

DAYBREAK GOVERNING BOARD MEETING MINUTES

August 4, 2023

Gettysburg Pike Campus, Hospitality Room

Attendees: *Ric Jacobs, Shawn Andrews, Victoria Lindstrom, Jason Dadey, Adam Herman, Alan Starner Jeff Logue, Sue Schreiner, Dean Argot, Jan Groff*

Unable to attend: *Scott Shirley*

Light breakfast and connecting time

The meeting was called to order at 8:15am

Call to Order - Victoria

Prayer - Ric

Board Business

- Next Gen Project Update
 - A punch list of items is being developed
 - Tentatively, on September 3, 2023 after church services, congregation may be able to do some walk-throughs of the renovated spaces
 - Additional expenses related to ADA compliance
 - Centurion continues to be generous through the projects (Kid Min hall walls and ceiling)
 - Projects are expected to be mostly in a finished state by the time of DSM fall kick-off
 - Conversations being held around resourcing the ADA work, grant funds availability, and making strategic choices for projects with future vision in mind
- Staff Hiring
 - Both Kid Min hires are complete, and all is structured with a future campus expansion in mind.
 - Communications Coordinator, is integrating and onboarding well.
 - Director of Worship Arts starts August 22, 2023.
 - Assistant Kid Min Director is taking on a new career opportunity, so Kyle has a position open. This is a challenging position to find candidates for. We may look at a residency opportunity.
 - Facilities Coordinator is doing great both managing and connecting people.
- Financial Update
 - In the absence of Pastor Jason (sabbatical) completing the report, there is a draft of the budget (provided by Alicia Ratz); everything appears to be flowing well.
 - Audience, Context, Confidentiality, and Timing (ACCT) on these items
 - Next Gen construction celebration – tour following the Annual Meeting
 - Staff - Shawn will introduce Eric to the congregation via email

Sabbatical Policy

- The Human Resources Support Team distributed a draft of the sabbatical policy for review and feedback.
- The need for such a policy has evolved out of Shawn's 2022 sabbatical, and Pastor Jason and Robin's 2023 sabbatical.
- Feedback
 - Length of time/number of weeks
 - Discussion around percentage of pay
 - Who is the audience that you pull from for support? Congregation?
 - Suggested model for time off: 12 weeks/ 8 weeks / 6 weeks
 - Recommendation that summer be considered for the timing
 - Recommend switching to a two-party financial contribution method, without needing to solicit support
 - What soft-support resources can the Governing Board facilitate? Examples are Ric's opportunity in Hilton Head, Shawn's gift card drive, Alliance District support)
 - Encourage creativity
 - Committee to discuss changes and seek counsel from Pastor Jason, Scott Shirley, and Lowell Gates
 - Development resource: Pete Scazzero podcast on sabbaticals
- Communication
 - None at this time

Annual Meeting Agenda and Roles

- A proposed agenda for the Annual Meeting was distributed for review and feedback.
- Adjustments were recommended for the ordering of agenda items, which include Treasurers Report, Mission, Vision, and Mission Budget.
- Partnerships will be mentioned in the Mission segment.
- Governing Board members are to arrive early for prayer, and to host and greet.

Break

Vision Casting Feedback

Shawn and Ric reviewed a handout on casting Daybreak's vision that "*we are a family on mission*" and a reason for that is "*so that every person on the West Shore would have the opportunity to discover and deepen a life-changing relationship with Jesus.*" Points of review and discussion:

- Discerning what, when, how much to share and in what format
- We are listening for God and following his lead on this
- We don't want to miss out on what God has for our church family
- As leaders, we've prayed for this for 20 years. Specifically in the last few years, this has really been on our radar as a need and an opportunity.
- This isn't our plan. Daybreak was started because folks heard from God and were obedient.
- This is what every church is called to do. It's THE history of the church.
- Shawn shared map images displaying Daybreak attendee home locations plotted prior to and then after OBR launch (color-coded to distinguish between Gettysburg Pike and OBR attendee locations). It's a compelling visual showing that the growth and expansion is real.

- How do we prepare and walk alongside the congregation?
- Ask the congregation to engage with us
- The 7 Moves
 - Leadership lifter targeted for November; include vision-casting
 - Step “4” is the “team” and each member of Daybreak will be called to *pray, give and/or go* - just as we are with a mission’s trip
 - God provided the residency opportunity; God provided Eric. It all lines up with the multiplication of the church and adding another campus.
 - Explore opportunities for small groups to lead one or more discussions in January (following the November leadership lifter)
- Think through what-ifs and what people will ask
- How will we: respond, follow, discern, be ready, plan optimistically
- A benefit of adding a campus versus planting a new church: you aren’t starting from scratch in many things; we would be expanding and duplicating our structure and there’s an opportunity for shared ministry
- Be Ecclesiastic; Ecclesia = the gathering; multiply the gathering, giving more expressions of the body of Christ
- Just as in Biblical times with Jerusalem, Judea and Samaria, the West Shore has places of strong faith, places where people can worship, and places where faith is rejected and Christians can feel like outsiders.
- The Gospel has always spread through sacrifice – giving, going, praying and so on.
- Explore talking points related to the Vision statement and the Biblical plan and history in spreading the Gospel, church-planting and expanding
- For now, we should listen through the month of August and the current sermon series. What are people saying (good, bad, and otherwise)? What’s the good? What are the concerns? How can we help? Between now and November, we can discern and use it as a time to prepare for the November leadership lifter.

Adjourned 12:10pm

Prayer

Next Meeting

The next Governing Board meeting will be held Friday, October 13, 2023, 11:00am-4:00pm