

THE TABERNACLE BAPTIST CHURCH

QUARTERLY MEETING
October 30, 2022



Hybrid – In Person and via Zoom
July 31, 2022

Present: Margaret Ailes, Erin Braford, Betsy Cobb, Jessica Corbitt, Mary Jo Dailey, Tom Dailey, Judy Fiske, Ellen Fleming, Linwood Fleming, John Gass, Theresa George, Bill Gradwell, Brenda Gradwell, Jay Hartman, Dan Herman, Denise Herr, Cindy Hutchinson, Penny Jenkins, Woody Jenkins, Braxton Kemp, April Kennedy, Kyle Kennedy, Troy Lamphere, Burdette Robinson, Anita Rourke, Bob Rourke, Sterling Severns, Ron Simmons, Donna Slaughter, Linda Southworth, Peggy Strong, Martin Tiller, Richard Waller, Denise Walters, Marty Watkin, Bill Welstead, Gail Welstead

The meeting was opened with prayer by Pastor Sterling Severns at 2:01 PM with participants present in the Fellowship Hall and via Zoom.

The minutes of the May business meeting as published in the Quarterly Report were approved with the addition of Linwood Fleming's name to the list of those present. The Clerk's Report was approved with the correction of the spelling of Troy Lamphere's name.

Financial Report: Margaret presented a detailed report from the Financial Committee referencing the January to June 2022 report. She carefully explained that the \$137,860 income from the PPPs was posted in June as grant income. This money had already been spent, but is posted here for accounting purposes.

Income:	\$372,850.28	<i>less the \$137,860</i>	\$234,990.28
Expenses:	<u>273,885.66</u>		<u>273,885.66</u>
Net:	\$ 98,964.62		-\$ 38,895.38

This is the last semiannual report as we began our new fiscal year on July 1st.

A question had been asked about how we were paying our bills with a negative balance. She explained that the church has no outstanding bills. She explained that the church has four accounts: (1) childcare center, (2) payroll, (3) God-Sized Vision, and (4) general funds. The general funds include revenue from tithes and offerings, restricted funds and retained earnings. She shared that retained earnings are funds accrued in months when there is more income than expenses and serve as a buffer for the months when this does not happen. This is where the PPP funds were held. Currently this total is about \$30,000, but she is recommending that this be closer to \$50,000.

Linda Southworth asked if the contingency fund is the same as the retained earnings. Margaret said this was the same. There are also additional monies here now to be used for the mortar work on the building.

Margaret then explained that the Finance Committee has drafted a proposal for the handling of restricted funds. For years the financial assistants and treasurers have complained that there were way too many specific funds. They are being combined into eight groupings.

Dan Herman expressed a sincere thank you to Margaret for her extensive work on this project.

Leadership Council: Sterling turned the meeting over to Woody Jenkins. Woody began by reminding everyone of the priorities that had been set for 2022-23: to simplify, to invest in our strengths, and to build our leadership skills focusing on worship arts and community ministry. These are going well, but are always in need of additional people to help.

He reported for Donna Soyars regarding the church's safety and security. They have been working with a consultant from the Baptist General Association of Virginia and have reviewed the building receiving suggestions about signage, methods, areas to be secured, etc. The plan is to assure securing for those participating in worship on Sundays or coming in during the week for other activities.

In response to the expressed concern about the need for a Deacon Board, he shared that the Leadership Council has discussed this and were not certain what the focus and responsibilities of that board should be at this time. A subgroup made up of Burdette Robinson, Dan Herman and himself have met and have decided to call together a focus group of former deacons to join in a conversation about what the deacons have been asked to do in the past, what the needs are now, and how we can shape a Deacon Board to meet those needs now and into the future. There was a very good response from about 17 deacons. The meeting will be held on August 2. Linwood asked for a copy of the list of the deacons who will be participating in the focus group.

Marty Watkin shared that the roof is still leaking in the atrium. Jay Hartman reported that the atrium roof has still not been coated. Plans for what we want to do with the atrium are still undecided. Linwood

commented that when he was on the Administrative Board, the repair of the atrium was approved and nothing has happened. Jay explained that the costs were too high, so it was tabled until we know better where we are going. Linda added that part of the delay was also the need for the mortar work and the need to paint exterior trim came up at about the same time.

Worship Arts: Judy Fiske shared that she is asking people to read and participate in the service. She is hoping to be back to a fuller choir and handbells in the fall. She is encouraging people to participate by bringing more creativity to the services. We are going back to the narrative lectionary for fall. Sterling clarified that the staff does not see the focus of Worship Arts as being the staff being creative in how we worship, but rather as a call to those in the pews to join them in creating meaningful worship.

Community Ministry: April Kennedy expressed thanksgiving for the number of volunteers who are showing up on Saturday mornings,

Woody closed the meeting with prayer at 3:27 PM.

Respectfully submitted,

Penny Jenkins, Clerk

CHURCH CLERK REPORT 2022

ON ROLL – DECEMBER 31, 2021

On roll (includes out-of-town members)	836
Active members	573

NEW MEMBERS

<u>Transfer in by Letter</u>	3
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Donna Slaughter, Winfree Memorial Baptist Church, March 20th

Patricia Petree, Mechanicsville Baptist Church, March 27th

Cynthia W. Hutchinson, Bon Air Baptist Church, April 3rd

By Statement

By Baptism

Troy Lamphere, June 26 th	1
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TOTAL ADDITIONS	4
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LOSSES

<u>By Death</u>	3
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Jean Heflin, January 10th

Mary Melton, January 17th

Willie West, February 14th

<u>By Transfer Out</u>	2
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Don Campbell, Rhoadesville Baptist Church, February 21st
Janet Campbell, Rhoadesville Baptist Church, February 21st

By Request

TOTAL LOSSES	5
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ON ROLL – December 31, 2022

On roll (includes out-of-town members)	835
Active members	572

MINISTRY OF WORSHIP AND MUSIC REPORT

Dr. Judy Fiske

July, August and September are perhaps my favorite three ministry months of the year. These three months are usually a crazy mix of camp, mission trips, being off any lectionary, planning for the fall season and Christmas and trying to clean and organize so many spaces in the church building. This year has proven to be the same.

In July, August and September worship was centered on working our way through the book of Acts. I now feel like one of Paul's best friends. We traveled with him all over the Mediterranean as he shared the gospel and left a trail of small, committed groups of Christ followers across the region. Sterling filled the sanctuary with all manner of flying things blown about through the world by the Holy Spirit. Worship has inspired us to look about in our spaces for where God is working in the world and how we can join in that work. The Sanctuary Choir, our music staff and other soloist have filled worship with meaningful, beautiful music.

In July a group of us were planning to go to Music and Worship Arts Camp at Eagle Eyrie. The week before camp our group shrank from 10 to 5 because of COVID. SaraAnne and John Burgess and I were on staff for camp and Dylan Burgess and Paige Neely attended. It was great to be back at Eagle Eyrie. The end of July found us in NYC at Metro Baptist leading CLUE Camp for a week. Our group was again impacted by COVID, but we did have enough people to lead camp. We lost one member to COVID and a staff member at Metro also came down with COVID. Terry and Emily Witt, Nathan Hatfield, Sharon Smith, Sarala Kennedy, Bonnie Dance and I managed to stay well to lead camp for the week. There was also a week of pipe organ camp the first week in August and TAB welcomed a student for that week for practice and lessons.

In August there was so much planning and moving---it seemed like we moved everything in the church that was not nailed down. New classroom spaces appeared and much cleaning and discarding happened. Three of the Hamilton pianos went to Westwood Music Club to continue their work as lesson instruments. We are just now beginning to put the "new" classroom spaces to work.

September continued the work of planning, organizing and cleaning. A new and different Wednesday evening experience began in the last couple of weeks of September. SaraAnne Burgess and I are leading the Preschool portion of that program. It includes play, Bible stories, reflection on God and music. The Sanctuary Choir continues to meet on Sunday morning at 9:45 and provide

music for the Sunday morning worship experience. Ron, Terry, Ryan and I work with an amazingly talented and dedicated group of volunteers to share music in each worship service.

This next quarter of the year often feels like a time of fulfillment. The plans that have been carefully laid begin to come to fruition. This coming season will include several wonderful celebrations that fall in the church year. We are looking forward to each of them.

I am praying we will continue to seek out where God is working in the world and to use all of our talents to join in that work.

ABUNDANT COMMUNITY REPORT

April Kennedy

Community Ministry continues to open the doors of the church every other Saturday morning to create space for community and provide food and clothing. The summer months are always challenging when trying to recruit volunteers, with vacations and changing schedules, but God faithfully provides enough hands, often in unexpected ways.

On August 27, a group of over 30 men from the Alpha Phi Alpha Fraternity joined Community Ministry volunteers for an amazing day of ministry. Volunteers were able to fully participate: cooking, serving, shopping, sorting, and stocking. The fellowship hall was full of neighbors, church volunteers and fraternity brothers eating and connecting with each other. It was clear that God was at work in this moment. This one-time volunteer experience came with a commitment for multiple men to return and bring family members to serve with us again. In addition, it was amazing to see consistent volunteers step into leadership roles, walking alongside new volunteers— not only to show how to do a task, but also to help them understand why we do what we do.

Our monthly non-food item collections are going well. In July, we received enough bars of soap to offer them to families twice! Baskets full of school supplies in August provided at home materials for parents and grandparents with children. In September we were able to offer a choice of cleaning supplies such as laundry detergent, spray cleaners, Lysol wipes and more. Thank you for your continued generosity. The neighbors were excited to have each of these important items!

As we move into fall and winter, needs are growing. More neighbors are requesting warm coats, gloves, blankets, and other cold weather items. The holidays are also coming, and neighbors are concerned about the extra costs of food and gifts. We are working to support our neighbors with these needs and welcome you to join us in our efforts.

Upcoming Ministry Dates:

November 5 & 19

December 3

December 17- Christmas Baskets

January 7 & 21

As of September, 2022:

TCCC services 70 children and has siblings lined up to enroll through 2023. It employs approximately 30 full and part time staff members. TCCC provides discounted childcare for 2 TCCC employees.

1. Building/Projects: William's Building

- a. New locks have been added to all classroom doors and closets to ensure extra safety during the event of a lock down.
- b. TCCC has completed a walk through with Security Logistics to improve security of the building. Awaiting proposals and committee votes for the process to begin.
- c. TCCC has completed a walk through with Fire Safety for a fire panel to ensure more safety of the people and building. Awaiting proposals for all building safety projects and committee vote for the process to begin.
- d. A previous classroom formerly known as the Green Room is being transformed into an indoor play area for rainy days. This room will be available for all ages.

2. Programming:

- a. We added an extracurricular activity to our program that visited a few times over the summer- Pop Hop, and Rock.
- b. Events are getting back up to speed.
 - i. Our first indoor Fall Fest is being hosted in October.
 - ii. Plans for a future Spring Fling are being discussed.
 - iii. The Art Festival is coming back and in the works of being planned.
 - iv. Ways to build up the community between the Church, Center, and families is a working progress and a top priority.
- c. The curriculum is being monitored and our Program Specialist is an available resource for our teachers when they are lesson planning based on the curriculum.
- d. Putting together a resource room for teachers is also in the works as we expand our curriculum expectations.
- e. Covid policy has been updated. Parents are no longer required to mask. Exposures are no longer required to quarantine.

3. Personnel:

- a. TCCC has decided to not go in the direction of hiring an Assistant Director. Instead we have utilized teachers within. Below are their titles.
 - i. Administrative Coordinator- This person has taken the place of the Assistant Director. They will assist the director in meeting the needs of the center and also have set hours in the classroom each day.
 - ii. Program Specialist- this person is a teacher and receives hours outside of the classroom to complete programming needs.
 - iii. Building and Grounds Management- There are two teachers who help maintain our building and grounds needs to ensure safety and quality.

4. Financials:

- a. A new pay scale has been set up for teachers to reflect inflation, be competitive, and be sure to compensate for a job that requires dedication and high responsibility.

5. TCCC Committees Updates:

- a. In the process of recruiting 2 committee members.

YOUTH MINISTRY REPORT

Rev. Sterling Severns

The Youth Group wrapped up the summer with a great day at Kings Dominion. We began the fall with a fun night visiting the Richmond Street Art Festival, playing games in the church building, and indulging with gelato in Scott's Addition. Early in September, we kicked off a new weekly youth program with high aspirations and minimal fuel to make the engine "go". Long story short, after a couple of weeks of experimentation, it became pretty clear that we're off course.

Good news: God is doing something exciting in our experimentation and intentionality. We're feeling encouraged to see our students integrating into the specific *spaces of belonging* we're building for intergenerational Discipleship. We're seeing God at work in and through the lives of those participating in Community Ministry (Saturdays), Dinner Church (Wednesday evenings), and Woven (Sunday mornings). God is bearing fruit in the deliberateness of our relationship building, through the continuity and intentionality in our holy conversations.

Challenging news:

- 1) The identified need and desires we're seeing in our younger youth are radically different from what we're seeing and hearing from our older youth. This has always been true AND there is a palpable and definitive tension unique to the moment.
- 2) The vast majority of the adults in our congregation, including the parents of our children and youth, do not express feeling called or remotely equipped to disciple children, youth, or adults.
- 3) We have not been able to identify a core group of adults to make a weekly investment in the intentional mentoring of children and youth. Yes, there are individuals but no core groups of adults. We have no reason to believe this will change anytime soon.

4) Families with children/youth are in constant motion. It was true long before the pandemic began and it's even more true now. We have no reason to believe the pace of life is going to slow down anytime soon. We have no reason to believe that "church" will be the center of family life nor should we assume the church should be the center of family life. The road ahead doesn't resemble the place we've come from.

5) The Church is adrift. We have not come together to identify our priorities.

None of us, myself included, saw the missional drifting when it first began. We can't identify when it actually began. We certainly didn't make a conscious decision to drift. Let's be clear, no parent, leader, partner, community, or organization drifts on purpose. When we drift, and all of us do, we don't usually know it's happening. Maybe it begins when we get ahead of ourselves or a little full of ourselves? Maybe it happens when the tired sets in? Maybe it happens when we get scared or overwhelmed? Maybe it happens when grief claims our focus? For whatever reason, we're all prone to gently drift asleep at the wheel. If only the awakening would be so gentle.

For the record, we have not come together to make a collective decision to radically change course and nobody has deliberately sabotaged our vessel. We fell asleep at the stern and we've been awakened by a crisis.

1) We didn't see the need to recommit to our priorities or discern new priorities during our chapters of thriving.

2) The lack of seeing the need to clarify our priorities gave each of us, individually and as little groups, silent permission to determine our own priorities.

3) A church full of individuals, boards, official and unofficial committees, each determining their own priorities, is a church adrift.

4) The wake-up call has been painful.

The most obvious proof of our missional drift is our lack of deliberately walking with children, youth, and their families. Judy, April, a couple of lay leaders, and myself are not able to do this on the church's behalf. As it relates to children, youth, and their families, we must clarify what we're trying to accomplish. We must receive the resources God is providing for the purpose of equipping. We must embrace our commission to make Disciples.

Great news:

1) The leadership of the church are actively creating a plan to bring the church together so that all of us can actively discern what God wants us to prioritize. Your voice is needed. More importantly, your listening heart and ears are needed!

2) In the meantime, as it relates to children, youth, and their families, we're creating new spaces for you to make an immediate investment. The table you choose to sit at, the attitude you arrive with, the risk you take in sharing, makes more difference than you know.

3) We don't have to succumb to either/or thinking. It is entirely possible to remain a committed member of a class/group AND periodically also participate in intergenerational spaces of belonging. Venturing out of your regular class/group, once a month is healthy and undergirds a priesthood of all believers. What a gift it will be to return to your group the following week, to testify in what God is doing in the life of your church.

4) Whoever said that what God wants any of us to put church at the center of our lives? Jesus certainly never said that. He speaks of himself as God's Temple, continually moving in the neighborhood. God wants us to put Christ at the center of our lives! What a tremendous opportunity we've been given to help families learn to disciple one another so they might share God's love with those they are "doing" life with, on sports fields, field trips, and all of the gazillion places they find themselves in the community. What might it look like if we became less concerned about raising up new leaders for our church structure and more focused on equipping the everyday saints to be spiritual guides in their neighborhoods.

5) And then there's this..... best news ever.....God is with us AND for us. Drift is inevitable AND God is faithful. We may have wandered but the Spirit guides. The crisis we've brought on ourselves in our drifting brings opportunity for Jesus to help us find our way again. Our intentional walking in these last two months of the calendar year could very well determine whether or not we thrive in the year that follows.

We have some amazing kids in the life of this church. Their parents, surrogate parents, and grandparents are also pretty amazing.

Don't even get me started on the newcomers that have only recently found a home in our little corner of the world.

Each and every one of us is a child of God, full of holy potential, soon-to-be-discovered wonder, and renewed purpose.

Each and every one of us has a part to play.

CHILDREN MINISTRY REPORT

April Kennedy

Through the summer and early fall, our children have had increasing opportunities for discipleship and engagement. Sunday school has continued, under the leadership of Cindy Hutchinson and staff. This group has enjoyed getting to know each other and learning what it means to walk with Jesus. They have led in worship through reading, dancing, and singing. The children are also participating in dinner church on Wednesday evenings. Older children are included in intergenerational discussion around the table, as well as given the opportunity to break off into a group of their own to explore the theme of the evening. Younger children, led by Judy Fiske and SaraAnne Burgess, are learning about how God made them and loves them.

BOARD OF TRUSTEES REPORT

Nothing to report this quarter.

BOARD OF DEACONS REPORT

No active Board of Deacons at this time.

ADMINISTRATIVE BOARD REPORT

Woody Jenkins

Board Members: Jessica Corbitt, Woody Jenkins

Let me begin with a thank you to Anita McCarty for faithfully servicing on the Administrative Board for a number of years. She recently ask to step down.

July

- Buildings & Grounds Report:
 - Electrician has installed exterior Outlet has been installed and egress light replacement is in progress. Exterior lights on Meadow are being replaced with LED lights
 - AC coil in TCCC needs to be replaced. Expenses to be shared with TCCC.
 - Clean Up day scheduling is in progress.
- Finance Report: Committee will be prepared to give the end of year report at the July business meeting.
- The first year of our experiment with EXCELL has concluded. The Leadership Team looks forward to touching base with EXCELL about their work.
- Deacon Board was discussed. Woody is a part of the Deacon Subgroup that will be making connections with former deacons.
- Personnel Report: Committee has met with staff and are in deep conversations about what staffing is needed. Next steps are being worked on.

August

- Pastors Report:
 - Preview of the fall schedule should be out in the next week or so.
 - Sterling would like to schedule an overnight retreat with members of the Leadership Council. It's critical the congregation comes together to identify our primary mission as a church and then make big decisions, related to staffing and the building, based on that mission.
- Buildings and Grounds Report:
 - Great Clean Out weekend- moving on to painting.
 - HVAC- Community Room A/C currently has a leak in the coil. One of Williams Building units also has an issue. Parts are being secured to repair.
 - Safety and Security- TCCC has been the first priority- Locks, cameras, and fire panel.
- Deacon Board Report: A group of former deacons met via zoom. Woody would like to schedule one more to see about getting a few more people involved.
- Finance Report:

- Margaret presented the July Financial Report.
- Children's and Youth Ministries are being supported through Restricted Funds at this time.
- Margaret presented the Finance Committees review of our Restricted Funds and the possible realignment. Woody suggested that we add verbiage in the policy Restricted Funds Proposal was approved by the Administrative Board.
- Personnel Report: Personnel Committee had a good meeting with one consultant and more information is coming. They will have another meeting with another consultant in the coming week. Topic is staff development. Funding will be sought.
- Judy Retirement Planning: Jessica will reach out to a team to begin to formalize the planning.

September

- Pastor's Report
 - The fall programming for Wednesday nights has been launched.
 - We need to begin looking at leadership for 2023.
- Buildings & Grounds Report
 - Safety & Security Team Update:
 - Looking into whether to use 1 vs 3 vendors to do the annual and semiannual inspections of different aspects of fire prevention.
 - Focus of the Safety team has been on TCCC as their areas are in daily use and have the greatest potential risk.
 - Proposals are pending for a security video system and a fire panel from 2
 - Jay Hartman suggested that we use professionals to prepare the wall surfaces before having volunteers paint them.
 - Sterling share that Glen Walker, Cindy Hutchinson's brother-in-law, has a company that can help us clean out the history room and prep for mildew and mold abatement.
- Personnel Report: The committee has put on hold contracting with a consultant to help with staff development.
- Old Business:
 - Deacon Board re-boot status: Woody shared that he had met with Burdette Robinson and Dan Herman (Leadership Council deacon subgroup) to review the focus group listening session they had had with former deacons. Former deacons might be asked if they would be willing to serve for a one-year term.
 - Sterling pointed out that anybody who is a leader in the church is a spiritual leader of this church, not just the deacons. The critical functions of deacons now could be: (1) to walk with and hold accountable the leadership, both staff and lay leaders, and (2) to assure that congregational care is happening. These deacons would have no other official leadership positions.
 - Consultant: Sterling is preparing a recommendation to the church to bring in a consultant for a weekend (Friday night, Saturday, Sunday morning) to lead a church-wide visioning session. The conference will be led by Mark Tidsworth from Pinnacle Leadership Group.
- New Business:

- Finance Report:
 - Margaret reviewed the restricted funds report, will be getting clarification on several items and will report on these items later.
 - Revenue and expenses: Revenue was higher than normal. This includes the \$5,000 given by the Grace Lisu Church.
- Insurance: Margaret reviewed the document she had prepared outlining the various aspects of our insurance coverage that she had reviewed with the company's agent. She then explained each area of the policy and suggested changes and recommendations regarding these. After discussion, Margaret shared that with these changes we will save approximately \$6,000 (a net of \$1,500 with the 5% cost increase for this year). This goes into effect November 1.
- Leadership Council Meeting: To continue the momentum gained by bringing the full Leadership Council together, it was decided to call this meeting during the week of October 17th.

BUILDINGS AND GROUNDS COMMITTEE REPORT

Donna Soyars

Committee Members: Donna Soyars, Chair; Jay Hartman; Vincent Sallie

In conjunction with the Administrative Board, the Building & Grounds Committee agreed to focus attention during the last half of 2022 on safety and security plans for TCCC and the church facilities. While working the keep basic maintenance needs met, B&G activities are directed to working with church members and vendors who can help provide the professional expertise needed to create plans to meet our needs in a prioritized manner.

The Building & Grounds Committee continues to be committed to working with the Leadership team to address the three areas of focus for TBC over the next year-supporting worship arts, Community Ministry, and our families and youth within all areas of our facilities.

August Clean-Up Week

We send a special thank you to all of the helpers that pitched in for cleaning up, relocating furniture, and throwing out junk in early August. We filled two construction dumpsters with unneeded items, and we found a good home for some items that we no longer use. Our pastoral staff led the way for this project, and we so appreciate their thoughtful approach and organization that was key to managing our volunteers' time and energy.

Here are a few notes regarding actions completed this past quarter and what to expect in the near future:

1. Fire/Emergency Safety
 - a. With prioritization of the highest risk area at this time (TCCC), the B&G committee has worked to finalize the proposal for adding a monitored fire safety panel for the Williams Building. The proposal is under review at this time.
 - b. The fire panel for the church building works to notify whoever is in the building of a fire situation by use of pull down alarms. This system will be addressed for

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.

Tabernacle Baptist Church

Revenue & Expenses Budget Performance

September 2022

Accrual Basis

	Sep 22	Budget	Jul - Sep 22	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
2000 - Revenues					
201 - Tithes & Offerings	30,442.48	27,000.00	94,282.85	81,000.00	324,000.00
202 - Endowment Fund	12,200.00	12,200.00	36,600.00	36,600.00	146,400.00
203 - Interest Income	0.00	5.00	4.23	15.00	60.00
206 - Rental Income	9,532.26	1,291.67	11,032.26	3,875.01	15,500.00
Total 2000 - Revenues	52,174.74	40,496.67	141,919.34	121,490.01	485,960.00
Total Income	52,174.74	40,496.67	141,919.34	121,490.01	485,960.00
Gross Profit	52,174.74	40,496.67	141,919.34	121,490.01	485,960.00
Expense					
6000 - Expenses					
610 - Missions Ministry					
611 - Cooperative Missions	1,205.70	943.06	3,735.16	2,829.18	11,316.67
612 - Richmond Baptist Assoc.	150.71	117.88	466.90	353.64	1,414.58
613 - Camp Alkulana	201.42	471.53	833.78	1,414.59	5,658.33
614 - Europe Missions	241.14	235.76	747.03	707.28	2,829.17
615 - ReEstablish Richmond	602.85	471.53	1,867.58	1,414.59	5,658.33
617 - Metro Baptist NY Missions	120.57	117.88	373.51	353.64	1,414.58
Total 610 - Missions Ministry	2,522.39	2,357.64	8,023.96	7,072.92	28,291.66
620 - Staff Salaries & Wages					
621 - Salary Senior Pastor	6,977.66	7,559.12	20,932.98	22,677.36	90,709.44
622 - Minister of Music & Worsh	3,015.70	3,267.00	9,047.10	9,801.00	39,204.00
627 - Director Community Minist	4,153.84	4,500.00	13,051.76	13,500.00	54,000.00
628 - Music Assistant Director	465.52	504.32	1,396.56	1,512.96	6,051.84
629 - Music Vocalist	449.98	487.48	1,349.94	1,462.44	5,849.76
630 - Music Pianist	859.40	931.01	2,578.20	2,793.03	11,172.12
632 - Financial Assistant	1,200.00	1,200.00	3,600.00	3,600.00	14,400.00
633 - Custodian	2,809.12	3,043.22	8,427.36	9,129.66	36,518.64
634 - Logistical Coordinator	764.00	827.67	2,292.00	2,483.01	9,932.00
634.1 - Nursery Attendants	220.00	433.33	462.00	1,299.99	5,200.00
635 - Benefits					
636 - Health & Life Insurance	770.70	460.30	1,721.86	1,380.90	5,523.60
637 - Retirement	771.33	755.17	2,210.14	2,265.51	9,062.00
638 - Employer FICA	1,009.64	854.17	3,013.76	2,562.51	10,250.00
635 - Benefits - Other	0.00	416.67	0.00	1,250.01	5,000.00
Total 635 - Benefits	2,551.67	2,486.31	6,945.76	7,458.93	29,835.60
Total 620 - Staff Salaries & Wages	23,466.89	25,239.46	70,083.66	75,718.38	302,873.40
640 - Worship & Music Ministry					
641 - Instrument Maintenance	0.00	900.00	0.00	2,700.00	10,800.00

Tabernacle Baptist Church **Revenue & Expenses Budget Performance** September 2022

Accrual Basis

	Sep 22	Budget	Jul - Sep 22	YTD Budget	Annual Budget
642 - Music & Animate Camp	0.00	484.00	471.00	1,452.00	5,808.00
643 - Worship Supplies	77.07	133.33	227.07	399.99	1,600.00
644 - Audio Visual	1.98	166.67	1.98	500.01	2,000.00
Total 640 - Worship & Music Ministry	79.05	1,684.00	700.05	5,052.00	20,208.00
650 - Fellowship					
653 - Fellowship Meals	89.24	83.33	206.97	249.99	1,000.00
654 - Flowers	0.00	16.67	0.00	50.01	200.00
656 - Decorating & Silver	0.00	20.83	0.00	62.49	250.00
Total 650 - Fellowship	89.24	120.83	206.97	362.49	1,450.00
660 - Discipleship					
661 - Bible Study Groups	75.00	67.92	75.00	203.76	815.00
662 - Summer Bible School	0.00	9.17	0.00	27.51	110.00
663 - Small Group Resources	290.39	5.00	263.30	15.00	60.00
664 - Youth/Children	56.68	433.33	56.68	1,299.99	5,200.00
665 - Families	0.00	250.00	0.00	750.00	3,000.00
Total 660 - Discipleship	422.07	765.42	394.98	2,296.26	9,185.00
667 - Abundant Community					
668 - Community Pantry	177.20	500.00	1,268.30	1,500.00	6,000.00
Total 667 - Abundant Community	177.20	500.00	1,268.30	1,500.00	6,000.00
670 - Office & Administration					
671 - Payroll Services	82.50	91.67	192.71	275.01	1,100.00
672 - Sr. Pastor Convention	116.49		116.49		
674 - Background Checks	0.00	16.67	0.00	50.01	200.00
675 - Staff Development	0.00	20.83	0.00	62.49	250.00
676 - Postage	0.00	20.83	0.00	62.49	250.00
677 - Copier	947.33	325.00	1,808.48	975.00	3,900.00
679 - Subscriptions/Renewals	933.46	305.33	1,233.46	915.99	3,664.00
680 - Contracts/Service Agree.	0.00	166.67	0.00	500.01	2,000.00
681 - Office Supplies	56.45	29.17	56.45	87.51	350.00
682 - Computer/Office Equip	264.88	166.67	264.88	500.01	2,000.00
683 - Mileage Reimbursement	146.16	83.33	146.16	249.99	1,000.00
684 - Professional Expenses	158.00	375.00	158.00	1,125.00	4,500.00
685 - Hospitality Pastor	57.72	33.33	57.72	99.99	400.00
689 - Misc. Bank Fees	293.60	400.00	950.18	1,200.00	4,800.00
Total 670 - Office & Administration	3,056.59	2,034.50	4,984.53	6,103.50	24,414.00
690 - Building, Grounds & Vans					
691 - Bus Maintenance & Gas	0.00	200.00	329.08	600.00	2,400.00
693 - Electricity	3,122.89	1,312.50	7,530.00	3,937.50	15,750.00
694 - Gas, Water & Sewer	0.00	979.17	1,844.92	2,937.51	11,750.00
696 - Telephone	447.43	433.33	1,312.91	1,299.99	5,200.00

Tabernacle Baptist Church
Revenue & Expenses Budget Performance
September 2022

Accrual Basis

	Sep 22	Budget	Jul - Sep 22	YTD Budget	Annual Budget
697 - Insurance	0.00	3,750.00	11,111.55	11,250.00	45,000.00
698 - Janitorial	278.84	83.33	690.06	249.99	1,000.00
699 - Maintenance & Improv.					
699.1 General Building Projects	0.00	833.33	0.00	2,499.99	10,000.00
699 - Maintenance & Improv. - Ot...	700.00	2,000.00	8,472.00	6,000.00	24,000.00
Total 699 - Maintenance & Improv.	700.00	2,833.33	8,472.00	8,499.99	34,000.00
700 - Maintenance & Contracts	337.10	1,041.67	3,573.42	3,125.01	12,500.00
Total 690 - Building, Grounds & Vans	4,886.26	10,633.33	34,863.94	31,899.99	127,600.00
Total 6000 - Expenses	34,699.69	43,335.18	120,526.39	130,005.54	520,022.06
Total Expense	34,699.69	43,335.18	120,526.39	130,005.54	520,022.06
Net Ordinary Income	17,475.05	-2,838.51	21,392.95	-8,515.53	-34,062.06
Net Income	17,475.05	-2,838.51	21,392.95	-8,515.53	-34,062.06

Tabernacle Baptist Church
Summary of Bank Balances and Restricted Funds
September 2022

Bank Account Balances	Current Month	Prior Month	Net Change
	September 2022	August 2022	
Atlantic Union Checking	\$ 287,227.78	\$ 257,327.59	\$ 29,900.19
Fellowship Fund	\$ 2,743.02	\$ 2,743.00	\$ 0.02
God-Sized Vision Account	\$ 271,427.20	\$ 271,427.20	\$ -
Total	\$ 561,398.00	\$ 531,497.79	\$ 29,900.21

		Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted					
	410 - Building Funds	\$ 96,641.10		\$ -	\$ 96,641.10
	420 - Children & Youth	\$ 14,604.83	\$ 248.72	\$ 1,147.04	\$ 13,706.51
	430 - Facilities Use & Reimb	\$ 9,207.12		\$ -	\$ 9,207.12
	322 - Easter Lillies	\$ 354.61		\$ -	\$ 354.61
	323 - Poinsettias	\$ -			\$ -
	327 - Carpet	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00
	440 - Community Outreach	\$ 19,521.73	\$ 100.00	\$ 69.46	\$ 19,552.27
	363 - Abundant Community	\$ 10,196.00		\$ -	\$ 10,196.00
	450 - Missions	\$ 4,547.52		\$ -	\$ 4,547.52
	460 - Technology Investments	\$ 8,446.08	\$ -	\$ 212.07	\$ 8,234.01
	470 - Miscellaneous	\$ -	\$ -	\$ -	\$ -
	304 - Music	\$ 7,134.34	\$ -		\$ 7,134.34
	311 - Pastors Discretionary	\$ 6,910.89	\$ -	\$ 503.38	\$ 6,407.51
	Total Restricted Funds (Less Renovation)	\$ 179,564.22	\$ 348.72	\$ 1,931.95	\$ 177,980.99

Renovation Project	341 - Renovation Project (Row Houses)	\$ 727.03	\$ -	\$ -	\$ 727.03
	342 - Renovation Williams Building	\$ 5,454.17	\$ -	\$ -	\$ 5,454.17
	343 - Renovation Main Church	\$ 265,246.00	\$ -	\$ -	\$ 265,246.00
	Total Renovation Project	\$ 271,427.20	\$ -	\$ -	\$ 271,427.20

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	Total Temporary Restricted	\$ 450,991.42	\$ 348.72	\$ 1,931.95	\$ 449,408.19
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* Temp Restricted monies are held in Atlantic Union Checking

** Renovation Project monies are held in God-Sized Vision Account

Tabernacle Child Care Center
Revenue & Expenses Budget Performance
September 2022

Accrual Basis

	Sep 22	Budget	Jul - Sep 22	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
1000 - Revenues					
110 - Income					
111 - Child Care Fees	71,589.00	83,250.00	232,795.00	249,750.00	999,000.00
112 - Administrative Fees	0.00	312.50	0.00	937.50	3,750.00
113 - Wait Fees	200.00	50.00	900.00	150.00	600.00
114 - Interest Income	11.26	0.00	16.76	0.00	0.00
Total 110 - Income	71,800.26	83,612.50	233,711.76	250,837.50	1,003,350.00
Total 1000 - Revenues	71,800.26	83,612.50	233,711.76	250,837.50	1,003,350.00
Grant Income	0.00		19,780.00		
Total Income	71,800.26	83,612.50	253,491.76	250,837.50	1,003,350.00
Expense					
2000 - Expenses					
210 - Salaries & Benefits	51,905.06	66,554.08	165,842.95	199,662.24	798,649.00
220 - Staff Support & Develop.					
221 - Staff Gifts	9.99	41.67	77.09	125.01	500.00
222 - Payroll Tax Expense	3,920.99	5,284.17	12,521.30	15,852.51	63,410.00
223 - Staff Relations	0.00	41.67	0.00	125.01	500.00
224 - Director Meetings & Conf	0.00	0.00	0.00	0.00	0.00
225 - Staff Development	0.00	0.00	0.00	0.00	0.00
Total 220 - Staff Support & Develop.	3,930.98	5,367.51	12,598.39	16,102.53	64,410.00
230 - Child Dev, Enrich, Nutri					
231 - Books/Educational Supp.	0.00	83.33	17.98	249.99	1,000.00
232 - Craft Supplies	19.96	229.17	25.55	687.51	2,750.00
233 - Food & Supplies	3,511.00	2,750.00	10,564.04	8,250.00	33,000.00
234 - Toys	0.00	133.33	20.35	399.99	1,600.00
235 - TBC Summer Spiritual	0.00	0.00	0.00	0.00	0.00
236 - Special Events	103.69	62.50	545.30	187.50	750.00
Total 230 - Child Dev, Enrich, Nutri	3,634.65	3,258.33	11,173.22	9,774.99	39,100.00
240 - Supportive Svs & Tech					
241 - Staff Background Checks	100.00	41.67	155.00	125.01	500.00
242 - Accident Insurance	0.00	23.75	0.00	71.25	285.00
243 - Workers Comp	0.00	372.42	967.95	1,117.26	4,469.00
244 - Liability Insurance	0.00	25.00	0.00	75.00	300.00
245 - Copier	110.00	112.50	330.00	337.50	1,350.00
246 - Miscellaneous	65.43	83.33	119.22	249.99	1,000.00
247 - Office Supply Expense	976.65	375.00	3,065.89	1,125.00	4,500.00
248 - Technology/Tablets	168.75	558.33	1,181.25	1,674.99	6,700.00
249 - Bank Service Charges	0.00	0.00	0.00	0.00	0.00

Tabernacle Child Care Center
Revenue & Expenses Budget Performance
September 2022

Accrual Basis

	Sep 22	Budget	Jul - Sep 22	YTD Budget	Annual Budget
249.1 - Payroll Expenses	147.67	383.33	415.65	1,149.99	4,600.00
Total 240 - Supportive Svs & Tech	1,568.50	1,975.33	6,234.96	5,925.99	23,704.00
250 - Facility Svs & Support					
251 - Carpet-New & Cleaning	0.00	66.67	0.00	200.01	800.00
252 - Contingency Fund	0.00	513.92	0.00	1,541.76	6,167.00
253 - General Equip/Furnishing	0.00	541.67	94.87	1,625.01	6,500.00
254 - Repairs & Maintenance	97.32	583.33	419.32	1,749.99	7,000.00
255 - Janitorial Supplies	0.00	0.00	0.00	0.00	0.00
256 - Disposal Service	111.24	83.33	326.23	249.99	1,000.00
257 - Telephone	55.12	83.33	165.30	249.99	1,000.00
258 - Utilities	1,692.67	1,500.00	4,673.75	4,500.00	18,000.00
259 - Pest Control	0.00	85.00	0.00	255.00	1,020.00
Total 250 - Facility Svs & Support	1,956.35	3,457.25	5,679.47	10,371.75	41,487.00
Total 2000 - Expenses	62,995.54	80,612.50	201,528.99	241,837.50	967,350.00
Total Expense	62,995.54	80,612.50	201,528.99	241,837.50	967,350.00
Net Ordinary Income	8,804.72	3,000.00	51,962.77	9,000.00	36,000.00
Net Income	8,804.72	3,000.00	51,962.77	9,000.00	36,000.00

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Tabernacle Child Care Center
Summary of Bank Balances and Restricted Funds
September 2022

Bank Account Balances	Current Month	Prior Month	Net Change
	September 2022	August 2022	
Atlantic Union	\$ 607,978.92	\$ 598,185.03	\$ 9,793.89
Total	\$ 607,978.92	\$ 598,185.03	\$ 9,793.89

Temporary Restricted	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Parent Fund	\$ 837.69	\$ 1,000.00		\$ 1,837.69
Special Projects Fund	\$ 28,493.20	\$ -	\$ -	\$ 28,493.20
Pre-K Fund	\$ 458.54	\$ 1,000.00	\$ 73.35	\$ 1,385.19
Playground Fundraiser	\$ 7,342.53	\$ -	\$ -	\$ 7,342.53
TCCC-HVAC Williams Bldg Fund	\$ 887.00	\$ -	\$ -	\$ 887.00
Classroom Equipment	\$ 2,870.19	\$ -	\$ -	\$ 2,870.19
Teacher Scholarship F. Thrift	\$ 9,635.76	\$ 8,000.00	\$ 213.75	\$ 17,422.01
VBF Investments	\$ 83,629.52	\$ -	\$ 9,865.35	\$ 73,764.17
TCCC Reserve	\$ 33,921.73	\$ -	\$ -	\$ 33,921.73
Total Temporary Restricted	\$ 168,076.16	\$ 10,000.00	\$ 10,152.45	\$ 167,923.71