

LEADERSHIP BOARD MINUTES

May 16, 2023

Present: Michael Shaffer - Moderator
Jan Breeden - Clerk

Kathy Gowin
Julie Stotler

Tammy Hallam - Lead Pastor
Matt Thornburg - Worship & Next Gen
Phil Freel - Staff Pastor
Phil Schink
Pete Hotmire

Convened at 7:00 p.m. Opened with prayer.

New Business: Pastor Matt gave a youth report. Monday nights during the past school season, Eden Praise Kids music group was followed by Tutoring / Mentoring. In between, a meal was provided, prepared by volunteer Sondra Valangeon. At 6:00 the older students played basketball. It was decided that we need to improve scheduling, but several students developed close friendships with volunteer tutors. Some of the students really enjoyed serving and helping out.

On Thursdays, Spark for a wide range of children and young adults met. A few of the young people are dealing with gender identity issues. A group chosen by Pastor Tammy will meet in the summer to learn how to deal with these issues. They will use Embrace resources as a guide.

Eden Student Union has shown many young people asking questions about the Bible and Christian life, eager to learn and understand. All of these groups have given our next generations what they feel is a safe environment with caring leaders.

Proposed By-Laws Changes have been suggested as noted:

Article 1 - Section III - Termination of Membership: A voting member who ceases to fulfill their membership vows or whose address is unobtainable, efforts shall be made BY THE CLERK to reactivate this member, in person or by team. If those efforts do not succeed for 1 year or more, such persons may be removed from membership by a majority vote of the Leadership Board.

Article III - Section III The term "church secretary" shall be replaced by ADMINISTRATIVE AND COMMUNICATIONS ASSOCIATE,

Article III - Section IX - Quorum: ...a quorum shall consist of thirty-five (35) voting members or 15% of the total VOTING members, whichever is less.

Article VII - (A) Strike the phrase "INCLUDING AT LEAST ONE DEACON, as we no longer have Deacons. (D) The word "bylaws" shall be replaced for consistency with "By-Laws".

These changes are to be presented to the congregation for approval at the Fall Meeting.

Pastor Tammy's Report: An EMBRACE group is being gathered for gender issue discussion - outreach, and prayer. She raised the question: Should outreach and missions be brought into the budget or kept as separate fundraising items. She has begun to send out requests to review resources from the Center for Faith, Sexuality, and Gender. We ask, "What does God say?" The cost is \$200 for 50 user subscriptions. How do we best minister?

Pastor Phil is beginning next week with Life With God group training of leaders. The Life With God group will begin in the Fall. We are striving to be highly connectional in fellowshiping.

Starting in June is a six-week sermon series on Spiritual Warfare - Our Invisible Battle. Also in the Fall there will be a series on sharing the Good News in our culture / Kingdom Life.

Six new women started Mending the Soul, a 12-week study. We are looking at starting a TEEN Mending the Soul with women around them to help navigate/guide.

Asking for different ideas for Meet & Greet for new members, highlighting different programs available, possibly like a job fair. This might occur at the Fall Meeting September 10th.

Old Business:

Guiding Principles - see the Penway Church of God example. Boundary Principles to achieve mission principles are listed on page 2. Concerning Mission/Boundary/Accountability, once you get the first summary statement, you get the main idea. There would be automatic approval for anything that Boundary Principles doesn't veto.

A comprehensive Boundary statement says that the church can not do anything that is "Unlawful, Imprudent, Unethical, or Unbiblical.

This document puts more responsibility on the Pastor for finance than we want to do. An excellent statement is that "the Pastor shall uphold high standards in teaching of Biblical and Moral integrity.

Page 4 of the Penway document, BP 1.5 concerns the treatment of constituents, ie church discipline, we should follow Matthew 18 regarding confidentiality.

Pastor shall not permit the Leadership Board to be uninformed or unsupported in its work. We should not change this to a positive. The more freedom we have in ministry, the more the Board needs to be informed.

We need a representative from the Connections Ministry to be on the Leadership Board,

For next meeting, we are to study the Financial Boundaries to condense.

Other Business:

Regarding leaving the CCCC, it was decided not to change now, but not to contribute. This was put on the docket for the next meeting.

Closed with prayer. Next meeting is June 20, 2023.

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

	May 2023	May 2022	Difference	YTD 2023	YTD 2022	Difference
<i># of Sundays</i>	4	5		22	22	
General fund	\$ 13,508.45	\$ 17,366.76	\$(3,858.31)	\$ 86,523.81	\$ 72,057.75	\$ 14,466.06
Other funds	\$ 115.00	\$ 720.00	\$ (605.00)	\$ 1,682.80	\$ 3,394.95	\$ (1,712.15)
Total Deposits	\$ 13,623.45	\$ 18,086.76	\$(4,463.31)	\$ 88,206.61	\$ 75,452.70	\$ 12,753.91
Budget	\$ 16,920.00		\$(3,411.55)	\$ 93,060.00		\$ (6,536.19)

Budget per week \$ 4,230.00
Current avg/week \$ 3,932.90

Other Funds	Month	YTD
Book purchases	\$ 58.00	\$ 394.00
Muncie Mission	\$ -	\$ 270.00
Emergency Relief	\$ 57.00	\$ 346.80
Insurance refund	\$ -	\$ 332.00
Flowers	\$ -	\$ 240.00
Memorial	\$ -	\$ 100.00
TOTAL OTHER	\$ 115.00	\$ 1,682.80

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

Eden Church
Balance Sheet
Consolidated - May 2023

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	Current Year
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ASSETS	
MUTUAL BANK CHECKING	\$110,532.84
PETTY CASH	50.00
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TOTAL ASSETS	<u>\$110,582.84</u>
LIABILITIES	
FEDERAL WITHHOLDING	\$304.84
SOCIAL SECURITY	1,077.17
MEDICARE	251.21
STATE WITHHOLDING	130.20
COUNTY WITHHOLDING	130.93
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TOTAL LIABILITIES	1,894.35
FUNDS	
OPERATING FUND	\$34,465.72
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	1,715.30
FUNERAL DINNER	1,013.12
SCHOLARSHIP FUND	12,256.31
SPECIAL OFFERINGS	1,247.39
PASS THROUGH FUNDS	-995.21
MAJOR MAINTENANCE FUND	3,520.00
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TOTAL FUND BALANCE	108,688.49
TOTAL LIABILITIES AND FUND BALANCE	<u>\$110,582.84</u>

Income and Expense Statement

Consolidated - May 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	13,472.00	86,319.53	91,666.65	220,000.00	39.24%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	13,472.00	86,319.53	91,666.65	220,000.00	39.24%
<i>Budgeted</i>	13,472.00	86,319.53	91,666.65	220,000.00	39.24%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER INCOME					
Earned Interest	4.87	24.60	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	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	4.87	596.60	0.00	0.00	0.00%
<i>Budgeted</i>	4.87	356.60	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	240.00	0.00	0.00	
DESIGNATED GIVING					
Memorial Fund Donations	0.00	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	57.00	346.80	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	58.00	174.00	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	115.00	620.80	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	115.00	620.80	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	13,591.87	87,806.93	91,666.65	220,000.00	39.91%
<i>Budgeted</i>	13,476.87	86,676.13	91,666.65	220,000.00	39.40%
<i>Non-Budgeted</i>	115.00	1,130.80	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	19,973.80	19,973.75	47,937.00	41.67%
Worship Pastor	3,027.50	15,137.49	15,138.75	36,333.00	41.66%
Youth Ministry Dir.	0.00	0.00	1,250.00	3,000.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	515.00	2,575.00	2,575.00	6,180.00	41.67%
Admin & Comm Associate	1,386.66	6,933.30	6,933.35	16,640.00	41.67%
Custodial Services	593.52	3,027.45	3,539.25	8,494.20	35.64%
Nursery Workers	0.00	93.20	1,009.65	2,423.20	3.85%
Pastor SECA	498.08	2,490.40	2,490.45	5,977.02	41.67%
FICA	422.48	2,124.10	2,329.05	5,589.66	38.00%
Subtotal Salary Expenses	10,438.00	52,354.74	55,239.25	132,574.08	39.49%
<i>Budgeted</i>	10,438.00	52,354.74	55,239.25	132,574.08	39.49%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
STAFF BENEFITS					
Pastor Housing	2,516.16	12,580.80	12,580.85	30,194.00	41.67%
Pastor Retirement	911.50	4,557.50	4,765.85	11,438.00	39.85%
Pastor Travel/Expenses	0.00	0.00	208.35	500.00	0.00%
Lead Pastor Cont. Ed.	168.82	469.82	208.35	500.00	93.96%
Worship Pastor Cont. Ed.	0.00	129.99	104.15	250.00	52.00%
Staff Development/Travel	29.89	79.35	375.00	900.00	8.82%
Subtotal Staff Benefits	3,626.37	17,817.46	18,242.55	43,782.00	40.70%
<i>Budgeted</i>	3,626.37	17,817.46	18,242.55	43,782.00	40.70%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
Subtotal Staff	14,064.37	70,172.20	73,481.80	176,356.08	39.79%
<i>Budgeted</i>	14,064.37	70,172.20	73,481.80	176,356.08	39.79%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OFFICE					
Supplies/Postage/Copier	222.91	2,423.29	1,458.35	3,500.00	69.24%
Background Checks	0.00	95.00	62.50	150.00	63.33%
Software/Website	147.50	1,900.19	1,458.35	3,500.00	54.29%
Official Board Expenses	0.00	0.00	208.35	500.00	0.00%
Offering Envelopes	0.00	281.25	83.35	200.00	140.63%
Subtotal Office	370.41	4,699.73	3,270.90	7,850.00	59.87%
<i>Budgeted</i>	370.41	4,699.73	3,270.90	7,850.00	59.87%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
FACILITY EXPENSES					
UTILITIES					
Electric	373.52	2,398.37	3,333.35	8,000.00	29.98%
Gas	1,202.00	4,880.96	4,750.00	11,400.00	42.82%
Internet/Telephone	937.51	3,081.04	2,666.65	6,400.00	48.14%
Trash	82.00	394.00	375.00	900.00	43.78%
Subtotal Utilities	2,595.03	10,754.37	11,125.00	26,700.00	40.28%
<i>Budgeted</i>	2,595.03	10,754.37	11,125.00	26,700.00	40.28%
<i>Non-Budgeted</i>	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
Insurance	0.00	119.00	3,750.00	9,000.00	1.32%
Maintenance/Equipment	40.66	4,055.63	2,916.65	7,000.00	57.94%
Taxes	0.00	179.60	145.85	350.00	51.31%
Custodial Supplies	0.00	0.00	625.00	1,500.00	0.00%
Bus Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Facility Expenses	2,635.69	15,108.60	18,562.50	44,550.00	33.91%
<i>Budgeted</i>	<i>2,635.69</i>	<i>15,108.60</i>	<i>18,562.50</i>	<i>44,550.00</i>	<i>33.91%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
BOARD OF DEACONS			83.35	200.00	
Communion Supplies	0.00	12.66	0.00	0.00	0.00%
Guest Speakers	35.52	35.52	0.00	0.00	0.00%
Subtotal Board Of Deacons	35.52	48.18	83.35	200.00	24.09%
<i>Budgeted</i>	<i>35.52</i>	<i>48.18</i>	<i>83.35</i>	<i>200.00</i>	<i>24.09%</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	26.79	208.35	500.00	5.36%
Classroom Supplies	10.67	10.67	41.65	100.00	10.67%
Children's Events	0.00	196.69	312.50	750.00	26.23%
Nursery Supplies	0.00	0.00	41.65	100.00	0.00%
Subtotal Christian Education	10.67	234.15	604.15	1,450.00	16.15%
<i>Budgeted</i>	<i>10.67</i>	<i>234.15</i>	<i>604.15</i>	<i>1,450.00</i>	<i>16.15%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
WORSHIP					
Music	122.98	171.96	83.35	200.00	85.98%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	0.00	717.99	541.65	1,300.00	55.23%
Worship Supplies	168.02	605.98	708.35	1,700.00	35.65%
Piano Tuning	0.00	0.00	125.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Subtotal Worship	291.00	1,495.93	1,458.35	3,500.00	42.74%
<i>Budgeted</i>	<i>291.00</i>	<i>1,495.93</i>	<i>1,458.35</i>	<i>3,500.00</i>	<i>42.74%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
YOUTH MINISTRIES					
Traction	69.74	382.69	333.35	800.00	47.84%
Spark	186.05	288.35	291.65	700.00	41.19%
Kingdom Kids	0.00	54.97	166.65	400.00	13.74%
Subtotal Youth Ministries	255.79	726.01	791.65	1,900.00	38.21%
<i>Budgeted</i>	<i>255.79</i>	<i>726.01</i>	<i>791.65</i>	<i>1,900.00</i>	<i>38.21%</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	416.65	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	416.65	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	416.65	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	416.65	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	416.65	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	104.15	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	104.15	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	104.15	250.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OUTREACH					
Outreach/Advertising	419.40	1,071.45	833.35	2,000.00	53.57%
New Ministry Expenses	229.70	387.81	625.00	1,500.00	25.85%
First Impressions Team	29.34	53.93	208.35	500.00	10.79%
Subtotal Outreach	678.44	1,513.19	1,666.70	4,000.00	37.83%
<i>Budgeted</i>	678.44	1,513.19	1,666.70	4,000.00	37.83%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER EXPENSES					
Flowers	60.00	60.00	166.65	400.00	15.00%
Bank Fees	0.00	0.00	270.85	650.00	0.00%
Subtotal Other Expenses	60.00	60.00	437.50	1,050.00	5.71%
<i>Budgeted</i>	60.00	60.00	437.50	1,050.00	5.71%
<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	0.00	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	260.75	382.90	0.00	0.00	0.00%
Major Maintenance Expense	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	260.75	523.73	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	260.75	523.73	0.00	0.00	
TOTAL EXPENSES	18,662.64	94,581.72	100,877.70	242,106.08	39.07%
<i>Budgeted</i>	18,401.89	94,057.99	100,877.70	242,106.08	38.85%

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>	260.75	523.73	0.00	0.00	
EXCESS INCOME/EXPENSES	<u><u>-5,070.77</u></u>	<u><u>-6,774.79</u></u>	<u><u>-9,211.05</u></u>	<u><u>-22,106.08</u></u>	<u><u>30.65%</u></u>
<i>Budgeted</i>	-4,925.02	-7,381.86	-9,211.05	-22,106.08	33.39%
<i>Non-Budgeted</i>	-145.75	607.07	0.00	0.00	

Board of Trustees

May, 2023

The Board of Trustees have been busy working on projects around the church campus the last four months. Projects have included: cleaning the mezzanine, working on the landscape beds twice, picking up tree limbs, preparing the list of mowers, bringing our plumbing and boilers up to Department of Homeland Security standards, installing new LED lighting on the marque and the front of the church.

We also regretfully accepted the resignation of Michael Edwards from our board, you are missed Michael and we sincerely thank you for the time spent serving as a trustee.

We will have a regular meeting in June.

Respectfully submitted,

Paul Russell