

First Baptist Church of Hastings
Special Called Business Meeting Minutes
August 24, 2025 – 12:39 p.m.

The special called business meeting was opened at 12:39 p.m.

A recommendation from the Church Council was presented by **Pete Boykin**. The recommendation was that the church approve the hiring of a full-time, paid Church Administrator/Pastor Administrator as soon as possible.

- A **job description** was distributed for review.
- It was noted that the current volunteer administrator, **Craig Lands**, has resigned but will assist until a replacement is found.
- Pastor Ben is contracted to work only 17 hours per week and therefore cannot take on this role.

The motion was seconded by **Terry Escoffier**.

Discussion:

- **Melissa White** asked if seminary training would be considered. Pete replied that candidates with seminary training and pastoral credentials would be considered for the title of *Pastor Administrator*. Without seminary training, the position would be titled *Church Administrator*.
- **Miles Jones** asked about salary considerations. Pete responded that based on education and experience, the range would be **\$50,000–\$75,000**.
- **Justin** noted that the Finance Team had met and discussed \$55,000 as a starting point, with up to \$70,000 possible with adjustments to the budget.

It was determined that the **hiring team assigned by the Council** would review applicants and present a salary offer within this range for church approval.

The motion to proceed with the search for a candidate was **approved unanimously**.

Attendance: 46 members were present.

The meeting was adjourned at **1:11 p.m.**