

LEADERSHIP BOARD MINUTES

February 20, 2024

Present: Michael Shaffer - Moderator  
Jan Breeden - Clerk  
Tammy Hallam - Lead Pastor  
Jeff Hotmire

Paul Russell  
Pete Hotmire  
Julie Stotler  
Bry Friend

Opened at 7:00 with Prayer

New Business:

The Annual Meeting will be March 10th. There will be a carry-in dinner and the sharing of ministries' annual reports. Leaders for the year will be called forward and blessed, and all volunteers recognized and shown appreciation.

Details were discussed regarding the upcoming Leadership Retreat. Attendees were asked to bring an item for the altar that illustrates where they are in their walk with God.

Staff is asked to brainstorm new projects. How do we show who we are? Tutoring, Youth groups, I-Serve, etc., show images. Be creative.

March I-Serve project will be at the Friendship House March 16th. Cleaning, painting, etc., will be under the guidance of Trustees. Tammy will prepare a project list.

A monthly Leadership Hub is to be created on the Church App.

Easter - Prayer stations for Holy Week are needed. Stations 10 through 12 and 5 through 7 are still not spoken for. Movie night will be on Maundy Thursday.

Three more students will be put on the posted list for Camp Partnerships.. All previously posted students have been matched with partners. Matt is searching out possible camps. YM 360 is a resource for finding camps.

Old Business:

With the following notes and changes, the Guiding Principles renovation is finally completed.

Guiding Principles consist of three parts.

Mission Principles

Boundary Principles (What we are NOT going to do)

Accountability Principles (to God, to the Church, and to each other)

Revisions are as follows with changes set apart by ... . Section AP 1.3.4 Page 8. Monitoring Performance of Lead Pastor.

Paragraph 2: "The Lead Pastor will be required to write measurable goals each year that correspond to each ...of the ...Leadership Board's Mission Principles. At least one of these goals for...the...mission principles must project growth in the... number, depth, or fruitfulness...of the people who benefit or participate.

Paragraph 3: Each year the Leadership Board shall review the results achieved by the Lead Pastor on ...the... Mission Principles as the basis of compensation increase or corrective action. ...If corrective action is needed, it will be done in conjunction with the Pastoral Relations Committee....

All changes were moved, seconded, and approved for the entire document.

Closed with prayer and great rejoicing, 8:00 p.m.

Next Board meeting March 19, 2024.

**Eden Church -- Financial Secretary's Report  
February 2024**

	<b>February 2024</b>	February 2023	Difference	<b>YTD 2024</b>	YTD 2023	Difference
<i># of Sundays</i>	<b>4</b>	4		<b>8</b>	8	
<b>General fund</b>	<b>\$ 20,002.40</b>	\$ 11,773.21	\$ 8,229.19	<b>\$ 31,081.96</b>	\$35,078.07	<b>\$ (3,996.11)</b>
Other funds	\$ 1,439.54	\$ 845.00	\$ 594.54	\$ 2,203.98	\$ 979.00	\$ 1,224.98
Total Deposits	\$ 21,441.94	\$ 12,618.21	\$ 8,823.73	\$ 33,285.94	\$36,057.07	\$ (2,771.13)
<b>Budget</b>	\$ 16,604.00		\$ 3,398.40	\$ 33,208.00		\$ (2,126.04)

Budget per week                      \$ 4,150.94  
 Current avg/week                      \$ 3,885.25

<b>Other Funds</b>	<b>Month</b>	<b>YTD</b>	<b>General Fund Totals</b>
Book purchases	\$ 60.00	\$ 212.00	
Muncie Mission	\$ 150.00	\$ 150.00	
Emergency Relief	\$ 10.00	\$ 500.00	
Insurance refund	\$ -	\$ -	
Flowers	\$ -	\$ -	
Memorial	\$ 100.00	\$ 100.00	\$192,041
Property sale	\$ -	\$ -	
Facility rental	\$ -	\$ -	
Special Offering (shoes)	\$ -	\$ -	
Funeral Dinner	\$ -	\$ -	\$193,454
Misc refund	\$ 1,119.54	\$ 1,119.54	
Youth Fund	\$ -	\$ -	
Childrens Ministry	\$ -	\$ 122.44	
<b>TOTAL OTHER</b>	<b>\$ 1,439.54</b>	<b>\$ 2,203.98</b>	<b>2023 actual</b>
			<b>2023 budget</b>
			\$220,000

	Current Year
<b>ASSETS</b>	
MUTUAL BANK CHECKING	\$79,372.66
PETTY CASH	50.00
TOTAL ASSETS	<u>\$79,422.66</u>
<b>LIABILITIES</b>	
FEDERAL WITHHOLDING	\$424.84
SOCIAL SECURITY	838.19
MEDICARE	223.43
STATE WITHHOLDING	99.21
COUNTY WITHHOLDING	116.55
TOTAL LIABILITIES	<u>1,702.22</u>
<b>FUNDS</b>	
OPERATING FUND	-\$6,642.45
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	909.07
FUNERAL DINNER	1,176.75
SCHOLARSHIP FUND	11,308.81
SPECIAL OFFERINGS	1,297.39
PASS THROUGH FUNDS	-2,800.58
MAJOR MAINTENANCE FUND	16,980.18
TOTAL FUND BALANCE	<u>77,720.44</u>
TOTAL LIABILITIES AND FUND BALANCE	<u><u>\$79,422.66</u></u>

Eden Church  
**Income and Expense Statement**  
 Consolidated - February 2024

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>INCOME</b>					
<b>UNDESIGNATED GIVING</b>					
Tithes and Offerings	19,944.92	30,980.08	36,666.66	220,000.00	14.08%
Other Undesignated Gifts	0.00	0.00	0.00	0.00	0.00%
Subtotal Undesignated Giving	19,944.92	30,980.08	36,666.66	220,000.00	14.08%
<i>Budgeted</i>	19,944.92	30,980.08	36,666.66	220,000.00	14.08%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OTHER INCOME</b>					
Earned Interest	3.29	7.01	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	0.00	0.00	0.00	0.00%
Youth Paid Events	0.00	0.00	0.00	0.00	0.00%
Other Income	1,119.54	1,241.98	0.00	0.00	0.00%
Subtotal Other Income	1,122.83	1,248.99	0.00	0.00	0.00%
<i>Budgeted</i>	1,122.83	1,248.99	0.00	0.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>DESIGNATED GIVING</b>					
Memorial Fund Donations	100.00	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	10.00	500.00	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	60.00	212.00	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	170.00	812.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	170.00	812.00	0.00	0.00	
<b>BENEVOLENCE GIVING</b>					
Special Offerings	0.00	0.00	0.00	0.00	0.00%
Budgeted Benevolence Gift	150.00	150.00	0.00	0.00	0.00%
Subtotal Benevolence Giving	150.00	150.00	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	150.00	150.00	0.00	0.00	
<b>TOTAL INCOME</b>	21,387.75	33,191.07	36,666.66	220,000.00	15.09%
<i>Budgeted</i>	21,067.75	32,229.07	36,666.66	220,000.00	14.65%
<i>Non-Budgeted</i>	320.00	962.00	0.00	0.00	

## Income and Expense Statement

Consolidated - February 2024

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>EXPENSES</b>					
<b>STAFF</b>					
<b>SALARY EXPENSES</b>					
Lead Pastor	3,994.76	7,989.52	7,989.50	47,937.00	16.67%
Worship Pastor	3,027.50	6,055.00	6,055.00	36,330.00	16.67%
Ministry Assistant	0.00	0.00	1,030.00	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	1,386.66	2,773.32	2,773.34	16,640.00	16.67%
Custodial Services	664.30	1,317.70	1,415.70	8,494.20	15.51%
Nursery Workers	0.00	0.00	403.86	2,423.20	0.00%
Pastor SECA	498.08	996.16	5,977.02	5,977.02	16.67%
FICA	388.50	756.47	893.36	5,360.16	14.11%
<b>Subtotal Salary Expenses</b>	<b>9,959.80</b>	<b>19,630.67</b>	<b>26,537.78</b>	<b>129,341.58</b>	<b>15.18%</b>
<i>Budgeted</i>	<i>9,959.80</i>	<i>19,630.67</i>	<i>26,537.78</i>	<i>129,341.58</i>	<i>15.18%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>STAFF BENEFITS</b>					
Pastor Housing	2,516.16	5,032.32	5,032.34	30,194.00	16.67%
Pastor Retirement	911.50	1,823.00	1,906.34	11,438.00	15.94%
Pastor Travel/Expenses	465.00	558.21	83.34	500.00	111.64%
Lead Pastor Cont. Ed.	0.00	0.00	83.34	500.00	0.00%
Worship Pastor Cont. Ed.	0.00	0.00	41.66	250.00	0.00%
Staff Development/Travel	0.00	0.00	150.00	900.00	0.00%
<b>Subtotal Staff Benefits</b>	<b>3,892.66</b>	<b>7,413.53</b>	<b>7,297.02</b>	<b>43,782.00</b>	<b>16.93%</b>
<i>Budgeted</i>	<i>3,892.66</i>	<i>7,413.53</i>	<i>7,297.02</i>	<i>43,782.00</i>	<i>16.93%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>Subtotal Staff</b>	<b>13,852.46</b>	<b>27,044.20</b>	<b>33,834.80</b>	<b>173,123.58</b>	<b>15.62%</b>
<i>Budgeted</i>	<i>13,852.46</i>	<i>27,044.20</i>	<i>33,834.80</i>	<i>173,123.58</i>	<i>15.62%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>OFFICE</b>					
Supplies/Postage/Copier	340.58	690.44	583.34	3,500.00	19.73%
Background Checks	0.00	0.00	25.00	150.00	0.00%
Software/Website	747.82	1,165.97	583.34	3,500.00	33.31%
Official Board Expenses	0.00	0.00	83.34	500.00	0.00%
Offering Envelopes	0.00	0.00	33.34	200.00	0.00%
<b>Subtotal Office</b>	<b>1,088.40</b>	<b>1,856.41</b>	<b>1,308.36</b>	<b>7,850.00</b>	<b>23.65%</b>
<i>Budgeted</i>	<i>1,088.40</i>	<i>1,856.41</i>	<i>1,308.36</i>	<i>7,850.00</i>	<i>23.65%</i>
<i>Non-Budgeted</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	<i>0.00</i>	
<b>FACILITY EXPENSES</b>					
<b>UTILITIES</b>					
Electric	554.03	1,079.82	1,333.34	8,000.00	13.50%
Gas	1,338.22	1,338.22	1,566.66	9,400.00	14.24%
Internet/Telephone	654.21	1,302.39	1,066.66	6,400.00	20.35%
Trash	82.00	164.00	166.66	1,000.00	16.40%
<b>Subtotal Utilities</b>	<b>2,628.46</b>	<b>3,884.43</b>	<b>4,133.32</b>	<b>24,800.00</b>	<b>15.66%</b>
<i>Budgeted</i>	<i>2,628.46</i>	<i>3,884.43</i>	<i>4,133.32</i>	<i>24,800.00</i>	<i>15.66%</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	728.83	1,496.33	1,500.00	9,000.00	16.63%
Maintenance/Equipment	1,096.37	2,424.57	1,166.66	7,000.00	34.64%
Taxes	0.00	0.00	58.34	350.00	0.00%
Custodial Supplies	0.00	0.00	166.66	1,000.00	0.00%
Bus Expenses	0.00	31.35	0.00	0.00	0.00%
Subtotal Facility Expenses	4,453.66	7,836.68	7,024.98	42,150.00	18.59%
<i>Budgeted</i>	4,453.66	7,836.68	7,024.98	42,150.00	18.59%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>BOARD OF DEACONS</b>					
Communion Supplies	0.00	0.00	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	0.00	0.00	0.00%
<b>CHRISTIAN EDUCATION</b>					
Curriculum	39.57	39.57	83.34	500.00	7.91%
Classroom Supplies	0.00	0.00	16.66	100.00	0.00%
Children's Events	0.00	0.00	125.00	750.00	0.00%
Nursery Supplies	0.00	0.00	16.66	100.00	0.00%
Subtotal Christian Education	39.57	39.57	241.66	1,450.00	2.73%
<i>Budgeted</i>	39.57	39.57	241.66	1,450.00	2.73%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>WORSHIP</b>					
Music	0.00	49.00	33.34	200.00	24.50%
Music Supplies	0.00	0.00	0.00	0.00	0.00%
AV Software/Licensing	529.00	529.00	216.66	1,300.00	40.69%
Worship Supplies	12.00	225.97	283.34	1,700.00	13.29%
Piano Tuning	0.00	0.00	50.00	300.00	0.00%
Children's Choir	0.00	0.00	0.00	0.00	0.00%
Guest Speakers	0.00	0.00	83.34	500.00	0.00%
Subtotal Worship	541.00	803.97	666.68	4,000.00	20.10%
<i>Budgeted</i>	541.00	803.97	666.68	4,000.00	20.10%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>YOUTH MINISTRIES</b>					
Traction	129.55	129.55	333.34	2,000.00	6.48%
Eden Student Union	214.55	214.55	116.66	700.00	30.65%
Kingdom Kids	0.00	0.00	66.66	400.00	0.00%
Subtotal Youth Ministries	344.10	344.10	516.66	3,100.00	11.10%
<i>Budgeted</i>	344.10	344.10	516.66	3,100.00	11.10%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>BOARD OF STEWARDS</b>					
Stewardship Supplies	0.00	0.00	0.00	0.00	0.00%
<b>BUDGETED BENEVOLENCES</b>					
Benevolences	0.00	0.00	166.66	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**  
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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	166.66	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	166.66	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	166.66	1,000.00	0.00%
<i>Budgeted</i>	0.00	0.00	166.66	1,000.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>MINISTRY TEAMS</b>					
Mentoring Ministry	0.00	0.00	41.66	250.00	0.00%
Clothes Closet Expenses	0.00	0.00	0.00	0.00	0.00%
Subtotal Ministry Teams	0.00	0.00	41.66	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	41.66	250.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OUTREACH</b>					
Outreach/Advertising	0.00	82.59	300.00	1,800.00	4.59%
New Ministry Expenses	136.61	136.61	166.66	1,000.00	13.66%
First Impressions Team	0.00	0.00	83.34	500.00	0.00%
Subtotal Outreach	136.61	219.20	550.00	3,300.00	6.64%
<i>Budgeted</i>	136.61	219.20	550.00	3,300.00	6.64%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>OTHER EXPENSES</b>					
Flowers	0.00	0.00	66.66	400.00	0.00%
Bank Fees	0.00	0.00	108.34	650.00	0.00%
Subtotal Other Expenses	0.00	0.00	175.00	1,050.00	0.00%
<i>Budgeted</i>	0.00	0.00	175.00	1,050.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
<b>DESIGNATED FUND EXPENSES</b>					
Memorial Fund Expenses	102.49	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	947.50	0.00	0.00	0.00%
Emergency Fund Expenses	50.00	255.90	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	1,634.00	1,634.00	0.00	0.00	0.00%
Major Maintenance Expense	0.00	0.00	0.00	0.00	0.00%
Subtotal Designated Fund Expenses	1,786.49	2,939.89	0.00	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	1,786.49	2,939.89	0.00	0.00	
<b>TOTAL EXPENSES</b>	22,242.29	41,084.02	44,526.46	237,273.58	17.32%
<i>Budgeted</i>	20,455.80	38,144.13	44,526.46	237,273.58	16.08%
<i>Non-Budgeted</i>	1,786.49	2,939.89	0.00	0.00	

*Eden Church*  
**Income and Expense Statement**  
Consolidated - February 2024

	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
EXCESS INCOME/EXPENSES	<u>-854.54</u>	<u>-7,892.95</u>	<u>-7,859.80</u>	<u>-17,273.58</u>	<u>45.69%</u>
<i>Budgeted</i>	<u>611.95</u>	<u>-5,915.06</u>	<u>-7,859.80</u>	<u>-17,273.58</u>	<u>34.24%</u>
<i>Non-Budgeted</i>	<u>-1,466.49</u>	<u>-1,977.89</u>	<u>0.00</u>	<u>0.00</u>	

## Board of Trustee's Minutes

March, 2024

Members present: Phil Schink, Don Parsons, Byran Weikel, Pastor Tammy, Myra Freel and Paul Russell

The meeting was opened with prayer, then discussion began on the ongoing projects including the furnace/AC unit for the Narthex still needs to have the water condensation leak fixed. Also the leak over the bay window in the Friendship House still is problematic for us.

New projects included the main bathroom in the Friendship House needs freshened up. Phil installed a new toilet and Myra is removing the wall paper and painting. The I Serve volunteers will clean the kitchen and small bathroom if there is time on March 16<sup>th</sup>.

The I serve volunteers will also help with cleaning the flower beds in preparation for mulch later this spring. Julie Scott cleaned the old office and copy room.

Julie informed us that we need to have more keys made for our campus buildings.

Respectfully submitted by: Paul Russell