

## Salem Baptist Church

### Quarterly Church Conference November 13, 2022

#### Call Conference to Order

- Church Moderator Mike McMorris called the conference to order.
- Pastor Jeff Olds led the congregation in a hymn ("To God Be the Glory").
- Moderator Mike McMorris led the congregation in prayer and shared a scripture Psalm 19:14:  
"Let the words of my mouth and the meditation of my heart be acceptable in your sight, O Lord, my rock and my redeemer."
- Attendance of 107 exceeded the quorum requirement of 75

#### Minutes

- August 14, 2022. Regular quarterly conference.
- There were no corrections and the minutes were approved as reported. 

#### Pastors' Reports (shared by Pastor Brian Jennings)

- Pastor Mike Cooper: students are studying 1 John, averaging 50-60 in attendance on Wednesday nights and Sunday mornings; 90 individuals are headed to Caraway next weekend for student retreat.
- Pastor Jeff Olds: music program started back 8/3, the *Evening of Praise* was held on 9/11 involving over 50 choir, band, orchestra and AV Team members. The evening was also live-streamed; Christmas preparation is underway for 12/11 at 6:00 involving the same groups.
- Pastor Jamie Hyden: SalemKids Leadership Team has been formed. Team includes Jamie Hyden, Jan Ellis, Johnny Gaster, Deborah Hardee, Lauren Hill, Jeremy/Susan Hogan, Susan Kubel, Michelle McHenry, Cecilia Navy, Tammy Pressley and Courtney Thompson.
  - promotion Sunday went well.
  - AWANA: averaging 60 children and 50 team members.
  - Sunday morning number of volunteers improving.
  - making a connection with Salem Elementary School hoping to build a bridge of service to them.
  - Children's Worship attendance is averaging 30-35 children and BFG is averaging 50 children.
  - Family Movie Night (*The Star*) is scheduled 12/9.
  - VBS director is in place and meetings are planned.
- Pastor Brian Jennings-Shepherd in the Shadow series currently ongoing, then Christmas season (Matthew 1 and 2). There will be two Christmas Eve services at 4:00 and 6:00, a single service will be held Christmas Day at 10:00, no BFG's; same schedule will be followed on New Year's Day.

**Sunday, November 13, 2022, 6:00pm**

- Wednesday night activities conclude 12/14 and resume in January.

## **Pre-School Report (Tammy Pressley)**

- Preschool opened 8/17 and Parents' Night was held 8/18; Holiday Market is being held November with a little over 60 vendors: Friday, 11/19 9:00-6:00 and Saturday, 11/20 9:00-4:00--goal is to replace carpet in classrooms with money raised; upcoming Thanksgiving feast and celebrating Christmas; Registration in January.

## **Committee on Committees (Mark Harper)**

- Motion: The Committee on Committees submit a recommendation in the form of a motion that the following candidates be added to the list of committees for the 2022 – 2023 church year.

- **Baptismal Comm.**
  - Heidi Taylor
  - Dennis Cotten
- **Campus Technology Comm.**
  - Davis Hill
- **Child Development Comm.**
  - Kristin Miller
- **Counting Comm.**
  - Teresa Wilkerson
- **Missions Comm.**

- Motion passes

## **Nominating Committee (Phil Austin)**

- Motion: The Nominating Committee submits a recommendation in the form of a motion for approval of John and Nola Summerville as directors of Journey to Bethlehem and Roy Vestal as assistant director
- Motion passes

## **Missions Committee Report (Debbie Barnes)**

- Mission Apex: Thanksgiving baskets will be delivered Saturday (11/19)
- Block party was held at West Haven this fall.
- Respite Night for foster parents was 8/26; foster care information session is coming in January 2023 in preparation for another Respite Night in February.
- Christmas gifts will be delivered 12/18 along with Christmas dinners
- Salem is sponsoring 4 missionary families: Komis-Living Hope Church Sarasota, FL; Bueno-Panama; Gollamandala-India; and Emily Johns-Uganda. Updates on each were shared.

- Information found at <https://saalem-bc.org/local-missions-volunteer-opportunities/>

## Building Committee Report (Tim McKinney)

- A cleaning crew was hired recently with significant savings; doing a great job.
- Main offices have been undergoing renovations and are almost completed.
- Rental house renovations are still in process and should be done in next couple of weeks.
- Currently working on Precious Jewels' room.

## Personnel Committee Report (Peter Thompson)

- Laurie Parker and Sarah Cobb rotated off as of the new year.
- Committee working on standardizing personnel matters in order to get into a regular working routine more-so than putting out fires.

## Campus Technology Committee (Keith Taylor)



### Campus Technology Committee

#### The Need for a Network Upgrade

##### Current Situation:

- SBC has **outgrown its current network infrastructure**, which is similar to a large home network.
- Network components are **end of life** and **no longer under vendor support**.
- **Inadequate performance** to meet current demands of church (wireless coverage, streaming, etc)
- **Security, reliability, and stability concerns** in our network.



**The Need for a Network Upgrade**

**Our Requirements for a Network Upgrade:**

- Modernize the legacy network infrastructure to current technology (enterprise level)
  - Improve **security, reliability, stability, and performance**
  - Expand **wireless access coverage** across campus
  - Provide **scalability** for continued church growth
- **Segment the network** into multiple Virtual Networks (VLAN) (e.g. Staff, Media, Pre-school, Guest) for improved security and performance
- **Enable prioritized campus capabilities** with required network performance:
  - Video Streaming
  - Networked Security System (cameras, door access, etc)
  - Environmental Controls (thermostats, etc)
  - Aspirational Goals: VoIP for telephone, Network-Attached Storage and Networked Printing
- **Vendor support contract** for management & maintenance of the network
  - **Remove support burden** from SBC Staff and dependency on CTC
  - **Remote network management** via web-based dashboard
  - **Ongoing Partner** with vendor to help manage IT infrastructure and growth

**Vendor Selection and Costs**

**Vendor Proposals:**

CTC requested proposals from 4 network services vendors (after detailed campus walkthrough):

- **Enable** → Did not fully meet requirement and no local support
- **Strategic Solutions** → declined to respond
- **Computerilities** → declined to respond
- **Infranet Technologies** → Fully meets requirement with Cisco Meraki solution & support

**Decision:** CTC chose **Infranet Technologies** as preferred provider. **Quoted Price = \$91,638**

Initial One-time Costs (2023)	
Meraki Hardware	\$70,634
Meraki 3-Yr Licenses	\$13,366
Installation	\$7,638
<b>TOTAL:</b>	<b>\$91,638</b>

Recurring Costs	Annualized
Infranet Managed Services	\$615 monthly \$7,380
Meraki License Renewals*	~\$14,000 per 3 years \$4,667
<b>TOTAL:</b>	<b>\$12,046</b>

**SBC Budget Coverage:**

*\*Does not start until after Year 3*

- **\$27,407** to be provided by Security Upgrades restricted fund
- The remaining **\$64,231** to come from 2023 budget item '005826 - Computer Hardware' under Machines and Maintenance (approved by Stewardship Committee)
- **~\$12,000** to be added to future annual budgets for recurring support & license costs

November 2022

**The Solution**

**Campus Technology Committee**

	<b>Current Network</b>	<b>New Solution (Infranet)</b>
<b>Firewall / Router</b>	<b>1 Firewall/Router</b> Ubiquity Edge Router POE-5	<b>1 Firewall/Router</b> - Cisco Meraki MX95 Security/Firewall Appliance
<b>Switches</b>	<b>5 switches</b> (obsolete) <ul style="list-style-type: none"> <li>• 2 Dell <a href="#">PowerConnect</a> 2824</li> <li>• 1 Cisco Catalyst 2960</li> <li>• 1 Cisco Catalyst 3750</li> <li>• 1 Dell <a href="#">PowerConnect</a> 3424</li> </ul>	<b>9 new switches</b> <ul style="list-style-type: none"> <li>• 4 Cisco Meraki MS125-24P Switches</li> <li>• 4 Cisco Meraki MS355-24X Switches</li> <li>• 1 Cisco Meraki MS120-8FP Switches</li> </ul>
<b>Wireless Access Points</b>	<b>15 Wireless Access Points</b> 12 are obsolete—not supported or receive software updates	<b>20 Wireless Access Points</b> <ul style="list-style-type: none"> <li>• 13 Cisco Meraki MR46 Access Points</li> <li>• 7 Cisco Meraki MR56 Access Points</li> </ul>
<b>Licenses</b>	None	3-Year Cisco licenses for all equipment
<b>Support</b>	None	Full support from <a href="#">Infranet</a>



**New Solution Benefits (2)**

	Current Network	New Solution (Infranet)
<b>Network Segmentation</b>	None. All users access the same network (except AVL), leading to security concerns.	For greater security, network will be segmented for staff, guest, media, facilities, etc.
<b>Network Manageability</b>	None. Limits supportability of network.	A web-based management dashboard provides centralized view of status/health of network and enables remote support.
<b>Support facilitation</b>	Best effort support by SBC Staff and volunteers (CTC, etc)	Full support by vendor partner: <ul style="list-style-type: none"> <li>Continual monitoring via Cloud</li> <li>Proactive support by partner (specific response times).</li> </ul>
<b>Growth Potential</b>	We've already outgrown our current network infrastructure.	Provides scalability for future growth



**New Solution Benefits (1)**

	Current Network	New Solution (Infranet)
<b>Network Equipment</b>	"Large home network" of donated equipment from multiple brands	Enterprise-class solution; single brand for consistency and optimal integration
<b>Lifecycle Support</b>	Legacy equipment No vendor support	New equipment Full vendor support
<b>Performance</b>	<ul style="list-style-type: none"> <li>Slow</li> <li>Limited wireless coverage</li> </ul>	<ul style="list-style-type: none"> <li>Industry-leading performance</li> <li>Expanded wireless coverage</li> </ul>
<b>Reliability</b>	Periodic equipment reboots required due to network hangs	Highly reliable due to current-generation, integrated solution
<b>Cyber Security</b>	Highly vulnerable to cyber attacks	Enterprise-class security very effective on blocking attacks



**Keith Taylor**

- **Motion**
- The Campus Technology Committee and Stewardship Committee submit a joint recommendation in the form of a motion that Infranet Technologies be contracted to procure and install the necessary hardware for new Network infrastructure (based on Cisco Meraki) for the Salem Baptist Church campus for \$91,638 (estimate). Infranet Technologies will also provide ongoing support under a 3-year, renewable managed services contract at a cost of \$615 per month.

After questions and discussion occurred regarding licensing, incorporation of security and associated costs, fee schedules, the motion passed.

## Trustees Report (Brad Chaney)

**Insurance** Renewed existing Property & Liability Insurance contracts with Selective and AmTrust through HUB International

**Contracts** Worked with Salem Staff & Buildings Committee on new contract for janitorial and cleaning services - Brock & Co Cleaning Services

Renewing annual contract with Foster Lake & Pond management for Stormwater Control Measure Pond (located to the right of main entrance)

Preparing rental lease agreement with Mike & Kasey Cooper. Start date is dependent on completion of property repair work which is anticipated in December

### Loan Update

Original loan amount was \$5.76M (June 2011)

Refinanced amount was \$3.185M @ 3.0% FIXED rate

Regular monthly payment = \$24,781/month w/P&I

Supplemental principal payment is based on monthly giving to the Building Debt Retirement restricted fund

**\$108,000 YTD giving thru October – Thank You!**

Monthly Pymt	Time to Payoff	Interest
\$24,781 (Base)	8 years 8 <u>mths</u>	\$313K
\$34,781 (+\$10K)	6 years 0 <u>mths</u>	\$212K ( <i>\$100K savings</i> )
\$44,781 (+\$20K)	4 years 7 <u>mths</u>	\$160K ( <i>\$153K savings</i> )

## Constitution & Bylaws Committee (Bobby Nichols)



### Constitution & Bylaws Committee

#### Bobby Nichols

- REPORT
- Notification of change to the Constitution

#### Article 14 – Adoption and Amendments

**14.1** - This constitution shall be considered adopted and in immediate effect if and when it receives a majority vote of the members present at church conference. This vote shall be taken not less than thirty (30) days after formal presentation of the constitution to the church.

**14.2** - This constitution may be amended, altered or repealed by two-thirds (2/3) vote of the members present at any regular conference of the church, provided however, that notice and proposal of such amendment, alteration or repeal be given in writing at the preceding regular conference of the church, and provided to the membership through the mail.



## Constitution & Bylaws Committee

Bobby Nichols

### Article 5 – Membership

**5.1** - The membership of this church shall be composed of persons who have professed faith in Jesus Christ as Lord and Savior and who have been baptized by immersion. As followers of Christ and church members, we are called to be active participants in the life and ministry of Salem Baptist Church. For this reason, all church members are either "Active" or "Former." An active member is regularly involved in the life of the church, including in the last year: 1) Attending a Salem worship service, 2) Participating in a Bible Study group, 3) Contributing financially to the ministries of Salem, or 4) Participating in an official Salem church event. (New section added defining active member)



## Constitution & Bylaws Committee

Bobby Nichols

**5.2** - It is required for every prospective new member to take the prescribed new member's course (beginning effective with Seedbed, 2010), whether the prospective new member is coming by baptism, special circumstances, letter transfer, or statement. After completing the course, and signing the covenant, the prospective new member can then be recorded as received for membership via one of the means outlined in 5.2 (baptism), 5.3 (special circumstances), 5.4 (transfer), or 5.5 (statement). (Moved this wording from section 5.1 and updated section number references at end of paragraph)



## Constitution & Bylaws Committee

Bobby Nichols

**5.3** - When an individual is unable to attend the required new member course and/or be baptized by immersion due to special circumstances (homebound, medical, etc.) the Senior Pastor will make the determination for church membership by providing written certification to the Church Clerk. The prospective new member can then be recorded as received for membership via special circumstances. (Updated wording to include homebound and medical)

**5.4** - A member of another Baptist church may be received upon promise of letter of transfer from the church where membership resides. (Updated section # only)

**5.5** - Anyone who has been a member of a church of like faith and practice, having been baptized by immersion as a believer in Jesus Christ, and is unable to provide or obtain the proper documentation for a letter of transfer, may be received into fellowship of the church by statement. (Updated section # only)



## Constitution & Bylaws Committee

Bobby Nichols

**5.6** – If a member no longer meets the qualifications for membership as detailed in 5.1, the church staff will attempt to contact the member to ascertain membership status and will update accordingly. (New section added to align with 5.1)

**5.7** - When a member 1) no longer meets the qualifications for membership as detailed in 5.1, 2) joins a different church, or 3) requests membership cancellation, their membership in this church shall be changed to former member. (Updated 5.5, 5.6 and 5.7 and removed references to inactive membership)

**5.8** - The Deacons, in consultation with the Senior Pastor, and after due notice with the member, and opportunity for hearing and pursuing every possible Scripturally directed effort for reconciliation, may bring before a vote at a Church Conference and upon a majority vote, terminate the membership of a person for reasons supported by Scripture and sufficient to warrant such action. (No change).



## Constitution & Bylaws Committee

The Plan

- **Announce** proposed changes in November conf.
- **Notify** members of proposed changes **in writing** by mail
- Present **motion** with amendments to Article 5 of constitution in **February 2023 church conference**

**14.2** - This constitution may be amended, altered or repealed by two-thirds (2/3) vote of the members present at any regular conference of the church, provided however, that notice and proposal of such amendment, alteration or repeal be given in writing at the preceding regular conference of the church, and provided to the membership through the mail.

After feedback and discussion regarding the wording, and mechanics of accomplishing the intended purpose, it was determined that some changes in wording were needed. A motion was made to suspend the rules requiring starting this process over again; instead, an edited version will be sent in the mail to members for review prior to the next quarterly conference at which time it will be presented for a vote. This motion to 'suspend the rules' passed by 2/3rd's majority.

### Transportation Committee (Mark Pressley)

- Contact info
  - Mark Pressley [m.pressley9999@gmail.com](mailto:m.pressley9999@gmail.com)

- Frank Navy [fnnavy@gmail.com](mailto:fnnavy@gmail.com)
- Background
  - Sell 1 bus, the 2 older/higher mileage vans, and 2 trailers
  - Bus: \$15-25k, 2 x 2006 vans: \$8-10k; keep 2012 van
  - Use money to buy new Ford Transit van (\$45-50k)
  - Some funds possibly available?
  - Possibly use Harvest Day offering?
- Discussion
  - Risk-benefit has been considered
  - Price of renting vs repairing has not been researched
- Motion: The transportation committee submits a recommendation in the form of a motion to sell the bus, Van 1, Van 2, and two of the utility trailers. After completion of the sale of the vehicles, funds will be used to buy a new van (Ford Transit type), pending church approval of a future motion for the purchase.
- Motion passed

## Deacons (Phil Austin)

- Deacons were involved in painting a classroom in Bldg. B
- Response time is being made a more integral part of worship services. Because increased contact/ accessibility is an important means to this end and because deacons are fitted to be instructional and bearers of burdens, they will begin assisting pastors at invitation times.

## Stewardship Committee (Stephanie Smith)

- Financial Report
- Proposed budget
- Question- (Marie Holt) Why using restricted funds before using budgeted funds?
- Answer- Since restricted funds are intended for short-term needs, they are to be used before budgeted amounts.

## BFG Director – (Mike McMorris)

- September BFG focus
  - Staff focused on this during September services; Invitation to connect with a BFG
    - Invite someone to BFG!!
  - Food provided for current BFGs
- Looking for more teachers:
  - 2<sup>nd</sup> teacher in a class- to help share the load
  - Start a new class

**Sunday, November 13, 2022, 6:00pm**

- Contact Mike McMorris, Marguerite Wells, Michelle McHenry, or any pastor.

With no other new business, there was a motion to adjourn. Motion was seconded and all were in favor.

- Meeting adjourned
- Prayer

Respectfully submitted,

Kim Nichols  
Assistant Church Clerk