

Pathway Life Church – Board Meeting Summary

August 22, 2022

Board members participating

Adam McInroy, Ashleigh Nimigan, Kelly Wilson, Lorraine Haemel. Chad Cook was not present.

Topics covered at our June 13 meeting

- Staff, giving and facilities updates
- Compensation Grid
- Plan to Protect

Staff Update

Todd provided the Board of Directors with an update on the health of the staff. All staff members had some time for holidays in the summer and some of that will move into September. There is a sense of excitement in the staff that programming this fall will be close to pre-Covid levels.

We are preparing to onboard two new LDP's (Leadership Development Program). Eli Coles will be working on Youth and Jeremy Pajot on tech and media.

Giving Update

Giving has remained fairly steady but we are slightly behind where we need to be to reach our budget number. We suspect that giving will increase in the fall to make up that difference but we will be monitoring it to ensure that is happening.

Facilities Update

Todd provided a building update for the Board of Directors. Some key items are:

- Todd has heard from the city of Peterborough planning department and we expect to get our next round of comments from them in the first half of September.
- We're having to limit how much we can store at Rhema starting in September and must leave the gym floor 100% clear. We are planning on creating a ramp system to get bins on the stage. This has added some minor costs but will greatly increase our volunteer needs for the fall.
- Due to some changes that Rhema has made due to their continued growth, we are looking for a new place to meet for our youth programs. Living Hope seems to be an ideal fit but we're waiting to hear if an arrangement can be made for this to work for all involved.

Compensation Grid

Todd presented CCCC (Canadian Council of Christian Charities) information used to determine employee salaries at Pathway Church. Todd began the process of creating salary bands for each position at Pathway and the factors that determine where current and future employees would fit.

The members of the Board will take this information and come back with suggestions on possible changes or improvements which will be discussed at the next board meeting.

Plan to Protect

Ashleigh reported that her Plan to Protect audit is complete and all areas of Pathway Kids and Quest/Drive got a pass. She has provided some potential changes we could make in a few areas that mostly surround our storage of records. We will work on satisfying these suggestions