

Highlights of First Baptist Church Board Meeting March 23, 2008

Present: Bryan Black, Brent Erickson, Craig Hunter, Dee Krumwiede, Richard March, Rob McGinnis, Rod Maurer, Dave Reed, Jef Riley, Matt Solverson, Pastor Nate Whiteside, Youth Pastor Russ Paul, Children's Pastor Nichole Paul

Absent: Charles Davis and Tim Swigart

We started our meeting at 7:00 am. Pastor Nate quizzed the Board and Staff on our knowledge of Jesus' statements on the cross. He also decided upon a new series of Adult Sunday school from the Bible, focusing on James and our understanding of our eternal salvation. Because this is Easter Sunday weekend we dispensed with the reading of the last Board meeting highlights, we discussed the overall topics from the last meeting. We discussed the proposed Board and Staff Retreat, which is tentatively scheduled for April 18-19 at Bethel Horizons. The cost is approximately \$30.00 for each Board or Staff member attending, if a meal is prepared by their staff there is an extra \$35.00 if they make it, if we make it we pay for a cleanup fee of \$2.00 each. The last time we were there we fasted. We would be there for Friday night and Saturday morning.

We discussed the Executive Assistant position that a job description has been recently developed for by a search committee. Some questions that came up were what hours of the day would that person need to be available for 20+ hours each week. The hours would be between 8am-5pm weekdays but not to be full-time for the present. Dave Reed asked about the scope of the position as far as who the person is answerable to, who can make requests to for their assistance and how we should be looking to alter this in the future. The new position would ultimately answer to Senior Pastor Nate and the Board of Administrators.

After review we decided that the job description was not an all-inclusive list and other activities might need to be included at a later time. It's written broadly enough so that we can address most if not all-possible situations.

Discussion came up about the cost of initiating this position. Nichole Paul commented that we might consider requesting additional volunteer work from the congregation if we decided we must wait to add this position. Matt Solverson expressed that we need to be aware of how the lack of fulfillment of this position would impact Pastor Nate's workload.

We considered holding off the search and hiring date until sometime in September. Pastor Nate felt this was good discussion and that he would like to see more discussion if we are not yet comfortable with approving this position. Brent inquired about a change in Pastor Nate's schedule to see if we could adapt in the short term. It was previously decided during the negotiations when Pastor Nate was hired that we would provide an Executive Assistant if the current office secretary position were not sufficient to fulfill the requirement of this church. Some discussion centered on the current size of this church, the size of the community we are in and the current giving habits of the congregation. We also looked at how the current office secretary position might be put to better use. Some thoughts to improve the current position would be to provide more written directions so we could keep the person in this role busier.

We decided that we should table this decision for now and pray about this idea, it will be announced to the congregation that we are looking for a volunteer for this position until we are prepared to make this a paid position. Craig Hunter commented that we have stepped out financially a number of times in the past and God has provided. One example of this would be the church we are now holding this meeting in. He expressed that we need to be responsible to Nate for his staff needs as well. Rod felt we should be aware of the current needs we have, especially in the Youth Pastor area that we are fulfilling our obligations to Russ to make his position more

equitable for his workload. Russ has stepped up considerably in this role, on his own accord he has developed the Youth Ministry into a notable and prominent ministry in the community.

We discussed the checking account balance from Shelly Black. Shelly has done an excellent job of finding ways to remove superfluous costs recently through removing fees related to an inside-wiring maintenance fee from CenturyTel, removal of an extra listing we didn't need, calling card usage and phone in the former parsonage and other cost-savings.

We moved on to some questions that Youth Pastor Russ Paul had about his eventual full-time position. He is already putting in more than full-time hours but is only being paid in a part-time pay schedule. Russ has assisted in providing hospital visits, meeting with people not related to his Youth Ministry activities and even assisted by taking phone calls late at night and other activities that would normally be done by an Assistant Pastor.

Several members of the Board expressed their appreciation of his role and the additional work he has taken on to make the Youth Ministry so well known in this church and community. While not commented directly in the Board meeting it should also be noted here that Nichole Paul has done an excellent job in My Friends House and other activities. These two activities have assisted in providing many opportunities for families to become aware of First Baptist Church's role in the community and developing our relationship as well. Russ also works on his family farm many hours, he juggles many activities to make all of this happen. Pastor Nate said there are some activities that are currently part of the job description that have been put on the back burner simply because there were other activities that had a higher priority. Pastor Nate would like to accentuate some of those activities to bring them to the forefront. Rod Maurer had a copy of the Youth Pastor job description and it had a considerable amount of responsibility.

Russ shared with us a story about one of the kids that come to Youth Ministry. The grandmother of the girl was impressed that the Board has empowered the Youth Ministry and Children's Ministry. She was very thankful for Russ and Nichole's work in their ministries and how it has affected her granddaughter.

Former Board member, Jim Johnson's biopsy came back cancer free. He and his family are very grateful for this blessing from God. We ended in prayer thanking God for Jim Johnson's biopsy results and other praises to God for his love and generosity. After the prayer Pastor Nate also mentioned that he had received a phone call from Linda Appling who had been extremely ill from a staff infection and who had been given only two hours to live by her doctor several weeks ago. She is now well enough to talk, having had a miraculous recovery through the blessings of a merciful Lord and Savior.

Respectfully,

Jef Riley

Jef Riley-Board Member