



Family Gathering Minutes

June 18, 2021

Welcome / Invocation

Jason Pamblanco

Call to Order / Covenant

Ray Dagenhart

- Ray Dagenhart opened our meeting with the reading of the Church Covenant.

Minutes

Ray Dagenhart

- Ray Dagenhart called for a vote to accept the Minutes of the last Family Gathering on March 19, 2021. Vote passed.

Treasurer's Report

Kim Rice

- Kim Rice reported that in May, we were projected to bring in \$758K, which is a little behind. With June, we're back up to where we anticipated, close to \$800K. Bringing in \$790-800K this year would be fabulous as a church.
 - As of the end of May, we've spent \$1,000 more than we brought in, which is a little dip.
- Kim asked if there were any questions and there were none.

AMT Report (by request of March FG)

Rick McKay

Overview of Sanctuary Initiative:

- **Sanctuary Initiative (400 seats)**
 - Sound System Upgrade - \$26k
 - Creation of "sound room" upstairs - \$10k
 - Electrical
 - Materials
 - Counter
 - Duct Work
 - Stage Reduction – \$2k
 - Patching Carpet (front and back) - \$10k
 - Nine Pews – \$14k

Total Cost - \$62k / Funds on hand \$37k

- **Rick McKay reported on behalf of the AMT on the Sanctuary Initiative.** At March's Family Gathering, the AMT were charged with investigating the Sanctuary Initiative to see what it would take to improve and enlarge the Sanctuary's seating capacity to 400. With the help of Bert Higgs, we've gotten some hard estimates for the cost of the project. We've decided to focus on the essentials, and we'll do a lot of the work ourselves.
 - The biggest expense is the new sound system and cost of moving it upstairs to a space in the attic, freeing up room on the floor.
 - We're also upgrading wireless equipment to reduce feedback.
 - We'll need to improve HVAC/duct work in order to utilize that attic space.
 - Our plan is to add two new pews to the front row and three 13-ft. pews to the back. We'll also reduce the size of the stage to make room for the new pews in the front and close off the doors on the stage to increase usable space on stage. Carpet will also need to be patched.
 - In the packet of information for this meeting, there are CAD drawings from Chris Bologna, both of the existing Sanctuary and the vision/plan for going forward. These changes, in addition to the overflow rooms, take us to a 402-405 seating capacity.
 - The overall cost is about \$62K with current quotes. By the end of 2021, we would have saved \$60K towards a new roof. The insurance has now covered the entire cost of the roof, except the soffits and gutters. We've spent \$13K for new soffits and gutters. That left \$47K in Capital Planning Funds that were undesignated, of which \$10K was spent on a tractor to use on the trail and around the church grounds. If we apply that \$37K toward the Sanctuary Initiative, which will cost approximately \$62K, the remaining need is \$25K.
 - **The AMT is asking to amend the 2021 budget by adding \$25K to the Capital Expense Planning Fund (5840).** This will make that line item go from \$34K to \$59K. This addition will also leave us with a nest egg to buy new vans, as promised.
 - **Rick McKay made a motion to amend the budget as published on June 6th.**
 - Question: "What if we don't reach the anticipated income?"
 - Rick responded that as we go deeper into the year we'll recognize the areas where we'll pull from.
 - Question: "With inflation/prices, how fast do we need to do this?"
 - Pastor Jason responded that Dean Lumber gave us a hard quote that has already gone up a few hundred dollars and they'll keep it for 14 days. If approved tonight, we'll go ahead and buy the lumber. Time is of the essence.
 - Rick McKay added that it will take time to organize and as we head into the fall, we may meet outside for a few weeks during the "messy work."
 - Question: "With taking money out of the Capital Expense Planning Fund, is there a plan to start saving now for when we need another roof?"
 - Rick McKay responded, "Yes, the AMT has made a list of things that need to be replaced every 5 to 10 years and they are calculating to escrow everything we need to put away for big ticket items. Each year we'll adjust for inflation with the current year's

data. We actually have the money in Capital Planning without the amended budget, but we want to make good on our promise to purchase new vans.

- Karen Dooley commented that it is really important to thank the AMT for taking such good care of us.
 - Rick McKay responded that this is the Lord's church, and this is an initiative that the elders feel strongly about, and we want to make sure we help them accomplish that vision for LBC.
- Question: "Is there a plan to invest money?"
 - Kim Rice and Rick McKay responded that we do have investment accounts, but we keep our savings account free to be liquidated easily if / when needed.
- Question: "Can we beautify the stage area?"
 - Rick McKay responded that for now, we've decided to focus on the essentials. Décor for the stage area, such as a stone wall, was put on the non-essential list to look at in the future.
- Question was asked about the value of getting rid of the stage doors, we'll lose flexibility.
 - Pastor Jason answered that as a former Worship Pastor, he feels they are redundant and not needed. The purpose of them was to get the choir in and out of the loft, which is no longer a need.
- Question: "Should the stage doors be kept because the side rooms that the other doors lead through are cluttered and dark?"
 - Pastor Jason agreed that those rooms are cluttered and dark. We do have a goal to clean those two rooms and repurpose the back office to use as storage to keep the side wings clear.
 - Nick Wyandt added that we can keep those areas lit to make it less dark now that the doors won't be opening to the stage area.
- **After this discussion, Ray Dagenhart put the motion to a vote. None opposed, motion passed.**
- **Youth Director Initiative**
 - Rick McKay reported that the second initiative that the AMT was to look into after our last Family Gathering was the feasibility of another staff person (not necessarily a pastor) to help with youth ministry. Pastor Allen and Pastor Jason have been tag-teaming to serve the youth, but they need to spend more of their time shepherding the flock. At this point, we're not ready to say "yes, we can do that." We'll be forming a task force to take a look at what we need to meet the needs for our youth program. We've looked both at interns (maybe someone who is in seminary who could be shepherded by the pastors), as well as someone with higher-level qualifications. The task force will look at what is required to fill the youth position. We are thinking in the neighborhood of \$45,000/year for someone in a part-time capacity to have that position filled. We want to take more time to see how the rest of the year plays out and what 2022 will look like.

After we finish the sanctuary project, we should have more funds to put towards this goal.

- Pastor Jason added that we're already heading toward meeting that goal. This is an opportunity to show we're there. We may need to come to August and September and make decisions on faith. We want to pray this through. As the task force works, the AMT will keep an eye on how the budget is going, and we'll have philosophical and budgetary information to bring. Will it be a red, yellow, or green light?
- Question: "Wasn't there already a task force 2 to 2 ½ years ago?"
 - Pastor Allen answered, "Yes, in 2018. We had a staffing task force to evaluate ALL of our staff. We looked at how our current staff met our needs, but while in that process we found that we needed a new senior pastor and we shifted our focus on that. Now we're saying that with the direction we were going at that time, we probably would have come to this conclusion then."
 - Candy Farren shared that she knows how much time Jef commits to the youth ministry, and it is a lot of work. She knows how much Pastor Allen and Jen have also put into it in years past.
- Kim Rice seconded what Jason said. If we stay on track, and come in at \$795K, we anticipate the same kind of excess in Tithes and Offerings. Next year, we won't have these projects, and we're already almost halfway there. This church is on track to do that unless something catastrophic happens.
- Rick McKay added that we're stretched pretty thin with both pastors putting a lot into the youth. Having a staff person in youth would free up others to do so much more.
- Will Dagenhart asked if there will be a 5-year plan to see how this goes. Will we tell the candidate that it will start at part-time but could grow?
 - Pastor Jason answered that the long-term goal is to have three full-time staff pastors. With the size of the sanctuary capacity going to 400, and Lord willing, the Lord brings the growth, LBC will be best served by three full-time pastors.

Children's Ministry Outreach Task Force Report

Allen & Gregg

- Pastor Allen explained that he and Gregg Sleppy are part of another task force called the "Children's Ministry Outreach Task Force," which has been delayed by COVID. We are reevaluating what we do as a church to particularly reach children. On this task force are Allen Acker, John Propst, Diane Wallace, Amy Howlett, Jennifer McKay, and Gregg Sleppy. They'll be meeting over the Summer and in the Fall, dovetailing their work with the budgeting process. As they identify a new strategy or ministry, and there is a price tag, they want to make sure the AMT is aware so that it can be included in budget process. Pastor Allen asked everyone to make this a matter of prayer for an effective strategy. In early Fall, we'll begin making reports

about where we think the Lord is leading us. Allen asked if there were any questions. There were none.

Elders' Report

Mark Dooley

- **Request to Receive New Members**
 - Anna Brittin by baptism
 - **Motion passed.**
 - Jerry and Marjorie Porter by letter from First Baptist Church in Altus, OK.
 - **Motion passed.**
- **Homegoing**
 - Alice Colvin passed away peacefully in her home on June 13th. She was 96 years old.
- **Review Current Care List and its Purpose (discussion)**
 - Rob Andrews
 - The good news is that Rob had been worshipping with us online all thru COVID and is now in person. If you see him continue to encourage him.
 - Gary & Michelle Chappie
 - We need to be praying for them, send them a card, or call them to let them know you've missed them. They've been members here for about 11 years.
 - Karson Harris
 - Soon we'll be recommending to release her from membership. She graduated from Drexell and has relocated to PA permanently. Continue to pray that she will find a local church.
 - Spencer Higgs
 - He is a nice young man and has grown up in this church. Continue to pray and reach out to him.
 - Robert Moore
 - Robert was one of first people placed on the Care List. His work schedule often keeps him away. We believe he is able to be back but choosing not to at this point.
 - Dell & Terry Tenney
 - Good news, Dell and Terry were in church 2 weeks ago. Pray that that becomes every week.
 - Nathan Tenney
 - He recently married and is living in the area, but to our knowledge he and his wife are not involved in church anywhere. If you see him, let him know he is missed.

Nomination of Lay Elders

Jason Pamblanco

- As laid out in our bylaws, church members can nominate lay elders to the elders for review and consideration. We are always open and accepting of those types of nominations and so we want to remind you that you can nominate church members. As elders, we also have that

prerogative, and we have brought in two men to question, evaluate, and pray through to bring to your consideration as well. Over the next two months we'd like to hear from you about those nominations. They'll be presented without discussion today, but this is the beginning of a 2-month time period where you are invited to evaluate their character and qualifications according to 1 Timothy 3.

- **We'll have a Special Called Business Meeting Sunday, August 22nd**, just before our regular prayer meeting time, where we'll move to accept these two men as lay elders.
 - **David Haun.** About 13 months ago, Pastor Allen approached David to ask him to start the training process to become an elder. David is a phenomenal young man who loves the Lord. He has been teaching/subbing with brother Jim Harris and teaching the youth at Crossfit Sunday Nights. As a profession, he is a French and History teacher at Great Mills High School and also coaches soccer there. Most importantly, he fits the qualifications of an elder by his character, ability to teach, and having grown up in a missionary family, is not a recent convert. The elders felt comfortable approaching David and asking him to consider a process called **TRAIN**, which stands for:
 - **TIME** *with the elders;*
 - **READING** *theological and doctrinal works and Scripture;*
 - **ATTENDING** *portions of elders meetings; being*
 - **INVOLVED** *in ministry; and*
 - **NOMINATION.**
 - For the past year, we've worked through these things with David. To say David has been thoroughly investigated is an understatement. We wholeheartedly and happily nominate David to the congregation today. You'll also be hearing David's testimony in a worship service. You can take him to lunch, talk to him, and get to know him.
 - **Alex Kokolios.** In December (2020), we felt led to reach out to brother Alex Kokolios. Many of you know him. Alex has been a member here longer (since 2008), has been in the teaching ministry here, in addition to meeting the character qualifications. He is fit to teach and has served as an elder at his previous church, SAYSF Bible Church, so he has that experience. We began the same process with Alex on a different timeline (6 months as opposed to 12). We read the same books, had the same meetings, and he spent time with each of the other elders. And again, we want to wholeheartedly bring Alex before the congregation as an elder candidate.
 - **Both of these men were brought to the Church Council**, where both seemed to receive wholehearted support and consensus to bring to the congregation. Elders are a gift that God allows for a church. It is a gift to have qualified men to serve in this way. Deacons are a gift as well. These two offices are the way God has ordained to rule his church. With these two men, the plurality of elders is only strengthened, especially as we are looking ahead long-term to have another staff lay elder. There's a lot of work, meetings, and shepherding that we do, with no fanfare. Brother Jim Harris took time to be in a meeting with church members needing counsel with me today. It is important to be able to share that load and our church will be served well. We look forward to having conversations with you over the next couple of months.

- Candy Farren shared that according to Acts 14:23, we need to fast when appointing new elders. She challenged us to fast and pray. Jason agreed and said we don't want anyone to feel like they're being rushed into this.

There was a motion to adjourn at 8:00 PM.

Concluding Prayer Time

Allen Acker