



SBC QUARTERLY CONFERENCE MINUTES

SALEM BAPTIST CHURCH

November 10, 2024

Welcome

- Call to order- Moderator Peter Thompson
- Worship Song- Led by Pastor Jeff Olds "Blessed Assurance"
- Prayer- Peter Thompson
- Quorum (75 members)- achieved with attendance of 102
- Approval of August Conference and Budget Approval minutes
 - o No changes presented.
 - o Approved.

Preschool Report (Tammy Pressley)

- This year started 8/26/2024. With 218 kids and 28 staff, this is the largest preschool in the area spreading the love of Jesus to children and their parents. Children experience fun days as they rotate among class time, music, chapel and recess. In-house field trips have also been enjoyed. The most successful fundraiser is scheduled this Friday and Saturday from 9:00 to 4:00 with organized child care being offered for the first time on Saturday from 1:00-4:00 so parents can shop.
- Upcoming end-of-year activities: Thanksgiving feast then weeks of sharing the true meaning of Christmas.

Missions Team Report (Mike Cooper)

- Thank you for your generosity to Baptists On Mission (BOM). Donations have been collected and are standing by until BOM says they are needed.
- Mike shared a BOM video and statistics regarding Helene relief: 32k meals were served in the first week; over 700k Baptists have volunteered as of last Monday. The focus is now on Essential Rapid Repair to get 500-1000 families back into homes before the worst of winter arrives (estimate for repairs is 15k per house).
- Please continue to pray, give, and go.

Deacons Report (David Barnes)

- We have 28 active deacons this year: David Barnes, Chair; Rob Powell, Vice Chair and Justin Bandholz, Secretary.



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- Deacons are divided into four on-call teams that rotate quarterly; they also serve on a variety of ministry teams.

Journey to Bethlehem (John and Nola Summerville)

- Things are going well to date. The current need is for a couple of guides and for a few children and teens to fulfill some angel, guard and attendant roles.
- Reserved tickets were claimed within a week. Walk-ins will be accommodated--arriving later affords a shorter wait.

Personnel Committee Report (Tammy Blackwell)

- We have an incredible staff. Their open enrollment period for benefits will be closing soon.
- Justin Teseniar converted from contract to part-time Worship Associate position.

Buildings Committee Report (Wes Quick)

- CHAPEL
Roof has been replaced and the flat roof above Chapel offices has been repaired.
Steeple has to be removed in order to paint it. Holding off because of the budget.
Completing repairs to common area lights around the Chapel. None were working.
- BUILDING B
Painting on the 2nd floor hallway and in the stairwells was completed in October.
- JOURNEY HOME
Burning of the home is scheduled for 11/21/2024.
Jay Evans is scheduled to come in and remove foundation and debris once Apex Fire gives us the okay to proceed.
- FELLOWSHIP HALL SOUND ISSUES
M4 MEDIA has been contracted to install:
(12) 48x60 ceiling panels
(15) 48x96 wall panels



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Curtains for Windows

Work will be scheduled once all items have been received.

- **BUILDING C DRAINAGE ISSUE**

Jay Evans has been contracted to repair drainage issues at Building C/Fellowship Hall area.

The Town of Apex Electrical Department has agreed to replace pole light heads to LED around building D.

They will also repair pole lights throughout the parking lot that are out. They are marked with yellow caution tape.

Stewardship Committee Report (Mark Harper)

- 2023/24 Budget Year Wrap Up (10/1/2023-9/30/2024)
 - Revenue: \$1,926,254
 - Budget: \$1,699,883
 - Expenses: \$1,560,373
 - The year finished with revenue of \$365,881 above expenses.
 - Surplus was moved into a designated fund called Temporary Misc.
- Proposed surplus designated fund usage
 - One year's worth of building debt principal payment (\$252,000)
 - Executed in October in collaboration w/ Trustees and Church Staff
 - \$50k additional building debt principal payments
 - ~\$10k/month Jan-May 2025
 - Augment Harvest Day/Transportation goal
 - ~\$45k needed to fully fund second van
 - Building D stage lighting needs
 - ~\$18k
- Budget Year 2024/2025 – October
 - Revenue: \$153,377
 - Budget: \$144,279
 - Expenses: \$155,938
- Harvest Day Offering: \$50,524

Trustees Report (Andy Bond)

- Loan History & Update
 - \$5.8M Original loan amount (June 2011)



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- Refinanced \$3.2M @ 3.0% FIXED rate (Sept 2021)
- Regular monthly payment = \$24,776/month
- Supplemental principal payments reduce balance and is based on giving to the Building Debt Retirement fund
- Additional \$252K principal payment on Oct 22, 2024
- Balance (Oct 29, 2024) - \$1,290,670.13
- Monthly payment + Additional \$10K/month for 5 months in 2025 closes loan by January 2028.
- Contracts
 - Renewed church Insurance including – Property, General Liability, Automobile & Umbrella

Constitution & Bylaws and Nominating Committees (Bobby Nichols/Tina Holder)

- Joint proposal to amend Constitution Articles 10.7,10.8, 10.9 & 10.10 and Bylaws Article 2 & Article 4
- Update Position Descriptions, Terms of Service and Move to Bylaws – BFG, Assistant BFG, Men's and Women's Directors
- Constitution Changes require mailing to membership and 2/3 vote

Background

- Nominating Committee recommended review of terms of service for several directors. Terms of service for BFG, Assistant BFG, Men's and Women's Directors are limited to 3 years and then require 1 year off.
- BFG, Men's and Women's Ministries have leaders willing to serve, provide stability and expand their ministries, yet they must step away for a year.
- Position descriptions were reviewed and have been updated to be simpler and more adaptable. BFG Director position changed to *Director of Small Groups* to reflect the position also serves as a resource for other (non-Sunday AM) groups.
- Recommend moving these positions from Constitution to Bylaws as they are Ministry positions with areas of responsibility that align well with Teams and Committees.
- Bylaws afford greater flexibility should changes be required while Constitutional Officer positions are more appropriately limited to those necessary to maintain the institution.



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Article 2 – Directors/Committees/Ministry Teams

Directors

Director of Small Groups (updated description and removed term limit)

The church shall elect a Director of Small Groups annually upon the recommendation of the Nominating Committee. The director shall have general oversight of the small group ministries and work to recruit, equip, and support small group leaders. The director works in coordination with the pastors and assistant directors to provide a place for Christian community, growing in God's Word, prayer, and service. The director shall appoint assistant directors as necessary to carry out the functions of the role.

Men's Ministry Director (updated description and removed term limit)

The church shall elect a Men's Ministry Director annually upon the recommendation of the Nominating Committee. The director of the men's ministry shall coordinate with the pastors and work with members to create ministry programs and activities that engage, equip, and disciple men.

Women's Ministry Director (updated description and removed term limit)

The church shall elect a Women's Ministry Director annually upon the recommendation of the Nominating Committee. The director of the women's ministry shall coordinate with the pastors and work with members to create ministry programs and activities that engage, equip, and disciple women.

- Questions/comments:
Are the current Assistant BFG Directors Marguerite Wells and Michelle McHenry included in this proposed change? It was noted the Assistant Directors would now be included under the Director's position description.

Phil Austin indicated this was a good change and believed it would allow the individuals in these positions to train others to assist in these ministries.

- *These recommended changes will be mailed to the membership and the amendments will be brought before the February 2025 Church Conference for approval.*



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Bylaw amendments

- The Constitution and Bylaws and Nominating Committees recommend an amendment to Bylaws Article 2.14

2.14 – Nominating Committee (remove BFG Director as a member of the Nominating Committee)

This committee consists of six (6) at-large members, ~~plus the BFG Director.~~ This committee is charged with the responsibility of nominating church officers and directors. The first submission of nominations for various church volunteer positions will be presented at the August church conference for the upcoming church (October – September) year. As vacancies occur throughout the year, this committee will have the responsibility of nominating members to serve in the various church positions and on the Committee on Committees. Any church member will have the privilege of making nominations to the Nominating Committee prior to the August church conference.

Motion

The Constitution and Bylaws Committee and Nominating Committee present this recommendation in the form of a motion to remove the BFG Director from the Nominating Committee as noted in Bylaw 2.14.

Motion approved.

- The Constitution and Bylaws and Nominating Committees recommend an amendment to remove Bylaws Article 4.3- *Mothers of Preschoolers (MOPS)* as this is no longer an active ministry of Salem.

4.3 – Mothers of Preschoolers (MOPS)

The purpose of the MOPS program is to encourage, equip and develop mothers of preschoolers to realize their potential as a woman, mother and leader in the name of Jesus Christ. A church member appointed by the Nominating Committee serves as Director of MOPS for each established meeting time.

Motion

The Constitution and Bylaws Committee and Nominating Committee present this recommendation in the form of a motion to approve the elimination of Bylaw 4.3.

Motion approved.



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Transportation Committee (Greg Darden)

- Several years ago, the church decided to sell church vehicles. They have been cleaned up and the sales are scheduled to conclude this week: 2008 passenger vans (2 @ ~\$10k/each), bus (\$6k) and trailer (\$17.5k)
- The 3 vehicles that are being considered were compared: 2025 Ford Transit, Mercedes Van, Chevy Minibus
- There will be some post-purchase costs: safety kits, step stools and Salem logo branding
- Funds for the purchase of two new vans: Harvest Day Offering, Transportation, Sale of current fleet, and Stewardship Surplus

Motion

The Transportation Committee submits a recommendation in the form of a motion that Salem Baptist Church purchase two Ford Transit Vans.

Questions: Have the following been considered: difficulty of getting in and out of the vans; final row not realistically holding 4 people; towing capability; overall safety: roll-over/stability? How was this decision reached?

Responses: Running boards and step stools included; understanding that a '15-passenger' van does not always hold 15 passengers; it is tow-ready; stability issue has been addressed in production and it is considered safe, comfortable and reliable. All things considered plus the fact that no CDL is needed to drive this van and that Ford will work with us on the price were contributing factors.

Motion approved

Committee on Committees Report (Lauren Hill)

- The names in blue have agreed to serve the years remaining in the associated slots.



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Committee on Committees

- Motion**

Campus Technology

Kevin Jackson
Caleb Owen
Justin Bandholz
Frank Navy
Jennifer Clark

Nominating

Tina Holder
Jan Ellis
Susan McMorris
Winnie Cronrath
Scott McAllister
Steve Hunter

Special Events/Decorating

Marguerite Wells
Heather Dawson
Alanna Baker
Ashlyn Blanchard
Katrina Sesler

Counting

Sandy Simmons
Christa Evans
Teresa Wilkins
Mark Pressley
Rena Harper
Shelley Darden
Melissa Bond
Kevin Jackson

Prayer Coordination

Jan Steinbarger
Carrie Cerny
Betty Evans
Maria Olds
Lauren Hill
Dottie Wallin

Scholarship

Teresa Crawford
Katrina Sesler
Toni Simmons
Pam Byington
Nancy Terlizzi
Ann Suber

Motion

The Committee on Committees submits a recommendation in the form of a motion to fill the vacant positions in the committees on the previous slide with the members highlighted in blue.

No discussion.

Motion approved

Additional Church Business

Nominating Committee (Tina Holder)



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The Nominating Committee makes a motion for Van Ellis to fill the open slot on Committee on Committees.

No discussion

Motion approved

A motion was made and seconded to end the conference.

Meeting was adjourned.

Respectfully submitted,

Kim Nichols
Church Clerk