Church of the Redeemer  
Council of Elders Meeting Minutes  
October 21, 2013

Elders Present: Thomas McKenzie, Debbie Taylor, Mark Nicholas, Kyle Williams, Abbie Hudgens, Jean Hepper, John Eames, Trevor Henderson, and Parker Page

Others Present: Linda Shepherd, Chance Perdue, Danny Bryant, Jenna Martin, Kenny Benge, and Rhonda Kemp

I. Opening Prayer and Welcome: John Eames opened the meeting with prayer. Abbie Hudgens introduced Parker Page as the newest member of the Council of Elders. All persons present introduced themselves to Parker.

II. Review and approval of the September minutes: Upon review, no amendments were required. Jean Hepper made a motion to approve the minutes as read, Trevor Henderson seconded, and the motion passed unanimously.

III. Treasurer’s Report for September 2013:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budgeted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tithe</td>
<td>$73,172.13</td>
<td>$64,583.34</td>
</tr>
<tr>
<td>Ordinary Expenses</td>
<td>58,808.82</td>
<td>64,616.86</td>
</tr>
<tr>
<td>Net Ordinary Income/Loss</td>
<td>$14,363.31</td>
<td>$(33.52)</td>
</tr>
</tbody>
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Bank Account Balances as of 30 September 2013:

- Cedarstone Bank--General Operations $33,025.14
- Cedarstone Bank--Reserve Account 299,119.30
- Schwab--Money Market 4,202.04
- Pastors’ Discretionary 10,636.81

   Total in all bank accounts $346,983.29

A. Linda Shepherd, treasurer, noted that tithes and offerings were up in September, due in part to the fact that there were five Sundays in that month.

B. Linda discussed the completion of the project to enter all the line-item projects allocated to the 2012-2013 financial year in those accounts. These projects included repairs to the sound board, expenditures to facilitate and train the Stephen Ministry, and building interior renovation projects. Linda and Debbie will complete the project relating to the funds allocated to the furnishing and
interior renovations. Additionally, Abbie noted that funds allocated to the Columbarium Engineer may be released back into unallocated accounts.

C. Jean and Linda led a discussion about certain maintenance projects and the impact on the budget from changing their categories. After discussion, the consensus was to keep the categories as they stand currently.

D. A question was raised about a large contribution that passed through the Missions and Outreach category specific to the Rwanda mission. Father Thomas explained that a church member had desired to make a contribution to the Rwanda mission. This donation went directly into the church fund and then directly out of the fund to its designated use with Compassion International: Rwanda.

E. A question was raised about spending within the youth ministry’s budget. Linda explained that this situation arose because of timing and is related to the summer youth trip. Linda and Chance will look over the budget to be sure that all receipts and expenses balance that account.

F. Jean asked for an update on the church hiring an accounting firm to help Linda with financial activities. Linda explained that this situation is also a timing issue related to establishing our account with the providers and setting up a bank draft system to pay each month’s $300 fee. The budget allocations will balance as soon as all the systems are in place.

G. With all questions asked and answers provided, John Eames made a motion to accept the treasurer’s report, Trevor Henderson seconded, and the motion passed unanimously.

H. Linda asked if the church should implement a reimbursement policy for those church members who purchase items on behalf of the church and expect reimbursement. After a brief discussion, John Eames and Linda will craft this document and present it at the next Council of Elders meeting in November.

### IV. Staff Reports:

A. Chance Perdue shared that the youth ministry’s activities are going well. The separation of the junior high and the senior high groups for Sunday School is working well. During fall break when attendance dipped, the two groups combined for a joint class, which was a good change. Chance shared an event from a Wednesday evening lesson that served to exemplify how the students are growing in their faith and sharing with each other. He is excited for the upcoming one-day youth retreat at The Abbey of Gethsemane. Chance also shared his hopes for the first season to minister in the Room at the Inn project. He is looking for helpers to cook and serve dinner and breakfast. He anticipates knowing the five dates Redeemer will host these men before the end of October.

B. Danny Bryant reported that the recent men’s retreat had 35 participants who gave good feedback about the event, including that it was restful and encouraging. Danny further noted that his Sunday School session has ended. He is encouraged
to have a new leadership team in place for the men’s ministry. Danny will also serve as the pastoral facilitator for the women’s ministry leadership committee. He anticipates that within the next one or two weeks the members of both new committees, men’s and women’s ministries, will be announced. He concluded by sharing that he will be going out of town to officiate at the wedding of friends.

C. Jenna Martin reflected on her gratitude for all her music team volunteers. She also shared that, due to an illness in her family, Betty Mullens has been absent from the organ and has been greatly missed. Jenna commented on the Stephen Ministry training sessions that are being held at Brentwood United Methodist Church. She praised the hard work being invested by the participants from Redeemer, those being Bill Cleary, Sissy Gourieux, Melanie Pherson, Kathy Haynes, and Courtney Howard. Jenna shared that she will be participating in the contemplative retreat at The Abbey of Gethsemane along with the youth of the church. She noted that the fall gathering of women was very uplifting. Finally, Jenna shared that Dr. Tom Scales recently asked Jenna to speak at his clinic. One of the participants at the clinic was moved to join Jenna at our fall gathering, which was joyous.

D. Thomas McKenzie discussed the upcoming diocesan convention, which begins the first weekend of November. He will return for the church’s All Saints service, which will feature the traditional lighting of candles in memory of those people who pointed us to Jesus. He shared that, in November, Canon Mary will visit our church as well as St. John’s in Franklin. Finally, Thomas led a lengthy discussion about the election of a new archbishop in June 2014 and the processes that will be involved in that system of events. The elders asked several questions about the possibilities of how these events will impact Redeemer and the preparations we might need to begin. Thomas noted that the timeline is likely a long one, and his discussion was that of educating and preparing the elders. Next, he discussed the declining participation in the Sunday evening services. The final Sunday evening service is scheduled for the Sunday before Thanksgiving. He will evaluate and make recommendations to the Council about resuming the evening services in 2014. Finally, Thomas reminded the elders that the elders’ retreat will be combined with the traditional Christmas party, with the party on Friday evening and the retreat on Saturday morning. The focus of the retreat is vision creating and building.

V. Old Business:

A. The Columbarium’s use agreement must be approved and in place in order for this project to be on the docket of the next City of Oak Hill’s meeting. Abbie presented the draft of the agreement to the elders. Jean brought up several questions relating to the wording of different sections, leading to more clarity in these sections. After careful amendments to the draft, Jean made a motion to accept the agreement as amended, John seconded, and the motion passed.
unanimously. With the agreement in place, along with other pertinent documents to complete the information packet and a $250 fee, the project is ready for final approval from the Oak Hill zoning board. The Council commented that this approval comes just in time for Christmas.

B. Thomas and Danny led the discussion on the church plant in the Nolensville Road area of Brentwood. Thomas asked each elder along with each staff person present to voice questions, concerns, and position toward moving forward with this project. Without exception, including Jack Haynes who, though absent, sent his comments via email, the entire group spoke to the belief that church planting is the mission of Church of the Redeemer. As such, John Eames made the motion that the parish moves forward with a church plant led by Father Danny Bryant in the Nolensville Road area, Trevor Henderson seconded, and the motion passed unanimously.

C. Thomas has sent a list of all the people who have served as elders at Redeemer in case there is ever a need to have additional people help with the offering and its counting.

D. Mark reported on the tree maintenance that must occur before the exterior maintenance projects can begin. Jane Griffin is helping Mark choose an arborist for this task.

VI. New Business:

A. Danny requested that the Council consider allowing a special allocation designation within the Missions and Outreach designated giving specifically for people who desire to contribute to the church plant fund. Currently, the church budget allocates $1500 each month to the church plant fund. Danny requested that this amount be increased to $2500 each month and that the members of Redeemer be permitted to designate part of their offerings to this account. After a time of discussion to determine if this movement would financially undermine any other of the church’s missions and outreach commitments, the council decided the discussion and any motions needed to address the two separate items under consideration. As such, Debbie Taylor, who also serves as the chairman of the Missions and Outreach Committee, made a motion to increase the monthly church plant funding from $1500 to $2500, John Eames seconded, and the motion passed unanimously. Subsequently, Trevor Henderson made a motion that the Council authorize a designated giving category so that church members can make designated offerings to the church plant fund, Debbie Taylor seconded, and the motion passed unanimously. Additionally, Kenny Benge, pastor of St. John’s church, asked how he and his parish can help with the church plant as well.

B. The question was raised about how to create and implement ideas to upgrade the facilities, using the unallocated prior year reserves, totaling $14,850. Because of the scope of the project, Thomas suggested forming a committee to prepare an
agenda and timeline for the projects. This committee consists of Thomas, Kyle, Jean, Abbie, and Trevor, who will present their findings at the November meeting.

C. John Eames brought a report from the Finance Committee, noting that members and leaders of this committee must be nominated and approved by the Council of Elders. He offered the following motion:

1. That Philip Codington be approved to serve on the Finance Committee, beginning immediately for a term of two years.
2. Further, that Grady Cannon and Mark Deering be re-affirmed for service on the Finance Committee for terms of three years and one year, respectively.
3. And further, that Grady Cannon be approved to serve as Finance Committee Chair. He noted that, with the approval of the above members, the committee will also include the Treasurer, Linda Shepherd, and a Council of Elders member, John Eames. Kyle seconded John’s motion, and the motion passed unanimously.

D. Thomas noted that the church needs a policy statement for the use of the pastoral staff’s designated funds. He has requested such statements from the diocese, but it has not been received. He plans to draft such a statement and bring to the Council of Elders next month for their approval.

E. Thomas advised that the church’s employment policy manual is currently being upgraded to reflect the needs of a church instead of the corporate wording it now features.

F. Jean asked Thomas to clarify the protocol for the elders to follow to present the announcements during services.

VII. **Adjourn**: Abbie made a motion to adjourn, Trevor seconded, and the motion passed unanimously. The meeting closed with prayer.

VIII. **Next meeting**: November 18, 2013 at 6:30 pm.

Submitted by--Rhonda Kemp