

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
April 23, 2024

ATTENDANCE - 4 Staff, 17 Board Members, 2 Guests

OPENING PRAYER - Robin Perso

INFORMATION ITEMS

- A. ANNUAL MEETING** - Robin Perso/Darren Day
The annual meeting will be Sunday, June 9, 2024. At that time there will be a luncheon, the budget will be reviewed, and we will celebrate David Shirey's final Sunday.
- B. SETTLED SEARCH COMMITTEE UPDATE** - Darren Day
The new pastors will begin work on July 8. There will be opportunities for Meet & Greet in small group settings.
- C. BROADWAY'S WORSHIP UPDATE** - David Shirey
Two World Cafes were held with a total of over 80 members participating. Additionally, there will be hard copies of the questionnaire available and an online option in the newsletter. The Quantitative Review team will meet in early May to review answers. This may take a couple of weeks.
- D. PROPERTY COMMITTEE UPDATE** - Ken Welty
The Capital Campaign has been put on hold until we get a final bid for the north parking lot resurfacing. Several members thought this might be a good time to look into other needs—other than resurfacing and the HVAC unit) and roll them into one larger campaign.
- E. PERSONNEL COMMITTEE UPDATE** - Mary Cunningham
Sarai Rice, staffing consultant, interviewed 25 people in order to come to her conclusions about our staffing needs. She feels that our job descriptions lack depth and are out of date. She also feels that the organizational chart is not clear enough. She recommends annual job evaluations for all staff members. The Lead Pastor will report to the Board and will be head of staff and finance, with heavy emphasis on administrative duties. The Associate Pastor will also report to the Board and emphasis will be placed on internal and external engagement—MOM, volunteer opportunities. The administrative staff will be adding a bookkeeper. The Technical Director will be a fifteen-hour-a-week job. An additional facilities employee will be added to assist with weekend duties totaling about 8 hours. A new communications director will be hired for about 20 hours a week. We now have two nursery attendants.

MINISTRY AREA REPORTS

A. CHILDREN AND YOUTH - Barb Stephenson - No report

B. CHILDREN AND YOUTH - Mike Crews

Youth Sunday will take place in two weeks; two weeks later will be the End of Year Bash.

RECENT DEVELOPMENTS

- The Children's Ministry joyfully reports new growth in Pathways and Worship and wonder in the past two months. There continues to be an influx of young children in our 9 o'clock programming on Sunday morning. Both classes have experienced two to three times as many kids as we had last fall.
- We continue to be astounded and delighted at the growth in children's programming and pray for its continued growth.
- Our 3rd to 5th grade Bible study has completed their reading of the Old Testament—quite an accomplishment. It has been a joy to watch these kids learn more about the Bible this year.
- Our baptismal candidates are thriving as we near baptism Sunday on May 19. Each of the candidates has learned about and practiced many facets of faith and church life. We look forward to celebrating their baptisms next month.
- Hosted a second "Mercy and Justice" day for BCC Middle Schoolers. Volunteered at the Food Bank and explored hunger in our community.
- Hosted a high school brunch out on their day off from school.
- Currently rehearsing and planning for Youth Sunday engaging about 30 teens in the preparation process.
- 9 teens and 3 adults registered for our summer mission trip to KC.

FUTURE PLANS

- We have made significant progress on repainting our nursery wing.
- VBS is July 8 - 12. We will embark on a journey of learning to trust God in Camp Firelight. As always, more volunteers are needed.
- End of year Bash - May 19.

C. AGC - Lea Ann Lowery - No report

D. DEACONS - Ellie Stansberry/Melissa Kerns

- Junior Deacons are trained and ready for Youth Sunday. Kids are excited to serve.

FUTURE PLANS

- Develop a team for pastoral care.

F. DISCIPLESHIP - Adult Ed/Small Groups - Martha Jolly

RECENT DEVELOPMENTS

- Concluded the Lenten Vespers series and Lenten small group offerings with great engagement.
- Hosted welcome breakfast for visiting parents of young families.
- Hosted a Broadway 101/Disciples 201 session for visitors and new members.
- Offered a Broad Welcome reception for visitors and new members.
- Offering input on the forthcoming Sunday morning schedule as it pertains to adult Sunday school

FUTURE PLANS

- Continuing to shape a discipleship pathway for the broader church as we align relevant ministries of spiritual development to a pathway of growth for our members.

CARELINK - Patsy Dalton

RECENT DEVELOPMENTS

- The last couple of months have been more active than usual for CareLink. We continue to strive to serve church members who need CareLink services
- Just a reminder, CareLink ministries include:
 - Card Ministry
 - Flower ministry
 - Calls of concern Ministry
 - Meal Ministry
 - Bereavement Ministry
 - Flower Ministry
 - Caregiver and Grief support Ministry
 - Handy Helpers Ministry
 - Care Center Visits Ministry
 - Spirited Singers Ministry
 - Rides to Church Ministry
 - Shawl Ministry

CareLink encourages additional members for each of these ministries, and Patsy reports that the first five listed above are the most requested services. It is volunteers who make all of these ministries possible. If you need more information on any of these Ministries, please contact Patsy Dalton or Linda Poehlmann.

F. ELDERS - Ellen Flottman/Logan Howard - No report

G. FELLOWSHIP - Steve Westgate/Gloria Wright - No report

H. MOM - Jim Granneman/John Poehlmann

RECENT DEVELOPMENTS

- Mobile Food Pantry served 152 families in March.
- Noisy offering raised \$620.77. MOM added \$379.23 for a total of \$1,000 to Sleep in Heavenly Peace.
- \$1808 Disciples special Easter offering,
- Purchased 3 carts @ \$425 from Worldwide Mobility to be decorated and sold,
- Habitat garage sale raised \$35,000.

FUTURE PLANS

- ForColumbia on April 27.
- Partner in Education breakfast on May 10.
- Mobile Food Pantry on April 24. Volunteers still needed.

I. RESOURCES - PERMANENT FUNDS - Ken Askren

RECENT DEVELOPMENTS

- The committee met by email to consider a request from the Property committee of a distribution of \$28,306.71, which represents the full amount available for church year 2024-2025.
- The committee unanimously approved the request for informational purposes, a called meeting will be held in May to formally approve the request and forward to the Board for consideration.

J. RESOURCES - PROPERTY - Ken Welty

RECENT DEVELOPMENTS

- Property workday held on Saturday, April 13.
- Updated rental rates for church usage.
- Have met with two asphalt companies for updated bids on the north parking lot.

FUTURE PLANS

- Once bids on the north parking lot have been received the Property committee will review and present an updated Capital Campaign proposal.
- Getting a bid for window washing of the entire church.
- Getting a bid for clearing out brush on the west end of the parking lot. There is a homeless encampment there.

K. WORSHIP - Deb Carr/Lynelle Phillips

RECENT DEVELOPMENTS

- Vicki Keeling-Wallace will be leaving her role as Sacred Spaces coordinator. There will be a need for 1-2 individuals to assist with coordination for the upcoming year.
- Decorating for Easter was completed.
- Worship Budget FY25 was presented and discussed.
- World Cafes for our two reimagined worship services were discussed.

FUTURE PLANS

The next Committee meeting will be Tuesday, May 21. Agenda items include:

- Updates on Sacred Spaces
- Results and next steps after the conclusion of congregational input regarding the two reimagined worship services.
- Review a request for adding some sanctuary chairs with arms to assist people who need support sitting and standing.

L. PERSONNEL - Mary Cunningham

RECENT DEVELOPMENTS

- New hires - 2 nursery attendants - Brett Bell and Ebun Oduba.
- Worship Technology Director - Aimee McGoveran.
- Submitted Personnel budget requests for 2024-25.
- Updated organizational chart.

- Updated job descriptions: Senior Pastor, Associate Pastor, Worship Music Director, Associate Worship Music Director, Communications Director, Worship Technology Director.
- Conducted audit of personnel files.

FUTURE PLANS

- Review/revise personnel manual.
- Develop a job description for 8-hour-a-week custodian.
- Revise Church Administrator job description with consideration of additional staff member serving as part time bookkeeper.
- Review/revise Personnel committee job description.
- Discuss staff in-services regarding leadership, IDE, being a member of a team, supervision.
- Determine standardized safety instruction.
- Explore CPR AED training for staff and key lay members.
- Develop standardization regarding contents of personnel files.

MEMBERSHIP REPORT - Ingrid Luckenbill

With no new members and no membership losses, our total active membership on April 30, 2024, stands at 516.

FINANCIAL REPORT - Debbie Henderson/Ingrid Luckenbill

Ingrid reports that 140 pledges have been received as of 4/22/2024 totaling \$646,688.48. Of these: 60 increased, 16 decreased, 46 stayed the same, 13 were new pledges, 2 were lost pledges, and 3 were "as can" pledges. Anticipated pledges total \$998,074.62. The Finance committee will meet on May 5.

INTERNAL AUDIT REPORT - Nancy Welty

Nancy conducted the annual giving statement review, the purpose of which is to verify that donations (giving) are correctly classified per the donor's request, can be traced to a bank deposit and the annual giving statement for the donor and donation has been correctly classified in the financial statements.

Her review results reveal that all transactions were found to be entered in the ACS system correctly, recorded to the financial statements to the account funds as per donor's request. Bank deposits were made timely and annual giving statements reflected the donations for each donor correctly for the calendar year.

She recommends that a procedure be put in place to void old checks. With the upcoming retirement of the current Church Administrator, she also recommends reviewing and updating the accounting policies and procedures.

ACTION ITEMS

It was moved by Darren Day and seconded by Ken Askren that the By-laws as revised and previously presented to the Board be approved. The motion passed.

NEW BUSINESS - None

MINISTER'S REMARKS

Terry Overfelt expressed gratitude to the congregation for the outpouring of support she has received. A retirement luncheon in her honor will be held on April 28.

David Shirey presented an overview of his recent work with Broadway.

- Audra Sergel is aboard as Broadway's Director of Music. Her first Sunday was March 17. Aimee McGoveran was hired as our PT Worship Technology Director. She has begun learning her position during the Collective's rehearsal on Wednesday evenings and served during Holy Week on Maundy Thursday and Good Friday. Her first Sunday is May 5.
- The Personnel Committee submitted a draft budget to the Finance Committee incorporating consultant Sarai Rice's recommendations for optimal staffing (staff paid for accurate hours matching desired responsibilities with accurate job descriptions at equitable pay rates and raises at a nearly 4% decrease in our Personnel budget).
- It was a pleasure to plan for Lent, Holy Week, and Easter (434 worshippers on Easter Sunday) and be part of these events and services including:
 - *Teaching about The Ignatian Examen on March 20 and offering Jennie and my story of resilience as new church planters on March 13,
 - * Planning for the reimagined worship services by hosting World Cafes

on

4/9 and 4/10, *Met with Ed Varum to plan for launch of renewed Daybreak on Palm Sunday, *Planning for Terry's final Sunday on April 28.

- Participating alongside Terry and John in leading the 224 Pastor's Class.
- Share in planning and implementing the 2024 Stewardship campaign: New Day Broadway.
- Enjoyed attending the Men's Retreat on March 9
- Enjoyed participating in the Broadway Garage Sale and lived to tell about it.
- Doing whatever I can to prepare the way for the arrival of Sarah and Andrew Taylor Peck. Exciting!

PRAYER - Darren Day

Submitted by Carla Espy, Secretary

THE NEXT (FINAL) BOARD MEETING, TUESDAY, MAY 28 - 7:00 PM