

NOVEMBER 2023 MEMBERS' MEETING

Jeff VanScoy, moderator, called the regular monthly Members' Meeting to order November 12, 2023, and opened with prayer. The October 2023 minutes were reviewed; Jeremy Kimble moved to accept them, Dave Gallagher seconded, and motion passed. Harry Steck presented the October 2023 Treasurer's Report, noting that the corrected September 2023 report is also included in this month's agenda. Peter Miller moved to approve both reports, Bruce Fiedler seconded, and motion passed.

REPORTS:

Elders – Pastor Jason Wing
Lead Pastor – Pastor Jason Wing
Leadership Team – Pastor Jason Wing
Children's Ministry – Bobbie Schell
Student Ministry – Rob Slouffman
Worship and Media – Phil Wing
Finance and Facilities – Harry Steck
Fellowship Team – Paula VanScoy
Missions and Mercy Ministries – Jim Corbin, Aldin Fafulovic
Deacons – Jesse Jackson
Trustees – David Bonnell
Office and Communications – Jarrin Bradshaw
Connections and Community Life – Bill Letcher
Groups Ministries – Bryson Jackson
Senior Adult Ministry – Lisa Hamilton
Women's Ministry – Beth Carpenter
Director/Pastor of Leadership & Education Search Committee – Scott Wrigglesworth

OLD BUSINESS:

Motion 2310.05. The UBC staff moved that we accept **Spencer and Kayla Richardson** based on the statements of faith and prior baptisms by immersion. Motion passed.

NEW BUSINESS:

Motion 2311.01. The UBC staff moved that we accept **Michael and Kimber Nettis** based on their statements of faith and transfers of membership from Hiland Park Baptist Church, Panama City, FL. Motion passed.

Motion 2311.02. The UBC staff moved that we accept **Sean and Kristi Haugan** based on their statements of faith and prior baptisms by immersion. Motion passed.

Motion 2311.03. The UBC staff moved that we accept **Todd and Alissa Pene** based on their statements of faith and prior baptisms by immersion. Motion passed.

Motion 2311.04. The UBC staff moved that we accept **Josiah Davenport** based on his statement of faith and prior baptism by immersion. Motion passed.

Motion 2311.05. The UBC staff moved that we accept **Ramsey Smith** based on her statement of faith and prior baptism by immersion. Motion passed.

Motion 2311.06. The UBC staff moved that we accept **Steve and Pam Morris** based on their statements of faith and prior baptisms by immersion. Motion passed.

Motion 2311.07. 2024 LP (Lead Pastor) Housing Allowance.

[Salary Reduction Agreement for Jason Wing]

The Personnel Committee moved that the church designate Lead Pastor Jason Wing's 2024 housing allowance to be \$51,600. This motion has Federal income tax implications that can benefit the employee. Motion passed.

Motion 2311.08. 2024 DWMA (Director of Worship and Media Arts) Housing Allowance.

[Salary Reduction Agreement for Phil Wing]

The Personnel Committee moved that the church designate Director of Worship and Media Arts Phil Wing's 2024 housing allowance to be \$33,000. This motion has Federal income tax implications that can benefit the employee. Motion passed.

Motion 2311.09. 2024 DCCL (Director of Connections and Community Life) Housing Allowance.

[Salary Reduction Agreement for Bill Letcher]

The Personnel Committee moved that the church designate Director of Connections and Community Life Bill Letcher's 2024 housing allowance to be \$36,000. This motion has Federal income tax implications that can benefit the employee. Motion passed.

Motion 2311.20. 2024 DGM (Director of Groups Ministry) Housing Allowance.

[Salary Reduction Agreement for Bryson Jackson]

The Personnel Committee moved that the church designate Director of Groups Ministry Bryson Jackson's 2024 housing allowance to be \$22,500. This motion has Federal income tax implications that can benefit the employee. Motion passed.

Motion 2311.11. 2023 Budget Authority Transfer #7.

The Finance Committee moved that the church authorize the transfer of the 2023 Budget Authority between budget accounts as shown below (rationale explained in agenda):

Move \$250.00 from SBC Convention Support, to Dir. of Children's BE

Move \$1,000.00 from New Group 3, to Children's Ministry

Move \$34.57 from SBC Convention Support, to Deacon Body Ops

Move \$363.68 from Contingency HERE, to Ordinance Supplies

Move \$2,600.00 from Stumin Transport to Camp, to Student Ministry

Move \$1,000.00 from New Group 4, to Summer Camp Scholarships

Move \$1,500.00 from Worship Ministry, to Summer Camp Scholarships

Move \$1,000.00 from Contingency HERE, to Utilities

Move \$1,562.65 from Building Maintenance, to Custodial Supplies

Move \$156.53 from Contingency HERE, to Stewardship Supplies.

Motion passed.

Motion 2311.12. The 2024 Financial Budget.

The Finance Committee moved that the church approve the attached Calendar (CY) 2024 budget.

Parliamentary Procedure. This motion is being introduced to the membership in this Members' Meeting for their prayer, reflection, and consideration until the next Members' Meeting. The plan is to vote at the next Members' Meeting on the motion and hence adopt the 2024 budget. The DRAFT budget is subject to revision based on questions at the Members' Meeting and follow-up questions and review.

The attached budget track sheet shows the 2023 Make Him Known budget as a starting point (in format and values). The budget account titles were updated to reflect 2024 names, and account titles were added to reflect current needs. A 2024 Budget column was added with values updated (delete, as was, changes) to reflect the 2024 priorities at UBC. The 2024 Oversight column was updated to assign every budget account an overseer(s). In the 2024 Notes column are a few explanatory notes to help the reader identify the nature of expenses for that account.

Here is a quick top-level overview (numbers rounded) of the proposed budget:

\$1,200,000	Compensation for 10 full-time and 8 part-time employees
94,500	Other employer personnel expenses (taxes, temps, team building, etc.)
545,824	Ministry and operations (training, facilities, support)
277,366	Missions, mercy, and deacon member care
546,000	Mortgage (principal, interest, additional principal)
58,310	Contingency (management, reserves)
\$2,700,000	2024 Budget Total

Additional Details. The Finance Committee discussed and decided to return to our traditional budget format and execution. This will allow the church leadership to also transition to a new focus and branding for 2024. Make no mistake, there is significant growth in the 2024 budget over 2023, acknowledging that we have an approximately \$4.1M mortgage to pay off and a maturing vision of the Lord leading us to focus on a campus, plant, or campus-to-plant model.

Each account has a designated account overseer (person or committee), whose responsibility it is to approve expenses and remain within the approved account budget allocation. The notes in the table are illustrative of the potential activities and things for which the budget account might use the funds.

Motion 2311.13. 2023 Staff Bonuses.

The lead pastor and the Personnel Committee moved that the church authorize a bonus to each UBC staff employee as follows: \$1,000 for full-time employees and \$500 for part-time employees. This has been a very busy year with much growth. The staff has done a great job working together as a team, and we'd like them to be blessed with this gift. By doing this now, the staff members will have the funds for their use during the holidays ahead. This is a tangible way of expressing thanks for their dedicated effort in 2023. The funds will come from the Staff Bonuses escrow account and not a budget account. Motion passed.

Motion to Adjourn.

Mike Avery moved to adjourn the meeting, Tim West seconded, and motion passed.