

## CHURCH COUNCIL MEETING MINUTES

The Church Council of First Baptist Church of Midland, Texas met for its regular meeting on Monday, November 12, 2018. Members present were: Clark Butts, Andy Cobb, Charlotte Cooke, Randy Cotton, Scott Daw, Tom Hanna, Jayna Hobby, Dr. Richard Jolly, Ralph Lea, Patrick Mayers, Clark Moreland, Kim Ortega, April Paris, Toni Redman, K'Lynn Roberts, Ginger Schantz, Jason Sims, Perry Taylor, and Tracye Vaughn.

Staff members present: Larry Grimes and Dr. Darin Wood.

Chairman Richard Jolly called the meeting to order at 7:03 PM. Prayer was offered.

Dr. Wood proposed that the minutes from the October 12, 2018 Council meeting be amended as follows: Garfield Street will be closed in the near future for *maintenance* purposes, not for drainage purposes. The minutes were **approved as amended**.

### REPORTS

#### **Senior Pastor – Darin Wood**

Dr. Wood offered thanks for the council's participation in Bright Night, which did not go as intended because of a weather event, but nevertheless drew a larger than anticipated crowd of volunteers. He said church members and ministers worked well together for the benefit of the community. He then announced that the Living Nativity would be presented on December 2<sup>nd</sup>, and *The Gift*, an outreach event combining and building upon previous events such as the Living Nativity and the Christmas Store, would be presented on December 8<sup>th</sup>. Dr. Wood reported that ~200 families had signed up, a bit lower than the number from previous years but understandable in the strong economic climate. He said the church still required ~140 volunteers in addition to the 30 already signed up, and that an informational meeting would be held at 3:30 PM on December 2<sup>nd</sup>. Dr. Wood asked for the Council's help in communicating with church members that *The Gift* was about connecting people with the message of the Gospel at a time they are open to it, and that the church will lead a follow-up effort afterwards, as it did with VBS this year.

Questions were asked regarding the audience, timing, and logistics of *The Gift*. Dr. Wood noted that many people in the neighborhood have never been in the church building, so efforts would be made to help them feel welcomed. He also highlighted the experimental nature of the event, and that one hour would be devoted to guests for whom English is not a first language, with Adolfo Chavez delivering the Gospel presentation in Spanish. The volunteer sign-up process through the VOMO app was also discussed. Larry Grimes talked about ministry and staff efforts to put all the pieces together, and said they will offer a way for families to have their pictures made.

In other news, Dr. Wood reported that church directories had arrived that day, and the Membership Committee had begun working to distribute them.

#### **Business Administrator – Larry Grimes**

Mr. Grimes noted that the Midland Planning Division sent notice for a proposed zoning change for the corner of "N" St. and W. Michigan Ave. Mr. Grimes talked to church trustees and didn't think there were any objections we need to make. Perry Taylor asked if there is a multi-story building being planned, and Mr. Grimes said he didn't know.

## CHURCH COUNCIL MEETING MINUTES

Mr. Grimes reported that the church is changing their payroll vendor to ADP. The church was previously Advantage Payroll, but they have been purchased, and Mr. Grimes reported there have been some communication issues with Advantage. He said January is a good time to switch, and the Finance Committee has approved the move. He said the church has also agreed to a new electricity contract for the coming year. The TYCO/Johnson & Johnson contract will go out for a new bid, since the current contract ends in December and the proposed rate for next year is extremely high.

Richard Jolly asked committee members to review the Ministerial reports. (See attached report.) He also mentioned staff birthdays and passed around cards.

### **Deacons - Andy Cobb**

Andy Cobb reported that the deacon body met on October 8th. Attendance was down due to the Wilberforce Gala that evening. Deacons were asked to consider service opportunities in a number of areas. Janna Boyd was invited to attend and gave an overview of her ministry to senior adults. Mr. Cobb reported that other staff members will join meetings in the future to inform the deacons of service opportunities.

The deacons decided to change the frequency of meetings from quarterly to bimonthly (every other month). The next meeting would be held on December 10<sup>th</sup>, at which an "accountability partners" program would be discussed. Other meetings will be held on February 11<sup>th</sup>, April 8<sup>th</sup>, June 10<sup>th</sup>, August 12<sup>th</sup>, and October 14<sup>th</sup>.

Mr. Cobb then noted that beginning as soon as possible, each active deacon would be assigned a minimum of 7 'family units' to minister to. Tom Hanna said another ~155 families will be added into the ministry as a result of this change.

Finally, a Deacon Body retreat will be held at the Greathouse Retreat Center in Junction, Texas on January 18-20. The theme of the retreat will be drawn from John 13, and talks will be given by Senior Pastor Les Holland from Trinity Baptist Church in San Antonio.

### **Committee Reports**

#### **Chairman's Report - Richard Jolly**

Dr. Jolly reminded the Council to send minutes to the secretary, as well as meeting dates. The next Council meeting would take place on Dec. 17<sup>th</sup>, and that there would not be a church conference in December. The November Church Conference would be held on November 28<sup>th</sup> at 6:00, in the Fellowship Hall.

He noted that Dr. Wood has invited the Council to conduct its next meeting at his house (4204 Baybrook Place), on December 17<sup>th</sup>.

Dr. Jolly said last year Denise Beckham had arranged a regular prayer time for the Council, and he asked for a volunteer to organize such a time for this year.

He then advised everyone to take news from the Council back to their Sunday school departments, and bring back items for the Council's consideration. He also asked for help communicating with other Sunday school departments which do not have members on the Council, suggesting that Council members arrange with SS directors for a time every month or so where they could speak with attendees for five minutes about matters relating to Church Council.

## CHURCH COUNCIL MEETING MINUTES

Dr. Jolly then reported that in January a new city tax based on the square footage of a building's roof had been passed, and it would heavily impact churches, including First Baptist. He expected ~\$20,000-24,000 additional tax would be levied through the Church's water bill. Discussion occurred about the purpose of the tax. Dr. Jolly also mentioned a new federal tax on parking lots for employees of nonprofits, which he hopes will be addressed in Congress soon.

### **Missions – Scott Daw**

Mr. Daw reported that the Missions Committee had received two guest visits in the past month: Dave Simmelbeck from BEE, Biblical Education by Extension, and David Wall, with Agape Ministries in Juarez, Mexico, who submitted a request to the Committee that is currently under consideration.

### **Child Care – Ginger Schantz**

Ms. Schantz reported that the Family Ministry Committee is changing its name so as not to be confused with the Deacon Family Ministry. However, it will still deal with all aspects involving families, including child care. They hope to connect various ministry silos across the church this year. The committee also discussed how discipleship has drifted away from parents, and ministers spoke about how the family should be the primary place where spiritual growth takes place. However, they said the church should provide needed resources for families. They agreed to start brainstorming ideas to help set attainable goals and measures for success, focusing especially on marriage and prayer events. Ms. Schantz said they would meet again in January.

Participation in the *It Starts at Home* study as a prerequisite to baby dedication was discussed by the Council.

### **Finance – Tom Hanna**

Mr. Hanna presented the October 2018 financial report (see attached). Salaries and benefits have risen to 55%, but he said the committee was keeping an eye on it, and suspects the rise has to do with the timing of the report. He noted that most of the investment income reserve in the general fund (~\$287,000) was suspended money from Nobles Royalties. He also noted that ~\$23,000 of capital funds would be transferred back from committed to uncommitted funds. He then noted the Surplus Committee had made a proposal to disperse ~\$1.5M of the ~\$2.1M in discretionary funds (see New Business below). Mr. Hanna concluded by saying that operating gains and losses normally run close until December.

A motion to accept the financial report **passed unanimously**.

### **General Nominating – K'Lynn Roberts**

K'Lynn Roberts moved on behalf of the General Nominating Committee that Terry and Carisse Burwell be approved as teachers in A120 (Walking Well). April Paris seconded. The motion **passed unanimously**.

She noted that the church still needs two people to serve on the Committee on Committees. Mr. Grimes said he will ask staff for recommendations. Dr. Jolly asked if there were any vacancies on the Missions Committee. Andy Cobb asked whether all committee members have been voted on by the church. Dr. Jolly said he would check.

## CHURCH COUNCIL MEETING MINUTES

### **Maintenance and Expansion – Clark Butts**

No report.

### **Membership – Ralph Lea**

Mr. Lea said the committee met on October 29<sup>th</sup>. Denise Beckham agreed to help the committee get started with distributing church directories. He noted that Angela Nobles is leading receptions for hosting. The committee's discussion centered on loyalties and activities of small groups as compared to the general church. Mr. Lea proposed a program called Body Building designed to help church membership think about the big picture. He said Bright Night and *The Gift* were good signs moving forward, but concerns remain about members who attend Sunday school but not services, or have memberships in one but not the other. He said the committee would work with Sunday school directors to encourage greater integration with the rest of the church. He said older adults need to continue offering mentoring to younger couples. Finally, they discussed committee roles.

Church Council reviewed the additions and losses to the membership. The additions to the church totaled 11, with 1 membership loss and 5 deaths. These 11 additions would be voted on at the November 2018 Church Conference. Total active resident members were 2958.

### **Personnel – Richard Jolly**

Dr. Jolly talked about how blessed we are by the staff, and how we need to express our appreciation. He noted one vacancy remains in reception, as well as perhaps a few in housekeeping, but that the vacancy in the Business Office had been filled.

### **Transportation – Perry Taylor**

Mr. Taylor reported that the committee met November 11<sup>th</sup>, and welcomed three new committee members. Mr. Taylor said agenda items for the coming year include holding new driver orientations and drug screenings, purchasing a new transit bus and possibly a new trailer, repairing another bus, and reviewing the governance documents and charter.

Dr. Jolly used this as an opportunity to remind committee leaders to take another look at their charters. Mr. Grimes reported that he has been reviewing charters to make sure that they are the updated versions, and that a date will now be posted at the bottom of each charter. He asked committee leaders to wait to review their charters until he had delivered the latest versions, and to not approve anything that doesn't have a date on it. In the future, charters will be reviewed every October.

### **Safety and Security Committee – Randy Cotton**

Mr. Cotton said the committee met on October 17<sup>th</sup>, with Tom Scott serving as chair. Jim Hansen provided budget information, and the committee proposed to spend ~\$70,000 from the surplus fund, pending approval (see below, New Business), towards purchasing additional cameras. The TYCO contract was also discussed (see above, Business Administrator). The committee wants to ensure all cameras are purchased from the same vendor. It also updated the incident form, and reviewed the Safety Training Matrix. The PPE Hazard Analysis was tabled to the next committee meeting. Overseas travel insurance guidelines have been submitted. Discussions were also held with ministers about staff protection during an active shooter event, as well as developing additional emergency procedures for the CDC and CDO.

## CHURCH COUNCIL MEETING MINUTES

The Council discussed security concerns raised when a photographer took pictures during a recent service.

### **New Business**

Tom Hanna brought forward a proposal from the Surplus Committee for dispersing \$1,465,877.00 from discretionary funds. Please see attached report. Among the items Mr. Hanna highlighted:

- NVR: refers to the “brains” of the sanctuary camera system, which are several years old and have gone beyond their useful life.
- Exterior doors to electronic locks: there are 54 exterior entrances to the church, though not all need locks. Discussion occurred about what happens during a power outage; Larry Grimes said there is a two-hour period where they will still be powered.
- Drain Pipe Replacement Phase #2: this would take care of the A Hallway. Another phase will be needed if funds become available. Mr. Grimes said these pipes are not as easy to get to. Randy Cotton asked what the total expenditure for fixing piping in the church will be, and Mr. Grimes replied that will require at least an additional ~\$50,000, since the E Hallway still needs to be done. Clark Butts said that as time and demand permit, they’re trying to repair pipes before pump failure occurs. Discussion occurred about how urgent this situation may be. Mr. Grimes said the potential for failure is greater in the A Hallway because there is greater use in that area, but the repairs cannot be made until summer anyway, when it’s not being used.
- Fellowship Hall and D-Hall roof: Mr. Hanna said to replace the roof altogether, it would cost ~\$500,000. Shepherd, the church’s roof company, recommends the elastomeric-extend life repair instead, with perhaps putting on another coat in a few years.
- Rooftop unit replacements: ~30 units remain from the 1980s, and the committee agreed it was better to replace them all at once for efficiency. The units on top of the fellowship hall will not be replaced. Clark Butts added that several compressors have needed to be replaced, and repairs will likely be more expensive going forward.
- AB Boiler: the original unit is nearly 50 years old.
- Windows Replacement Phase #3: this will complete window replacement in the main building. Replacement costs look to rise at least 20% every year going forward.
- Bus barn parking lot seal and stripe: this quote is about four times less than others.
- Tile: around and up to preschool doors in the A Hallway.
- Carpet replacement: in the E and A hallways.
- Restroom Upgrade #2: in the men’s restroom outside the Finance Office.
- Activities Building flooring: current is original flooring. Mr. Hanna said the Solid Rock Café has heavy non-member traffic.
- Preschool: renovating the Jam area. Amy Brand has ~\$21,000 in capital funds that will also be used for this renovation.
- Media relocate balcony media stations: ~\$15,000 is already in approved in the budget.
- Video control room equipment: Mr. Grimes said Media is afraid this equipment will crash on Sunday morning. Discussion was held about what happens to discarded equipment, and it was noted that an inventorying is currently taking place.
- Finally, the committee proposed dividing \$70,000 equally among seven ministry opportunities. Additionally, ~\$262,000 would be dispersed to the Missions Gifts Unspecified line in the Missions Committee budget. It was noted that the Missions Committee Chair Mike Mayer was on the Surplus committee. Dr. Wood talked about how the facility is a mission outpost, and that all of the surplus should be considered to further the mission of the church. According to Mr. Grimes, Jim Hansen has said that there will likely be fewer building repair needs in the near

## CHURCH COUNCIL MEETING MINUTES

future. Dr. Wood also mentioned that media ministers were attending training for how to employ the technology being proposed for purchase.

Perry Taylor moved to accept the Surplus Committee proposal, and Clark Butts seconded. The motion **passed unanimously**.

Discussion occurred about the Christmas Eve services.

Dr. Wood mentioned that the tiny house model for The Field's Edge would be parked in the north lot for the church's Thanksgiving Feast. He asked for prayer for funding and support of the organization. He also asked for prayer for our friends who do not have a home.

Other prayer requests were then shared. Patrick Mayers closed the meeting in prayer.

The meeting adjourned at 9:00 PM.



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Clark Moreland, Secretary, 2018-19

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Date Approved