

FAMILY MEETING // September 29, 2019

XP UPDATE: JOHN JASKILKA

John's Leadership Values

These are John's personal values, and are different from our church core values that will be communicated in January when we relaunch.

- Caring
- Consistent
- Collaborative
- Full Disclosure
- Follow Through

John's Immediate Goals

- Get to know the staff and church
- Organize the staff
- Celebrate what God is doing

A few of John's observations regarding Morning Star

- Morning Star is a church that wants, and is ready, to move forward.
- Morning Star is a church that is battle tested.
- Morning Star is a church that has every opportunity for health and healing and to experience a full recovery.

Leadership Team

In August we made a shift in our staff structure and formed a leadership team. We'll reevaluate after six to eight months. This is a decision-making team and these leaders are not only empowered to make decisions for their ministries, but to speak into and help make day-to-day decisions for the entire church. The Elders oversee and guard the church and the Leadership Team manages and leads the church day to day.

Leadership Team Members

- Scott Nelson – Senior Pastor
- John Jaskilka – Staff and Operations
- Chris Meade – Men's Ministries, First Impressions, Assimilation
- Jen Tompkins – Women's Ministries, Worship*
- Jared Boltman – Community Groups, Pastoral Care, MStar Kids*
- Katrina Kennedy – Middle School Ministries, Young Adults
- Robert Beckley – High School Ministries
- Jim Smith – IT and Communications

*Temporary

The vision is that every area of our church will fall under the direct oversight of this team and as you lead ministries, you will know who is available to help support you.

ELDER COMMUNICATION

Questions? Comments? Suggestions? Write to the Elders at their new email address: elders@mstar.church

PROPERTY DEVELOPMENT: BRUCE THEDE

Current Property

- We are in the exploratory stages of seeing how we can develop our property.
- Morning Star owns just over 24 acres.

- Morning Star owes approx. 3.5 million on our campus.
- One option for eliminating our debt is by developing our property.
- This is not a new idea, but the timing could be right with the potential developments of properties around us.

Next Steps

- Commission a traffic study.
- Apply for a zoning change from residential/agriculture to commercial/retail.
- Assemble a team of experts to consult with and help guide us through the process.
- Seek God for His wisdom and guidance: This is a matter of prayer.
- Please let us know if you want to help in any way (elders@mstar.church).

ELDER ROLE AND BYLAW UPDATE: BRUCE THEDE (FOR MICHAEL COURSEY)

- Elders must fit the qualifications in 1 Timothy 3 and Titus 1.
- The Elders meet twice monthly: The second and fourth Thursday of the month.
- The Elders try to be at different functions and staff meetings to interact with the staff.
- The Elder Board will be expanding to seven members by January. The board will then be made up of six non-staff elders and the Senior Pastor.
- The process for selecting Elders is being formalized, but will, at a minimum, involve collaboration with the entire Elder Board and an Elder vote.
- The limit of the term that Elders can serve is seven consecutive years.
- An Elder cannot not be added back to the Board until he has been off for at least two years.
- The plan is that each year one Elder will come on and one will come off the Board,

SAFETY UPDATE: BOB TRUMP

- Children's Ministries had a fire drill this past summer.
- Background checks are completed on all youth workers.
- There is a plan for the adults to have a fire drill in the future.
- We have a dedicated and very competent Safety and Security team at Morning Star.
- We just completed a mandatory reporting training with our staff and our volunteers who work with children and youth.

MAINTENANCE / FACILITY UPDATE: TYLER WINTERS

The Rebuild of the South Wall

- The total price from a commercial company could have cost \$50-\$75k.
- Our receipts for the wall came to \$10,648, which was below budgeted in thanks to many generous donations.
- As of earlier this week, we had raised \$15,593! The surplus will be kept in the building fund for future projects and updates as we need them.

Future Projects

- The dryvet siding will need to be replaced on the rest of the church.
- In the winter months, we will assess the rest of the building and find the worst areas to start on next.
- If you have some skills in the building trade, please let us know.
- A special thanks to our volunteers: Jake Justen, Wes Schomus, Eli Makarenko, Aaron Level, Luke Level, Robert Beckley, Chris Weaver, Joe Schomus, Adam Reed, James Elgin, Zach Berg.

BUDGET UPDATE: JOHN JASKILKA

Budget Questions

What is our total yearly giving?

Annual Giving

2016 = 2.5 M

2017 = 2.7 M

2018 = 2.2 M

2019 = 1.7–1.85 M (this is estimated; we are at \$1,259,373.81 through September 8)

- Historically, we have set the new year's budget based on the previous year's actual giving.
- These numbers do not include designated giving.

What percentage of staff salaries make up the general budget?

- Historically, Morning Star staff salaries & benefits range between 60-65% of the total budget.
- In parts of 2017 and 2018, staff salaries were significantly higher than the 65% range.
- Current staff salaries and benefits are at 60% of a \$1.82m budget.
- Over the next three years, we plan to bring this percentage down closer to 50%.
- Budget priorities will be placed around our church's mission, values, vision, and strategy.

Was Missions giving cut with the staff cuts of early 2019?

- No. All missions giving is designated giving.
- We support eight missionaries/mission organizations for a total of \$1,500 per month & that comes from our designated Missions general account.
- We support eight missionaries every month between \$50-\$300
 - a. Max and Tanya Garkavinko = Campus Crusade and Pastors
 - b. Jeff and Sarah Jackson = International Literacy
 - c. Reid Saunders Association (RSA) = Evangelism
 - d. Mike Silva International (MSI) = Evangelism
 - e. Surge International = Evangelism through Soccer
 - f. Jeremy and Mindie Tice (World Partners) = Discipleship
 - g. Petr and Emma Samoylich = Church Pastoring and Planting
 - h. Mike and Susie Harrison (TEL) = Evangelism and Discipleship
- The current amount in the designated General Missions account = **\$45,500.64**.
- You can give directly to our missionaries beyond the list above through our church offices.
- This year we have received and sent out an additional \$24,486.73 to our missionaries.
- If you are giving to missions through Morning Star, please keep giving.

2020 Budget Projections

2019 Staff Reductions

- Layoffs
- Organizational restructure
- Resignations
- This has lead us to be understaffed in our worship and children's areas.

Phase 1 of 2020 Budget Needs

- Hire a Worship Ministries Lead (4k-7k / month)
- Hire a Children's Ministries Lead (4k – 7k / month)
- Restore Staff salaries (3.5k / month)

Total = 11.5k – 17.5k / month

We are praying for financial growth to take place in 2020 so that we can do all of these things.

Why are we starting with the worship position?

- We believe the Worship search is likely to take longer than children's (4 to 6 months) and we don't want to rush this very important decision.
- We believe that we have more options on our current staff to stand in the gap with Children's Ministries until we are able to hire a Children's Ministries Lead.
- The Worship Lead decisions will be made by a team of four members (Scott, John, Jen, and Tyler Winters)

What You Can Do to Help

- *Pray* that the Lord will entrust us to steward more.
- *Continue to give.* A big thank you to those who give.
- *Consider increasing your giving:* If everyone increases their giving by \$1.63 a day (or around \$50 a month), we will have enough to accomplish all three of our stated needs above.
- *Give to the general ministry budget:* Our Benevolence Fund sits at over 51k. If you give to the Benevolence Fund, would you please consider redirecting it to the general ministry fund?
- *Give consistently:* You can set up reoccurring giving online at mstar.church.

We will be sending out monthly budget updates via email to those who serve and give at our church.

20/20 VISION: PASTOR SCOTT NELSON

What is a relaunch?

- We are rethinking and realigning our mission, values, vision, and strategy.
- We are going through an honest assessment of our ministries.
- We are inviting and allowing the Holy Spirit to revitalize us.
- We will continue to be a loving and caring church.
- Our commitment to teaching the Bible will continue.

Current Commitments

- We are committed to becoming a disciple-making church.
- We are committed to equip every person in our church to invite their neighbors into a relationship with Jesus Christ.
- We are committed to leading our church as a team.

What could it look like?

- What if parents don't just drop off their kids, but are the primary faith trainers of their kids?
- What if we adopted a 100 foster care kids in our city and supported them, their families, and their case workers?
- What if Community Groups were the front door of our church and members reached out to their neighbors to participate in their Groups?
- What if our students knew what they believed and why they believed it?
- What if we could see divorce rates in our community drop by 25%?
- What if we could pay off our debt?

NEXT FAMILY MEETING: JANUARY 26, 2020

