

Daybreak Governing Board Meeting  
Tuesday, May 7, 2019  
7:00 PM

Attendees	
Dean Argot	Scott Shirley
Sue Shreiner	Carl Hollander
Shawn Andrews	Victoria Lindstrom
Ric Jacobs	Amanda Johnson
John Chopka	

Meeting called to order at 7:02 PM

A. Opening Thoughts/Prayer – Sue Schreiner

- a. The discussion was based upon questions that are discussed in the book The Quest
- b. Several recalibrating questions that we can ask ourselves are:
  - i. Where are you?
  - ii. Who told you that?
  - iii. What are you seeking?
  - iv. Why are you afraid?
  - v. How much more do we need or want?
- c. Sue mentioned that we should hold onto the things that end in a period (.) and that great things happen when God mixes with man.

B. Initial Budget Approval – Shawn Andrews

- a. We anticipate that giving this year will be just below our planned budget, but we anticipate that next year, we will meet the budget.
- b. Our goal is to match our budget with our strategy.
- c. Jason is reaching out to individuals who stopped giving; hearing back from 30-40% of them.
- d. Staff costs includes potential 10% increase for insurance but does not include COLA.
- e. The up-front cost of a capital campaign would be sizable, so we need to determine how this will be funded, but not necessarily for discussion or decision today.
- f. **Motion** by Carl: Approve budget allocation for the year in order to allow the lead pastor team and central staff to move forward with ministry planning. Seconded by Victoria, motion passed unanimously.

C. Lead Pastors Report – Ric Jacobs

- a. Dan Mattarrese continues to be a tremendous contributor to Daybreak and brings great value in his current role.
- b. We will continue the discussion at the retreat about how we see the lead pastor team moving forward, and Jason's participation in that. Discussion ensued.
- c. Investment Opportunities Update
  - i. In June, start to determine what the costs would be for a capital campaign for all investment opportunities.
  - ii. Kids Park land development would be included in the capital campaign. Kids Park building would be grants driven, even if that means doing it in phases. May need to communicate that this will be distinct and separate from the capital campaign so that its phased approach is understood and supported.
  - iii. West Shore BIC Church
    1. Giving Daybreak first opportunity to purchase; anticipate that they will wait until after our 10 June meeting.
    2. The current GHR lease ends in October 2019.

3. Discussion ensued.
  - iv. Board agreed to move forward with pursuing the answers to these discerning questions.
- D. Nominating Team – John Chopka, Sue Schreiner, and Shawn Andrews
- a. How many nominations are ideal?
    - i. Group concurs with adding two governing board positions.
    - ii. Ministry board to add 3 positions? The board believes that should only add members if we know there is an individual who is completely prepared and equipped to serve in this capacity.
  - b. Mark Shuey will represent the Ministry Board and GHR campus as a representative to this team.
- E. Lead Pastors Review Team – Carl Hollander and Dean Argot
- a. Work Review
    - i. The team developed a work assessment to use to level-set expectations as well as to guide and bring structure to the pastor assessments. the core competencies of the pastors. Discussion ensued regarding the topic areas of the assessment and how it will be used.
    - b. The lead pastors review team will regularly interact with the lead pastors and will interact with the staff that works and serves with the lead pastors consistently.
    - c. We still need to determine how this information will be relayed back to the governing board.
    - d. Shawn asked for performance appraisal format from the district superintendent to help shape the work review format.
    - e. Team will continue to finalize the work review and the assessment format.

The next Governing Board meeting will be our Retreat Day held on June 10<sup>th</sup> at the Lake House.

Meeting adjourned at 9:07 PM

Respectfully submitted,

Amanda Johnson