

## **Hayward Wesleyan Church Board Meeting | Minutes | At Dennis Smith's Home**

Wednesday 5.11.22

Present: Chad McCallum, Becky Brubaker, Dennis Smith, Bob Pouilly, Glenda Kramp, Steve Gerich, John Lawson, Eunice LaCoy, Rachael Yoder

Absent: Janet Wisdom

The meeting was called to order at 6:30pm

Words of encouragement for Eunice and Bob as they end their terms serving on the board.

Becky made a motion to accept the April minutes. Dennis supported. It was carried with full support.

Dennis made a motion to receive the April financial report. Steve supported the motion. It was carried with full support.

Trustee update: Roof leak and exhaust issue were fixed. The mower has been set up for the summer. Bob mentioned that it was recommended by the insurance company that we paint the base of the light posts yellow for better visibility. There is a stump that needs to be removed.

Following up on last month's discussion: The staff is having conversations about using the Love the North funds. Chad is recommending that we postpone the allocation of the Wayside Chapel funds until there is a further clarity from the staff. The board supported this recommendation.

Whereas, the Internal Revenue Code permits a minister to exclude from gross income a church designated allowance paid as part of compensation to the extent used for actual expenses in owning or renting a home; and Whereas, the Hayward Wesleyan Church compensates Pastor Ryan Wilson for services in the exercise of ministry; Resolved that annually \$30,000 of the compensation of Pastor Ryan Wilson be designated housing allowance; and Resolved, that this designated amount of housing allowance shall apply until otherwise provided. Eunice made the motion, Glenda supported the motion. It was carried with full support.

Dennis is in the process of scheduling a painter for the facility renovations. This should happen sometime in June.

Ryan Wilson is holding off on his request for a sabbatical.

Dennis made a motion to approve the proposed 2022-2023 budget. John supported the motion. It was carried with full support.

Chad provided a personal update. We are praying that he can find a hobby, rest, and rejuvenation in this season. He and Julie will travel to the General Conference of The Wesleyan Church. Their family plans to take a vacation this summer. Chase is graduating from high school this month.

The meeting was adjourned at 8:10 pm

Next meeting, June 8th and 6:30.

Minutes submitted by board secretary, Rachael Yoder.

## **A Shooter in the House**

*A police officer's advice on how to prevent and react to a gunman at church.*

Andrew G. Mills

Churches are notorious for minimal security. And while acts of violence at church are rare, recent shootings at churches and schools beg the question: What can leaders do to protect their people? Based on experience in the pulpit and on the police force, here are four steps you can take to reduce risk—and possibly save lives—at your church.

### Step 1: Work with local police

Most police agencies have adopted an “active shooter” philosophy.

Designate one of your church leaders to meet with the police and review their strategy for responding to a shooting in your building.

Educate your congregation on your church’s policies for responding to an emergency, perhaps through a brochure or a segment of your new member’s class.

### Step 2: Create a survey of your facility for police

Include in your overview:

Blueprints and photos (digital and hard-copy) of every room in the church to guide officers as they secure the church building

Emergency contact information for the church pastor, property manager, medical personnel, and members of the church’s crisis-response team

Keys to outside and classroom doors

Shut off points for gas, water, and electricity

Designated rally points for families and medical triage

Any knowledge of existing threats, including anyone against whom the church or a member has a restraining order

### Step 3: Create a lockdown policy

If your local police department has an active shooter policy, a lockdown may be the best way to protect the segment of your congregation that is in the building during a shooting but outside the immediate vicinity of the shooter. During a lockdown, certain areas of the church are required to shut, lock, and barricade their doors until police arrive. Those inside during a lockdown should stay away from windows and leave room lights on to ease the police team's search.

Before instituting such a policy:

Determine which church leaders can order a lockdown and under what circumstances. Identify who can enter protected areas (such as the nursery), and how or if parents can retrieve children during a lockdown.

Provide telephones or intercoms that allow each lockdown area to communicate outside the building.

### Step 4: Prevent an incident

Increase effort. If a shooter plans an attack on your church, he will likely arrive after the service begins. Make it difficult for an intruder to enter your church unnoticed and take a seat wherever he wants. A simple step involves closing sanctuary doors once a service begins and training ushers to meet latecomers and guide them to designated seating areas.

Reduce risk. Create visual or lighting obstructions, isolating threats from the body of believers.

Plan in advance. Every church should be prepared by appointing a crisis response team consisting of several people with police, military, or medical training.

Reduce provocation. Set guidelines for denying access to people who are unstable, agitated, angry, or intoxicated. Train ushers to identify the warning signs of such a person, and coach them to deny access firmly, but respectfully.

If a Shooter Gets In...

It is critical for leaders to be decisive. If the gunman targets a pastor or some other leader, those most visible should draw attention away from the congregation. If the shooter targets the congregation, direct confrontation is essential. This is dangerous, but you can improve your chances by distracting the shooter. Weaken his shooting ability by throwing hymnals, yelling from multiple directions, and tackling him from behind.

If the shooter does not penetrate deep into the sanctuary and is shooting randomly, take cover behind a pew, pillar, or balcony. Most shooters will be well armed and intend to inflict maximum damage. Recognizing the grave danger, church leaders and members of a crisis team can save lives by closing the gap between themselves and the shooter and overwhelming him.

Once a shooting begins, establish communication with the police as soon as possible. Avoid chaos by assigning only people on your crisis response team to call 911. Police will want to know the number of shooters, location of suspects, types of weapons, possible traps or explosives, immediacy of threat, and location of sensitive areas such as Sunday schools or nurseries. The emergency dispatcher will instruct the caller to stay on the line in order to provide real-time information to police on the scene.

When police arrive, stay on the ground until you are told to move. But movement creates confusion and complicates the situation for police. When you do get up, avoid sudden movements or any object in your hand that could be construed as a threat.

Andrew G. Mills is Chief of Police; Eureka, California.



## Purpose Driven Staff Covenant Values Covenant

1. We Practice Margin – Rest is not just a good idea, it is God’s command.
  - a. “It is senseless for you to work so hard from early morning until late at night ... for God wants his loved one to get their proper rest.” Psalm 127:2 (LB)
2. We Champion Volunteering – Our job as a staff is not to do the ministry, but to involve every member in ministry.
  - a. “Their responsibility is to equip God’s people to do his work and build up the church, the body of Christ ...” Ephesians 4:12 (NLT)
3. We Live With Servantheartedness – People are not the interruptions of your ministry. They are your ministry!
  - a. “Your attitude must be like my own, for I did not come to be served but to serve ...” Matthew 20:28 (LB)
4. We Value Diversity – Build on the strengths of those on your team so that their weaknesses become irrelevant.
  - a. “Now here is what I am trying to say: All of you together are the one body of Christ, and each one of you is a separate and necessary part of it.” 1 Corinthians 12:27 (LB)
5. We Aim For Authenticity – You don’t have to be perfect to serve on this staff – but you do have to be authentic.
  - a. “Therefore, since through God’s mercy we have this ministry, we do not lose heart. Rather, we have renounced secret and shameful ways; we do not use deception, nor do we distort the word of God. On the contrary, by setting forth the truth plainly we commend ourselves to every man’s conscience in the sight of God.” 2 Cor. 4:1-2 (NIV)
6. We Pursue Informality – It is more important to be personal than professional!
  - a. “You should be like one big happy family, full of sympathy towards each other, loving one another with tender hearts and humble minds.” 1 Peter 3:8 (LB)
7. We Embrace Simplicity – We adhere to the “good enough” principle.
  - a. “A pretentious, showy life is an empty life; a plain and simple life is a full life.” Proverbs 13:7 (Message)

- b. “God made us plain and simple but we have made ourselves very complicated.” Ecclesiastes 7:29 (GN)
  
- 8. We Stretch For Flexibility – Blessed are the flexible – for they shall not be broken!  
We have made the decision that we value growth over control!
  - a. “No one puts new wine into old wineskins. The old skins would burst from the pressure ... New wine must be stored in new wineskins.” Matthew 9:17 (NLT)
  
- 9. We Are A Team – We hate gossip. We strive for humility.
  - a. “When you do things, do not let selfishness or pride be your guide. Instead, be humble and give more honor to others than to yourselves. Do not be interested only in your own life, but be interested in the lives of others.” Philippians 2:3-4 (NCV)
  
- 10. We Are Continually Learning – Growing churches and ministries require growing leaders.
  - a. “He who loves wisdom loves his own best interest and will be a success.” Proverbs 19:8 (LB)
  
- 11. We Find Humor – We take God very seriously, but not ourselves.
  - a. “Being cheerful keeps you healthy. It is a slow death to be gloomy all the time.” Proverbs 17:22 (GN)
  
- 12. We Take Kingdom Risks – Make at least one mistake a week. Just not the same mistake!
  - a. “According to your faith will it be done unto you.” Matthew 9:29 (BSB)