

Leadership Team Meeting
August 13, 2018
6:30 pm

Church members are always welcome.

Members Present:

Doug Taylor, Trey Laverty, Angie Smith, Bart Greer, Richard Gunkel, David Sewell, Ben Wells, Bryant Sebastian

Guests were present

Questions were raised by visitors regarding the manner in which business is conducted as well as questions regarding recent personnel changes. Questions were addressed. There was a question as well regarding affiliation with SBC and/or BGCT and the by-laws. By-laws are posted on the website and will also be shared with the attendees as requested.

Agenda Items

Staff update:

There are three funerals this week of people affiliated with the church. Mustard seed will take place this Saturday at 10:00 to distribute school supplies. A Girls Camp is taking place on Saturday as well. August 25th water will be distributed at Mr. Football to promote church at community event. Information will be available if requested. Time slots for service will be from 6:00 to 7:00 and 7:00 to 8:00. Kelly Haynes is providing water at cost. The bulletin is being redesigned. Look for the new design soon! The new format will save money on printing. The staff is working in harmony and feeling very motivated. The increased attendance as well as clear directing has been a morale boost. We have had a 100 person increase in the past month. Last Sunday was the highest attendance since Easter 2018. The 26th will be the beginning of Kid's Church. The 29th will be the back to school kickoff for Wednesday night activities.

Signage is being developed for around the church to create a uniform appearance throughout the church. A company is in place to redesign the website. the cost will be approximately \$4000.00. Need to determine where this fits within the priorities of the church. It may be beneficial to wait until October so that it would be ready for January. For children's check in, which has been an ongoing concern, there are two leading church management systems. One is called Planning Center and is based on usage. A rough estimate on that is \$6000.00. The second one is Shelby. It is almost double the price but it the top of the line version. Contracts would be year to year. Implementation process would be swift. A youth ministry app and church app will be coming soon.

Outreach plans are being made for follow up to Hallelujah Night involving the deacons. Bags are being developed to give to visitors to share about the church. Angie reported taking a pie to recent visitors. It was the first time in several months of doing so and it was well.

The elevator has been out of service. A quote was given for approximately \$12,000.00 unless more problems are discovered. The motor is blown due to water getting into the hydraulic system. All the fluid has to be pumped out. The recommendation was made that money be taken from new building fund to replace that amount which would require a Church vote.

Life Groups planning meeting takes place on Sunday, August 19.
In September they staff wants to highlight family ministry, the work of staff, the good things that we have to celebrate.

Staff meetings are at 9:30 on Monday mornings if people would like to attend.

The staff is praying together at 9:15 each morning and at 8:45 on Sunday mornings.

Personnel:

Policies have been revised and exists to help staff.

Grow:

A survey has been sent to all Life Group members. 17 people have responded thus far. Fellowship has been a benefit of the groups based on current responses. They express a desire to increase opportunities to serve. Survey results will be used to guide planning meeting on August 19.

Kick off will take place on September 9th. There is a need for more highlighting the Life Group activities.

Go:

September 20th a session is being offered called "Can We Talk" to help equip people for evangelism. It takes place 9:00-7:00.

Doug would like to host disaster training here in the fall and is pursuing that as a possibility. He would like to continue to move forward with trip to Cambodia in January. He also has contacts in Germany that might be a possible youth trip.

Doug will make announcements on the 26th.

Financial:

The financial report was given with an overview of six years data. The committee would like to recommend a budget reset to get the fiscal year aligned. At this point we are projected to be under budget requirements. Ben would like to align the budget to a more realistic amount. He proposes setting a tight amount with the ability to use any additional funds in the future if available. Zack believes that there are places to easily reduce the budget based on current expenditures. There are some duplicate items that could be refined. 2017 spending was approximately \$900,000.00. The recommendation was made committee begin planning around approximately \$950,000.00. Recent expenses have led to the need to consider moving some money to the general fund which requires a Church vote.

Bryant requested a detailed budget. Those are available in the church office at any time.

Properties:

2 portables have been located in the Dallas area. They are available for \$82,500.00 which includes transportation. To have them installed with brick around the bottom, ramps and plumbing/electrical for a total of \$147,570.00. The portables could be used for educational space for youth on Sundays and Wednesday evenings. They could also be used for Life Groups as well as other ministries. The properties committee has met and believes the best placement would be the current location of the coffee house. That house could be sold and moved. The portion on the slab would be demolished. The existing sewage and water tie ins are in good shape.

The question was posed as to gathering additional bids. David responded that he has contacted all local districts in addition to an online auction website used by Lubbock ISD. Bryant wondered about the long-term value and insurance costs. Is there a benefit to a more permanent structure vs. a more temporary solution. The goal was to get space as quickly as possible, but concern was raised as to whether it would be beneficial to provide other options as well. Bart asked if rental of the space was a possibility. It was agreed that the committee could explore this if deemed necessary. Another option would be building a metal building for approximately double the cost and could be completed relatively quickly. There is concern that a permanent structure may be in conflict with future building plans.

The recommendation is made that the properties committee review the possibilities and make a motion to the church for vote. David will get additional quotes based on this feedback and will share with the committee.

Worship:

The one service is going well. Intentional plans have been made to accommodate both styles of worship. There were many guests last week. Permission needs to be given for people to stand or sit based on their needs and preferences. We need to continue to determine how we can better gather information on guests. Zack shared outreach suggestions made by his professor to re-engage people who may have become disconnected. We ran out of seating. Additional seats will be added for next week.

Personnel:

The committee has been checking in on staff. They have learned through the process on the value and importance of communicating with the staff to prevent problems. They will be continuing to develop job descriptions.

Staff appreciation is in October. The committee wants to work with connection groups and life groups to "adopt" staff members and love on them.

They would like to add to the personnel practice to make sure that there is milestone recognition for staff members. In addition to recognition they would like to propose an additional bonus for milestones. A more formal recommendation will be committee will share proposals for raises with the Stewardship committee for review.

Serve:

There has been a dip in volunteers. The app Vomo will be used to populate the app for people to volunteer. Bryant will provide a master list to Zack. The app will be promoted through a Sunday morning service. David suggested use of a tool called Beacon that recognizes people as soon as they enter the building.

Deacons:

The deacons will be there to help pass out water at Mr. Football. Deacons who have been in service in another church are eligible to join the deacons after a year. It is often difficult to know who has served. It would be beneficial to ask in new members class. It might also be a possibility to text visitor information.