

Present: Dave Kobersmith (Church Admin.), Marty Hensley (Admin), Jean Boyce (Clerk), Rachel Small Stokes (Assoc. Pastor), Kent Gilbert (Lead Pastor), Joan English (Recorder), Shirley Carlberg (Bookkpr), Susan Doring-Zook (PRB), Paul Smithson (Moderator), Jenny Bromley (Faith Development), Doug Hindman (Worship), Greg Lakes (Treasurer)

As a quorum was not present - discussion & information only.

Jean offered the devotional, reflection on Gardening God's way, which will be included in the newsletter.

September minutes approved provisionally, as a quorum was not present.

Jan will chair this meeting as Clerk. Kevin Burke had been considering accepting the position of Vice Moderator.

Bulk of the meeting will focus on the 2018 Budget.

Budget

Dave and Greg started the process in March & April, Board chairs can address their portions as we go through section by section.

Salaries – 2.5% increase. 2.2% is break-even. A youth assistant position has been added. Stephen Ministry budget has increased, website cost has gone up – needs additional protection against hackers. Finance added \$10,000 for Stewardship expenses – hiring a consultant to help develop a campaign, \$200 monthly payment added to principal on outstanding line of credit.

Property/Maintenance – additions to Capital Projects

FD - \$900 toward additional youth position

Worship Supply increasing its request

Mission – 8% of all actual dollars that come in go right out to mission spending. Last year, total Mission spending was about 15% of non-operating income (the 5000 accounts and bazaar proceeds)

Nurture & Care - \$1500 for ongoing Stephen Minister training. Initial group is halfway through with training. Once launched, the program will have the minister/client pair logging a one-hour contact a week, there are forms for every contact to provide oversight, extensive record keeping, strict confidentiality. The only people who will know who has been paired with whom are the Stephen Minister & client themselves and the pastors.

2018 Total Budget Requests: \$465,961, an increase of \$32,915 - or 7.06%

Church Council will revisit and approve the budget at November meeting. Estimates will be offered at the worship service October 29.

It was asked how we are doing thus far in 2017 meeting pledges. Shirley reported that we are about \$2600 behind, which is better than previous years. Looking forward to a November and December of good income. Discussion of "Not Your Parents' Offering Plate," a book which Dave distributed last month. Addressed the importance of connecting mission to vision. 20% of the givers give 80% of the dollars. When Kent got here in '97 it was more 40/60. We have many with heart and passion, but need to change our communication strategy. Giving styles have shifted – auto-deduction is the most helpful for consistency of income. Also spiritually significant – giving the "first fruits." Ministers need to know amount of pledges, as it's often a pastoral concern. People often like to give to a specific thing, or program (ex. TV in nursery for watching service). Many thanks to Susan Doring-Zook for bringing the sermon on the 15th. Need to highlight the wonderful job the youth did – that's an investment the church makes. Thanks to Kim Kobersmith for BLE presentation. It's been 10 years since we started our process of visioning. Is it time to do it again? What's our next focus? Addiction, older single adults (Berea Home Village), transportation (bus system, Uber?)...what need can we meet?

People want to be assured that a church operates in ways similar to other nonprofits: articulated mission, strong leadership, money well-used.

Our stewardship letters will target some groups – separate letter to those not giving regularly. Maybe we need to offer a personal finance class.

Reports

- PRB – divided into 2 boards, one specific to each pastor. They all get together for a quarterly meal to hear feedback and talk about new ideas.
- Faith Development – discussion of the second person in nursery – a helper for Hope, who is very reliably present. We have a couple of capable 15 year old with experience, but hiring them is not in accordance with our Safe Sanctuaries policy (need to be 16). Jenny moved, Jean seconded, that we agree to make an exception to the age requirement until the end of the year, then re-visit. Passed by acclamation. Rachel and Gabe are working together on the Pageant, Hayride will be Nov. 4. Weds, December 20 is Longnight.
- Worship – struggling with finding Worship Leaders.
- Rev. Rachel: great vacation trip to Wales & London with the whole family. She's been working on Stewardship and hiring a nursery worker.
- Rev. Kent: Hazel Morris' sister has died. Several anniversaries of grief approaching, Kevin's memorial Nov. 4, Carla is getting good support. Thanks to Susan for her message Sunday. Dick Drake was supposed to come home, he'll track that down.

Next meeting Nov. 20, Jenny will bring the devotional. Closed with prayer.

Respectfully submitted,
Joan English