

**First Christian Church
Corvallis, Oregon**

**Board Minutes
January 16, 2017**

Call to Order: Aaron Marchbanks called the meeting to order at 6:05 PM. The agenda for the meeting was distributed at the meeting. There was discussion regarding the Board's address book on Google Groups. Matt Gordon led the group in prayer.

Devotion: Aaron Marchbanks lifted up the recent death of Eugene Cernan, the last man to walk on the surface of the moon. As he was leaving the moon, Cernan said, "America's challenge of today has forged man's destiny of tomorrow," he said in words slightly garbled on recordings. "And as we leave the moon and Taurus-Littrow, we leave as we came, and, God willing, we shall return, with peace and hope for all mankind." Aaron noted that as important as it is to be the first, being the last person to do something can also have a big impact

Attendees: Aaron Marchbanks, Teresa Shaw, Carol and Tom Garbacik, Pamella and Allan Doerksen, Matt Gordon, Mary Frederick and Steve Herb.

Minutes: Thanks to Alice Kelling for filling in for the Clerk at the last meeting, and to Lee Mason for filling in at the meeting before last! **MOTION:** Pamella Doerksen moved that the minutes from the last meeting, a special session held on November 29, 2016, be approved as submitted. The motion was seconded by Mary Frederick and passed.

Minister's Report: Matt Gordon said that he didn't have a written report. His focus has been on Christmas. The last Board Meeting a proposal was discussed regarding renting space to a group from Samaritan Health. They are seeking space where they can provide health navigation or health triage to the folks from the Corvallis Daytime Drop in Center. They will pay us \$75 per week and we have contracted with them for a trial period of six months. They will submit demographic reports to us detailing the type and amount of service they are providing. At six months, the program will be reviewed.

We will be undertaking a Capital Campaign to upgrade our audio-visual equipment, upgrading the exterior lighting and possibly expanding our solar array. Currently we're looking at a campaign of about \$75,000. The hope would be that it could be a one-year campaign which would be launched around Easter. There are a few areas still under investigation, such as how we could leverage tax credits. The figures are preliminary. The A/V upgrade would include a digital sound board along with a fixed projector and screen set up. An electrically operated screen is under consideration. Some of the older equipment will be removed. The question was raised as to whether or not new cabinetry would be included as security is an issue. Matt and Steve Herb will continue to explore the issue.

Finance Cabinet Report: Steve Herb passed out copies of the budget worksheet. The Finance Cabinet has worked long and hard on the budget. The starting balance is \$23,742 which is greater than anticipated. The loose offering/Estimate of Giving figures provided by Bob Young are \$190,000. Steve presented the budget highlights:

Maintenance and Repairs was increased by \$1,000 with the hope that the Swick Memorial funds could be allowed to carry over and grow.

The Finance Cabinet recommended that the starred accounts not be charged the 5% overhead this year as the accounts are all fairly low balance.

The Disciples House insurance has been transferred to Disciples House Operations reducing the General Fund insurance line by \$2,889.

There was a new line item added: 5.01.093 – Congregational Events. This is a \$1,000 line item to which \$190 was added in order to zero out the negative balance in the All Church Events starred account.

Personnel YoY budget difference is \$8,956 and consists of:

- Director of Young Adult Ministry is budgeted at \$0.
- A new position approved last Board meeting, Youth Director, is budgeted at \$7,500.
- A Cost of Living Adjustment of 1.5% was approved resulting in a budget increase of \$2,505 in salaries, wages and benefits.
- The Secretary received the COLA but hours have been reduced to 12 per week.
- The Choir Director received the COLA plus a 3.5% Merit increase.
- The Communications Manager received the COLA plus a 2% Merit increase.
- The Outreach Coordinator received the COLA plus a 3.5% Merit increase.
- The Senior Minister received the COLA, plus an \$8,000 salary increase, plus adjustments to his housing and pension benefits as defined by his contract.

The budget has a projected unallocated balance of \$8,908!

There is a concern that mechanical parts for our furnaces may becoming difficult to obtain. We need to keep furnace replacement in the back of our minds.

We did not have anybody in the former Director of Youth Ministry position the 2016 budget year. That salary savings is a large portion of the surplus from 2016.

Carol Garbacik questioned the apparent inequality of the increases. There seems to be a large disparity in the proposed raises. Pamella Doerksen said that larger increases were proposed for those employees that had been with us for 5 years or more. The Senior Minister position, being salaried, was approached in a different manner. Carol said that it appears we are increasing the highest paid employee's salary a greater amount than the lower paid employees and suggested that might lead to friction. Allan Doerksen asked for the Senior Minister increase to be translated into a percentage to match the format of other increases. Matt Gordon said that the increase was 13.9%. Steve Herb said that the increase was disproportionate due to the increased work load of the Senior Minister, and the fact that he had not had a COLA or a Merit Increase. Carol asked what will happen next year if the Affordable Care Act is indeed eliminated and the Senior Minister insurance skyrockets? Steve indicated that the 2018 budget might require some serious re-working if ACA is repealed. We have had unbalanced budgets in the past, and while it adds stress, we have survived. Matt said that our giving trend has been on the uptick the last 5 years. Matt said he would not have requested the increase if he didn't feel the finances of the church were healthy enough to support it.

Aaron Marchbanks asked for any further discussion. Steve said that the Finance Cabinet strongly stands behind a budget that recognizes the value of our staff and the functional programs in the church.

MOTION: Steve Herb moved that the Board approve the 2017 Budget and recommends that it be approved by the Congregation. The motion was seconded by Mary Frederick and passed.

Personnel Report: Pamella Doerksen announced that First Christian is now able to do on-line training and background checks through our Insurance Company. A background check is only \$5. We also have a new employee, Christa Schmeder, who has been hired to fill the new Youth Ministry position. Matt Gordon will be out of town next Sunday and Christa will deliver the sermon. Lucas Teeter will also be at worship giving an update on Disciples House.

Program Cabinet Report: Mary Frederick said that Christy Wright is continuing her conversation regarding end-of-life issues. The Cabinet is beginning to plan for the retreat at Belknap Hot Springs for later in the summer. There is a new support group for women initiated by Sherry Sisson and Pamella Doerksen. We are still looking for a member to volunteer as a Board Member for Westminster House. Matt Gordon said the person who volunteers will be involved in selected a new minister as Tim Stover will be retiring.

Disciples House Report: Matt Gordon reported that things are going well at Disciples House. Lucas Teeter is very organized, efficient and has been a great addition to the staff. We had a temporary occupant in one room, who has left. That room may be vacant for a while. We are doing well financially. The heating element for the oven was replaced. No problems have landed on Matt's desk. There is a grant program that may provide the resources to rehab some of the windows in the house. Teresa Shaw asked if enough people were donating meals? Matt said that Amy Berry has taken charge of the meals. Donations towards meals are always welcome. Matt noted that we occasionally receive small gifts designated for Disciples House

Nominating Committee: Aaron Marchbanks said that he has been working on the nominating committee. He is still waiting on responses from a couple of individuals. The Nominating Committee, as it now stands, consists of: Patricia Malone, Teresa Shaw, Tim Ottusch and Carol Garbacik. Aaron proposed that any additions to the Nominating Committee would be ratified by email. **MOTION: Aaron Marchbanks moved that the Board approve the Nominating Committee, currently consisting of Patricia Malone, Teresa Shaw, Tim Ottusch, Carol Garbacik for 2018. The motion was seconded by Steve Herb and passed.**

The Board stood in adjournment at 7:01 PM. Matt Gordon led the group in prayer.

Respectfully submitted,

Tom Garbacik
Clerk