

## Family Meeting Questions / Comments

- 1) There are a lot of different items being proposed. I would like to know how the individual items are going to be presented on the ballot.

Bylaws and Budget changes are presented as a whole. There is no line item voting. If a change is identified during these questions, the bylaws or budget must be altered and represented with another 30 days for comments.

We do plan to present a candidate separately per the bylaws process.

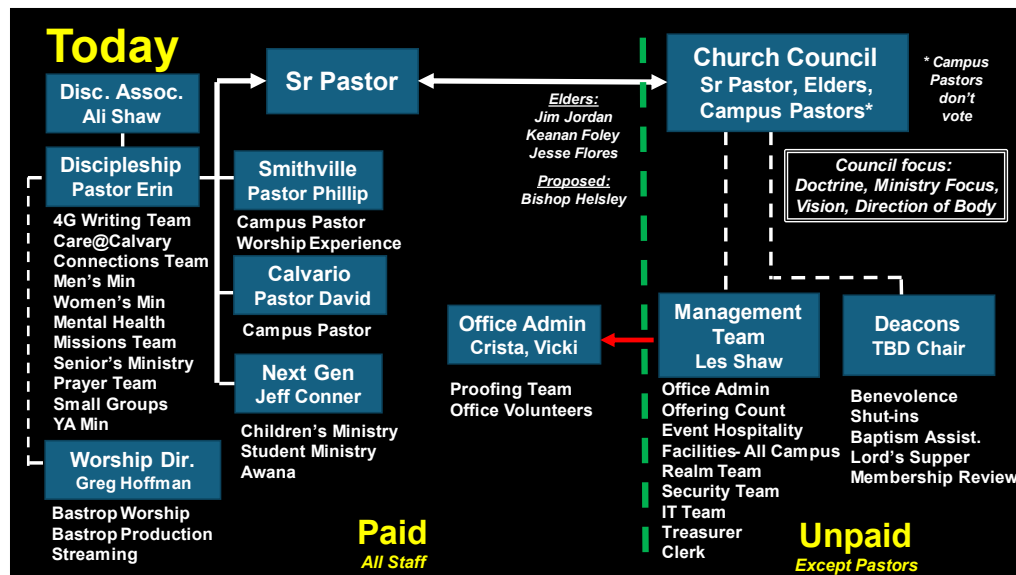
- 2) I would like to have a second meeting so all of the questions presented can be clarified to the congregation members who are not comfortable using the e-net.

If any questions arise that require a new session, one will be scheduled. At this time, no questions have come up that would indicate a general issue with the bylaws changes as presented; rather, most questions are clarifying.

- 3) Would you please post all of the questions presented and the supplied answers somewhere where the whole church will have access to them?

Yes, this will be done on the website, as well as in an email with a link to download the documents.

- 4) Will you please provide the current Org chart with names and who they report to and who they manage?

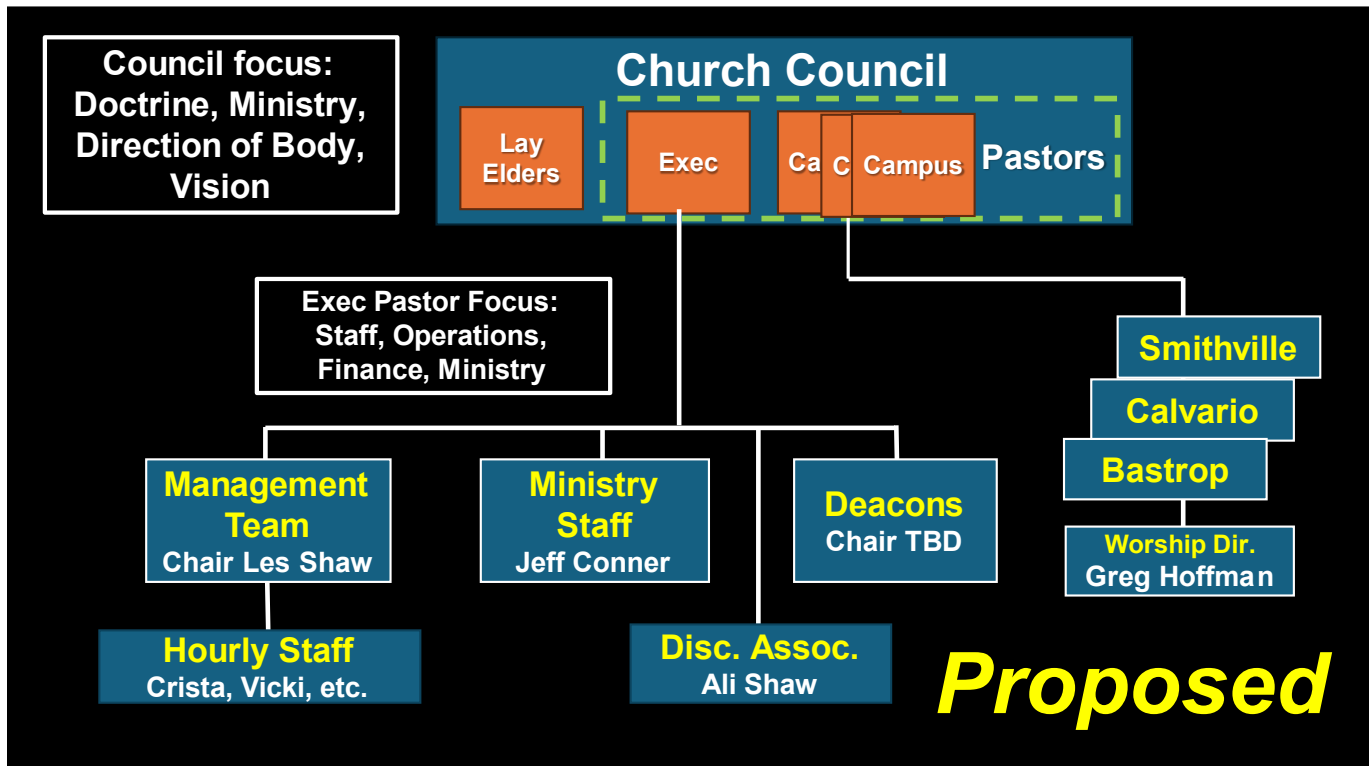


- 5) Is the current org chart the same as it was created after Stephen left?

The org chart has remained basically the same. Some things happened that necessitated changes; for instance, our next-gen pastor, Derrek, left for another position, and Jeff Connor has been voted in as NextGen director.

6) Would you please post the proposed Org chart with names and who they will report to? Please include all of the pastors.

You can find the campus pastors on the current org chart. The Exec Pastor will be proposed without a name at this time. The Council is a flat organization, but Lay Elders will do the paid pastors reviews.



7) On the proposed Org chart, I don't see Calvario listed. Is Carvario a part of the Church council?

The org chart presented at the family meeting is a high-level overview that details the core positions being discussed. Reference to campus pastors being on the council would include all campus pastors, Philip, David and the new Bastrop campus pastor once found.

8) Will you explain to me how it was determined the Exec Pastor position should make 20% more than the current Senior Pastor position pays?

The current senior pastor position in the last budget was 75,000, which represents a prorated amount since we knew we would not have one in place for the first 3 months. So the executive pastor's salary is not more than the senior pastor's; it is less.

9) Since the Exec Pastor position is being created for Erin, his salary, with insurance, will be \$92,600. Is this number correct? If not, can you please provide me with the correct amount?

First and foremost, the executive pastor position was not created for Erin. The Pastor Search committee analyzed the structure of how things were getting done presently at the church and determined that there were administrative aspects and spiritual aspects that you could separate and have done by two individuals. Once we did that, we reviewed if anyone could do or was already doing those tasks, and Erin was identified as that person.

**10) How much is the insurance stipend to church employees and why do you leave it out of the salary totals?**

All full-time staff receive the insurance stipend, which is currently \$5400/yr. There is no change in that; our discussion is about his salary, which would be changing.

**11) All of the other staff have stepped up to fill the gaps. Why aren't you proposing that they all get a salary increase as well?**

The salary increase reflects the position of executive pastor, not everyone's current effort. Not everyone had to step up to the same degree. We originally asked Derek to do some of the administrative work of an Exec Pastor (liaison between staff and Council, call and run staff mtgs, etc.) and he was given a 10% raise in compensation.

The Exec pastor role goes far beyond that, thus a larger salary.

**12) For Smithville, doesn't Phillip do everything that the Exec Pastor and Campus Pastor in Bastrop will be doing? Shouldn't his salary be raised by 20% as well?**

As Smithville is still a campus under the Bastrop umbrella, the executive pastor roles are handled by Bastrop and a dedicated group of people in Smithville. Phillip indicated in the family meeting he would not want the duties of an executive pastor. He is a campus pastor. Phillip has no staff and depends on Bastrop for some of his support (children and youth, office admin, etc.)

After autonomy, the team putting together the Smithville structure will assign duties accordingly.

**13) What are the attendance and actual membership numbers for the Bastrop and the Smithville campus?**

Bastrop's weekly attendance is about 265 and membership is about 233. Smithville's average weekly attendance is about 350 and membership is about 113.

**14) Why isn't there a member of the management team included in the church council?**

The council in its current state is made up of Lay elders, the new council will be lay elders and pastors. They are shaping the spiritual values and roadmap for CBC.

The management team handles specific church duties but is not in charge of any spiritual duties. The management team can present to the council and has that ability now. The management team is occasionally invited to the Council for advice from their expertise.

Lastly, per the SBC, the roles of elders and pastors are restricted to men. The management team does not have that restriction. So, a management team chairman could be a woman, who would not be able to be on the council.

**15) Management team – Since the church has to approve who is on the management team, why shouldn't the church get to vote on a designated staff member assigned to the management?**

The Bylaws have stated this as an option for many years. There is no difference in saying Exec Pastor or Sr Pastor or Council. The Management Team is an important part of church leadership, but they are not meant to be unaccountable. Same with Deacons.

**16) Why isn't there a member of the Deacons included in the church council?**

Since there has been a council, a lay elder has been assigned to work with the deacons and attend their meetings on occasion. Deacons serve a different role than elders so are not part of the Council.

**17) Since the Exec and Campus Pastor positions do not exist in the current church budget, why do you think the creation of these positions doesn't require a vote of the church membership to add them to the budget?**

Both the bylaws and the new budget were proposed at the family meeting; neither is in force at this time. When the vote happens, the bylaw changes and budget changes will be presented together as they can't stand alone. It does no good to approve the position but not a salary to go with it.

### **Church Bylaws Questions/Comments**

**1) I cannot find anywhere in the original Church By-laws where the Pastor Search Committee has the authority to make or recommend changes to the Church By-laws. Will you please show me where they are granted that authority?**

Any member of the church, including the PSC members, can recommend to the council bylaws changes. The PSC decided to make this request based on its inability to find a senior pastor and its desire to move the church forward. It is the Council that is proposing the changes to the church.

**2) Section #4 – Under Hiring a New Executive Pastor, it states: "A budget amendment is required if the position is not included in the budget...". I believe that creating this new position for Erin and the associated 20% raise should require a vote by the members of the church. Can you explain to me why not?**

Already discussed above, the budget changes are part of the voting process.

**3) Section #4 – Under hiring a new Campus Pastor, it states: "A budget amendment is required if the position is not included in the budget...". Again, I believe creating this position and lowering the associated salary by \$15k to increase the Exec Pastor's salary should require a vote by the members of the church. Can you explain to me why not?**

Already discussed above, the budget changes are part of the voting process.

**4) Section 6 - The Church Council states that new members have: "6-month probation before they can vote". I believe that if you don't trust them to make good**

**and faith-based decisions, why choose them? Can you please explain why they have to wait and does this rule apply to new Lay Elders, Exec Pastors, and Campus Pastors as well?**

It has been the practice of the Council that when someone wants to join the Council as a lay elder, they are asked to attend long enough to get an idea of what we do and for us to get an idea of their character in making decisions. We do not ask the Church to vote on them unless we are certain of their ability to lead and maintain unity.

For Pastors, this is either optional or greatly shortened.

**5) Section 6 – The Church Council – 1 per 100 members Are you talking about Lay Elders?**

Yes

**6) When it comes time to vote, how are you going to verify that only actual members and not attendees are voting?**

There is a list of voting that they check when giving ballots; the above rules are enforced through that method.

**7) Section 8 – Management Team – Why is the Church Council picking the management team chairperson instead of the team picking who they would like to represent them?**

In practice, the Management Team chooses their chair, and the Council approves the choice. If the Team can't agree on a chair, the Council will choose or find one.

**8) Article G – Amendments: Why do you want to remove the Management Team's ability to call special meetings?**

This only applies to Amendments. It was removed as the management team would not be able to call a meeting to make an amendment. Amendments to the bylaws must be made through the church council, and the council will call the meeting. Removing this from Article G does not remove their ability to call for family meetings for other purposes, like budget or other work they do.