July 11, 2023

Naz Board Meeting

Reflections by Danny

* Therefore, my beloved be steadfast immovable always excelling in the work of the Lord because you know that in the Load you labor is not in vain. 1st Corinthians 15-58
* Types of Loves expressions
* Paul’s love for the Church.
* First things first. You are my beloved; I want you to know the fullness of God’s love.
* Danny’s hope for the board. We operate out of love.

**Reflection**

Therefore, **my beloved**, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain.

* 1 Corinthians 15:58

**Secretary’s Report**

Approve Minutes (Action Item) Motion made by Ben, supported by Rytha.

Approve Agenda (Action Item) Motion made by Ben, supported by Kyle.

* Treasurer’s Report -Megan
  + 1. Report as of May 31st. Budgeted to be in the red but ended in black.
    2. Revenue was higher and so was tithes and offering.
    3. Tithes are only 79.64% to plan.
    4. Starting 2023 operations year with more clarity and realistic budget.
    5. Finance committee will be making recommendations to bring more clarity. Current is complicated, specifically in designated funds. This committee will make formal recommended changes for next board meeting to approve.
* Board Team Formation:
  + 1. Martha created the sign-up format for each commission.
    2. Each commission chair will select their teams.
    3. Board secretary can follow up with each commission to confirm their have their teams completed.
* District Assembly
  + 1. NMI (Naz Mission International) District assembly will be held in Vicksberg, MI is this next Monday the 17th at 9:00.
    2. Representing Hastings Naz are Phil and Karen are discipleship.
    3. Patti, Carl, and Rachel
* Church Finances
  + 1. Went from $154,000 to $100,00 or -33%
    2. Attendance is about average.
    3. New membership is up.
    4. If each member gave $100 per month on average we would hit our budget, so why are we down?
    5. Discussed the idea around Kyle and Ben to open a discussion with the congregation. Looking at the big picture of the incredible ministry that occurs here at Naz with such a limited budget. Then continue the conversation with options to consider.
    6. Suggest making it an educational effort to inform and educate. Meaning of tithe of 10%, by weekly, by monthly. Giving in the plate or online.
    7. Justin also will occasionally present a stewardship thought.
    8. Talking about it from multiple sources. Be intentional to not always have paid ministry delivering the message.
    9. Finance committee will also make recommendations to consider.
* Insurance Update
  + 1. Metal roof does not have damage.
    2. Shingled roof has damage.
    3. Claim ck is $57,000 or $52,000 less the $5,000 deductible.
    4. Tom has quote from one contractor to replace singles with metal roof. He is seeking a 2nd quote and will report back soon.

* Office Administrator
  + 1. Thank you to Martha for her years of service.
    2. Danny and Justin have an exit interview with Martha and gained her insight to make some minor change in Role Description. Targeting a limitation on time and attendance.
    3. Motion was made to add the following:
  + Participate in weekly Staff meetings.
  + Participate in monthly board meeting.

d. Motion was made to add the above changes. Motion made by Ben and seconded by Derrick. Discussion and motion carried.

* + Review of the role description is recommended. -Discussed ideas for hiring within or outside the congregation.
  + Timeline for hiring new person.
* Lead Pastor Role Description:
  + 1. Rita made the motion to accept present description and supported by Phil. Note: Amended to add the word “Salary-Exempt.”
    2. Payroll Service recommended change. Move from Walker Shelden Fluke at $4,433.60 vs $797.88 annually for Brotherhood Mutual service “ministry works”.
    3. Ben made the motion to adopt ministry works by July 31st. Seconded by Phil.

Nazarene

* Daycare
  + 1. The YMCA is leaving the facility by the end of next month. Moving to Algonquin Lake facility. Board shared the concern for the community with changes with the extended travel time. We also understand the needs, especially with Thornapple Manor ending their generation’s program.
    2. The area in our church is licensed for a day care. Based on the need and availability of space, should the church consider opening as a Naz Day Care. Rec to operate separate from the church and ran independently. Director hired to operate and report to the board monthly. Understand the complexity of compliance, but it is possible to do.
    3. Board suggestion is to move swiftly and carefully with a proposal. Open to an additional board meeting to review.
* Payroll Change
* Policy Committee
  + 1. Phil moved to have Patti lead the policy committee in updating documentation. Second by Ben.
* YMCA Checklist
  + 1. Review of the YMCA Lease Exit Process.
    2. Suggestion to have Sharon and Tom be at the exit interview to confirm kitchen and building supplies are separated correctly.
    3. The fixed items such as the fence, dishwasher, etc. should remain.
* Adventure Kids Quotes –
  + 1. Bob T $2,800 just for the dry wall. Tom will meet with him this week to confirm what work will be done.
    2. Matt Rose quote: $22,300. Work includes Demo, framing, primer paint, re-install bathroom doors, finished the rooms, flooring, installation of new 48” door coming off lobby. Phase II is main hallway expansion of nursery.
    3. Ben moved and Derrick seconded to allocate $25,100 to complete the Adventure Kids area. Motion passed.

Pastor’s Reports

* Lead Pastor’s Report
* Executive Pastor’s Report
* Connections Pastor’s Report
* Adult Ministries Pastor’s Report

Board Reports

* Missions
  1. Pray for children’s training materials.
* Community Impact
  1. Worship by the plaza Sept 17th
* Congregational Care
  1. Report submitted.
* Finance
  1. Report submitted.
* Building and Property
  1. Report submitted.
* Discipleship
  1. Report submitted.
* Lighthouse
  1. Taking teens to ordination next week.
  2. Unity festival
  3. Thinking about church van.

Benediction