

upgrade in 2023.

2. Security/Access

- a. As you may recall, locks for TCCC doors were replaced in July 2022 to enable emergency lockdown. This same kind of review for the church building is targeted for 2023.
- b. The Committee is in the process of collecting information and requesting proposals for an upgrade to the TCCC intercom system and video surveillance. We are attempting to ensure the safety of the children we serve by providing monitored security access technology, as well as improved visual/audio communication from classroom to classroom.
- c. We have received approval for the proposal to replace the exterior lights on Meadow so that the area outside of the church has adequate lighting after dark. The work will be completed when all of the parts are delivered to the vendor. The Meadow Street area is the only area where needed lighting repairs were found.

Additional highlights of our work over the past quarter include:

- HVAC/Boiler System
 - Vassars Services will be supporting us in evaluating potential next steps to adjust the sump pump in the boiler pit and work needed to reduce condensation to help prevent potential moisture damage to the boilers in the future.
 - The need to replace the HVAC unit for that services the Community Room area is under consideration.
 - We continue to wait to determine if a replacement coil can be secured for the HVAC that services the first floor of the Williams Building.
- Electrical
 - Repairs to a classroom outlet and the light fixture at the door at the corner of Grove and Meadow are planned to be completed in the 4th quarter 2022.
- Completing Routine Maintenance
 - Elevator inspection was completed. The approval certificate is in process.

Financial Report

Total B&G Expenses in 1st – 3rd Quarter 2022 (thru 9/15/2022)	\$103,036.70*
Maintenance & Improvements	\$93,882.41*
Maintenance Contracts	\$8,364.71*
Janitorial Supplies	\$789.58*
Paid by Shared Expense or Other Money Sources	\$27,150.51*
Paid by TBC	\$75,886.19*

*NOTE: The numbers you see in this section will not exactly match what you see on the church financial reports. Expenses are tracked by the committee and sometimes invoices are in

process (not yet paid) for work completed before the end of the quarter and therefore are not yet reflected in financials.

We sincerely appreciate your input and your support! Please forward any questions or suggestions to Donna Soyars.

FINANCE COMMITTEE REPORT

Dan Herman

Committee Members: Margaret Ailes, Dan Herman, Jim Soyars

The Finance Committee hopes everyone is enjoying the cooler fall weather and is joyfully anticipating the Holiday season!

2022 Third Quarter Activities:

- As mentioned in the second quarter's report, the Finance Committee has been looking at the Restricted Funds/Categories in the church accounts. Several of these have been inactive for years. With input from the Administrative Board, the pastoral staff and a number of individuals, the overview has been completed and a report passed on to and approved by the Administrative Board.
- A review and analysis of the church's insurance policy has been completed. Updating the coverage to address current needs has resulted in an annual savings of approximately \$1,500. A big 'Thank You' to Margaret Ailes who headed this effort and led the analysis and conversations/discussions.

Thank You to everyone for your ongoing support and financial contributions!

Please feel free to contact a member of the Finance Committee (Margaret Ailes, Jim Soyars or Dan Herman) with any suggestions, concerns or ideas.

PERSONNEL COMMITTEE

Penny Jenkins

Committee members: Penny Jenkins, Burdette Robinson, Barb Satterwhite, William Welstead

During this quarter the committee interviewed two consultants from different firms to assess how they might help us in staff development in anticipation of the retirement of Judy Fiske and in the absence of staff to lead youth and children ministry. Due to a lack of available funding, this has been tabled until next year.

The committee recruited a search committee for the Assistant Director of the Tabernacle Child Care Center. The search group included Emily Ball, Laura Severns and Barb Satterwhite

representing the church as well as 2 others from the TCCC community. They worked diligently through the summer months but were unable to find an appropriate candidate. They transitioned to helping Sabrina Jones, TCCC Director, with the recruiting of classroom teachers through the month of September. A special thank you to each of those who served and worked faithfully through the evaluation of each applicant.

One major step accomplished this quarter was the enrollment of eligible staff members in a benefits plan through the Cooperative Benefits Board. Burdette Robinson worked diligently with CBB and each employee to make sure all paperwork was in place. The benefits include retirement as well as life, accidental death and dismemberment, and long term disability insurance.
