

LEADERSHIP BOARD MINUTES

February 21, 2023

Present: Michael Shaffer - Moderator  
Jan Breeden - Clerk  
Phil Schink  
Paul Russell  
Pete Hotmire

Tammy Hallam - Lead Pastor  
Matt Thornburg - Worship Pastor  
Jeff Hotmire  
Julie Stotler  
Cheryl Decker

Convene as Personnel Committee at 7:00

Opened with Prayer for wisdom and the guiding of the Holy Spirit

Evaluating Matt Thornburg: Having realized His calling for Matt to discipleship of the next Generation, and the situation of our Eden Kids and Youth Director position being open once again, Matt has decided to request a combination of worship pastor and youth director. Each area if responsibility would require 15 to 20 hours per week. There would be no need to adjust the budgeting salary amount for these two positions, and Matt has already had experience as Children's and Youth Ministry Coordinator. He suggested altering the title of his position to Worship and Next Gen Pastor. A printed job description was provided for the board to peruse and approve or adjust. His salary would change from \$26,330 to \$36,330, leaving \$3000 in the budget for Nursery employee salary if the board chooses to hire. Motion to accept was made, seconded, and passed.

A Job description is needed for Nursery. Tammy has posted the request for applicants on social media only so far. There have not been enough applicants to choose from yet. Currently, volunteers who have passed the Safety Requirement test are taking turns filling in, two persons for each Sunday including Sunday school time through main service time. We have 8 volunteers so far and need more. A parent can fill in if 1 attendee is missing,

Convened as Official Board at 8:00.

New Business:

Since the annual meeting, we have 4 new potential members. Their impressions were that our church gave loving, genuine welcomes. We have very active members, many groups to fit many needs, and have a blend of new and traditional styles of worship. Witnessing to God's hand in the activities of the groups was evident. We prayed for youth in Eden Student Union and Spark.

A children's choir to be named Eden Praise Kids has begun, meeting on Monday evenings at 4:30. Volunteers have provided a meal for all involved between Praise Kids and Tutoring. The children sang at the annual meeting carry-in dinner and received many encouraging comments. The group is led by Barb Broyles, Darrell Young, and Jan Breeden. There is no request for funding.

#### Pastor's Report:

This being the general time that Eden Church has in the past sent \$1000 for an annual contribution to the *Conservative Congregational Christian Conference* organization, a discussion ensued about the lack of benefits in return. Pastor Tammy feels their whole credentialing and support is lacking. They do not recognize the ordination of ministers whose denomination belongs to the evangelical group that THEY belong to. She feels they don't match the real world in becoming multi-ethnic and gender, and are not distinctive in embracing change. It was decided, especially in the light of our budget deficit, to not send a contribution this year.

She also noted that non-denominational churches lack accountability and often become in-grown.

A Lent update was given, a service for Ash Wednesday is to be held at 7:00 P.M. on the 21st.

She will be absent due to a conference from March 5th through March 12th. Phil Freel will preach one of the two Sundays involved. Matt will be on vacation in Ireland from the 10th forward for 2 weeks. Paul Russell is to cover I-Serve at the sleeping room while Matt is on vacation,

A new ministry event is planned called Her Tribe. It will involve women from all groups.

A Counselor in Residence program is being planned providing low cost office space, but providing services for so many in need...grief, marriage, recovery, etc. We hope to become a hub for community.

#### Old Business:

Work will resume on Guiding Principles, Mission Principles, and Boundaries next meeting .

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

	<b>February 2023</b>	February 2022	Difference	<b>YTD 2023</b>	YTD 2022	Difference
<i># of Sundays</i>	<b>4</b>	4		<b>9</b>	9	
<b>General fund</b>	<b>\$11,773.21</b>	\$11,738.26	\$34.95	<b>\$35,078.07</b>	\$27,677.24	<b>\$7,400.83</b>
Other funds	\$845.00	\$590.00	\$255.00	\$977.00	\$604.00	\$373.00
Total Deposits	\$12,618.21	\$12,328.26	\$289.95	\$36,055.07	\$28,281.24	\$7,773.83
<b>Budget</b>	\$16,920.00		(\$5,146.79)	\$38,070.00		(\$2,991.93)

Budget per week                      \$4,230.00  
 Current avg/week                      \$3,897.56

<b>Other Funds</b>	<b>Month</b>	<b>YTD</b>
Book purchases	\$ 240.00	\$ 322.00
Muncie Mission	\$ 220.00	\$ 270.00
Emergency Relief	\$ 53.00	\$ 53.00
Insurance refund	\$ 332.00	\$ 332.00
<b>TOTAL OTHER</b>	<b>\$ 845.00</b>	<b>\$ 977.00</b>

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

*Eden Church*  
**Balance Sheet**  
Consolidated - February 2023

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	Current Year
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ASSETS	
MUTUAL BANK CHECKING	\$115,325.07
PETTY CASH	50.00
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TOTAL ASSETS	<u>\$115,375.07</u>
LIABILITIES	
FEDERAL WITHHOLDING	\$446.53
SOCIAL SECURITY	1,177.13
MEDICARE	274.57
STATE WITHHOLDING	156.25
COUNTY WITHHOLDING	143.01
	<hr/>
TOTAL LIABILITIES	2,197.49
FUNDS	
OPERATING FUND	\$38,822.03
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	1,489.33
FUNERAL DINNER	1,013.12
SCHOLARSHIP FUND	12,256.31
SPECIAL OFFERINGS	1,247.39
PASS THROUGH FUNDS	-536.46
MAJOR MAINTENANCE FUND	3,520.00
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TOTAL FUND BALANCE	113,177.58
TOTAL LIABILITIES AND FUND BALANCE	<u><u>\$115,375.07</u></u>

## Income and Expense Statement

Consolidated - February 2023

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>INCOME</b>					
<b>UNDESIGNATED GIVING</b>					
Tithes and Offerings	11,773.21	35,076.07	36,666.66	220,000.00	15.94%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	11,773.21	35,076.07	36,666.66	220,000.00	15.94%
<i>Budgeted</i>	11,773.21	35,076.07	36,666.66	220,000.00	15.94%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OTHER INCOME</b>					
Earned Interest	4.77	9.89	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	332.00	332.00	0.00	0.00	0.00%
Subtotal Other Income	336.77	341.89	0.00	0.00	0.00%
<i>Budgeted</i>	336.77	341.89	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>DESIGNATED GIVING</b>					
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	53.00	55.00	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	240.00	322.00	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	293.00	377.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	293.00	377.00	0.00	0.00	
<b>BENEVOLENCE GIVING</b>					
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Budgeted Benevolence Gift	220.00	270.00	0.00	0.00	0.00%
Subtotal Benevolence Giving	220.00	270.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	220.00	270.00	0.00	0.00	
<b>TOTAL INCOME</b>					
	12,622.98	36,064.96	36,666.66	220,000.00	16.39%
<i>Budgeted</i>	12,109.98	35,417.96	36,666.66	220,000.00	16.10%
<i>Non-Budgeted</i>	513.00	647.00	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
<b>EXPENSES</b>					
<b>STAFF</b>					
<b>SALARY EXPENSES</b>					
Lead Pastor	3,994.76	7,989.52	7,989.50	47,937.00	16.67%
Worship Pastor	3,860.83	6,054.99	6,055.50	36,333.00	16.67%
Youth Ministry Dir.	0.00	0.00	500.00	3,000.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	515.00	1,030.00	1,030.00	6,180.00	16.67%
Admin & Comm Associate	1,386.66	2,773.32	2,773.34	16,640.00	16.67%
Custodial Services	566.28	1,078.11	1,415.70	8,494.20	12.69%
Nursery Workers	0.00	93.20	403.86	2,423.20	3.85%
Pastor SECA	498.08	996.16	996.18	5,977.02	16.67%
FICA	484.14	843.75	931.62	5,589.66	15.09%
<b>Subtotal Salary Expenses</b>	<b>11,305.75</b>	<b>20,859.05</b>	<b>22,095.70</b>	<b>132,574.08</b>	<b>15.73%</b>
<i>Budgeted</i>	<i>11,305.75</i>	<i>20,859.05</i>	<i>22,095.70</i>	<i>132,574.08</i>	<i>15.73%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>STAFF BENEFITS</b>					
Pastor Housing	2,516.16	5,032.32	5,032.34	30,194.00	16.67%
Pastor Retirement	911.50	1,823.00	1,906.34	11,438.00	15.94%
Pastor Travel/Expenses	0.00	0.00	83.34	500.00	0.00%
Lead Pastor Cont. Ed.	162.00	323.00	83.34	500.00	64.60%
Worship Pastor Cont. Ed.	0.00	129.99	41.66	250.00	52.00%
Staff Development/Travel	0.00	49.46	150.00	900.00	5.50%
<b>Subtotal Staff Benefits</b>	<b>3,589.66</b>	<b>7,357.77</b>	<b>7,297.02</b>	<b>43,782.00</b>	<b>16.81%</b>
<i>Budgeted</i>	<i>3,589.66</i>	<i>7,357.77</i>	<i>7,297.02</i>	<i>43,782.00</i>	<i>16.81%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>Subtotal Staff</b>	<b>14,895.41</b>	<b>28,216.82</b>	<b>29,392.72</b>	<b>176,356.08</b>	<b>16.00%</b>
<i>Budgeted</i>	<i>14,895.41</i>	<i>28,216.82</i>	<i>29,392.72</i>	<i>176,356.08</i>	<i>16.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>OFFICE</b>					
Supplies/Postage/Copier	58.23	1,847.59	583.34	3,500.00	52.79%
Background Checks	0.00	0.00	25.00	150.00	0.00%
Software/Website	139.82	583.51	583.34	3,500.00	16.67%
Official Board Expenses	0.00	0.00	83.34	500.00	0.00%
Offering Envelopes	0.00	281.25	33.34	200.00	140.63%
<b>Subtotal Office</b>	<b>198.05</b>	<b>2,712.35</b>	<b>1,308.36</b>	<b>7,850.00</b>	<b>34.55%</b>
<i>Budgeted</i>	<i>198.05</i>	<i>2,712.35</i>	<i>1,308.36</i>	<i>7,850.00</i>	<i>34.55%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>FACILITY EXPENSES</b>					
<b>UTILITIES</b>					
Electric	525.51	1,076.36	1,333.34	8,000.00	13.45%
Gas	2,476.96	2,476.96	1,900.00	11,400.00	21.73%
Internet/Telephone	603.70	1,206.21	1,066.66	6,400.00	18.85%
Trash	78.00	156.00	150.00	900.00	17.33%
<b>Subtotal Utilities</b>	<b>3,684.17</b>	<b>4,915.53</b>	<b>4,450.00</b>	<b>26,700.00</b>	<b>18.41%</b>
<i>Budgeted</i>	<i>3,684.17</i>	<i>4,915.53</i>	<i>4,450.00</i>	<i>26,700.00</i>	<i>18.41%</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	1,500.00	9,000.00	0.00%
Maintenance/Equipment	825.98	825.98	1,166.66	7,000.00	11.80%
Taxes	0.00	0.00	58.34	350.00	0.00%
Custodial Supplies	0.00	0.00	250.00	1,500.00	0.00%
Bus Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Facility Expenses	4,510.15	5,741.51	7,425.00	44,550.00	12.89%
<i>Budgeted</i>	4,510.15	5,741.51	7,425.00	44,550.00	12.89%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>BOARD OF DEACONS</b>			33.34	200.00	
Communion Supplies	0.00	12.66	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	0.00	0.00	0.00%
Subtotal Board Of Deacons	0.00	12.66	33.34	200.00	6.33%
<i>Budgeted</i>	0.00	12.66	33.34	200.00	6.33%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>CHRISTIAN EDUCATION</b>					
Curriculum	0.00	0.00	83.34	500.00	0.00%
Classroom Supplies	0.00	0.00	16.66	100.00	0.00%
Children's Events	64.18	196.69	125.00	750.00	26.23%
Nursery Supplies	0.00	0.00	16.66	100.00	0.00%
Subtotal Christian Education	64.18	196.69	241.66	1,450.00	13.56%
<i>Budgeted</i>	64.18	196.69	241.66	1,450.00	13.56%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>WORSHIP</b>					
Music	0.00	0.00	33.34	200.00	0.00%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	717.99	717.99	216.66	1,300.00	55.23%
Worship Supplies	39.99	198.56	283.34	1,700.00	11.68%
Piano Tuning	0.00	0.00	50.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Subtotal Worship	757.98	916.55	583.34	3,500.00	26.19%
<i>Budgeted</i>	757.98	916.55	583.34	3,500.00	26.19%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>YOUTH MINISTRIES</b>					
Traction	169.12	228.78	133.34	800.00	28.60%
Spark	48.81	48.81	116.66	700.00	6.97%
Kingdom Kids	0.00	54.97	66.66	400.00	13.74%
Subtotal Youth Ministries	217.93	332.56	316.66	1,900.00	17.50%
<i>Budgeted</i>	217.93	332.56	316.66	1,900.00	17.50%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>BOARD OF STEWARDS</b>					
Stewardship Supplies	0.00	0.00	0.00	0.00	0.00%
<b>BUDGETED BENEVOLENCES</b>					
Benevolences	0.00	0.00	166.66	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%

## Income and Expense Statement

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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	166.66	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	166.66	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	166.66	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	166.66	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>MINISTRY TEAMS</b>					
Mentoring Ministry	0.00	0.00	41.66	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	41.66	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	41.66	250.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OUTREACH</b>					
Outreach/Advertising	0.00	15.00	333.34	2,000.00	0.75%
New Ministry Expenses	43.49	67.17	250.00	1,500.00	4.48%
First Impressions Team	0.00	-7.80	83.34	500.00	-1.56%
Subtotal Outreach	43.49	74.37	666.68	4,000.00	1.86%
<i>Budgeted</i>	43.49	74.37	666.68	4,000.00	1.86%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OTHER EXPENSES</b>					
Flowers	0.00	0.00	66.66	400.00	0.00%
Bank Fees	0.00	0.00	108.34	650.00	0.00%
Subtotal Other Expenses	0.00	0.00	175.00	1,050.00	0.00%
<i>Budgeted</i>	0.00	0.00	175.00	1,050.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>DESIGNATED FUND EXPENSES</b>					
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	0.00	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	72.15	72.15	0.00	0.00	0.00%
Major Maintenance Expense	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	72.15	147.15	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	72.15	147.15	0.00	0.00	
<b>TOTAL EXPENSES</b>	20,759.34	38,350.66	40,351.08	242,106.08	15.84%
<i>Budgeted</i>	20,687.19	38,203.51	40,351.08	242,106.08	15.78%



**Income and Expense Statement**

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>	72.15	147.15	0.00	0.00	
<b>EXCESS INCOME/EXPENSES</b>	<u><u>-8,136.36</u></u>	<u><u>-2,285.70</u></u>	<u><u>-3,684.42</u></u>	<u><u>-22,106.08</u></u>	<u><u>10.34%</u></u>
<i>Budgeted</i>	-8,577.21	-2,785.55	-3,684.42	-22,106.08	12.60%
<i>Non-Budgeted</i>	440.85	499.85	0.00	0.00	