

BONHOMME PRESBYTERIAN CHURCH
14820 Conway Rd., Chesterfield, MO
Stated Meeting of the Session
March 20, 2018

Moderator: Rev. Phil Hargrove
Clerk of Session: Jeffrey S. Russell

Place: Board Room
Time: 7:00 p.m.

Ruling Elders Present: Mike Boland, Bob Buchanan, Pam Douthit, Steve Ecker, Jeff Erkert, Lisa Hartshorn, Cris Heffernan, Helen Hume, Jim Kilby, Scott Martin, John Steffen, De Feltz

Teaching Elders Present: Rev. Phil Hargrove, Rev. Don Everts, Rev. Tom Hobson, Rev. Chris Macky

CALL TO ORDER:

The meeting was called to order, a quorum was declared and the elders met in groups of three for prayer. Upon reconvening as a group, the meeting continued.

SPECIAL REPORTS AND UPDATES:

- A. Jim Kilby provided a budget report, including the positive contributions against budget to date and the decision to record church planting expenses as a separate cost center.
- B. Mike Boland reported that interviews for the youth pastor position have been conducted. He also reported that work on revising the chart for the Personnel Commission were underway that that he expected the revised charter would be presented for Session approval at the April meeting. Mr. Boland also moved that a full-time equivalent employee be defined as a person working thirty hours or more per week and that other changes be made to the employee handbook as follows:

EMPLOYEE CLASSIFICATIONS (P2)

For benefit administration purposes, the following are defined as follows:

Full Time – those who are regularly scheduled to work a full-time schedule of **30 or more hours per work week** (40 hour work week). They are eligible for BPC's Benefit Package.

Part Time – those who are regularly scheduled to work less than 30 (40) hours per week. They are ineligible for most of BPC's other benefit programs unless explicitly specified.

Temporary – those who are employed as interim replacement.

PAID TIME OFF (PTO, P14) no change proposed

Regular Full and Part Time Employees – will accumulate a specified amount of PTO per full month.

HOLIDAY PAY (P16)

Employees must be regularly scheduled to work at least **30** (35) hours per week to receive holiday pay.

EMPLOYEE BENEFITS (P16)

BPC is pleased to offer its (**DELETE THE WORD** permanent,) full-time employees a number of comprehensive insurance benefits.

RETIREMENT (P12)

All other (non-ECO pension participants) who routinely work 20 hours per week or more, are eligible to make salary deferral contributions to a 403b savings plan.

Discretionary employer contributions are made on an ongoing basis according to classifications. Excluded from the employer discretionary contributions are all Pre-School, Kids Day Out and child care employees.

The motion was seconded, voted upon and passed.

PROCEDURAL ITEMS:

It was reported that communion was served to 7 residents at Chesterfield Villa on March 18, 2018.

The baptism of Michael Francis during the Contemporary Service on April 1, 2018 was approved.

OLD BUSINESS:

Rev. Macky provided an update on the church planting initiative. He reported that the oversight commission had met and that an account had been opened for the church plant. Revs. Macky and Hargrove reported on their conversation with the church planting coach suggested by ECO, Alex Absalom.

NEW BUSINESS:

Mike Boland discussed correspondence and communications regarding personnel changes resulting from the Session's adoption of a budget. The

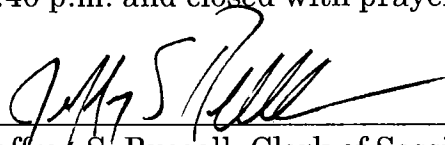
Session discussed additional communications and recommended an approach. Correspondence from Kelly Schrieber was shared with the Session.

Cris Heffernan asked for clarification regarding the need for Session approval of missional projects. The sense of the Session was that Session approval was not required for the collection of items from the congregation and that Session approval was required only for collection of money from the congregation.

ADJOURNMENT:

The meeting was adjourned, on motion, at 9:40 p.m. and closed with prayer, peace and harmony prevailing.

Approved by Session: April 17, 2018



Jeffrey S. Russell, Clerk of Session