



# SBC QUARTERLY CONFERENCE MINUTES

SALEM BAPTIST CHURCH

August 11, 2024

## Welcome

- Call to order- Moderator Peter Thompson
- Worship Song- Led by Pastor Jeff Olds "O for a Thousand Tongues to Sing"
- Prayer and Scripture- Peter Thompson  
*"The grass withers, the flowers fade, but the word of our God remains forever."* Isaiah 40:8
- Quorum (75 members)- achieved with attendance of 93
- Approval of May 2024 conference minutes
  - o No changes presented.
  - o Approved.

## Deacons Report (John Summerville)

- Individuals Nominated for the 2024-2026 Deacon Class were presented as well as those rotating off and those currently serving.

Deacons Rotating Off	Current Deacons Remaining On	Nominated for New Deacon Class
1. John Summerville	1. Phil Austin      12. Brian Hill	1. Scott Long*
2. Alex Corvin	2. Adam Baker     13. John Zacharias	2. Patrick Blanchard*
3. Jerome Espino	3. Justin Bandholz 14. Frank Navy	3. David Liu*
4. Paul Hess	4. Jordan Pressley 15. George Hucks	4. Toby Vestal*
5. Bobby Nichols	5. Tim Purkey      16. Dennis Cotton	5. Jake Riggsbee
6. Ken Wilson	6. David Barnes    17. Larry Green	6. John Blackwell
	7. Chris Eaton    18. Steve Hunter	7. Rob Powell
	8. Peter Thompson 19. Shane Moore	8. Mike McMorris
	9. David Wells	
	10. Jeremy Hogan	
	11. Van Ellis	

\*Denotes individuals requiring ordination

- Andy Summerville\* is also being added for Nomination to cover a deacon who remains in position but is currently unable to serve.
- Ordination ceremony will be held in September for candidates and all are encouraged to attend.
- Benevolence balance is around \$18,000 at this time and we continue to serve members in need.



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Question:

Marie Holt: Has the congregation had an opportunity as in the past via notification in the Sonlight to nominate deacons?

Peter Thompson indicated the opportunity was shared at the May 2024 church conference. Per normal circumstances, voting would take place at next Sunday's services so an answer to Marie's question will be sorted out during the course of tonight's conference.

## **Buildings Committee (Danny Holland)**

- The Journey to Bethlehem house is now in appropriate condition to be burned by the Apex Fire Department sometime in October.
- Chapel roof repair: working on getting bids. A substantial check from insurance has been received to go towards that expense.
- A large water usage was detected when our campus was not in use. The issue was located and corrected and the Town of Apex issued us a credit.
- Buildings B & C: Hinge guards have been installed as recommended/required by Selective Insurance Risk management team.
- The most recent storm caused metal to be torn off the fascia on Building C. Repairs are already in process.
- Building C air condition unit sustained a lightning strike: \$8,500 repair of which insurance is paying all but \$1,500.
- All kitchen equipment: repaired and ready for Wednesday night cooking
- All trees around campus: pruned or removed.

Questions?

David Wells: Has any thought been given to painting the steeple at the same time as repairing the roof?

Danny noted it has been discussed/considered but is not being pursued at this time due to cost. We will take a look at that again in 2025.



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## Personnel Committee (Ross Warren)

- Reviewed staff employee evaluations with budget adjustments.
- Set up a calendar for evaluations and salary adjustments.
- Submitted 2025 full Personnel Budget request and amended numbers.
- Benefits are being evaluated by the committee.

## Constitution & Bylaws and Personnel Committees (Bobby Nichols and Ross Warren)

- Joint proposal to amend [Article 9.3 Other Staff Personnel](#)
- Constitution change requirements [Article 14.2](#)
  - Notification provided to membership- [May 2024 Conference](#)
  - Mailing to the membership- [June 2024](#)
  - Motion for approval brought before the membership- [August 2024](#)
- Requires a 2/3 vote

## Motion to approve

### Article 9.3 – Other Staff Personnel

Various other professional, administrative, and support staff may be employed by the church upon recommendation of the Personnel Committee in consultation with the Senior Pastor and the Stewardship Committee. The consultation with the Stewardship Committee is solely to get concurrence from a budgetary standpoint.

The staff shall be expected to perform such duties as outlined by the Senior Pastor and the Personnel Committee. The work will be performed under the general supervision of the Senior Pastor and relevant staff or church leadership.

Questions?

Brad Chaney: For clarification, does this change affect current positions and/or future positions?

Ross indicated this change affected both current and future positions.

**Motion passes.**



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## **Constitution & Bylaws, Committee on Committees, and Special Needs Ministry Committees (Bobby Nichols, Cecilia Navy and Cindy Holden)**

- Joint proposal presented to eliminate the Special Needs Ministry Committee and replace with a Special Needs Ministry Team in order to provide consistent support to the Special Needs Ministry.
- Approval to change requires a majority vote.

### **Current**

#### **Article 2.21 Special Needs Ministry Committee**

This committee consists of six (6) at-large members. The purpose of the committee is to minister to individuals with special needs and their family members. The committee will coordinate activities with the Precious Jewels BFG teachers and with the VBS Director(s) to insure the effectiveness of this ministry.

### **Proposed**

#### **Article 2.21 Special Needs Ministry Team**

This team will be composed of church members who minister to individuals with special needs and their family members. The Special Needs Ministry Team will be a non-rotating team in order to provide consistent support to the Special Needs Ministry. This team develops, coordinates, and implements activities with the Precious Jewels BFG teachers, VBS Director(s), and SalemKids Ministry Team to ensure the effectiveness of this ministry.

### **Motion**

The Constitution & Bylaws Committee, Committee on Committees, and Special Needs Ministry Committee recommend in the form of a motion that the Special Needs Ministry Committee be eliminated and replaced by the Special Needs Ministry Team.

### **Motion approved**

## **Committee on Committees Report (Cecila Navy)**

- The Committee on Committees submits a recommendation in the form of a motion to approve the addition of the specified candidates to the indicated committees.



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## Baptismal

- (1) Dennis Cotten
- (1) Heidi Taylor
- (2) Brian Hill
- (2) Hope Hucks
- (3) Michael Bingham - Candidate**
- (3) Cecilia Navy - Candidate**

## Buildings

- (1) Tim Purkey
- (1) Jim Ireland
- (2) Wes Quick, Chair
- (2) Josh Sesler
- (3) Alex Hummel - Candidate**
- (3) Larry Edwards - Candidate**

## Campus Technology

- (1) Kevin Jackson
- (1) OPEN
- (2) Caleb Owen
- (2) Justin Bandholz
- (3) OPEN
- (3) OPEN

## Grounds

- (1) Johnny Gaster
- (1) OPEN
- (2) Gary Howell
- (2) George Hucks
- (3) Jim Johnston - Candidate**
- (3) OPEN

## Harvest Day

- (1) OPEN
- (2) Fran Hunter - Candidate**
- (3) Russ and Elizabeth Smith - Candidate**

## Kitchen

- (1) Nola Summerville
- (1) Andy Summerville
- (2) Josh Sesler - Candidate**
- (2) Will Hardee
- (3) Jessica Correll - Candidate**
- (3) Logan Sesler - Candidate**

## Cemetery

- Ronnie Holland
- Joe Holt
- Bill Booth

## Church History

- (1) Phil Austin
- (2) Betty Evans
- (3) Craig Hardee
- (4) Johnny Gaster - Candidate**

## Constitution and Bylaws

- (1) Bobby Nichols, Chair
- (2) Fran Hunter
- (3) David Dawson - Candidate**

## Nominating

- (1) Tina Holder
- (1) OPEN
- (2) Jan Ellis
- (2) Susan McMorris
- (3) OPEN
- (3) OPEN

## Personnel

- (1) Eric Haft
- (1) Teresa Crawford
- (2) Tammy Blackwell
- (2) OPEN
- (3) Paul Suber - Candidate**
- (3) Ransom Murphy - Candidate**

## Prayer Coordination

- (1) Jan Steinbarger
- (1) Carrie Cerny
- (2) Betty Evans
- (2) Maria Olds
- (3) Lauren Hill - Candidate**
- (3) OPEN

## Counting Committee

- (1) Sandy Simmons
- (1) Christa Evans
- (1) Teresa Wilkerson
- (2) Mark Pressley
- (2) Renae Harper
- (2) John Blackwell
- (3) Shelley Darden - Candidate**
- (3) Melissa Bond - Candidate**
- (3) OPEN



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## Scholarship

- (1) Teresa Crawford
- (1) Katrina Sesler
- (2) Tonie Simmons
- (2) Pam Byington, Chair
- (3) Nancy Terlizzi - Candidate**
- (3) OPEN

## Stewardship

- (1) Beth Lewter
- (1) Andy Bond, Chair
- (2) Madalyn Wells
- (2) Mark Harper
- (3) Karen Gaster - Candidate**
- (3) David Long - Candidate**

## Senior Adult

- (1) Pam Boyette
- (1) Elaine Godwin
- (2) Marie Holt
- (2) Mark Harper
- (3) Michael Bingham - Candidate**
- (3) OPEN

## Transportation

- (1) Greg Darden
- (2) Patrick Blanchard - Candidate**
- (3) Bill McHenry - Candidate**

## Special Events Decorating

- (1) Marguerite Wells
- (1) OPEN
- (2) Heather Dawson - Candidate**
- (2) Suzanne Cavanagh - Candidate**
- (3) Alanna Baker - Candidate**
- (3) Ashlyn Blanchard - Candidate**

**Motion approved**

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

- The Nominating Committee submits a recommendation in the form of a motion to approve the presented slate of church officers for the 2024-2025 church year.





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## Missions Team Report (Mike Cooper)

- Update was provided on several of Salem's Missionary Partners
- Living Hope (Florida start-up church- Josh Koomis)
- Aaron and Alexa
- The Buenos (Panama)- next Salem trip is planned for Summer 2025
- Disaster Relief:
  - Ten Salem members have served this summer in multiple states.
  - NC Baptist on Mission Rebuild Center in Lumberton opportunities.
  - The next Salem trip is scheduled September 19-21, 2024.
- Children:
  - Goal is to offer two Foster Family respite nights yearly. The next one is scheduled September 21, 2024.
- Community Outreach:
  - Salem is continuing to sponsor on-site Refugee Hope Partners (RHP) for homework assistance.
  - A medical clinic through BOM is scheduled November 9, 2024
- Local Poverty:
  - Salem has provided school supplies to 60 children of families in need.

## Trustees Report (Brad Chaney)

### Loan History & Update

- \$5.8M Original loan amount (June 2011)
- Refinanced \$3.2M @ 3.0% FIXED rate (Sep 2021)
- Regular monthly payment = \$24,776/month
- Supplemental principal payments reduce balance and is based on giving to the Building Debt Retirement fund
- **You have generously given \$90,000 YtD to the debt fund**
- **50% of refinanced loan amount has been paid in 3 yrs with a current balance of \$1.6M Thank You!!!**
- **Mthly Pymt + Additional \$10K/mth) closes loan by Sept 2028**



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## **Annual Financial Audit**

- Salem Church & Pre-School Financial Audit for fiscal year 2023 was completed April 29-30 by C. DeWitt Foard & Co. a certified public accounting firm
- Results indicated that financial statements continue to be accurately presented in conformity with the organization's basis of accounting and no immediate issues were identified

## **Contracts**

- Kitchen & Food Services annual contract renewal to be signed w/ Good Eats Catering (Andy & Geoff) for Wednesday evening meals resuming this Fall

## **Stewardship Committee Report (Mark Harper)**

- October to July (10 of 12 months) a financial snapshot of revenue, budget and expenses to date appears to project that revenue will exceed both budget and expenses this year.
  - Revenue: \$1,568,789
  - Budget: \$1,416,569
  - Expenses: \$1,302,398
- The 2024-2025 Church Budget has been shared and will be voted on in September. The Committee was targeting a 1% increase and the proposed budget reflects a 1.9% increase.



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## 2024-2025 PROPOSED BUDGET

<b>Buildings &amp; Grounds</b>	<b>\$385,840</b>
<i>Maintenance, supplies, utilities, equipment, upkeep</i>	
<b>Children</b>	<b>\$40,350</b>
<i>VBS, AWANA, camp, groups, activities, worship (through 5<sup>th</sup> grade)</i>	
<b>Communications</b>	<b>\$59,910</b>
<i>Promotion, production, technology, internet, livestream</i>	
<b>Education</b>	<b>\$30,250</b>
<i>Bible Fellowship Groups, Precious Jewels, women's ministry, seniors</i>	
<b>General Administration</b>	<b>\$13,925</b>
<i>Supplies, resources, and mailings</i>	
<b>Missions</b>	<b>\$102,800</b>
<i>Cooperative program, local missions, trips, and partnerships</i>	
<b>Music</b>	<b>\$22,950</b>
<i>Audio/visual, choirs, music, instruments</i>	
<b>Personnel</b>	<b>\$578,286</b>
<i>Salaries, insurance, taxes, professional expenses</i>	
<b>Special Ministries</b>	<b>\$48,901</b>
<i>Meals, transportation, Journey to Bethlehem, and Harvest Day</i>	
<b>Stewardship</b>	<b>\$404,275</b>
<i>Security, accounting, insurance, loan, fees</i>	
<b>Youth</b>	<b>\$43,867</b>
<i>Missions, camp, DNow, activities, groups, worship (through college)</i>	
<b>TOTAL</b>	<b>\$1,731,354</b>

Questions:

Ross Warren: Please clarify that extra amount going to the debt retirement is not a part of the budget.

Mark Harper: That is correct.

Winnie Conrath: Does each sub-group in the budget know how much with which they have to work?

Mark Harper: Yes.

Questions can always be sent to [stewardship@salem-bc.org](mailto:stewardship@salem-bc.org)



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## **Additional Church Business**

Church moderator Peter Thompson circled back to the question presented earlier in the conference regarding the deacon nomination process. He read aloud Article 1 of the church bylaws and indicated the deadline for nominating deacons for this year's election was July 11, 2024. The list of nominations was presented at the May church conference and in past years, notification has been published in the Sonlight; however, that is not a requirement per church bylaws. With that said, obligations set forth have been met so we are set to move forward with a vote on the deacon nominees next Sunday August 18, 2024.

Comments/questions:

Phil Austin: I presented in May and failed to follow-through on the historical publishing of the opportunity to nominate. My apologies.

John Summerville: Phil has done a remarkable job covering a lot of time in my absence this year. I also overlooked publicizing in the Sonlight. My apologies.

It was then noted the May church conference minutes (approved earlier this evening) reflected Deacon Vice-Chair Phil Austin had invited church members to nominate individuals whom they believe would serve well as a deacon.

Kerri Patterson: The comments that have just been shared are a beautiful display of vulnerability and unity.

A motion was made and seconded to end the conference.

Meeting was adjourned.

Respectfully submitted,

Kim Nichols  
Church Clerk