

FIRST BAPTIST CHURCH OF GENEVA
EXECUTIVE COUNCIL MINUTES
July 27, 2010 (Approved)

Present: Robin McCart, Pastor Brian Coffey, Rick Bloom, Nancy Wong, Jim Buckalew, Don Jarka, Chuck Thomas, Ken O'Brien, Darrell Wright, Doug Walton, Walt Webster and Eric Harris
Absent: Steve Bauserman

- I. Robin McCart called the meeting to order at 7:02 PM.
- II. Robin welcomed Rick Bloom to his first meeting and opened the meeting in prayer.
- III. July 6 Minutes were APPROVED AS WRITTEN. (Moved by Chuck, seconded by Nancy.)
- IV. Pastor's and Staff Report – Brian and Eric
 - A. Monthly Highlights - Brian

Brian highlighted a few of the month's activities: read a moving email received this month; announced that One-Campus Worship will be extended to September 11-12 which coincides with the sermon series and the family worship Sundays; reported on the growing attendance at Saturday evening worship (130 ➔ 193); staff reviews have been completed; department heads have their plans in place for fall; the Tech Director position has been offered and accepted.
 - B. Attendance and Financial Update – Eric

Eric reported not much change in the giving or attendance since the end of June. We are running \$31,000 over budget in giving, keeping giving at approximately 1.3% above budget. Expenses will be close to breaking even. July attendance was down slightly, especially the first weekend when the Fourth of July fell on Sunday. Overall growth for the year is still at about 1%.
- V. Old Business
 - A. 2009-10 Budget...Excess Funds – Eric

Eric developed and distributed a three-year working plan that outlined the anticipated sources and uses of funds for the next three years for our maintenance needs. This year's budget will be fully spent, including an anticipated \$50,000 of excess funds. The building fund and next years' budgets will cover other areas of capital improvements through 2014. Therefore the maintenance items and short term requests will be covered for the next three years.
 - B. 2010-11 Budget...Medical Expenses – Eric

Original budget planning had included a possible 5% rise in costs of medical insurance. Now that the actual premiums have been received, they turn out be a rise of 23%! Eric presented options the church looked at to offer to fulltime employees. The alternatives chosen are: 1) Giving the employees an option of a HMO program offered by Blue Cross Blue Shield which would actually cost the employee less than current insurance

costs, and 2) A continuation of the current plan with the employee contribution increased to 17.5% and HSA contribution reduced to \$1750(single)/\$3500(family). Choosing the second option would swallow the employee's 3% salary increase this year, but does allow the decision to be made by each employee. Eric plans to meet individually with each employee to explain the choices and help them as they make their decision. Offering these options to fulltime employees allows the budget figures for 2010-2011 to remain as they were, requiring no change to the budget.

MOTION: Moved that we accept the plan as presented by Eric for two medical insurance options for fulltime employees receiving medical insurance benefits through FBCG. (Moved by Doug, seconded by Don.) Motion PASSED.

Eric also presented the scaled contribution schedule for the Proposed Matching Contributions to 403(b) Plan for fulltime employees this year. The plan will begin January 1st for the 2011 calendar year and FBCG's contribution will be made at the end of the year based on the employee's total contribution for that calendar year. The matching portion is scaled to the amount of offerings received during this fiscal year, beginning only if offerings reach \$2,800,000 (this year's anticipated giving) and reaching the full benefit of 50 cents per dollar contributed (up to a maximum of 6% of the employee's salary) if offerings total \$3,000,000 (this year's proposed budget) or more. The Business Board has seen and agreed to this schedule.

C. East Campus Renovation Update, Donor Gift, Direction

A routine Fire Department Inspection saw the now-exposed joists of the 1963 construction and a missing support wall (from 1980s renovations) and informed us that a structural permit IS required for this renovation. So we have submitted a formal document for a permit. We are waiting to hear from the city of Geneva. We have so far lost about a week in the demolishing part of the work. The lobby ceilings are down, but not the first level roof.

August 9th work will begin spraying the acoustical paint in the gym. We do not need to change the sprinkler heads. We will have three weeks of not having access to the gym or the closets off the gym. Any supplies needed must be removed this week. We are hoping the two extra weeks of One-Campus Worship will give us the time to finish this work in the gym.

The EC did draft a letter to the Business Board asking them to consider the anonymous donor gift of \$100,000 designated for East Campus renovations to determine whether it would align with FBCG objectives and initiatives. The EC recommended approval of the gift. The BB had discussed the total renovation spending and gave their opinion that we shouldn't accept the \$100,000 gift unless the total \$477,000 renovation plan first go to the congregation for approval. The Executive Council does not look at the renovation as a project, but rather as small improvements which will be approved by the EC as funds come in. While the current intent would be to complete all this work at some time in the future, it could be changed based on other building-related needs, funding, or changes in priorities.

Don Jarka expressed that he is personally offended by the resignation letters from Barry and Jenny from the Business Board. They imply a lack of trust in the leadership of the

EC, or suggest a lack of integrity in the planning of these renovations. EC felt the language of the recommendation to the BB clearly stated “It is our intent to do this...”when able but the BB did not feel EC was being financially responsible.

Questions and issues discussed by the EC included: Is the main issue the acceptance of a \$100,000 gift for the renovations or the suggestion of using it as a matching fund? Is investing ½ million dollars in the East Campus a prudent way to spend the money? Does it help us get to offering a blended service? Do we want to risk a procedure that might require a congregational vote for every maintenance repair or building improvement since it is hard to delineate what is a major project or long term maintenance? Do we recognize that improving that East Campus space is a key part of our overall vision and our growth strategy or are we treating this issue like an unimportant sidetrack? Do we need clearer definition of what “major” renovation implies; or can we agree to disagree? Are we communicating clearly enough, showing ourselves transparently, to the congregation so no one feels we have secret agendas?

Discussion brought to the forefront some issues:

- There are different priorities in spending the giving to Building Fund (i.e. debt reduction or investing in overall church growth).
- Understanding the role and responsibility of the BB and EC. Neither board operates exactly as the By-laws read. That is all part of our governance issue. But how do we each operate now under the “spirit of the law” of the By-laws for governing the spending of our funds.
- How we work through this disagreement will set a precedent. How we lead and communicate it shows what our governing structure is in practice.
- There is no proposal for a \$477,000 renovation plan. That expenditure is simply the total of renovation improvements for the whole project which will be prioritized, as will maintenance projects, for future building improvements. Since most of these are future expenditures, they will have to be adjusted into the priority list each year, including maintenance needs that arise each year. It is not possible or necessary to vote on a priority list.
- It is important that we get the working relationship between the Business Board and the Executive Council reestablished. Our shared values and shared vision is what builds trust. We need to hear the feelings of each other to come to the meeting ground of our common goals. It was agreed to schedule a joint meeting of both boards on Sunday, August 1, following the town hall meeting to clarify our goals and intentions. *

D. Governance Task Force Update – Doug

Doug reported that the task force needs to present a plan within the next 3-6 months. They hope to create a draft of the proposed By-laws following the Carver Governance Structure for the EC to review. From there it would go to the staff to consider and then be presented in a business meeting for the congregation. They need to set dates from August 2011 backward in order to plan by when each step needs to be accomplished.

They would like the book, Winning on Purpose by John Kaiser, to be shared with interested people. Next steps for the committee is to finish a rough draft of the

proposed By-laws and guiding principles, meet with a church that has made this change in governance, and plan a retreat with Kevin Ford presenting the ideas to leadership.

E. Generosity Cultural Goals – Brian

Brian walked through the 18 recommendations FBCG will use to build generosity during the next year and beyond. The recommendations cover six primary areas (Steps for leadership, Communication, Celebration, Teaching, Modeling, and Developing higher capacity donors) and a proposed date for when work on each element will be implemented. Brian feels the list is most helpful and will bear good fruit.

F. Nominations -- Doug

Doug reported that ballots have been mailed to active members.

VI. New Business

Town Hall meetings will take place this weekend (Saturday at 6:15 PM, Sunday at 12:15 PM.) There was no further new business.

VII. The meeting was adjourned at 9:57 PM. (Motion by Walt, Seconded by Jim)

Next Executive Council Meeting: August, 17, 7:00 PM – West Campus

Respectfully Submitted,
Linda Sabatke

* Brief report of that meeting is available