

Paul reviewed the list of projects that needed to be fixed or monitored for repairs. Some of those projects were:

- Downspout on the NE corner of Celebration Hall (Don Parsons would work on that)

- Byran pulled quarterly water test for the State inspection

- Outside lighting, sign and ramp (Paul will look at options)

- Sale of both the church bus and vacant lot (Paul and Byran)

- Discussed the upcoming inspection for insurance of the boilers and water pumps (January 26th)

- Pastor Tammy would like to have the "Yoga Room" painted

We also reviewed and reassigned the duties for the worklist for our facilities.

Our meeting was concluded after we toured our buildings so Jennifer could learn about all the areas that the board is responsible for maintaining.

Submitted by:

Paul Russell

We will not have a regular monthly meeting for February, but have scheduled a "clean out the mezzanine work day" for February 18th.