

Elder Meeting — Minutes Summary Report

Meeting Date: August 18th, 2026

Members Present

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

Ministry Updates

- Missions — interim lead Scott Fluegel (Tim F.)
- Watchcare — elder revamp in process, led by Chad (Eric)
- Community Supper — Gary Brannon (John)
- Men's Ministry — John A.
- Physical Resources — Dana (Matt)

Budgeting Process & Capital Fund

Discussion covered staff budgeting processes and a proposal to create a dedicated Capital Expenditure (Cap X) fund for large, non-recurring expenses, with guidance from the finance team on policy and naming conventions for a non-profit context. Proposed funding split: 75% from savings, 25% from annual budget planning.

Motion (Micheal): Establish a capital fund for 2027. Dana to build a project priority list. Seconded by Tim.

Vote: Motion passed.

Action: David Allard (finance team) to draft fund policy — owned by Micheal.

Staff Salary Plan

- Total budget ceiling: \$925,000 at a 51% cap, leaving roughly \$50,000 in reserve.
- Plan assumes a \$65,000 salary for the Kids Ministry Director position.
- Open questions: benefits structure, Health Reimbursement Account / FSA options, and how the Ukraine partnership factors into staffing/budget.

Action: Micheal to build a full salary proposal; John A. to research Roth vs. Traditional IRA options for staff.

Missions

Discussion of a missions plan covering CBL, Forest Springs, Pastor 360, and CNC. The Ukraine partnership was discussed for inclusion in next year's budget.

- Missions team currently has \$10,000 available to use.

Minutes & EST Update

Minutes team members: Julie, Janet, Matt, Aaron, and Dave Tverberg.

Action: Tim and Matty to update ownership of the Elder Drive so Steve is no longer the owner; Tim to get Matty to duplicate the Elder notebook so the board retains ownership.

Becky Canny Discussion

The Search Team decided not to move forward in this matter.

Bathroom Policy (Kids Ministry)

Reviewed Bethel Church's general policies and procedures regarding complaints, which must be submitted in writing.

Action: MS to sit down with Volunteer, walk through the policy, and have him sign a statement acknowledging his understanding.

Church Discipline Situation

Individual is not permitted to attend church until he completes required steps. Restrictions and requirements discussed:

- No Sunday services
- No communion
- May attend a small group, but must confess sin in front of the group, specifically regarding:
 - Not providing for family (1 Timothy 5).
 - Ephesians 5.
 - Ephesians 4:28–29 (anger issues).
- Required "homework": get a job and go to counseling.

Action: Tim F. to communicate the parameters to Individual and set a meeting time. John A. to talk with group leaders about Individual needing to confess before rejoining the group. Matt Mc. to follow up with other group leader.

Financial Decisions

HVAC Replacement — Motion (Matt McCartney): approve \$22,410 for two Lennox Merit Series natural gas furnaces (96% efficient, 70,000 BTU) and two Aprilaire E080 Dehumidifiers (Units 4 & 5), including removal of old units and installation of new. Seconded by Aaron.

Vote: Unanimous approval.

Teacher Gift Card Give-Away — 50 x \$10 gift cards for teachers at the kickoff outdoor service. Ian Arnold to cut the check request for the school.

Action: John A. to purchase gift cards; Tim F. to gather school contact information.