

## STAFF MEETING MINUTES, THURSDAY, SEPTEMBER 12, 2024

**1) Joe announced** to everyone that he was going to break his administrative distance for an hour and come to staff meeting to answer the questions he was being asked and to bring clarity.

**2) Our October 2023 – December 31, 2024 had August 1 – November 1 schedule**

(VI) LET EVERYTHING RUN LIKE CLOCKWORK FORTHREE MONTHS WITHOUT ONLY MINOR TWEeks(August 1–November 1)

That was clarified to mean that everybody that had assignments, places of ministry, places of service, places of responsibility prior to August 1 were to carry out those duties and responsibilities to the best of their abilities and see if we run without needing any operational changes. It was clarified that everybody go back to those areas and lead according to the what they had been delegated to lead. All calendar dates, systems, announcements schedule, communication schedules remain exactly as they were prior to August 1.

**3) We went through all** the calendar issues, all the financial issues, all the administrative issues that been in the folders and reassigned them to their original delegated leaders.

**4) The question arose, “What if I don’t know what to do with something.”** The answer was, “I’m sure you can figure it out. In fact you’ve been doing this for some time now, you are capable, you have been empowered to do it, you have been entrusted with the stewardship of it, we have confidence you and whoever you choose to consult can most likely figure it out.

**5) The question arose “What if I can’t figure it out.”** The answer was, as unlikely as that is to happen, it’s OK to not have things happen, it’s not the end of the world, but make a catalog of every issue you have and upon Joe’s return in November, we’ll work through each catalogued item. Joe expressed confidence there would be very few if any. We have competent people, empowered by the Spirit and trusted by our leadership and congregation. They are capable!

**6) The Oct 2023 – Dec 31, 2024 plan said “ONLY MINOR TWEeks”** but a somewhat significant tweet was announced, “All Meetings including Staff, Business, Elders Meetings need to be duly called with everybody knowing in advance and minutes pf all meetings will be posted online.” Staff and Business meetings will be public without a password protection and all future elders meetings will have minutes posted that are password protected. No meting can exist without formal notice and minutes taken. This is common accepted practice, and considered to be “best practices” in any well run organization. Minutes are now required

**7) BUSINESS BOARD** As of June 2024 after many months of deliberations a “Business Board was put in place. All business belongs to that Board and not to any other entity, although all ministries are privy to every everything, only the Business Board is responsible for business. We did this following many years of confusion and trying to follow the Acts 6 model of Elders giving themselves to “the Word of God and Prayer” and the Business Board having “These things turned over to them.” Work needs to be done with schedules, formats, inter-ministry communication, but we’ll get there, this is such a great step forward.

**8) CONFUSION OVER A FEW BUSINESS / FINANCE ISSUES** were addressed. The first being the house at 120 Blydenburg Ave in New London. The history is that the City of New London came after Calvary Chapel for two properties in New London and taxed them. It became a big ordeal with local press covering it, loads of meetings with city officials, GLAAD church showing up en masse at a City Hall meeting and lots of time invested. Ultimately the city relented on the church building but not the house. At the same time Josh, and possibly others were wanting to enroll in Calvary Chapel University. Joe said his retire investments were tanking and he would buy the house if the team sold it to him at the price they proposed which ended up being the city assessment. The deal was seen as a win-win as Joe got a bargain, and the church used all the money for an education account. With the intention of receiving the house another issues arose in that the church decided to hire Josh as a small groups pastor. In negotiating his package he received the same salary as Joe and the suggestion was made to keep the house in the church' possession until Joe at a later took possession so Josh could move his family into the house. At the time it was thought that would be a three year arrangement. The idea and the MOU (Memorandum of Understanding) signed by the church and Josh was the church withhold the transfer and pay the \$350 a month in taxes against coming up with \$1,600 – 1,900 a month for rent somewhere. The church also paid the gas, electric, oil, but not internet for the house. Another perceived win-win. Joe agreed to pay for things inside the house and subsequently put in a washer and dryer, dishwasher, repaired the garbage disposal at his cost. All of that is back to normal and will be turned over to the Business Board after Joe returns in early November.

**9) ANOTHER FINANCE ISSUE CONCERNING CROWN CASTLE** Crown Castle hosted an antenna when we had LPFM stations. Each of those LPFMs were separate boards (needed to be by law) and we stopped broadcasting. We informed our partners, and some many months later received notice that we were in arrears with Crown Castle. We disputed this and went back and forth about the claim. Joe negotiated with the collection agency the following deal which cost the church nothing. We had lots of left over gear in the barn just sitting there. Joe told the collection agency he would attempt to sell all the equipment, even though most was old somebody might want it. He told them the deal was he would try his best and if he didn't sell it, that was it. The deal was now square. Out of what the claimed was \$12,000 he sold \$5,000 or so of that, the money intended to not go into our general fund but straight to the collection agency. There are still a few items that in November he will try and sell again. No automatic payment are being taken from our account, or at least should not be.

**10) ALL THE ACES IN THEIR PLACES, SPIRITUAL GIFTS BEING USED** everybody is being encouraged to stay in their stations and do what they are commissioned to do. We will let everything run and see what happens. Staff and Office are more than competent, and I believe more competent than they think they are to keep things moving, on track, going forward, and serving people. People are anointed by God to do their ministries.

Elders are encouraged to lead. Make disciples, help people start groups, counsel, teach, preach, pray, heal the sick, cast out demons, raise the dead, and proclaim the acceptable year of the Lord!

**11) Joe is going into both hiding and action.** Hiding in trying to disconnect from church responsibilities to return fresh to guide and lead the next steps to his pastoral succession.

Actively working to setup ministries he will engage in after serving for nearly forty years as senior and lead pastor of Calvary Chapel. Come November he will in earnest move the transition process to include many more people. Staff, elders, deacons, Christian workers, but also outside assistance with those that have walked this before. We have some great people lined up for this. He will get back to preaching, teaching, leading, informing in earnest believing the lord is with us and the best is yet to come!

We ended our staff meeting by reading words on the board somebody had previously written

**“THE BEST IS YET TO COME!”**

We believe it!