**TABERNACLE BAPTIST CHURCH QUARTERLY BUSINESS MEETING**

***via Zoom***

**October 25, 2020**

**Present:** Margaret Ailes, Kathy Allen, Larry Allen, Bonnie Bailey, Mamie Ruth Blanton, Jessica Corbitt, Mae Corbitt, Ryan Corbitt, Lugene Fernald, Paul Fernald, Bill Finley, Jean Finley, Judy Fiske, Ellen Fleming, Linwood Fleming, John Gaines, Bill Gradwell, Brenda Gradwell, Nathan Hatfield, Dan Herman, Penny Jenkins, Woody Jenkins, Jerry Jones, April Kennedy, Kyle Kennedy, Steve Law, Sandi Lowery, Anita McCarty, Beth McMahon, Terry McMahon, Carol McMurray, Jim McMurray, Jerusha Moses, Pat Petree, Tim Pohl, Naomi Reddish, Tim Reddish, Burdette Robinson, Amanda Rone, Eleanora Rone, Rob Rone, Anita Rourke, Barbara Satterwhite, Carol Seeley, Brynne Severns, Laura Severns, Sterling Severns, Ron Simmons, Linda Southworth, Donna Soyars, Jim Soyars, Gerry Strong, Peggy Strong, Martin Tiller, Tori Tyndall, JJ Vega, Meg Lacy Vega, Bill Welstead, Jr., Emily White, Sarah White

The meeting was called to order with prayer by Pastor Severns at 2:04 PM using the Zoom virtual meeting application.

**Clerk’s Report:** The minutes of the February and July meetings were approved as distributed.

**Financial Report:** Terry McMahon reported that our income in the month of September exceeded the expenses. This is not always the case. The Payroll Protection Program funds are in our account and awaiting approval of our grant application by the Small Business Administration. We are in the negative at (37,000) for the year, but this is before any PPP funds have been applied. The pastor pointed out that the church is actually in a good financial position at this time. The church’s share of the grant is approximately $70,000. Margaret Ailes asked if the PPP funds would be put into the operating funds or into a restricted fund. Terry responded that a determination will be made by the Administrative Board and will probably go into a restricted fund initially. Woody Jenkins asked if the PPP funds were limited as to what they could be used for. Terry explained that the funds were designed to be used for salaries and utilities. Once the church has received the grant approval acknowledging that these expenses were paid out by the organization, then the church can use the funds for other needs.

Margaret then asked how the rental income from the row house apartments will be used. Terry replied that no decision has been made as to how the rental income will be used, but there is a $400,000 loan to be paid off. Donna Soyars pointed out that at the present time all income will go to the LLC’s which are totally separate from the church until all expenses are paid. After that time, the LLC’s will begin forwarding money to the church and decisions will be made then.

**Board of Deacon’s Report:** Tim Pohl reported that the deacons are working to identifying leadership for 2021 which includes identifying a Nominating Committee. He added that we are coming up on a very difficult season for many, so the deacons are focusing on pastoral care needs within the church and in the community, including things like the Christmas baskets.

**Pastor’s Report:** Pastor Severns has created a 24-minute video that he has shared with the deacons, Admin. Board members, and staff. He is not seeing our church falling into survival mode where many churches see a falling away of leaders due to burnout. However, he is seeing some of this here resulting in work being accomplished by a very few. He believes that we need to have a different nominating process this year, and we need to take the time to consider what we actually need in 2021. He will be meeting with key leadership to discuss what our priorities are and possibly lay out a 6-month plan.

From a staff perspective there are many changes:

* Hope Cutchins, Communications Coordinator, is leaving at end of the year. Nathan Hatfield is recommending, with the approval of the Finance Committee, that the church continue our relationship with Jaime Poole of JP Consulting, Inc. for financial services.
* Rev. Dr. Jerusha Moses feels that God is calling her to invest more fully in the area of pastoral care alongside Pastor Severns.
* Pastor Severns himself is feeling the need to step out of his role in worship preparation and video production and focus on shepherding, caregiving and leadership development in the life of the church.
* Amanda and Rob Rone are assisting with worship technology now, but they want to return to Burma as soon as it is safe for them to do that.
* Child Care Center leadership is doing remarkable well.
* Vincent Sallie is doing an outstanding job working closely with the Buildings and Grounds Committee and maintaining our building.
* April Kennedy is working way beyond her hours. We need to evaluate what the continuing needs of the Community Ministry will be.
* Rev. Meg Lacy Vega is planning to step back from fulltime to 20-25 hours per week allowing her time to pursue work she feels called to outside of the church. She feels her gifts are in discipleship and spiritual formation, particularly with adults and youth, and also in preaching. (Several members added words of affirmation after Meg spoke.)
* Judy Fiske has also submitted a request to step back from her ¾ to a ½-time position. She believes it is a good time since her responsibilities for choir direction of all ages has been made curtailed during the pandemic. She feels this will give us time to evaluate what the church needs in the future in anticipation of her future retirement. (Again, words of affirmation were shared with July.)

Pastor Severns took a moment to pray for Meg and July and for God’s support for all the other staff and leaders who are working so hard for the good of the church.

**What’s Next?** He feels this is the moment when we need to take time to determine what we should be doing in the near future and beyond and what staff makeup should look like in the future on the other side of Covid. The Deacon Board, Administrative Board and Personnel have much work to do to shore things up as we look into the beginning of next year at a time when so very few church members are truly engaged.

Tim Pohl added that those involved need to be present in the meetings to come, to be flexible and to ask questions as we move forward. The church needs to be involved as we plan for what leadership should look like and what committees we need.

Terry McMahon shared that the budget planning for 2021 will also need to look toward the change in our fiscal year effective July 2022. In light of the pandemic and the unknowns of budget needs in the near future, the Administrative Board will probably be presenting just a 6-month budget for 2021.

Pastor Severns is asking that those responsible for funds to carefully consider the use of those funds. What might they be willing to put down, because it is really not a major, but only a minor. For example, do we need poinsettias? On the leadership side, nobody who feels exhausted should feel obligated to continue to serve. Some who are feeling called need to begin conversation with leadership now as we think toward 2021.

Jerry Jones asked for volunteers to serve as screeners to work at the door on Wednesdays as the sanctuary is beginning to be opened.

Pastor Severns reminded all that the memorial service for Barbara Spain will be held via Livestream on Sunday, November 1 at 2 PM.

The meeting was adjourned with prayer by Bill Welstead at 3:16 PM.

Respectfully submitted,

Penny Jenkins, Clerk