

LEADERSHIP BOARD MINUTES

August 20, 2024

Present: Michael Shaffer - Moderator	Julie Stotler
Jan Breeden - Clerk	Pete Hotmire
Jeff Hotmire - Vice Moderator	Paul Russell
Tammy Hallam - Lead Pastor	Bry Friend
Matt Thornburg - Worship/Nxt Gen Pastor	Darrell Young

Opened with Prayer 7:00 P.M.

We welcomed new member Darrell Young.

Old Business: Those who wish to continue in their same posts, please let us know by the next meeting. If members of your board do not wish to continue, ie Finance, trustees, etc.. please let us know

Julie Stotler is leaving the board due to her job, Thanks Julie for all your faithful service on the board.

The Sex Offender policy is waiting for the insurance company to give their ok.

The Project Team has nothing new to report.

New Business: Exploring the Evangelical Covenant Church. Leadership Board will meet the 4th Tuesday in October with Rev. Dr. Dan Martinez, the superintendent of the central conference. He will be here to introduce the ECC. We will be thinking about being part of a larger church family. Some of the benefits are more resources, equipping, encouraging, etc. Being part of a denomination requires us to keep our methods and spirit in line with what we believe now. The ECC is most near what we are now. Looking at a long term future, the process of joining takes about a year. The Board will meet at 6:30, October 22nd.

Pastor Tammy, Michael Shaffer, Diane Russel, and Kaleigh Richardson will comprise the committee for the Indiana Landmark's New Partners, New Dollars.

Pastor's Report: Tammy stated her mission is to get the church as healthy as possible for when she passes the leadership to another. She is planning a sabbatical, keeping the pastor healthy, preventing burn-out, and renewing her relationship with Christ. It will be next August {2025} if a Lilly Grant is secured. The theme for the new ministry year will be Isaiah 55 - THIRSTY. Serving in an invitational way doesn't require a budget. A possible mission project may be providing a water well to a people group.

Reviewing the book DE-SIZING THE CHURCH

On page 26 Michael pointed out the message that de-sizing is not down sizing. It is less reliance on numbers as our main way of judging the health of the church. Setting goals doesn't increase faith, faithful ministry does. The outcomes are in God's Hands. Success can not be pursued, it must ensue. In Chapter 2 we see that the mistakes of church metrics are: overuse, underuse, misusing them, and using them as a weapon to exert power or control.

"It's a dangerous and misguided policy to measure God's blessing by standards of visible, tangible, material "success'." Blessing is ANYTHING that brings you closer to God.

On page 33 we see that we need to stop wanting things to grow according to OUR plans. Wanting to reach people for Jesus and wanting bigger attendance are NOT the same thing. The pursuit of bigness in the church is morally, theologically, and emotionally damaging. When church leadership is about faithfulness, it is impossible to measure success, because we can not see the ripples or the long term changes in lives that won't necessarily be visible for years, Numerical growth has seldom been a concern in most of church history.

Bry to lead chapter 3 next month. Next meeting September 17, at 7 pm..

Closed with Prayer

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Eden Church
Funds Report

Posted Contributions For Period: 08/01/2024 to 08/31/2024

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<u>Fund Description</u>	<u>Amount</u>
1 Undesignated	24,757.73
405 Emergency Relief Fund	74.00
Grand Total	24,831.73

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Eden Church
Funds Report

Posted Contributions For Period: 01/01/2024 to 08/31/2024

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<u>Fund Description</u>	<u>Amount</u>
Undesignated	137,665.59
103 Muncie Mission	150.00
106 Special Offerings	141.00
202 Youth Paid Events	3,907.50
210 Childrens Ministry Donations	122.44
404 Flowers	169.00
405 Emergency Relief Fund	1,283.70
407 Memorials	100.00
410 Books for groups/classes	416.00
417 Misc (& Refunds)	16,784.84
Grand Total	160,740.07

Eden Church
Balance Sheet
 Consolidated - August 2024

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	Current Year
ASSETS	
MUTUAL BANK CHECKING	\$90,932.88
PETTY CASH	50.00
	\$90,982.88
TOTAL ASSETS	\$90,982.88
LIABILITIES	
FEDERAL WITHHOLDING	\$292.42
SOCIAL SECURITY	622.83
MEDICARE	173.11
STATE WITHHOLDING	46.65
COUNTY WITHHOLDING	92.12
	1,227.13
TOTAL LIABILITIES	1,227.13
FUNDS	
OPERATING FUND	\$5,509.27
MEMORIAL FUND	8,070.20
ENDOWMENT FUND	27,852.40
COMMUNITY FDN FUND	1.00
RESERVE FUND	19,487.34
MUSIC FUND	80.33
EMERGENCY RELIEF FUND	705.34
FUNERAL DINNER	1,176.75
SCHOLARSHIP FUND	7,850.01
SPECIAL OFFERINGS	1,438.39
PASS THROUGH FUNDS	1,104.54
MAJOR MAINTENANCE FUND	16,480.18
	89,755.75
TOTAL FUND BALANCE	89,755.75
TOTAL LIABILITIES AND FUND BALANCE	\$90,982.88

Eden Church
Income and Expense Statement
 Consolidated - August 2024

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
INCOME					
UNDESIGNATED GIVING					
Tithes and Offerings	24,757.73	137,380.49	146,666.64	220,000.00	62.45%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	24,757.73	137,380.49	146,666.64	220,000.00	62.45%
<i>Budgeted</i>	24,757.73	137,380.49	146,666.64	220,000.00	62.45%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER INCOME					
Earned Interest	4.05	24.51	0.00	0.00	0.00%
Grocery Card Receipts	0.00	0.00	0.00	0.00	0.00%
Facility Rental	0.00	0.00	0.00	0.00	0.00%
Wedding Fees	0.00	0.00	0.00	0.00	0.00%
Counseling Fees	0.00	0.00	0.00	0.00	0.00%
Flowers	0.00	169.00	0.00	0.00	0.00%
Youth Paid Events	0.00	3,907.50	0.00	0.00	0.00%
Other Income	0.00	16,907.28	0.00	0.00	0.00%
Subtotal Other Income	4.05	21,008.29	0.00	0.00	0.00%
<i>Budgeted</i>	4.05	16,931.79	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	4,076.50	0.00	0.00	
DESIGNATED GIVING					
Memorial Fund Donations	0.00	100.00	0.00	0.00	0.00%
Major Maintenance	0.00	0.00	0.00	0.00	0.00%
Reserve Fund Income	0.00	0.00	0.00	0.00	0.00%
Stewards Fund Donations	0.00	0.00	0.00	0.00	0.00%
Staff Fund Donations	0.00	0.00	0.00	0.00	0.00%
Music Fund Donations	0.00	0.00	0.00	0.00	0.00%
Youth Mission Fund	0.00	0.00	0.00	0.00	0.00%
Funeral Dinner Fund	0.00	0.00	0.00	0.00	0.00%
Mission Trips	0.00	0.00	0.00	0.00	0.00%
Emergency Relief Donation	74.00	1,283.70	0.00	0.00	0.00%
Scholarship Fund Donation	0.00	0.00	0.00	0.00	0.00%
Endowment Fund Donations	0.00	0.00	0.00	0.00	0.00%
Pass Through Gifts	0.00	416.00	0.00	0.00	0.00%
Hope 2009 Donations	0.00	0.00	0.00	0.00	0.00%
Eli Lily Grant	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Giving	74.00	1,799.70	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	74.00	1,799.70	0.00	0.00	
BENEVOLENCE GIVING					
Special Offerings	0.00	141.00	0.00	0.00	0.00%
Budgeted Benevolence Gift	0.00	150.00	0.00	0.00	0.00%
Subtotal Benevolence Giving	0.00	291.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	291.00	0.00	0.00	
TOTAL INCOME	24,835.78	160,479.48	146,666.64	220,000.00	72.95%
<i>Budgeted</i>	24,761.78	154,312.28	146,666.64	220,000.00	70.14%
<i>Non-Budgeted</i>	74.00	6,167.20	0.00	0.00	

Eden Church
Income and Expense Statement
 Consolidated - August 2024

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
EXPENSES					
STAFF					
SALARY EXPENSES					
Lead Pastor	2,661.42	30,624.74	31,958.00	47,937.00	63.89%
Worship Pastor	2,194.16	23,386.66	24,220.00	36,330.00	64.37%
Ministry Assistant	0.00	0.00	4,120.00	6,180.00	0.00%
Youth Ministry Dir.	0.00	0.00	0.00	0.00	0.00%
Music Director	0.00	0.00	0.00	0.00	0.00%
Staff Accompanist	0.00	-257.50	0.00	0.00	0.00%
Admin & Comm Associate	1,053.32	10,759.94	11,093.36	16,640.00	64.66%
Custodial Services	533.61	5,575.71	5,662.80	8,494.20	65.64%
Nursery Workers	0.00	0.00	1,615.44	2,423.20	0.00%
Pastor SECA	498.08	3,984.64	5,977.02	5,977.02	66.67%
FICA	289.26	3,019.06	3,573.44	5,360.16	56.32%
Subtotal Salary Expenses	7,229.85	77,093.25	88,220.06	129,341.58	59.60%
<i>Budgeted</i>	<i>7,229.85</i>	<i>77,093.25</i>	<i>88,220.06</i>	<i>129,341.58</i>	<i>59.60%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
STAFF BENEFITS					
Pastor Housing	2,516.16	20,129.28	20,129.36	30,194.00	66.67%
Pastor Retirement	911.50	8,203.50	7,625.36	11,438.00	71.72%
Pastor Travel/Expenses	0.00	729.00	333.36	500.00	145.80%
Lead Pastor Cont. Ed.	0.00	0.00	333.36	500.00	0.00%
Worship Pastor Cont. Ed.	0.00	265.58	166.64	250.00	106.23%
Staff Development/Travel	0.00	104.68	600.00	900.00	11.63%
Subtotal Staff Benefits	3,427.66	29,432.04	29,188.08	43,782.00	67.22%
<i>Budgeted</i>	<i>3,427.66</i>	<i>29,432.04</i>	<i>29,188.08</i>	<i>43,782.00</i>	<i>67.22%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
Subtotal Staff	10,657.51	106,525.29	117,408.14	173,123.58	61.53%
<i>Budgeted</i>	<i>10,657.51</i>	<i>106,525.29</i>	<i>117,408.14</i>	<i>173,123.58</i>	<i>61.53%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
OFFICE					
Supplies/Postage/Copier	89.20	1,193.19	2,333.36	3,500.00	34.09%
Background Checks	0.00	95.00	100.00	150.00	63.33%
Software/Website	154.15	2,952.87	2,333.36	3,500.00	84.37%
Official Board Expenses	15.65	23.55	333.36	500.00	4.71%
Offering Envelopes	0.00	0.00	133.36	200.00	0.00%
Subtotal Office	259.00	4,264.61	5,233.44	7,850.00	54.33%
<i>Budgeted</i>	<i>259.00</i>	<i>4,264.61</i>	<i>5,233.44</i>	<i>7,850.00</i>	<i>54.33%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
FACILITY EXPENSES					
UTILITIES					
Electric	551.96	3,746.80	5,333.36	8,000.00	46.84%
Gas	430.00	4,834.22	6,266.64	9,400.00	51.43%
Internet/Telephone	690.43	4,973.61	4,266.64	6,400.00	77.71%
Trash	86.00	590.00	666.64	1,000.00	59.00%
Subtotal Utilities	1,758.39	14,144.63	16,533.28	24,800.00	57.03%
<i>Budgeted</i>	<i>1,758.39</i>	<i>14,144.63</i>	<i>16,533.28</i>	<i>24,800.00</i>	<i>57.03%</i>

Eden Church
Income and Expense Statement
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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
Insurance	728.85	5,869.43	6,000.00	9,000.00	65.22%
Maintenance/Equipment	4.99	8,962.58	4,666.64	7,000.00	128.04%
Taxes	0.00	329.20	233.36	350.00	94.06%
Custodial Supplies	0.00	876.18	666.64	1,000.00	87.62%
Bus Expenses	0.00	31.35	0.00	0.00	0.00%
Subtotal Facility Expenses	2,492.23	30,213.37	28,099.92	42,150.00	71.68%
<i>Budgeted</i>	2,492.23	30,213.37	28,099.92	42,150.00	71.68%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
BOARD OF DEACONS					
Communion Supplies	0.00	0.00	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	0.00	0.00	0.00%
CHRISTIAN EDUCATION					
Curriculum	31.69	250.35	333.36	500.00	50.07%
Classroom Supplies	0.00	104.86	66.64	100.00	104.86%
Children's Events	135.60	1,917.79	500.00	750.00	255.71%
Nursery Supplies	0.00	36.36	66.64	100.00	36.36%
Subtotal Christian Education	167.29	2,309.36	966.64	1,450.00	159.27%
<i>Budgeted</i>	167.29	2,309.36	966.64	1,450.00	159.27%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
WORSHIP					
Music	0.00	258.72	133.36	200.00	129.36%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	177.00	1,284.67	866.64	1,300.00	98.82%
Worship Supplies	311.43	1,777.75	1,133.36	1,700.00	104.57%
Piano Tuning	0.00	0.00	200.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	333.36	500.00	0.00%
Subtotal Worship	488.43	3,321.14	2,666.72	4,000.00	83.03%
<i>Budgeted</i>	488.43	3,321.14	2,666.72	4,000.00	83.03%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
YOUTH MINISTRIES					
Traction	82.50	622.69	1,333.36	2,000.00	31.13%
Eden Student Union	0.00	345.82	466.64	700.00	49.40%
Kingdom Kids	0.00	44.92	266.64	400.00	11.23%
Subtotal Youth Ministries	82.50	1,013.43	2,066.64	3,100.00	32.69%
<i>Budgeted</i>	82.50	1,013.43	2,066.64	3,100.00	32.69%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
BOARD OF STEWARDS					
Stewardship Supplies	0.00	0.00	0.00	0.00	0.00%
BUDGETED BENEVOLENCES					
Benevolences	0.00	0.00	666.64	1,000.00	0.00%
Friends of Hope	0.00	0.00	0.00	0.00	0.00%
Christian Ministries	0.00	0.00	0.00	0.00	0.00%
CCCC Conference	0.00	0.00	0.00	0.00	0.00%
Blood 'N Fire	0.00	0.00	0.00	0.00	0.00%
First Choice for Women	0.00	0.00	0.00	0.00	0.00%

Eden Church
Income and Expense Statement
Consolidated - August 2024

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Church Benevolences	0.00	0.00	0.00	0.00	0.00%
Subtotal Budgeted Benevolences	0.00	0.00	666.64	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	666.64	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
Subtotal Board Of Stewards	0.00	0.00	666.64	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	666.64	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
MINISTRY TEAMS					
Mentoring Ministry	0.00	0.00	166.64	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	166.64	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	166.64	250.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OUTREACH					
Outreach/Advertising	0.00	319.43	1,200.00	1,800.00	17.75%
New Ministry Expenses	0.00	239.49	666.64	1,000.00	23.95%
First Impressions Team	0.00	10.70	333.36	500.00	2.14%
Subtotal Outreach	0.00	569.62	2,200.00	3,300.00	17.26%
<i>Budgeted</i>	0.00	569.62	2,200.00	3,300.00	17.26%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER EXPENSES					
Flowers	0.00	27.80	266.64	400.00	6.95%
Bank Fees	0.00	0.00	433.36	650.00	0.00%
Subtotal Other Expenses	0.00	27.80	700.00	1,050.00	2.65%
<i>Budgeted</i>	0.00	27.80	700.00	1,050.00	2.65%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
DESIGNATED FUND EXPENSES					
Memorial Fund Expenses	0.00	102.49	0.00	0.00	0.00%
Reserve Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Steward Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Music Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Scholarship Fund Expenses	0.00	4,406.30	0.00	0.00	0.00%
Emergency Fund Expenses	104.75	1,243.33	0.00	0.00	0.00%
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Funeral Dinner Expenses	0.00	0.00	0.00	0.00	0.00%
Endowment Fund Expenses	0.00	0.00	0.00	0.00	0.00%
Pass Through Gifts	0.00	1,840.38	0.00	0.00	0.00%
Major Maintenance Expense	500.00	500.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	604.75	8,092.50	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	604.75	8,092.50	0.00	0.00	
TOTAL EXPENSES	14,751.71	156,337.12	160,174.78	237,273.58	65.89%
<i>Budgeted</i>	14,146.96	148,244.62	160,174.78	237,273.58	62.48%
<i>Non-Budgeted</i>	604.75	8,092.50	0.00	0.00	

Eden Church
Income and Expense Statement
Consolidated - August 2024

	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
EXCESS INCOME/EXPENSES	\$10,084.07	\$4,142.36	-\$13,508.14	-\$17,273.58	-23.98%
<i>Budgeted</i>	10,614.82	6,067.66	-13,508.14	-17,273.58	-35.13%
<i>Non-Budgeted</i>	-530.75	-1,925.30	0.00	0.00	

Eden Church - Muncie, Indiana
Guidelines for the Participation of People
with a Sex Offense in their Background

Theological Background

We at Eden Church affirm with holy scripture that all human beings are made in God's image, and therefore, have inherent worth in the sight of God and in the sight of God's church. We also affirm that all human beings are sinful and fall short of God's commands. Our human sinfulness plays out not only in relationship to God, but also through wrong actions directed toward other people. We believe that the Gospel of Jesus Christ provides a way out of our bondage to sin. Anyone—regardless of background, brokenness, past sinful acts, or ongoing struggles—is invited to come and follow Jesus, to repent of their sins, and to find new life and transformation through Jesus Christ. Our church's mission is "We are a welcoming community seeking transformation through relationship with Jesus Christ and encouraging others to join us." There is no sin so great that God cannot redeem a person and bring about healing and new beginnings.

At the same time, we recognize that our church is called to be a safe place for all people to gather as they pursue their relationship with Christ. We are called to establish and maintain a caring environment for all, but especially those who are most vulnerable to exploitation by others, namely children, teens, those with disabilities, and vulnerable adults. This is in keeping with Jesus's explicit warnings against sinful acts toward children (Luke 17:2) and his instructions to give special care to the "least of these" among us (Matthew 25:31-46). For this reason, we put in place appropriate boundaries so that those with a background involving sex offenses may be welcomed into the church, but in a way that ensures the ongoing safety of the vulnerable in our congregation.

Purpose:

This policy seeks to provide a means whereby a registered sex offender can find grace, repentance, and healing in the life of our congregation. This policy provides accountability so that persons of such background may grow in Christ in a healthy way. It also seeks to ensure the ongoing safety of all in the congregation by providing limits to the participation of a registered sex offender. The goal of this policy is to reduce the risk of harm to children and vulnerable attenders, and to reduce the risk of false accusation and suspicion toward the registered sex offender. Toward these ends, we establish the following policy.

Policy:

Any registered sex offender who desires to participate in the congregation must do the following:

1. Provide release to church leadership to contact parole/probation officers for specific information about the offense and parole/probation requirements.
2. Be aware that, depending on the particulars of each situation, a case-by-case agreement will be set up, with ongoing evaluation of growth in health, understanding, and trustworthiness of the individual. Over time, pastoral staff and church leaders may allow more opportunities for ministry and involvement, if appropriate.
3. Sign an agreement to adhere to the following requirements for participation in church life:
 - a. *Participant* is not permitted to be involved in any children's or youth ministries.
 - b. *Participant* is not permitted to be in ministry spaces in which children's and youth activities are taking place, without prior approval.
 - c. *Participant* may not participate in front-line ministries (e.g., greeting, ushering, etc.) until such time as is designated by lead pastor and church leadership.
 - d. *Participant* must remain in the presence of adults at all times when children are present.
 - e. *Participant* may not have keys to the church facility.
 - f. *Participant* is asked to use single occupancy bathrooms whenever possible.
 - g. In some cases, additional requirements may be set up (e.g., being accompanied to church events by a trustworthy person from the church, being required to participate in a treatment program or counseling).
 - h. If the *participant* does not comply with these requirements, they will be asked to discontinue participation in church life on or off the church campus.
 - i. A chaperone will accompany the participant, meeting at the door of the church or gathering space, and remain with the individual until they leave.
4. Understand that full disclosure of agreement shall be made to church staff and appropriate ministry leaders.
5. Agree to periodic meetings with the lead pastor (or other designated leader) to evaluate compliance, conditions, and progress.
6. Consult with the lead pastor (or other designated leader) for permission to volunteer or serve in any ministry capacity.

Anyone who is registered as a sex offender will be given a written copy of the agreement and by their signature, must agree to abide by these conditions, with the understanding that if they violate any of these conditions, their attendance and participation privileges may be revoked. The agreement will be reviewed from time to time, and will remain in effect for an indefinite period of time.

Signature _____ Date _____

Pastor/Church Leader

_____ Date _____

Church Moderator _____

Date _____

Adopted July 2024