

Refuge 16
Board of Directors Meeting Notes
04/14/2026

Board members present: Heather Bryan, Melanie Ainsworth, Cindy Puckett, Al Reed, Destin Moore, Chip Jones, Imogen Nicholas & Larry Nesbit

Visitors present: Kristi Willams & Marc Arizmendi

Heather Bryan called the meeting to order at 6:30pm.

Pastor Jeff opened the meeting with a devotional from Mark 11:12-13.

The minutes from the March meeting were reviewed. Heather made a motion to approve and they were approved by the Board.

Pastor Jeff presented the Board with a budget for the costs of travel to the annual conference. The Board approved a \$1,000 to cover the cost of travel to Memphis in May.

The mission committee requested Board approval for support of the GMC Qatar project. The Board approved a \$2,500 contribution to be taken out of the global (\$1,242), restricted (\$1,206) and regional (remainder) portions of the mission budget.

Imogen designed an outside activity form and will email to the Board to be reviewed and approved at the next Board meeting. This will be used to provide backup for insurance coverage.

The Board was given a music leader update by Chip. Chip, Al, Cindy, Melanie & Pastor Jeff met with Alan Cagle to seek advice on job description and compensation. We also ask him to talk to Jonathan to see if he is interested in the position. Alan thought that the position should pay \$20-\$30 per hour and could be done on a part time basis. Alan will help us find someone if Jonathan is not interested. As of the meeting, no one had heard from Jonathan. The church has been paying \$300 per week for musicians regardless of the number performing. The Board approved to change the pay to \$100 per musician up to \$300. Alan said this was in line with other churches in the area. The Board approved paying an extra \$50 per musician for special events such as Easter and Christmas. The Board also agreed to post the job on the MS/West TN website for 2 hours @ \$25 per hour. If this position is filled by a college student then the pay will be \$15 - \$20 per hour.

The Board approved the budget that was submitted tonight with the understanding that we would revisit in 3 months and make necessary changes.

Larry gave out the updated by-laws with suggested changes to be in conformity with the Book of Discipline for the Board to review. This will be reviewed at the next Board meeting.

Al gave a facilities update. He would like the Board to consider purchasing a computer for security and will get an estimate of cost. He also informed us that the AC inspection cost \$550 and must be performed quarterly. The budget will need to be adjusted for these items.

Destin gave a teams update.

Missions will be chaired by Janet Langley. The team is looking into the following projects: Saving Grace, Qatar mission, angel tree, school supply drive (womens group), Brandon Coalition, Operation Christmas Child, Grace Place and Honduras.

Hospitality will be chaired by Kritsi Williams

Jeff will oversee the spiritual formation team.

Destin will oversee the worship and care/nurture teams.

All projects initiated by these teams will need Board approval.

Julie Green will demonstrate how we can utilize Ipad to track weekly attendance.

The meeting was adjourned at 8:00pm.