

**NCCC Board Minutes**  
**Oct. 20<sup>th</sup>, 2009**  
**7pm Fellowship Hall**

**Attendees:**

Jeffery Harris	Scott Richards	Jane Clausing	Beneva Cruz
Annissa Marlow	Mary Beth Becker	Debbie Keith	Steve Kaul
Larry Duckworth	Caleb Hause	Andrew Taussig	Ray Smith
Rita Hasley	Richard Hasley	Nick Nicoll	Brad Swartout

Brad Swartout opened meeting and thanked all those for attending. He asked Tim Pool to open the meeting with prayer. Larry Duckworth asked for continued prayers for the board and our church.

**Previous Board Meeting Minutes**

Brad Swartout asked if everyone had seen the previous board meetings' minutes and asked for a motion to approve. Larry Duckworth seconded the minutes approval and motion was approved.

**Senior Minister Report**

Tim stated that we had 3 deaths just today and that he would be doing several weddings also, very busy. He and Brad are meeting on a weekly basis to discuss various issues surrounding the church, vision for the future, ministry leadership, etc. He would like to include Jeffery Harris in those meetings as well.

**Youth Minister Report**

Scott mentioned the junior high lock in was put together last minute but had 23 junior high, 13 senior high and numerous adults that attended "Where the Wild Things Run". They came back to the church and played games, snacked and fellowshiped together. Brad mentioned to Scott about the need for junior Deacons to serve 1<sup>st</sup> and 2<sup>nd</sup> service and that 6 would be needed. There is no age limit but that graduating seniors would have to be replaced as they moved on.

**Elders**

Larry Duckworth reported that there were no new concerns but that he as planning a Spring retreat in 2010 for the Elders.

## **Deacons**

Brad Swartout reported that Stephen Farrister had volunteered to be the Deacon Chair for the rest of this year and 2010. Brad thanked the Russells for the work they had done to get captions in place thru March 2010. Also, the Deacons decided to have training on Sunday Dec. 6<sup>th</sup> immediately following church for all current and nominated Deacons. The purpose is to train all Deacons on their responsibilities, caption responsibly and ministry commitments.

## **Budget and Finance**

Caleb Hause reported that for the first time this year we are positive cash flow for the church. On the financial report for the period 9-8-09 to 10-15-09, it was reported that our church had \$24,702.70 after all bills for that period. Caleb mentioned that B&F is holding a meeting on 10-26-09 to review current budget and begin budgeting process for 2010 to submit to the board and congregation for approval. Brad Swartout formally thanked Caleb and his committee for the outstanding work they had done in such a short period of time to guide and direct of finances at the church.

## **Human Resources**

Dave Terrell announced that it is that time of year when all salaried personnel are reviewed and that he would be making recommendations to the Budget and Finance committee for their consideration in the budgeting process.

## **Nominating Committee**

Jeffery Harris is heading up the nominating committee with the help of Brad Swartout for 2010 nominations to board and ministry openings. Additionally, he said that Brad Marlow and Linda Covey had volunteered to help in the task as well. Jeff asked that Jane Clausing provide the results of the spiritual gifts surveys to assist in the name gathering. Jane stated that Millie Cress was putting together an inventory of those responses in preparation for calling each gifted member.

## **By-Laws Review**

Dave Terrell began by saying that when Brad Swartout asked him to create a committee to review current by-laws, that he did not think it was going to be as daunting a task as it was.

There were two versions presented to the board for consideration, version A and version B. Version A is our current by-laws with amendments and version B was the by-laws that were in effect before our current by-laws. Those by-laws were put into effect circa 1999 but were changed in 2004 to our current by-laws. Ray Smith was asked to comment on the changes based on the discussion from the Oct. 10<sup>th</sup> 2 hour by-laws review and discussion.

Ray Smith – Why was it important to consider our past by-laws as opposed to our current by-laws? 1. The old by-laws built a larger consensus with the larger board, 2. It puts Deacons and Elders on the front line of having a position of being seen and heard, 3. Committee meetings prior to board meetings enable chairs to be filled, knowing that committee business was being conducted. There was also a natural progression of leadership being created.

More importantly, we had a wider representation of the church although meetings would seem to drag on forever; it created a greater consensus within the church as a whole. Ray recommended that we go with version B because of the fact that it solved many problems and gathered a wider view of the church as a whole.

Dave Terrell commented that he had spoken with a number of people that supported going back to the previous by-laws as well.

Version B was reviewed by the board and the comment of the year was presented by Andrew Taussig in the fact that he thought that the red ink on the by-laws was Jesus' own words within our by-laws. Thank God for Andy for giving us laughter in light of the matters at hand.

In addition to version B existing as our 1999 by-laws, there were other changes that address the handling of a Transitional Pastor in Section E Article 6. Other changes included expanding the HR committee from 3 to 6 as a result of increased staff since the 1999 version was written.

On page 10 there was a change introduced and submitted by Rita and Richard Hasley as it pertains to the qualifications of a pastor being considered for the position and to hold the position. That there be consideration given to a candidate that is willing to embrace and become a Disciples of Christ, Christian Church ordained minister. Their thought was that we would need some way to consider a candidate and under current laws we could not.

Dave commented that he believed that the Holy Spirit was at work in this area of change.

Rita commented that the change should be in there because when she considered joining this church it was because of Tim Pool and that he was filled with the spirit of God and they were very happy with him. He preached the Word of Christ and that we needed someone that preaches the Heart of Jesus. We should consider this above all for our next preacher as well.

In section B article XI gives supervisory powers and authority to the pastor of the day to day operations of the staff and how our church is to be used by groups and individuals. The pastor would have the authority to grant or decline who uses the building.

George Thompson had made a suggested change to all wording that uses the words "voting members" to be changed to "members".

It is important to note that changes to version B were the same as Version A with the exception of the board organization either being like it was in 1999 or current structure.

Ray Smith emphasized that each candidate would be considered one by one and not as a group.

Andy had a question as to how mission money's were handled. He suggested that the by-law be changed to indicate who outreach was giving basic mission finance to. But, after some discussion it was shown that Outreach determines who the money goes to.

Richard Hasley asked the question as to weather we should go with the 2 year service commitment by ministry chairs, chairman and vice chair. It was decided that it was not needed if we went back to the previous form of by-laws with a tighter commitment to committee meetings and closer knit leadership as a board.

### **Thoughts**

Larry Duckworth asks a direct question to Jeffery Harris as to his thought of the dropping of the 2 year commitment. Jeffery delivered a heart-felt, passionate answer that was cheered by the board. He said this, "I know that things are not rosy and that it would be easy to leave it all behind but that he and his family believed in this church and all that it stands for; that by bringing back the old and bringing in some new to deal with the current situation was good. We need to address the spiritual gifts of our church and look at them as tools to do God's work here; until we do that we will not grow nor accomplish our task for God". Amen

Andy asked if we could use email as a form of notification which is included in the changes.

Caleb mad a motion to accept Version B. Larry Duckworth seconded and the version B will be presented to the congregation at our annual business meeting slated for early December, 2009.

### **Pastoral Search Committee Update**

Page Dobson presented where the pastoral search committee was at this time. He has had 2 meetings with his committee that included Tom Jewel, Regional Pastor. Page stated that he sees Tom as a facilitator to the process with ability to help guide us through the process. Tom knows people that we don't and all names submitted will be forwarded to Tom to provide some due diligence, as well.

There will be names of candidates that will come to the committee as well as announcement going out that we have a Senior Pastor Position open and how to contact us with interest. Page stressed that the committee wants to be as transparent as we possibly can protecting confidentiality.

His committee is submitting our congregational profile to the region that was finished 2 Sundays ago. The region wants to know who and what we are looking for as a congregation. Several board members wanted to look at the profile that was submitted.

The NCCC Profile revealed that the top 8 characteristics that we were looking for ranked from highest priority to lowest are:

1. Preaching
2. Bible Knowledge
3. Teaching other than preaching
4. Pastoral counseling
5. Evangelism
6. Program design
7. Managing Staff
8. Hospital visitation

Surprisingly, Tom Jewel related to Page in a conversation that normally on 10% of the congregation participates in this type of survey and yet we had over 100 members complete the survey.

Rita Hasley inquired if the regional staff “culls” the names and resubmits them back to us and Page answered, no they do not. Regional is not going to be selecting our pastor and we remain independent in our selection process.

Page stated that once a candidate’s name is submitted and they have indicated interest, our church profile will be sent to the candidate to let them know what we are looking for as a pastor. Also, that the committee had to provide answers to some of the questions contained in the profile itself. Some questions related to salary, housing, mileage, CE, etc. The pastor can then make a better decision as to they want to be paid. The board has to approve the pastor’s selections as to how the pastor is paid each year.

Page noted that NCCC is the 3<sup>rd</sup> largest Disciples Church in the Metro area and therefore we would look attractive for most candidates. As a part of the profile, region asked the committee to put together our compensation package that we would be offering a new minister and Page asked that the board approve the wording of our package as it was submitted to the region. The committee submitted the following:

Salary: \$50k plus, housing negotiable. 14% of salary would be paid to retirement, health care costs for the family, no Social Security offset, mileage, CE and professional skills costs included.

Page asked for a motion for board approval, Dave Terrell seconded the motion and it was approved by the board.

Next board meeting is Tuesday November 24<sup>th</sup>, 2009 at 6:30pm. Meeting was adjourned.