

COLLEGE AVENUE BAPTIST CHURCH
Board of Overseers Minutes
March 3, 2008

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

Absent: Terry Sizemore

The meeting was called to order by Chairman Paul at 7:08PM.

Devotional: Paul Preddy shared how high a stack of \$1 dollar bills in various amounts would reach. The reality of our faith is that the debt we owe is too high to obtain, but our lives are seen as "debt free" in Christ Jesus. We are not disqualified because the price has been paid.

Agenda: A two item agenda dealing with a review of (1) Leadership Development and (2) Contingency Plans for budget shortfalls were the only issues listed for discussion.

Action Items:

1. Leadership Development Team

John Wheeler, Domingo Cabrera and Stu U'Ren presented notes from their meeting with Mark Goeglein regarding Leadership with staff as it might relate to developing leaders in the laity. It was suggested, based on this meeting, that Spiritual Formation is critical to leadership development and that this process is essentially non-existent at this time. The goal is to have both staff and laity working through similar processes so that the result is a unified leadership, common language of leadership, and clear steps/stages identified.

Domingo recommended suspending all nomination processes for one year, until we can fully develop a leadership process that includes mentoring, disciple and training programs to fully engage new leaders. Caution was raised with the potential response to this recommendation and the time needed to implement this type of training.

Pastor Carlton suggested we consider the program the BGC is rolling out this summer as a process to implement for training.

2. Contingency Plans

- Increasing Revenue (Bob Holaday, Ron Richardson, Domingo Cabrera, John Wheeler)
Domingo described several areas of external revenue that can be considered.
 - I. One area would be to increase revenue opportunities outside of CABC that would generate fees and income. Rental properties that are provided for interns could be used to generate higher levels of rental income. Potential of additional taxes/fees would need to be explored.
 - II. Leasing parking space during the week to a third party administrator.
 - III. Neighborhood Care Center (if closed) could be used to generate revenue.
 - IV. Third party leasing of rooms and facilities to outside parties. Rental rates are on a four tier system with members being the least costly. Rental agreements need to be updated.
 - V. The issue of attendance and giving was reviewed by Ron Richardson.
 - VI. Bob Holaday identified the concern of improving the welcoming atmosphere on Sunday morning. Giving units are performing better than the national average, but still far below what should be possible.
 - VII. As a part of increasing giving, Domingo shared how other churches have used electronic kiosks as a way to increase giving, especially for younger members. Pastor Carlton expressed

reservation with this option as it reduces the sense of worship in giving because there is not anything physically presented as an offering.

- Decreasing Costs (Stu U'Ren, Gail Pedrotty, Paul Preddy)
 - I. On-going expense reductions would accomplish nearly \$111,000 of expense reduction on an annualized basis.
 - II. One time transfers totaling \$96,000 could be done.
 - III. Budget Reductions including hiring freeze of \$91,000, Reduced Worker's Comp \$13,000, Lower Disability Insurance \$2,000 for a total \$106,000.
 - IV. Medium level staff reductions would cover the difference.

Extensive discussion followed related to how these cost saving measures should be implemented, communicated to the congregation, and effectively executed to result in improvement, not just to the budget, but to the health of this church.

- Communications with membership(Pastor Carlton, Eunice Bauman, Terry Sizemore)
 - I. Pastor Carlton suggested the possibility of a letter to all givers of record since October of last year or some other date, stating what is needed from each member (average) to meet the budget shortfalls and to insure that all current members are aware of the situation.
 - II. Full disclosure to the congregation is highly recommended by church leaders in other churches as critical to having the congregation participate and not feel victimized by circumstances when changes are made to cut programs, staff, close/sell buildings, etc.
 - III. Related to service times, it was recommended that we speak with members from both services to gain greater understanding of likely behavior before adjustments are made to service times.
 - IV. A "Ministry & Budget Update" meeting will be scheduled for March 27th (Thursday).

3. NCC

Motion was made by Ron Richardson to discontinue NCC operations until such time as permits and city requirements can be cost effectively met. This motion included that the Business Manager explore the feasibility of leasing or renting the NCC facility. Motion seconded by Bob Holaday.

Motion passed unanimously.

4. Expense Motion

Bob Holaday made a motion to direct Pastor Mark and Bruce Robertson to effect expense reduction as listed on the Ad Hoc committee reported and submitted during the meeting. Motion was seconded by Gunnar Ostrand.

Motion passed unanimously.

Other Items:

1. Gail Pedrotty announced that her daughter had a grandson. He was born March 1st. We thank God for this blessing in their family and our church.

The meeting was closed in prayer by John Wheeler.

Respectfully submitted,
John Wheeler
Secretary