

COLLEGE AVENUE BAPTIST CHURCH
Board of Overseers Minutes
February 25, 2008

Members Present: Paul Preddy (Chair), Carlton Harris, Mark Goeglein, Gail Pedrotty, Stu U'Ren, Ron Richardson, Domingo Cabrera, Eunice Bauman, Bob Holaday, Terry Sizemore, John Wheeler (Secretary)

Absent: Gunnar Ostrand

The meeting was called to order by Chairman Paul at 7:10PM.

Devotional: Domingo Cabrera opened the meeting with a devotional from 2 Kings 6:23-7:20. God provides for the Israelites by chasing off the Armenians who left their food and ran, thus ending a famine. Many of the leaders did not trust God to provide and could hardly believe the miracle even when they witnessed it with their own eyes. We are reminded that all of our plans and strategies are good, but God is Great and He will be the victor and provide the way of our deliverance.

Agenda: Chairman Paul provided the agenda for the meeting.

Action Items:

1. Business Committee Report

Report provided by Robert Able, Business Committee Chair, and Anne Gershow, Treasurer, related to the financial trends and contingency plans that will need to be implemented if the giving levels do not make a dramatic turn immediately. Robert advised that the Business Committee sees the current trend at a crisis point today and that significant action needs to be directed by the Board of Overseers.

Robert and Anne answered questions from the BOO on the report. There has been a steady decline in giving during the first months of each year over the past few years. The question that needs to be defined is whether giving is declining due only to declining attendance or a reduction in giving on the part the general congregation.

The question of reducing expenses was discussed. It was noted that reducing expenses can be counterproductive when related to staff. Discussion revolved around the various trends in giving.

Cash savings and contingency funds have been used very rapidly and this trend needs to be reversed. There are still some reserves, approximately \$280,000 that will only help us cover regular monthly expenses and that can not be depleted any further without jeopardizing regular operations and payroll.

The board thanked Anne and Robert, and the committee, for their diligent work on behalf of the church.

2. Meeting Minutes

The minutes from the Overseer meetings on January 7th, January 20th (Annual Meeting), January 28th, February 11th, 2008 were reviewed and motion made by Ron Richardson to approve. Motion was seconded by Stu U'Ren.

Motion passed unanimously.

3. Membership Adds & Drops

Motion made by Eunice Bauman to accept the report as listed. Seconded by Domingo Cabrera.

Motion passed unanimously.

4. Senior Pastor Report

Pastor Carlton reported on confidential issues within membership. Steps will now be taken to discipline a member who has not taken the appropriate steps laid out by the Senior Pastor. Several other friends & members have attempted to intervene, but it has not currently been successful. Pastor shared a letter that will be mailed with the hope of reconciliation and restoration, but formal steps will be laid out for this member. Prayer was offered to God for this family and situation.

Pastor asked for prayer as they prepare to leave for Malawi. Also, Colin's injured toe is still causing problems and pastor asked for prayer for healing.

Pastor Carlton will be leading a church-wide, focused time of prayer Sunday evening (March 2nd) from 5-5:45PM as part of the 1st Initiative. Pastor shared that for our church to grow the leadership has to have gone where we expect the congregation to go. This means that we as leaders need to make sacrifices before we call the congregation to do the same. Pastor believes we have the resources to fund the current budget within the body, but other challenges are becoming obstacles to God-honoring tithes and offerings, such as debt.

5. Executive Pastor Report

Pastor Mark suggested a possible change of the Annual Meeting to be December 28th this year so that the staff and church can begin the 2009 year with critical aspects already determined and in place. This would require completion of staff evaluations and staff reports in November, budgets finalized prior to year-end, and reduced number of changes for Sunday mornings.

All overseers indicated a general approval of a change to the Annual meeting date to 12/28/08 with some additional planning and execution by staff to effectively accomplish this move.

Mark passed out position description and titles for staff. An organization chart was also provided.

6. Chairman Report

Paul advised that he had met with Gabriel Pina, Deacon Chairman, Jolie Walkenhorst, Deaconess Chair, and Bryce. He reported that Bryce will take the lead role in advising, but Paul is willing to meet with all of them as needed in the future. Paul reported on the expenditures of the Benevolence Fund and that it currently is at a level of \$3000. Paul also had discussions with Jolie Walkenhorst, Deaconess Chairperson. The Deacons are working with Pam Stockton to begin a process for cleaning up the membership lists.

The Neighborhood Care Center operations have been temporarily suspended due to the issues with the city on Conditional Use Permits. Ruth (Director) has recommended several new directions that could be undertaken with the NCC volunteers and staff. There is a possibility that the facility could be leased to another church for office space rather than the currently configured use.

Additional discussion followed that focused on how we as leaders can engage the entire congregation in ownership of the important issues as a church body. It was stated that this is ultimately a stewardship issue. Are we being good stewards by maintaining a staff budget of 1.9 million? It was suggested that we need to teach giving as an act of worship, done with joy with regard to stewardship.

It was also suggested that we need to explore opportunities to gain outside revenue, increase giving, and look for ways to reduce expenses. The question was raised as to whether we are looking for ways to strategically encourage the congregation to help increase attendance or not.

Pastor Carlton suggested we plan to meet again on March 3rd to revisit the budget challenges. Domingo suggested we have a small group meet with Bruce Robertson to discuss possible options for reducing operations expenses and bring a report back to the BOO. It was agreed that we would work on three specific tasks in smaller groups and then report back to the entire board. The areas were: expense reduction, increasing revenue, communication to the congregation on stewardship/giving.

Expense Reduction will be Paul, Gail, Stu.
Communication will be Carlton, Eunice, Terry
Revenue will be Domingo, Ron, Bob, John.

The meeting was closed in prayer by Terry Sizemore.

Respectfully submitted,

John Wheeler
Secretary