

Our Mission is to enable persons to encounter the living God as disclosed through Jesus Christ to serve and celebrate God in an ever-changing society.

BROADWAY CHRISTIAN CHURCH  
Board Meeting  
October 24, 2023

**PRESENT** - 4 Staff, 15 Members, 4 Guests, 5 Excused, 6 Absent

**OPENING PRAYER** - Robin Perso

**INFORMATION ITEMS**

A. Daycare Update - The committee has been studying area daycares and has determined a huge need for daycare for infants. The plan is to have an open house and advertise on social media hoping to get a third party interested in running it.

B. By Laws Update - Darren Day reported they had met with Ingrid to get some information, and are meeting again next Monday. They hope to have a proposal to present to the Executive Committee and then the December Board.

C. Settled Lead Minister Update - Tina Van Ness reported that the Search and Call went out September 13. She talked to Rev. Koch today. There is some interest already, but applications will be taken through December. The plan is to begin phone interviews in January, followed by in-person interviews of the top two or three in February. They have also spoken with Dr. Gary Straub who is offering advice on the national scope. He says that Broadway continues to be a "flagship" church. The committee is also putting ads in various church publications. They are gathering input from the congregation via two Broadway Cafe meetings and will be reaching out to the rest of the congregation via surveys.

D. Quantitative Review Update - Robin Perso indicated they have received 80 responses to the 3-question surveys, with the rest due by October 29. The review team will have six weeks to work, planning to present their findings at the December 12 Executive Committee and Board meetings. He asked to have the following review team members approved: Lynelle Phillips, Genevieve Howard, John Poehlmann, Deb Carr and Maggie Meade. Ken Askren so moved. Mary Cunningham seconded the motion. The motion passed.

E. Permanent Funds - Ken Askren asked that Adam Morris be added to the committee. John Poehlmann so moved. Ellen Flottman seconded the motion. The motion passed.

**MINISTRY AREA REPORTS**

**A. CHILDREN AND YOUTH** - Barb Stephenson

**RECENT DEVELOPMENTS**

**Nursery Wing** - We have hired a permanent nursery attendant, Allison Hodge. Carousel preschool has moved out of the space.

**Pathways/Worship and Wonder** - We average 10 kids on Sunday mornings. The Bible study for 3rd to 5th graders is underway - now reading the prophet books of the Bible. We are encouraging children to submit their drawings to be the artwork on the worship guides.

**Special Events** - We hosted 2 no-school day events this fall. Two more are scheduled. Average attendance is 10 kids.

#### FUTURE PLANS

Children's Ministry and Property will be patching walls, painting, fixing the damaged parts of the floor. Volunteers are welcome!!!! We plan to host an open house to show the space to potential preschool or daycare operations.

#### SPECIAL EVENTS

October 29 is Trunk or Treat from 4 - 6pm. Trunks and/or candy donations are desperately needed. On October 29, the children will be involved in the sermon at the 10:30 worship service. December 10 is the Christmas pageant. The children and youth will lead the service. Ellen Flottman is directing the pageant.

### **B. CHILDREN AND YOUTH - Mike Crews**

#### RECENT DEVELOPMENTS

- Hosted a new "rite of passage" retreat for incoming freshmen and a family breakfast.
- Held our first college retreat through Broadway's involvement in TIDES - an ecumenical campus ministry initiative in partnership with other downtown churches.
- Hosted a Fall Kick Off for BCC children, youth and families.
- Hosted a Fall Youth Night with strong turnout.
- Began our first Sunday evening Small Group Series for 2023 with strong turnout. especially from our middle schoolers. Our "Broad Hearts" series explored the spirituality of athletics (MS) and the spirituality of social media (HS).

#### FUTURE PLANS

- Youth Make a Difference Day - November 5
- 2nd Sunday Night Small Group: Broad Minds series exploring Big Questions around the Bible (MS) and Big Questions about Life and Death (HS)
- TIDES night - denominational panel and Q/A in November. Finals week blessings at speaker's circle
- Youth and Children Christmas caroling - December 17

**C. ALL GOD'S CHILDREN** - LeaAnn Lowrey  
No report

**D. DEACONS** - Ellie Stansberry/Melissa Kern

#### RECENT DEVELOPMENTS

Corbin Marchack has resigned from his Deacon role. Scott Gray is to take over his remaining term - this year and next year. Scott will be confirmed at tonight's Board meeting.

**E. DISCIPLESHIP** - Martha Jolly

#### RECENT DEVELOPMENTS

- Launched two new Sunday studies for the fall season: *Enneagram 1-1* and *Bible Stories for Grownups*. Both of these drew intergenerational interest.
- Hosted BRITE training through the Center Projects sponsored by BCC's LGBTQIA Action Team.
- Soliciting entries for a Broadway-inspired Advent devotional.
- Hosted a visitor luncheon for young families in partnership with the Imaginarium Action Team.

#### FUTURE PLANS

- Finalizing a proposal for a "discipleship pathway" at Broadway to promote intentional discipleship and life-long growth for all our members.
- Adding an Advent Study Group based on the book "While We Wait" by Mary Lou Redding.
- Hosting a November "Broad Welcome" night for visitors.

**CARE LINK** - Patsy Dalton

#### RECENT DEVELOPMENTS

All is well with CareLink here at Broadway. Our amazing ministry chairs of 12 different ministries continue responding to all requests and making sure to follow up on requests for assistance and prayer.

We have a system that spreads the work of needs quickly. Most requests come as a result of messages from the church office or the ministers. Some come to us from our volunteers who always know what's going on in our church family.

We continue to need new volunteers so we ask that Board members keep that in mind. You are a great resource for referrals of people who might like to be more active in our church.

## **FUTURE PLANS**

We are so excited to know that Judy Neuffer has consented to chair the Care Center Visits team of CareLink. We will meet soon and write up the job description and re-activate the volunteers on that team. This ministry was sidelined due to Covid and the resulting limitations in the care centers themselves.

Also, our Spirited Singers CareLink ministry is back on track under the enthusiastic leadership of Marilyn McCreary. Our group goes by bus to care centers and sings for and with the residents. I have observed the fantastic response our group receives. So it's good for all concerned. We love singing, and they love to sing along. This is a fantastic ministry, and we're so glad to have it back.

Our prayer ministry recently held a luncheon for all of the volunteers of that ministry. We had a speaker that day, and we enjoyed the time in fellowship among those who pray every day for our church family and others who are referred to our prayer ministry. Such a loving ministry.

### **F. ELDERS - Ellen Flottman, Logan Howard**

Ellen Flottman reported that the Elders met tonight. Covered three questions of the qualitative review inquiry.

### **G. FELLOWSHIP - Steve Westgate, Gloria Wright**

## **RECENT DEVELOPMENTS**

We provided a meal for the visiting Choir from Chicago.

Working with the inclusion committee at Broadway to better identify ways we can provide and label foods for those with specific dietary needs such as gluten, lactose, vegan, nuts, etc.

Working with others from various areas of the church on visioning options for coffee and fellowship weekly before and after Sunday School.

Several groups are asking for our help in providing food for events. This will require a broader list of participants providing food.

### **H. MOM - Jim Granneman, John Poehlmann**

## **RECENT DEVELOPMENTS**

\$440.00 was collected for Cropwalk. \$907.75 was collected from the special Reconciliation offering. Served 122 through September Mobile Food Pantry. Was a sponsor for Habitat for Humanity Blitz Build with approximately 30 BCC volunteers participating in the build. Achieved

300 Food Item Food Challenge to represent 300 miles across Missouri crop walk by Don Harter. Working on new challenge to collect 300 children's socks and underwear all for CELN. Bulletin board display for MOM.

#### FUTURE PLANS

Room at the Inn to begin October 29. Volunteers are needed through sign up link. Sponsored BCC team for Name that Tune Benefit for Peace on November 2. Tree of Hope to begin November 12. VAC family sign ups to be online. Starting collection drive of personal hygiene items to be split with Love Columbia Essential closet, CELN, Room at the Inn. Upcoming dates: Mobile Food Pantry - November 8 (early). Mobile Food Pantry - December 13 (early)

### **I. RESOURCES - PERMANENT FUNDS - Ken Askren**

#### RECENT DEVELOPMENTS

Request was made by the Personnel committee to fund an administrative staff consultant. Other BCC funds were located if needed rather than using permanent funds.

Adam Morris agreed to a three-year appointment to the committee

#### FUTURE PLANS

Hold a quarterly meeting in November.

### **J. RESOURCES - PROPERTY - Ken Welty**

#### RECENT DEVELOPMENTS

Old stairs and handrail between Boone County Bank and Broadway Christian have been removed and a gravel path installed. Todd Rauch gave a presentation on adding a new daycare facility to the old Carousel wing. Property Workday was on Saturday October 21 from 9-Noon.

Next Property meeting is Monday, November 20 at 6:00 pm in the large conference room.

#### FUTURE PLANS

Have met with Scott Fritz to discuss options on upgrading CLC heating/cooling options. He will work on finalizing the price of installing 3 separate units for better control of space.

### **K. WORSHIP - Deb Carr, Lynelle Phillips**

#### RECENT DEVELOPMENTS

The committee met on September 19, 2023.

- The focus of this meeting is on the evaluation of the unified service.
- The committee reviewed and processed the proposed questions generated by the evaluation planning committee for our unified service.
- A third question “What has surprised you?” was suggested, and feedback was given to the Board Chair for follow-up with the evaluation planning committee.

## FUTURE PLANS

Planning for Advent decor and scheduling workdays to prepare our sacred spaces for this season of the church year.

### **L. PERSONNEL** - Mary Cunningham

## RECENT DEVELOPMENTS

- Assisted with portion of congregational profile. Recommend asking the Finance committee regarding salary ranges.
- Reviewed and reformatted communications position. Pend recommended hours based upon consultation.
- Gathered previous staff evaluations as available. Secured locked cabinet in Sr. Pastor office. Recommend establishing January or February as staff evaluation month. The review will include review of job description and expectation that review will include establishment of individual goals/objectives that advance the goals/vision of BCC. Committee will be reviewing self-evaluation and supervisor evaluation forms.
- Authorized Terry Overfelt sabbatical request for 11/23.
- Reviewed and endorsed revised nursery attendant job description. Endorsed hiring of Allison Hodge.
- Reviewed proposal from Sarai Rice. Recommend to Board.
- Reviewed request for financial support of Kristi Larsen who will be assuming additional responsibilities during Terry’s sabbatical absence.

## QUESTIONS FOR OR REQUESTED ATTENTION OF THE BOARD

Hire Sarai Rice to provide staffing analysis. Materials distributed to Board in advance of meeting.

### **LGBTQIA+ ACTION TEAM** - Darren Day

## RECENT DEVELOPMENTS

Members of the action team worked with the Center Project to provide BRITE (Building Respect & Inclusion through Training & Education) Training during September. This included a Sunday morning training during the Christian Education Hour followed by a discussion the next Sunday regarding the information learned. The Center Project also provided some cards for signage to

show that Broadway is a BRITE space where people of the LGBTQIA+ community are welcome. The team also worked to have a presence at the Mid-Missouri Pridefest. A float was designed and built with Taby's guidance. Members of the congregation walked in the parade and youth sang on the float during the parade. Members of the action team, along with other church members, staffed the booth at the Pridefest. Additional progress on the team's part included a design of name tags including a rainbow chalice and pronouns. Pronoun stickers have also been included at the welcome station where people can grab a name tag. The team continues to meet at least quarterly with more frequent meetings for the preparation of the Pridefest.

## **FUTURE PLANS**

Future plans at this point include meeting to talk about future plans. We received great feedback on our participation in the Pridefest events. The plan would be to meet and discuss the event to do an after-action report on what we may want to do next year as a team and in relation to the Pridefest 2024.

## **MEMBERSHIP REPORT - Ingrid Luckenbill**

For the month of October 2023 - Transfer of membership or reaffirmation of faith: Jeff & Laura Porter (10/22). By death: Grace Butler (10/16). Total membership on September 30, 2023: 590.

## **FINANCIAL REPORT - Debbie Henderson/Ingrid Luckenbill**

### **RECENT DEVELOPMENTS**

A second signer will be added to the bank accounts. Central Bank no longer provides FDIC coverage for multiple accounts over \$250,000. Ingrid will investigate our options. The financial review is currently being conducted by T. Benus Associates, and a report/recommendations will be forthcoming.

September financials were reviewed. Ministries are encouraged to be conservative with their spending. The committee will meet again in February. By then they will have a better picture of finances as some people give at the end of the year for tax purposes. Martha Head has agreed to be the backup for Debbie Henderson.

## **EXECUTIVE COMMITTEE REPORT - Robin Perso**

### **ACTION ITEMS**

Approval was requested for replacement deacon Scott Gray for a two-year term. Ken Askren so moved. Darren Day seconded. Motion passed.

John DeLaporte highlighted areas of the Safe Conduct Policy that needed to be updated. Darren Day moved that the updates be approved. Mary Cunningham seconded. Motion passed.

Personnel Request - Mary Cunningham requested approval of \$6,000 for consultant Sarai Rice to assist in the review of staffing needs for the future of BCC. John Poehlmann moved to endorse the request. Nancy Welty seconded the motion. Mary explained that the committee wants time to inform the congregation and to allow staff to make room on their calendars for visits from the consultant. The motion passed.

## **NEW BUSINESS**

David Shirey reported that Sarah Merz has begun study with Phillips Theological Seminary. The first step is for Broadway to confirm Sarah as a candidate. David asked for approval for Robin Perso and himself to write a letter of recommendation for Sarah. Ken Welty so moved. Nancy Welty seconded. Motion passed.

## **MINISTER'S REMARKS**

David reported on all the BCC activities and meetings he has attended during his first four months, including nine Meet and Greet.

## **CLOSING COMMENTS**

**PRAYER** - Darren Day