

**Burke Community Church
Council of Elders Meeting Minutes
March 17, 2018, 8:00 a.m.
Discussion Leader: Allen Miller**

Attendees:

Bob Ashton (Elder), Darren Brown (Pastor), Richard Dick (Elder), Curt Hammill (Elder), Allen Miller (Elder), Joe Terry (Elder)

The meeting opened with prayer at 8:05 a.m.

I. Business

Discussion Lead	Topic
Council	Approval of minutes for COE Meeting March 5, 2018
Council	Elder Nominating Committee-consider possible elder nominees
Council	Consider any needed constitutional changes; governance communication plan
Council	Consider agenda for May congregational meeting
Pastor Marty, Pastor Darren	After action review of off-site items not covered in 2018 budget discussions, staff development plan, video venue plan and timelines, executive pastor responsibilities
Pastor Darren	Sabbatical report
Pastor Darren/Curt Hammill	Construction update
Pastor Marty	Staff update

II. Meeting Notes

- a. **Minutes.** The Elders approved the minutes for March 5, 2018 regular and executive sessions.
- b. **Elder Nominating Committee update.** Richard informed the Council that he had briefed the ENC on the results of the March 5, 2018 COE meeting, particularly the desire to nominate two candidates to the congregation, one of whom should be a former elder in order to help sustain expertise in 2019.

- c. **Governance.** The Governance Subcommittee (Pastor Darren, Curt, Joe, Richard) agreed to meet immediately after the COE meeting. The minutes for the subcommittee meeting are appended to the Executive Session minutes.
- d. **Congregational meeting.** No additional updates.
- e. **After-action report- 2017 Offsite.** Pastor Darren is soliciting staff inputs toward the staff development plan, focusing on the staff's goals for themselves. The pastors are modifying the performance assessment process to make it more responsive and useful, both to assessors and the employees being assessed. Pastor Darren is restarting semimonthly directors' meetings and monthly staff celebrations as part of improving staff culture. The Council asked Pastor Darren to provide an update subsequently on the staff development plan and the staff hiring plan through 2021, along with Pastor Marty.
- f. **Sabbatical report.** Pastor Darren reported the results of his recent sabbatical. God richly blessed his time with Lisa and his children, as well as with his mother. Highlights from his conference time and sabbatical reading included: a) money is not a major limiting factor in establishing a multi-site venue; b) senior pastors drive most successful multi-sites; c) BCC's staff performance evaluation system can be much more useful than it currently is; and d) BCC's staff culture can be even better than it is.
- g. **Building project.** Pastor Darren and Curt briefed the Council that the silt fence along Old Keene Mill Road had been temporarily drawn back in accordance with the neighbor's request in order to facilitate leaf removal. Pastor Darren indicated that the BCC attorney was reviewing the draft letter updating nearby neighbors on the status of construction. Curt noted that the Yachthaven Homeowners' Association had responded positively to meeting with BCC elders. He further noted that elders would be visiting one of the neighbors soon to evaluate concerns about sight lines from the neighbor's property, and indicated that the staff continued to evaluate security camera coverage.
- h. **Staff update.** Pastor Darren informed the Council that the staff had hired David Gillum as the part-time Special Needs Assistant; that the upcoming Children's Ministry vacancy has been advertised; and that the Worship Associate vacancy announcement, posted March 9, had already attracted 25 applications.

The meeting ended with prayer at 11:45 a.m. and was adjourned.

Respectfully submitted by
Richard Dick,
Clerk of the Council of Elders