

COS Leadership Team Monthly Meeting
Minutes
Sunday evening, September 28, 2025
6:00 p.m.

1. Call to order:

Meeting called to order by Todd Neaves 6:01 p.m.

Present:

- Ron Hendricks
- Todd Neaves
- Dana Renner
- Brian Dickerson
- Carolyn Clark
- Kyle Anderson
- Kara Mitchell
- Jeff Knight
- Clarke Farmer

Absent: Julie Kriegel

2. Opening Prayer: Clarke Farmer

3. Consent Calendar and Packet Items: Todd Neaves

I. minutes of the previous meeting

ii. Financial report: August 2025

iii. Senior pastor report

Motion: Brian Dickerson

Second: Jeff Knight

All in favor

4. Creative Work:

a. Senior Pastor Report Highlights – Kyle Anderson (10 minutes)

i. Carolyn pulled the Drug and Alcohol Policy from the policies that were presented by Kyle for approval by the leadership team. The LT agreed that the language of the policy should be reviewed and edited for clarity. The remainder of the packet remained intact.

ii. Motion to approve the employee handbook including policy numbers 17, 18, 19, and 21 (excluding #20)

Motion: Kara Mitchell

Second: Ron Hendricks

All in favor

- b. American and Christian Flag Topic – Kyle Anderson (15 minutes)
 - i. A request was brought to Kyle from the green team to put two flag poles by the marquee sign on MacArthur. One with the American flag and one with the Christian flag.
 - ii. Kyle will report back that the LT is not interested in displaying any flags on church property (at this point in time).
- c. Stewardship Campaign – Kyle Anderson (5 minutes)
- d. Tree Lighting Donor Proposal – Kyle Anderson (10 minutes)
 - i. There is an individual who has come forward that is interested in helping to fund lighting the Christmas Tree. However, the donation is contingent on the tree being lit year round, every Thursday-Sunday.
 - ii. If we do not accept this donation, it would be up to the church to pay for the labor to light the tree through the same support we had last year. The cost of labor is going up this coming year, but doable with donations from the congregation. The estimated labor cost is \$5000.00 (double from last year).
 - iii. The LT determined there is a need for more conversation on this opportunity. No action will be taken at this time.
- e. Budget Requests from LT – Todd Neaves (10 minutes)
 - i. Staffing: LT is responsible to set the salary for Pastor Kyle and the associate pastor.
 - ii. Pastor Kyle, related to staffing pay increases, would work with Steve to determine if a 3% increase is doable, and work from there.
 - iii. Brian Dickerson brought forward, related to Safety and Security (as an update)
 - 1. Right now there are volunteers in place (with radios for communication) to survey surroundings and watch for any suspicious behavior.
 - 2. Right now, there isn't a budget in place for safety and security, but there is a potential moving forward for some equipment requests to come through.

5. Next Steps

- a. Communications
 - i. Message: LT update for the newsletter
 - ii. Person Responsible: Todd Neaves
 - iii. Mode of Communication: email to Heather DeShazo
 - iv. Timeline: by Wednesday, October 1, 2025
 - v. Task Completed

- b. Action Items
 - i. Action
 - ii. Person Responsible
 - iii. Timeline-Deliverable
 - iv. Deliverable
 - v. Task Completed

6. Executive Session 7:03

Motion to move to executive session

Motion: Carolyn Clark

Second: Kara Mitchell

All in Favor

7. Adjournment and Closing Prayer: Todd Neaves 8:33 p.m.

Motion to adjourn meeting

Motion: Brian Dickerson

Second: Dana Renner

All in Favor

Next Meeting October 26, 2025

*All meetings begin at 6:00 p.m. and are held in Rm 12 of the Adult Education area.