



## JANUARY 12, 2025, BUSINESS MEETING

### Recap for publication:

Present – All Staff, All Elders, 55 Congregants

Call to Order – Howard Braith – 4:05 PM

- Opening remarks and welcome. – Howard Braith
  - This meeting is primarily concerning the motion. It is important to remember that God uses yeses and nos.
- Opening Prayer – Kurt Stepka

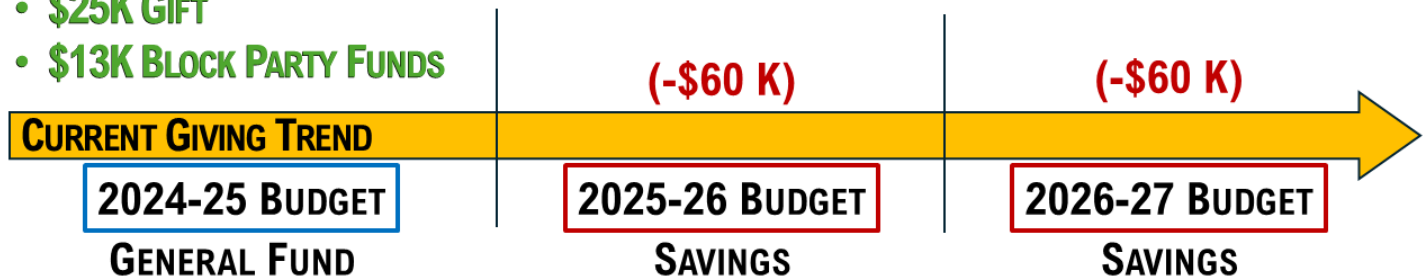
Motion to allow existing funds to be used in pursuit of hiring a Senior Pastor and an Associate

Worship Pastor or Worship Director – Howard Braith

- 2nd to the motion. – Tabitha Hurt
- Presentation of the proposed budget timeline. - Howard Braith
  - History –
    - Pastor Ben Bolin made a move to create a second position and a committee was formed to search for an associate/worship pastor.
    - Covid hit and then we had a time of recovery and Pastor Ben was called to Texas.
    - The Worship Pastor search was put on hold leaving Tabitha Hurt in place as an interim.
    - A year ago, the need to start pursuing a Worship Associate/director became apparent, however, the elders needed to prioritize other things.
    - Pastor Robert was called away.
    - As we search for a senior pastor, the bigger picture to be considered is that a worship/associate is also needed.
  - Money timeline -

# CALVARY CHURCH 2 YEAR BUDGET TIMELINE PROJECTION

- \$10K GIFT
- \$25K GIFT
- \$13K BLOCK PARTY FUNDS



- **HIRING FIRM EXPENSES**
- **MOVING EXPENSES**
- **CURRENT PULPIT PRESENCE**

• **2 STAFF HIRES**

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## CURRENT ASSETS

- GENERAL FUND - \$96,029
- LAND – 13.4 ACRES
- CD(SAVINGS) - \$214,000
- BUILDING FUND - \$173,228

- At the current giving level, the budget approved for 2024-25 (containing Pastor Robert’s salary) is sufficient to cover all expenses.
- If both positions (Senior Pastor and Worship Associate or Director) are filled, and the giving does not increase, we could be short \$60K coming into the 2025-2026 budget.
- We are not a bank, but we must be wise with God’s money. We should use the positions/funds to grow God's church.
- What if it takes 2 years? In 2026-2027, we have the funds to cover it, but the trend is still -\$60k which will come from our current CD/Savings.
- At the end of two years, the question is, where is God taking us? We have been putting out fires and fixing situations, we need to look outside the church to save our neighbors.
- The building fund is not in the equation, it is set apart for the building.
- The funds in green (Green Funds) will go into the General Fund. We are voting on the motion to allow one-time expenses not budgeted (the Blue Costs) to be covered by the Green Funds numbers in conjunction with the currently budgeted pastor’s salary.
- Discussion and questions from members.
  - Are we going to have a Block party?
    - No.
  - Are we just voting for adding a second hire?

- We are voting on the motion, to allow one-time expenses not budgeted (Blue Costs) to be covered by the Green Funds numbers in conjunction with the currently budgeted pastor's salary.
  - We are revisiting the 2024-25 budget that has already been approved. We are not cutting any ministries. We know the current staffing budget, Block Party, and gifts, can go toward the search costs.
  - We are asking for the discretion to pay Blue Costs out of existing line items.
  - The Blue Costs may be lower or higher. Too many variables like the distance of the move, change the numbers.
- What are the expenses we can know?
  - The numbers are all over the place, hiring firm costs range from 30% to a \$30K flat fee. Moving expenses are unpredictable. The projected 2024-25 numbers will be within the budget. The next discussion is the 2025-2026 budget which will contain the additional hire. The Board wants you to see the big picture...looking forward.
- Concerning the Blue Costs, who decides who we hire, and if the hire is not successful, do we still have to pay?
  - The Pulpit Committee decides which firm to go through.
  - There are several payment options available, for example, to pay upfront at a discount, or wait to see if we place a candidate and then pay nothing if we don't. Most costs are a plan of spaced-out payments.
  - Some firms will work through the candidate placement and if they don't work out, will help moving forward.
- Is it possible that we won't have those Blue Costs for this year?
  - Yes. The timeline for hiring can be anywhere from 4 -12+ months.
- Is there a budget cap on the Blue Costs?
  - Yes, we will not go over this year's budget.
- Are we considering an interim path?
  - No. God is taking care of the church – We have 5 months of speakers scheduled.
- After 2 years are we going to re-evaluate and see how we are to proceed?
  - This chart shows that we can operate for two years. The projection is about asking what God is going to do in the next two years.
  - If God doesn't provide the people and funding, we will have to look at being a 100-person church and renting the school. If the General Fund doesn't change in the next two years, we have to ask what God is saying and how are we to respond. We must look outside ourselves and reach our neighbors. That is how we change from the deficit trend.

- Do we need another survey?
  - A survey needs to be put out so that everyone has a voice. The firm we hire will have a survey, which is an opportunity. Every voice should be heard, we are in a different place than 2 years ago. Take it seriously and do it.
- I am unfamiliar with the hiring process. If a person gets nominated, does the congregation get to hear a sermon before hiring?
  - The pulpit committee presents a candidate, the candidate visits and preaches a sermon, the Elders recommend the candidate, and then the congregation votes on whether to extend the call or not.
  - A benefit of going through a firm is that they will know us and present candidates that match. We are asking God's guidance for the 7 committee members to come into agreement and then the congregation would affirm.
- Are we using the firm for both hirings?
  - Yes. We tried to do it ourselves by going through the colleges. etc. We were not successful; we need to go through a firm to fill a full-time paid position.
- Will we be searching for both staff simultaneously?
  - Yes. We plan to search for both and rely on God for his provision.
  - One of the benefits of searching for both positions at the same time is only doing a survey once. The firm might also be able to give us a discount.
- If we were to vote "no" today – what would happen?
  - The Elders would come back and present new/different options. We would like to present the next pastor with a structured church...we are at a great place to do that now.
  - A no vote means the funds can't be moved around and progress stops.  
We are voting to give the Elders permission to move funds.

- Howard Braith calls for a vote at 5:21 PM
- Voting process and counting of votes.
  - 50 yes, 3 no, 53 in attendance at the time of the vote. Motion passed.

## Phase II (Building Task Force) Update – Kurt Stepka

- Update on the progress of Phase II.
  - Phase II – \$4.5 million
  - Possible with God and costs can be cut in various ways.

- Yes, we want a building, to attract people, but the people are God's church, not the building.
- Discussion and questions from members.
  - Do we have a timeline yet?
    - God has a plan – when God says move, we will move...our plate is full looking for hires, but we will keep the information going and moving in the direction...God has a plan to get there, let's be faithful and move with God's plan.
    - The capital campaign committee will give us the best timeline for raising funds.
    - You can give to the fund at any time.

### **Elder Chairman Comments – Howard Braith**

Are we upholding Christ and celebrating the team effort that is being put forth for God? That means the individuals on the team are celebrating the team, not themselves. I am still hearing bickering, division, and the human side of the church. I don't think God is going to build us a church on sand. We need to check our hearts individually and support each other to glorify God. As good as Mark is, I want to hear God speak. I desire that God would use the words and songs to move our hearts to love Him more. This is a team – there is still a struggle within Calvary, ask God what is your part in that. Some ministries have been treading water for years. We are the body...are our talents and gifts that God has given us being used in the ministries that are struggling? Honor God in the decision, walk it out, and receive the blessing he has for you. It's not without sacrifice, but by being obedient that we receive joy. The joy I receive through Christ in serving is worth more than a zillion dollars.

### **Adjournment**

- Closing Prayer - Kurt Stepka – 5:37 PM