

LEADERSHIP BOARD MINUTES April 18, 2023

Present: Michael Shaffer - Moderator Tammy Hallam - Lead Pastor
 Jan Breeden - Clerk Matt Thornburg - Worship & Next Gen Pastor
 Pete Hotmire Phil Schink
 Paul Russell Cheryl Decker
 Kathy Gowin Jeff Hotmire

Convened at 7:00 P.M. Opened with prayer

New Business:

Employee Retention Credit: 941 forms need to be turned in for 2019 and 2020.

Regarding the potential use or sale of the Church Bus. The board discussed whether to wait and see what the next school season brings. There is lots of rust on the underside, and bad tires. It would be expensive to restore it to safety standards. It was decided to sell it anyway. The church may offer a gas card instead of reimbursement, which would cut out a lot of paperwork, 1099, etc. Motion was made, seconded, and carried to sell the bus on Marketplace.

Pastor Tammy brought up issues with gender identity and sexuality among our youth, What do we do (volunteers and staff)? She and other staff are going to be seeking resources. We may be able to access a Healing the Soul group for youth. Grace and Truth are represented here. We need to have intentional times of prayer in all groups for the youth in crisis. An Identity Team is being developed to join the Advisory Team, focusing on gender crises among our youth.

Old Business:

Regarding Guiding Principles. Board is asked to reread Chapter 12 in Winning on Purpose, pg. 137 - table.

Mission Principles - Object of the game

Boundary Principles - Rules of the game , restrictions

Accountability Principles - How do we assess how well we have met our mission principles.

On page 140 we see that Mission Principles should answer these 3 questions:

What change are we trying to effect?

To what extent are we trying to effect change?

For whom are we trying to effect a change/

It is critical that Mission Principles originate from the Lead Pastor.

Core values and Mission Principles need to be looked at every year, with Guiding Principles as a filter. This would make any leadership transition easier. They are a magnet for the kind of pastor we want. They are also a great tool for new members to know who we are and what our aims are.

Board members are to read the Boundary Principles from another church which have been distributed at today's meeting. Mark them up Yes or No.

Next meeting, May 16th, 2023 at 7:00 P.M.

Meeting Closed with Prayer

Eden Church -- Financial Secretary's Report
April 2023

	April 2023	April 2022	Difference	YTD 2023	YTD 2022	Difference
<i># of Sundays</i>	<i>5</i>	<i>4</i>		<i>18</i>	<i>17</i>	
General fund	\$21,361.45	\$16,427.56	\$4,933.89	\$73,015.36	\$54,720.99	\$18,294.37
Other funds	\$269.80	\$288.00	(\$18.20)	\$1,565.80	\$2,674.95	(\$1,109.15)
Total Deposits	\$21,631.25	\$16,715.56	\$4,915.69	\$74,581.16	\$57,395.94	\$17,185.22
Budget	\$21,150.00		\$211.45	\$76,140.00		(\$3,124.64)

Budget per week \$4,230.00
 Current avg/week \$4,056.41

Other Funds	Month	YTD
Book purchases	\$ -	\$ 336.00
Muncie Mission	\$ -	\$ 270.00
Emergency Relief	\$ 29.80	\$ 287.80
Insurance refund	\$ -	\$ 332.00
Flowers	\$ 140.00	\$ 240.00
Memorial	\$ 100.00	\$ 100.00
TOTAL OTHER	\$ 269.80	\$ 1,565.80

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	\$115,647.21
PETTY CASH	50.00
TOTAL ASSETS	<u>\$115,697.21</u>
LIABILITIES	
FEDERAL WITHHOLDING	\$304.84
SOCIAL SECURITY	1,104.17
MEDICARE	257.53
STATE WITHHOLDING	137.22
COUNTY WITHHOLDING	134.19
TOTAL LIABILITIES	<u>1,937.95</u>
FUNDS	
OPERATING FUND	\$39,390.74
MEMORIAL FUND	7,904.79
ENDOWMENT FUND	27,992.40
COMMUNITY FDN FUND	1.00
RESERVE FUND	19,487.34
MUSIC FUND	80.33
EMERGENCY RELIEF FUND	1,658.30
FUNERAL DINNER	1,013.12
SCHOLARSHIP FUND	12,256.31
SPECIAL OFFERINGS	1,247.39
PASS THROUGH FUNDS	-792.46
MAJOR MAINTENANCE FUND	3,520.00
TOTAL FUND BALANCE	<u>113,759.26</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>\$115,697.21</u>

Eden Church
Income and Expense Statement
 Consolidated - April 2023

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
INCOME					
UNDESIGNATED GIVING					
Tithes and Offerings	21,193.62	72,847.53	73,333.32	220,000.00	33.11%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	21,193.62	72,847.53	73,333.32	220,000.00	33.11%
<i>Budgeted</i>	21,193.62	72,847.53	73,333.32	220,000.00	33.11%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER INCOME					
Earned Interest	4.83	19.73	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	140.00	240.00	0.00	0.00	0.00%
Youth Paid Events	0.00	0.00	0.00	0.00	0.00%
Other Income	0.00	332.00	0.00	0.00	0.00%
Subtotal Other Income	144.83	591.73	0.00	0.00	0.00%
<i>Budgeted</i>	4.83	351.73	0.00	0.00	0.00%
<i>Non-Budgeted</i>	140.00	240.00	0.00	0.00	
DESIGNATED GIVING					
Memorial Fund Donations	100.00	100.00	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	29.80	289.80	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	-220.00	116.00	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	-90.20	505.80	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	-90.20	505.80	0.00	0.00	
BENEVOLENCE GIVING					
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Budgeted Benevolence Gift	0.00	270.00	0.00	0.00	0.00%
Subtotal Benevolence Giving	0.00	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>	0.00	270.00	0.00	0.00	
TOTAL INCOME	21,248.25	74,215.06	73,333.32	220,000.00	33.73%
<i>Budgeted</i>	21,198.45	73,199.26	73,333.32	220,000.00	33.27%
<i>Non-Budgeted</i>	49.80	1,015.80	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	15,979.04	15,979.00	47,937.00	33.33%
Worship Pastor	3,027.50	12,109.99	12,111.00	36,333.00	33.33%
Youth Ministry Dir.	0.00	0.00	1,000.00	3,000.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	515.00	2,060.00	2,060.00	6,180.00	33.33%
Admin & Comm Associate	1,386.66	5,546.64	5,546.68	16,640.00	33.33%
Custodial Services	811.31	2,433.93	2,831.40	8,494.20	28.65%
Nursery Workers	0.00	93.20	807.72	2,423.20	3.85%
Pastor SECA	498.08	1,992.32	1,992.36	5,977.02	33.33%
FICA	439.14	1,701.62	1,863.24	5,589.66	30.44%
Subtotal Salary Expenses	10,672.45	41,916.74	44,191.40	132,574.08	31.62%
<i>Budgeted</i>	<i>10,672.45</i>	<i>41,916.74</i>	<i>44,191.40</i>	<i>132,574.08</i>	<i>31.62%</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	10,064.64	10,064.68	30,194.00	33.33%
Pastor Retirement	911.50	3,646.00	3,812.68	11,438.00	31.88%
Pastor Travel/Expenses	0.00	0.00	166.68	500.00	0.00%
Lead Pastor Cont. Ed.	128.00	301.00	166.68	500.00	60.20%
Worship Pastor Cont. Ed.	0.00	129.99	83.32	250.00	52.00%
Staff Development/Travel	0.00	49.46	300.00	900.00	5.50%
Subtotal Staff Benefits	3,555.66	14,191.09	14,594.04	43,782.00	32.41%
<i>Budgeted</i>	<i>3,555.66</i>	<i>14,191.09</i>	<i>14,594.04</i>	<i>43,782.00</i>	<i>32.41%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
Subtotal Staff	14,228.11	56,107.83	58,785.44	176,356.08	31.82%
<i>Budgeted</i>	<i>14,228.11</i>	<i>56,107.83</i>	<i>58,785.44</i>	<i>176,356.08</i>	<i>31.82%</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	188.35	2,200.38	1,166.68	3,500.00	62.87%
Background Checks	0.00	95.00	50.00	150.00	63.33%
Software/Website	531.57	1,752.69	1,166.68	3,500.00	50.08%
Official Board Expenses	0.00	0.00	166.68	500.00	0.00%
Offering Envelopes	0.00	281.25	66.68	200.00	140.63%
Subtotal Office	719.92	4,329.32	2,616.72	7,850.00	55.15%
<i>Budgeted</i>	<i>719.92</i>	<i>4,329.32</i>	<i>2,616.72</i>	<i>7,850.00</i>	<i>55.15%</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	492.65	2,024.85	2,666.68	8,000.00	25.31%
Gas	0.00	3,678.96	3,800.00	11,400.00	32.27%
Internet/Telephone	311.80	2,143.53	2,133.32	6,400.00	33.49%
Trash	78.00	312.00	300.00	900.00	34.67%
Subtotal Utilities	882.45	8,159.34	8,900.00	26,700.00	30.56%
<i>Budgeted</i>	<i>882.45</i>	<i>8,159.34</i>	<i>8,900.00</i>	<i>26,700.00</i>	<i>30.56%</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	119.00	3,000.00	9,000.00	1.32%
Maintenance/Equipment	2,967.31	4,014.97	2,333.32	7,000.00	57.36%
Taxes	0.00	179.60	116.68	350.00	51.31%
Custodial Supplies	0.00	0.00	500.00	1,500.00	0.00%
Bus Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Facility Expenses	3,849.76	12,472.91	14,850.00	44,550.00	28.00%
<i>Budgeted</i>	<i>3,849.76</i>	<i>12,472.91</i>	<i>14,850.00</i>	<i>44,550.00</i>	<i>28.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
BOARD OF DEACONS			66.68	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	66.68	200.00	6.33%
<i>Budgeted</i>	<i>0.00</i>	<i>12.66</i>	<i>66.68</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	17.29	26.79	166.68	500.00	5.36%
Classroom Supplies	0.00	0.00	33.32	100.00	0.00%
Children's Events	0.00	196.69	250.00	750.00	26.23%
Nursery Supplies	0.00	0.00	33.32	100.00	0.00%
Subtotal Christian Education	17.29	223.48	483.32	1,450.00	15.41%
<i>Budgeted</i>	<i>17.29</i>	<i>223.48</i>	<i>483.32</i>	<i>1,450.00</i>	<i>15.41%</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	48.98	66.68	200.00	24.49%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	0.00	717.99	433.32	1,300.00	55.23%
Worship Supplies	212.43	437.96	566.68	1,700.00	25.76%
Piano Tuning	0.00	0.00	100.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Subtotal Worship	212.43	1,204.93	1,166.68	3,500.00	34.43%
<i>Budgeted</i>	<i>212.43</i>	<i>1,204.93</i>	<i>1,166.68</i>	<i>3,500.00</i>	<i>34.43%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
YOUTH MINISTRIES					
Traction	0.00	312.95	266.68	800.00	39.12%
Spark	0.00	102.30	233.32	700.00	14.61%
Kingdom Kids	0.00	54.97	133.32	400.00	13.74%
Subtotal Youth Ministries	0.00	470.22	633.32	1,900.00	24.75%
<i>Budgeted</i>	<i>0.00</i>	<i>470.22</i>	<i>633.32</i>	<i>1,900.00</i>	<i>24.75%</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	333.32	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%

Eden Church
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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	333.32	1,000.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>333.32</i>	<i>1,000.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
Subtotal Board Of Stewards	0.00	0.00	333.32	1,000.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>333.32</i>	<i>1,000.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
MINISTRY TEAMS					
Mentoring Ministry	0.00	0.00	83.32	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	83.32	250.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>83.32</i>	<i>250.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
OUTREACH					
Outreach/Advertising	605.07	652.05	666.68	2,000.00	32.60%
New Ministry Expenses	90.94	158.11	500.00	1,500.00	10.54%
First Impressions Team	32.39	24.59	166.68	500.00	4.92%
Subtotal Outreach	728.40	834.75	1,333.36	4,000.00	20.87%
<i>Budgeted</i>	<i>728.40</i>	<i>834.75</i>	<i>1,333.36</i>	<i>4,000.00</i>	<i>20.87%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
OTHER EXPENSES					
Flowers	0.00	0.00	133.32	400.00	0.00%
Bank Fees	0.00	0.00	216.68	650.00	0.00%
Subtotal Other Expenses	0.00	0.00	350.00	1,050.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>350.00</i>	<i>1,050.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
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	65.83	140.83	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	122.15	0.00	0.00	0.00%
Major Maintenance Expense	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	65.83	262.98	0.00	0.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>65.83</i>	<i>262.98</i>	<i>0.00</i>	<i>0.00</i>	
TOTAL EXPENSES	19,821.74	75,919.08	80,702.16	242,106.08	31.36%
<i>Budgeted</i>	<i>19,755.91</i>	<i>75,656.10</i>	<i>80,702.16</i>	<i>242,106.08</i>	<i>31.25%</i>

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>	65.83	262.98	0.00	0.00	
EXCESS INCOME/EXPENSES	<u>\$1,426.51</u>	<u>-\$1,704.02</u>	<u>-\$7,368.84</u>	<u>-\$22,106.08</u>	<u>7.71%</u>
<i>Budgeted</i>	1,442.54	-2,456.84	-7,368.84	-22,106.08	11.11%
<i>Non-Budgeted</i>	-16.03	752.82	0.00	0.00	