



SBC QUARTERLY CONFERENCE MINUTES

SALEM BAPTIST CHURCH

February 16, 2025

Welcome

- Call to order- Moderator Peter Thompson
- Worship Song- Led by Pastor Jeff Olds “Blessed Assurance”
- Prayer and the reading of Psalm 57:9-10- Peter Thompson
- Quorum (75 members)- achieved with attendance of 91
- Approval of November Conference minutes
 - No changes presented.
 - Approved.

Men’s Ministry Report (Dennis Cotten)

- Dennis invited Mike McMorris, Wes Quick, Mark Harper, Jeff Fisher and Bobby Nichols to be members of a Men’s Ministry Team to assist Dennis in planning for this ministry with a focus on the following components: Connect, Grow, Serve and Go. Pastor Mike is the Mission Committee’s liaison.
- Over 80 men participated in a Saturday morning event in January in which they were physically and spiritually fed. Sixty-five ministry interest and skills surveys were returned and are being examined to assist in coordinating future ministry opportunities for the men of Salem.

Constitution & Bylaws and Nominating Committees (Bobby Nichols/Susan McMorris)

- Joint proposal to amend Constitution Articles 10.7,10.8, 10.9 & 10.10 and Bylaws Article 2
- Update Position Descriptions, Terms of Service and Move to Bylaws – BFG, Assistant BFG, Men’s and Women’s Directors
- Constitution Change requirements
 - Notification provided to membership- November 2024 Conference
 - Mailing to the membership- December 2024
 - Motion for approval – February 2025 Conference



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Motion

The Constitution & Bylaws and Nominating Committees present this recommendation in the form of a motion to approve removing from the Constitution Article 10.7-*Bible Fellowship Groups (BFG) Director*, Article 10.8-*Assistant Bible Fellowship Groups (BFG) Director*, Article 10.9- *Men's Ministry Director*, and Article 10.10- *Women's Ministry Director*, and place these position descriptions under Bylaws Article 2.

Questions/Discussion

None

Motion approved.

Constitution & Bylaws and Stewardship Committees, and Trustees (Bobby Nichols/Mark Harper)

- Joint proposal to amend Bylaws Article 7 – Document Retention Policy and Procedures
- Per Article 16.2, bylaws may be amended, altered or repealed by a majority vote of the members present at any regular conference of the church.

Background

- Salem's Documentation Retention Policy and Procedures currently reside under Article 7 of the church Bylaws.
- A change in the record retention requirements for any single item listed must currently come before the church at conference for a vote.
- The retention policy includes church financial records, employee records, historical records, and any other organizational records for which the retention time periodically changes.
- Research of other churches/organizations confirmed that the document retention schedule is normally retained as part of other financial policies, and is a freestanding document.



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Recommended Action

- Remove the records retention document/schedule from Salem's Bylaws and make it a freestanding document that can be changed as needed or required by laws related to financial, human resources, etc. or as recommended by our financial auditors.
- Salem's Financial Associate (Mary Beth Parker) will maintain the records retention document (financial records areas) and Trustees will own and be responsible for oversight of the records retention document.
- The records retention document/schedule will be maintained in the church office along with other financial policy documents.

Motion

The Constitution & Bylaws Committee, Stewardship Committee, and Trustees present this recommendation in the form of a motion to approve the removal of Article 7 Document Retention Policy and Procedure from the Bylaws.

Discussion

Clarification was sought regarding the location of including a personal name. It was noted that a name was located in the background information but not in the motion.

Motion approved

Stewardship Committee Report (Mark Harper)

- Year to Date Financials 1/31/2025
 - Budget \$577,118.28
 - Expenses \$659,404.88
 - Spending \$565,397.50
 - Lottie Moon \$61,881.00



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Transportation Committee Report (Greg Darden)

- Following the previous conference, 2 Ford Transit Passenger Vans were purchased from Crossroads Ford for \$141,222.34 including tax, tags and fees.
- VIN numbers were assigned to both vans with a build date starting February 10, 2025 and the anticipated delivery date is late March 2025.

Pastor's Report (Pastor Brian)

Pastor Jennings visited the topic of “church membership” which was defined by vote in the November 2022 church conference as part of Article 5.1 of the Salem Constitution. Although some action has started to bring the church into compliance, Pastor Jennings wanted to give an update on future action steps.

He noted that while we don't find scripture references to church members in the New Testament, 1 Peter 2:9-10, 1 Corinthians 12:27, Ephesians 2:19-22 provide scripture images of the church and those who are members of it. We find images like *chosen people/household of God, fellow citizens with the saints, nation, priesthood, body of Christ, and household of God* that separate and distinguish those who are 'in' from those who are 'out'. Church is a clearly defined group of people.

The New Testament evidences the need for church membership: Acts 20:28 begs to ask how can we shepherd a flock if we don't know who is in it? 1 Corinthians 5:12-13 raises the question of who is the outsider or insider without church membership? The people of the church are called saints or holy ones 60 times in the New Testament. The Early church in Acts was made up of those who had been saved and “added to their number.” In distinction to many non-denominational churches without membership, for who is the Salem membership responsible? For whom does Salem care? Whom does Salem hold accountable? Who is allowed to serve and to lead?



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Saved church membership is significant in that it *endorses our faith, empowers congregational governance, and enables service and leadership*. When membership rolls get bloated, it causes three results:

- It deceives the lost into thinking they can live how they want with no fruit or church involvement and go to heaven.
- It degrades congregational governance by warping church business.
- It dilutes commitment.

The change in the Constitution made in November 2022 removed the 'inactive member' status and replaced it with either Active or Former member. Currently, Salem has 1,830 total members and 1,099 are classified as inactive.

Next steps:

Beginning with the list of total members, we will first be removing exceptions like homebound members from the list as well as anyone active in 2024 as defined by our Constitution. We also need to merge profiles.

Confirming the status of those who are deceased, moved away or moved to another church.

Following up with the remainder through email, letter, and phone to see if they wish to remain members and re-engage with the church or become former members.

On a case-by-case basis, we will deal with those who wish to remain members but who indicate they will not re-engage.

All names removed will be disseminated at conference. If taken off willingly (deceased, moved, asked to be), we'll note them. If unwillingly (did not respond or re-engage), we'll vote on as a group.

Question:

Do exceptions include those serving in the military?

Answer:

Yes



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Additional Church Business

None

A motion was made and seconded to end the conference.

Meeting was adjourned.

Respectfully submitted,

Kim Nichols
Church Clerk