

Elder Board Meeting Minutes

Budget discussion updated with detail from the recorded meeting audio

Members

Eric Vande Zande
Tim Franklin
Matt McCartney
Aaron Will
John Anderson
Micheal Simmerman

Meeting Agenda

Topic	Discussion	Action Items
MPOE	Book talk.	Read chapters 4 and 5.
Membership motions	Micheal makes a motion to approve Jan Nash as a member. John seconds the motion. Vote: Unanimous.	Approved. JA initiates the process for filing membership, communication.
Member removal	Micheal made the motion to remove Keith and Katie Krause from the membership roster, as they are pursuing membership at Sojourners Church in Albert Lea. Tim seconded the motion. Vote: Unanimous.	Update membership roster to reflect removal.
Ministry leader check-in	Reminder: check in with ministry areas.	Check in with ministry leaders.
Kids min update	JA gives update on Current Candidate.	Special event on July 29th.
Budget update	Board discussed how aggressively to set the FY budget increase. Giving trends show the second half of the year has consistently outpaced the first half, putting the church on track to close near \$900K this year — a data point that supports room to stretch the target further than the original plan. Consensus was that the exact number (925K vs. 940K) matters less than having a clear, vision-driven plan for what the roughly \$125K increase accomplishes — cast as vision ("here's the difference we want to make") and told through real stories of changed lives, rather than a shame-based or prosperity/health-and-wealth appeal. Related staffing consideration: run a quick salary analysis across the staff against a 60% benchmark. This is relevant to the open Kids Ministry hire — landing someone with more experience and staying current with inflation could mean offering more on the outset. Micheal makes a motion: to set the budget at 925K for 2027. Aaron seconds the motion. Vote: Passed unanimously.	MS: communicate the percentage increase as a whole to staff. JA/MS: run a quick salary analysis across staff vs. the 60% benchmark, factoring in the open Kids Ministry hire — confirm whether 925K or 930K is needed. Build and communicate a vision-casting plan (with stories, not just numbers) for what the increase will accomplish.
Capital fund	Matt presents a capital fund that any ministry could draw from for facility improvements. Discussion connected this to a "special push" concept, distinct from the 925K general-fund budget: rather than folding a	Need to build a plan for seeding a capital fund.

	project like a kitchen remodel into the operating budget, cast vision for a separate stretch campaign — for example, a ~\$400K push over roughly four months — tied to a specific, tangible project such as redoing the kitchen for community supper. Board agreed a defined project and story will motivate giving more effectively than an abstract percentage increase alone.	Talk to David about the FRA (Flexible Reimbursement Account). Define a specific "special push" project and campaign timeline (e.g., kitchen remodel for community supper). Set parameters for accessing the capital fund (task Finance Team?).
VBS complaint	Discussed a complaint from one volunteer about another volunteer standing in the bathroom to help kids throughout the week. Only standing by sinks (nothing witnessed that was visibly concerning), but raised the question about appropriateness of this kind of "oversight."	Formal complaint needs to be written out (MS Follow up) Follow up with accused volunteer once we have complaint in writing. Research good policy on adults in the bathroom during kids ministry programming. (JA)
Missions letter	Discussed a letter from the GO team about the planned future of support of Light of the Gospel church (Ukraine).	Will have team in next time to discuss further.
Caleb and Megan Geary church planting assessment	Geary church plant to get assessed in Texas — factors into future budget planning.	Discuss where to pull funds for the assessment center.