

Present: Michael Shaffer - Moderator
Jan Breeden - Clerk
Pete Hotmire
Paul Russell
Julie Stotler - at large

Tammy Hallam - Lead Pastor
Matt Thornburg - Worship & Next Gen
Pastor
Phil Schink
Jeff Hotmire - at large

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

New Business:

Discussion was held concerning the Employee Retention Credit allowed on current Tax Returns, This would allow a return of a maximum of \$10,000 per employee on employee's salaries, except for Tammy's. The Finance Committee is looking into it.

Church growth and leadership: Eden Church is poised for continued growth in number as well as depth of spiritual formation and maturity, To build on this momentum, it is important that we have pastors and leaders guiding people to go deeper in their relationship with God and to equip them to pursue God's vision and mission for their lives.

Phil and Myra Freel have grown to be a part of this family, and now feel called to come and help in the ministry God has given to Eden Church..

Pastor Tammy's experience in other churches is that a TEAM of three pastors has been most fruitful for growth in spirit and number. As a qualified pastor, Phil would be put into the sermon rotation every six weeks as we do with Matt, and is open to discussion of other ways he could serve. He is requesting no compensation at this time.

Pastor Tammy needs more time for lead pastor work and is very pressed with duties. She feels that Phil and Myra offer a fresh look with no baggage, and may provide comfort to men wishing to speak to a male leader. We need to keep eyes on the future for new pastors to meet the demands of growth. Leadership Boards would need to approve,

Motion was made and seconded to add Phil Freel {and Myra} to the pastoral team. Carried unanimously.

Suggestion was made to add a "Youth - Mending the Soul" program to offered ministries at Eden.

It was noted that increased numbers of youth from Eaton have been active in programs at the church. Barbara and Bill Broyles have taken on the transportation up to this point and often have to make double trips to accommodate the numbers. Suggestion was made to see about reactivating the church bus instead of selling it. Phil Schink and Paul Russell are to see about maintenance, insurance and an available driver.

Old Business:

Previous work on Guiding Principles have chosen the leadership model shown in the book we have studied, "Winning on Purpose".

MODEL:

Board Governs
Pastor Leads
Staff (both paid and volunteer) Manages
Lay Does the Work

VISION

The Unique way a congregation achieves it's mission. The typical church drives the Mission. We desire the mission the drive the church (structure).

Michael Shaffer provided a slide show concerning Holding Others Accountable.

S Set expectations
I Invite commitment
M Measure progress Requires Goals, Intent, and Impact
P Provide feedback
L Link to consequences
E Evaluate effectiveness

It was recommended by board members that this slide show be retained and used as a training item for staff.

Closed with Prayer.

Next meeting Tuesday, April 16th at 7:00 P.M.

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

	March 2023	March 2022	Difference	YTD 2023	YTD 2022	Difference
<i># of Sundays</i>	4	4		13	13	
General fund	\$16,577.84	\$10,616.19	\$5,961.65	\$51,653.91	\$38,293.43	\$13,360.48
Other funds	\$319.00	\$1,782.95	(\$1,463.95)	\$1,296.00	\$2,386.95	(\$1,090.95)
Total Deposits	\$16,896.84	\$12,399.14	\$4,497.70	\$52,949.91	\$40,680.38	\$12,269.53
Budget	\$16,920.00		(\$342.16)	\$54,990.00		(\$3,336.09)

Budget per week \$4,230.00
 Current avg/week \$3,973.38

Other Funds	Month	YTD
Book purchases	\$ 14.00	\$ 336.00
Muncie Mission	\$ -	\$ 270.00
Emergency Relief	\$ 205.00	\$ 258.00
Insurance refund	\$ -	\$ 332.00
Flowers	\$ 100.00	\$ 100.00
TOTAL OTHER	\$ 319.00	\$ 1,296.00

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

Eden Church
Balance Sheet
 Consolidated - March 2023

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	Current Year
ASSETS	
MUTUAL BANK CHECKING	\$114,167.27
PETTY CASH	50.00
	\$114,217.27
TOTAL ASSETS	\$114,217.27
LIABILITIES	
FEDERAL WITHHOLDING	\$304.84
SOCIAL SECURITY	1,071.09
MEDICARE	249.79
STATE WITHHOLDING	128.62
COUNTY WITHHOLDING	130.18
	1,884.52
TOTAL LIABILITIES	1,884.52
FUNDS	
OPERATING FUND	\$37,808.20
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	1,694.33
FUNERAL DINNER	1,013.12
SCHOLARSHIP FUND	12,256.31
SPECIAL OFFERINGS	1,247.39
PASS THROUGH FUNDS	-572.46
MAJOR MAINTENANCE FUND	3,520.00
	112,332.75
TOTAL FUND BALANCE	112,332.75
TOTAL LIABILITIES AND FUND BALANCE	\$114,217.27

Income and Expense Statement
Consolidated - March 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	16,577.84	51,653.91	54,999.99	220,000.00	23.48%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	16,577.84	51,653.91	54,999.99	220,000.00	23.48%
<i>Budgeted</i>	<i>16,577.84</i>	<i>51,653.91</i>	<i>54,999.99</i>	<i>220,000.00</i>	<i>23.48%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
OTHER INCOME					
Earned Interest	0.00	14.90	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	100.00	100.00	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	100.00	446.90	0.00	0.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>346.90</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00%</i>
<i>Non-Budgeted</i>	<i>100.00</i>	<i>100.00</i>	<i>0.00</i>	<i>0.00</i>	
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	205.00	260.00	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	14.00	336.00	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	219.00	596.00	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>219.00</i>	<i>596.00</i>	<i>0.00</i>	<i>0.00</i>	
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>	<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>0.00</i>	<i>270.00</i>	<i>0.00</i>	<i>0.00</i>	
TOTAL INCOME	16,896.84	52,966.81	54,999.99	220,000.00	24.08%
<i>Budgeted</i>	<i>16,577.84</i>	<i>52,000.81</i>	<i>54,999.99</i>	<i>220,000.00</i>	<i>23.64%</i>
<i>Non-Budgeted</i>	<i>319.00</i>	<i>966.00</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
EXPENSES					
STAFF					
SALARY EXPENSES					
Lead Pastor	3,994.76	11,984.28	11,984.25	47,937.00	25.00%
Worship Pastor	3,027.50	9,082.49	9,083.25	36,333.00	25.00%
Youth Ministry Dir.	0.00	0.00	750.00	3,000.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	515.00	1,545.00	1,545.00	6,180.00	25.00%
Admin & Comm Associate	1,386.66	4,159.98	4,160.01	16,640.00	25.00%
Custodial Services	544.51	1,622.62	2,123.55	8,494.20	19.10%
Nursery Workers	0.00	93.20	605.79	2,423.20	3.85%
Pastor SECA	498.08	1,494.24	1,494.27	5,977.02	25.00%
FICA	418.73	1,262.48	1,397.43	5,589.66	22.59%
Subtotal Salary Expenses	10,385.24	31,244.29	33,143.55	132,574.08	23.57%
<i>Budgeted</i>	<i>10,385.24</i>	<i>31,244.29</i>	<i>33,143.55</i>	<i>132,574.08</i>	<i>23.57%</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	7,548.48	7,548.51	30,194.00	25.00%
Pastor Retirement	911.50	2,734.50	2,859.51	11,438.00	23.91%
Pastor Travel/Expenses	0.00	0.00	125.01	500.00	0.00%
Lead Pastor Cont. Ed.	-150.00	173.00	125.01	500.00	34.60%
Worship Pastor Cont. Ed.	0.00	129.99	62.49	250.00	52.00%
Staff Development/Travel	0.00	49.46	225.00	900.00	5.50%
Subtotal Staff Benefits	3,277.66	10,635.43	10,945.53	43,782.00	24.29%
<i>Budgeted</i>	<i>3,277.66</i>	<i>10,635.43</i>	<i>10,945.53</i>	<i>43,782.00</i>	<i>24.29%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
Subtotal Staff	13,662.90	41,879.72	44,089.08	176,356.08	23.75%
<i>Budgeted</i>	<i>13,662.90</i>	<i>41,879.72</i>	<i>44,089.08</i>	<i>176,356.08</i>	<i>23.75%</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	164.44	2,012.03	875.01	3,500.00	57.49%
Background Checks	95.00	95.00	37.50	150.00	63.33%
Software/Website	637.61	1,221.12	875.01	3,500.00	34.89%
Official Board Expenses	0.00	0.00	125.01	500.00	0.00%
Offering Envelopes	0.00	281.25	50.01	200.00	140.63%
Subtotal Office	897.05	3,609.40	1,962.54	7,850.00	45.98%
<i>Budgeted</i>	<i>897.05</i>	<i>3,609.40</i>	<i>1,962.54</i>	<i>7,850.00</i>	<i>45.98%</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	455.84	1,532.20	2,000.01	8,000.00	19.15%
Gas	1,202.00	3,678.96	2,850.00	11,400.00	32.27%
Internet/Telephone	625.52	1,831.73	1,599.99	6,400.00	28.62%
Trash	78.00	234.00	225.00	900.00	26.00%
Subtotal Utilities	2,361.36	7,276.89	6,675.00	26,700.00	27.25%
<i>Budgeted</i>	<i>2,361.36</i>	<i>7,276.89</i>	<i>6,675.00</i>	<i>26,700.00</i>	<i>27.25%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Insurance	119.00	119.00	2,250.00	9,000.00	1.32%
Maintenance/Equipment	221.68	1,047.66	1,749.99	7,000.00	14.97%
Taxes	179.60	179.60	87.51	350.00	51.31%
Custodial Supplies	0.00	0.00	375.00	1,500.00	0.00%
Bus Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Facility Expenses	2,881.64	8,623.15	11,137.50	44,550.00	19.36%
<i>Budgeted</i>	<i>2,881.64</i>	<i>8,623.15</i>	<i>11,137.50</i>	<i>44,550.00</i>	<i>19.36%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
BOARD OF DEACONS			50.01	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	50.01	200.00	6.33%
<i>Budgeted</i>	<i>0.00</i>	<i>12.66</i>	<i>50.01</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	9.50	9.50	125.01	500.00	1.90%
Classroom Supplies	0.00	0.00	24.99	100.00	0.00%
Children's Events	0.00	196.69	187.50	750.00	26.23%
Nursery Supplies	0.00	0.00	24.99	100.00	0.00%
Subtotal Christian Education	9.50	206.19	362.49	1,450.00	14.22%
<i>Budgeted</i>	<i>9.50</i>	<i>206.19</i>	<i>362.49</i>	<i>1,450.00</i>	<i>14.22%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
WORSHIP					
Music	48.98	48.98	50.01	200.00	24.49%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	0.00	717.99	324.99	1,300.00	55.23%
Worship Supplies	26.97	225.53	425.01	1,700.00	13.27%
Piano Tuning	0.00	0.00	75.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Subtotal Worship	75.95	992.50	875.01	3,500.00	28.36%
<i>Budgeted</i>	<i>75.95</i>	<i>992.50</i>	<i>875.01</i>	<i>3,500.00</i>	<i>28.36%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
YOUTH MINISTRIES					
Traction	84.17	312.95	200.01	800.00	39.12%
Spark	53.49	102.30	174.99	700.00	14.61%
Kingdom Kids	0.00	54.97	99.99	400.00	13.74%
Subtotal Youth Ministries	137.66	470.22	474.99	1,900.00	24.75%
<i>Budgeted</i>	<i>137.66</i>	<i>470.22</i>	<i>474.99</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	249.99	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	249.99	1,000.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>249.99</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	249.99	1,000.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>249.99</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	62.49	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	62.49	250.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>62.49</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	31.98	46.98	500.01	2,000.00	2.35%
New Ministry Expenses	0.00	67.17	375.00	1,500.00	4.48%
First Impressions Team	0.00	-7.80	125.01	500.00	-1.56%
Subtotal Outreach	31.98	106.35	1,000.02	4,000.00	2.66%
<i>Budgeted</i>	<i>31.98</i>	<i>106.35</i>	<i>1,000.02</i>	<i>4,000.00</i>	<i>2.66%</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	99.99	400.00	0.00%
Bank Fees	0.00	0.00	162.51	650.00	0.00%
Subtotal Other Expenses	0.00	0.00	262.50	1,050.00	0.00%
<i>Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>262.50</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	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	50.00	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	50.00	197.15	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>50.00</i>	<i>197.15</i>	<i>0.00</i>	<i>0.00</i>	
TOTAL EXPENSES	17,746.68	56,097.34	60,526.62	242,106.08	23.17%
<i>Budgeted</i>	<i>17,696.68</i>	<i>55,900.19</i>	<i>60,526.62</i>	<i>242,106.08</i>	<i>23.09%</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>	50.00	197.15	0.00	0.00	
EXCESS INCOME/EXPENSES	<u><u>-\$849.84</u></u>	<u><u>-\$3,130.53</u></u>	<u><u>-\$5,526.63</u></u>	<u><u>-\$22,106.08</u></u>	<u><u>14.16%</u></u>
<i>Budgeted</i>	-1,118.84	-3,899.38	-5,526.63	-22,106.08	17.64%
<i>Non-Budgeted</i>	269.00	768.85	0.00	0.00	