



2022 Book of Reports

DRAFT

**TABERNACLE BAPTIST CHURCH
ANNUAL BOOK OF REPORTS**

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A WORD FROM YOUR PASTOR

**CHURCH CLERK REPORT
2022**

ON ROLL – DECEMBER 31, 2021

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

NEW MEMBERS

Transfer in by Letter

3

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

LOSSES

By Death

4

Jean Heflin, January 10th
Mary Melton, January 17th
Willie West, February 14th
Margaret Alcorn, August 4th

By Transfer Out

2

Don Campbell, Rhoadesville Baptist Church, February 21st
Janet Campbell, Rhoadesville Baptist Church, February 21st

By Request

TOTAL LOSSES

6

ON ROLL – December 31, 2022

On roll (includes out-of-town members)	834
Active members	571

2021 was a year of isolation that was only beginning to end during the Advent and Christmas seasons. Turning into 2022 was a blessed turn into hopefulness as we began to have more and more people returning to in-person worship and to more active participation in the life of the congregation. During worship in Epiphany we “made” a road in the sanctuary that moved from the stage out through the seating. This road was covered with rocks on which we wrote of our concerns for the world. The sanctuary was encircled with stars to remind us it was Epiphany. We followed Jesus through the Gospel of Luke as He traveled the countryside teaching and healing. We concluded Epiphany with our traditional Transfiguration service in which we were reminded that Jesus is the light of the world. We ended that service with the sanctuary encircled with people holding candles. Then we turned our faces with Jesus and the disciples to walk towards Jerusalem and the final work of His ministry. The road was reconfigured and we added bowls of water with floating candles to mark the weeks of Lent. The sanctuary was encircled with crosses to remind us of where we were headed. These installations were a collaboration between Sterling, myself and Eugene Fernald. We Make the Road by Walking—together is best.

April, May and June were as usual busy months in the life of the church. Palm Sunday was April 10. This began our Holy Week celebration. There was a palm parade and palm crosses were handed out at the close of the service. Our traditional Maundy Thursday service was held with foot washing available on the porch of the sanctuary. Then time was spent around tables eating and talking before participating in communion. On Good Friday the service consisted of readings, music and the removal of all of the rocks that we had placed on the “road” during Lent. Jesus was acknowledged as crucified, dead and buried. On Saturday there was a delightful glimpse of life as we held an Easter Egg Hunt at my home, which was attended by around 100 people. Easter Sunday was a grand celebration of the resurrection of Jesus. This moved into the celebration of the 50 days of Easter, which ended with Pentecost on June 5. The sanctuary was decorated with red, yellow and orange balloons in celebration of Pentecost. We celebrated with music and dancing. Worship then continued into the Pentecost Season. We began a study of the book of Acts, which continued into the summer. Sanctuary Choir continued to rehearse on Sunday mornings during this time and sang for almost all of the services. The handbell choir rehearsed and played regularly until early June when they took a break for the summer. Our musicians are always busy and working to add music to worship that is both beautiful and inspirational.

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 discern how we can join in that work. The Sanctuary Choir, our music staff and other soloists 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. SaraAnn 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 the 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. SaraAnn 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 to 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.

The final quarter of the year, October, November and December brought a continuation of the work begun earlier in the year. In worship we saw Paul through the end of Acts and then continued into 1st and 2nd Corinthians. We were very glad to get to Advent and leave Paul to his journeys! We gained a great deal by walking closely with him for four months. Advent found us heading into the Gospel of Matthew. Advent brought traditional decorations and traditional music. The handbell ensemble began to meet again and shared a great deal of lovely Christmas music in our worship services. The Sanctuary Choir led us in the traditional lighting of the Advent Candles and presented a program of music in worship and at Bruton Parish Church in Williamsburg, Va. The Handbell Ensemble joined them in those programs. Christmas in the Fan reappeared with our choirs presenting Christmas music with the Richmond Concert Band. We held our traditional Christmas Eve service with music from the bells, choir and various soloists. Tabernacle is blessed with a number of very wonderful musicians who share their talents and their spiritual insights with us on a regular basis. God has blessed us in many ways.

The members of the music staff have been busy assisting with bell choir, sanctuary choir and worship. Ron Simmons is spending a good deal of his music ministry time working with sound, livestream and other technologies. Terry Witt has been appointed the “chief communicator” with the members participating in worship on the live stream at 11:00 AM. She has had some wonderful conversations with people during the prayer times in the service. Ryan Corbitt continues to provide amazing music throughout the service and for special events. Sanctuary Choir has been rehearsing at 9:45 AM on Sunday morning and that group continues to provide

good leadership in the Sunday morning worship service and also for special events. I am always so very grateful for the people that I get to point at and stand beside to produce meaningful music for the worship service. Our music volunteers are all amazingly talented and dedicated. Our worship services would be much less rich without them. Take a minute to thank a musician please! It is a privilege to work with all of them.

Judy Fiske
Minister of Music/Worship/Organist

ABUNDANT COMMUNITY REPORT

April Kennedy

There is a growing circle that God is bringing together at Tabernacle to join God's work in the world. It includes individuals, organizations, non-profits and churches. It's a beautiful reflection of God. 2022 gave us new words to describe this movement. This is what we are calling Abundant Community—recognizing God is weaving us together to meet God on mission in the world.

Some of these partners are present at Tabernacle throughout the week. The Tabernacle Child Care Center, under the leadership of Sabrina Jones, is providing daily care for a next generation and sharing the love of Christ to the children and families. ExCELL, under the leadership of Cindy Hutchinson, provides literacy support to families and teachers through the local school systems. Both groups are supporting families with young children, and as they begin to work together there is testament to a God who provides abundantly.

Community Ministry is part of Abundant Community. The good work of building relationship and caring for our neighbors continues. Because of ExCELL, we have been able to meet the need of a growing number of Latino families that ExCELL works with in Richmond Public Schools. More participants are showing up to fill a variety of roles. Participants showing up to "give" are finding that they leave receiving in unexpected ways, often through the gift of relationship with those there to "receive".

Abundant Community at Tabernacle also includes our relationships with ReEstablish Richmond and Camp Alkulana. Community Ministry has been able to provide food and clothing on numerous occasions in basic steps of working together. This year six Alkulana families were included in our Christmas Basket ministry.

We have also had a number of groups who join us for special collections and projects, providing the supplies needed to serve our neighbors. Grace Baptist collects food monthly, based on a list of what we need most. The Richmond Concert Band collected over 1300 food items as well as money to contribute to Christmas Baskets. The Alpha Phi Alpha fraternity showed up to participate on a Saturday in August, preparing a delicious breakfast, being present with neighbors, and helping with food distribution. Sharp Dressed Man, an organization in Baltimore, donated 500 pairs of Bomba socks for us to give to neighbors because of their relationship with our friend and participant who recently moved and began serving in that place. The Highpoint

Barber and Shave Parlor hosted a collection of socks and winter gear from their customers. This is just a taste of how God is bringing all of us together to share God's love.

During the fall, the church was invited to be a part of the program "Woven: Participation in Abundant Community". Not only did participants learn about our partners and complete some helpful tasks for them, they also had meaningful conversation about where God was at work through the partners and through the joining into that work. They labeled thousands of books for ExCELL, packed lunches for family events, put away food following choice pantry shopping, baked muffins and cookies, prepared materials for distribution and worked on straightening the clothes closet.

You are Abundant Community too, as you answer the call to join God on mission. It has been amazing to experience and lean into the expanding circle in 2022. Where are you feeling called to join with God at work in the world in 2023?

April Kennedy

Minister of Abundant Community

YOUTH MINISTRY REPORT

April Kennedy

The youth had the opportunity to participate in a number of meaningful experiences throughout the year.

Mission Madness
Passport
Camp Alkulana
Music Camp
Metro Mission Trip
Kings Dominion Day
Richmond Art Festival Outing
CBFVA Fall Youth Retreat @ Eagle Eyrie
Woven: Participation in Abundant Community
Community Ministry
Dinner Church
Choir and Singing at Bruton Parrish

We began experimenting with finding a time and way to meet together weekly for discipleship. Sometimes on Sunday morning, sometimes the afternoon, and usually with Judy, Sterling or April leading. The staff is thankful for the team that is stepping up to organize Youth Ministry in 2023.

CHILDREN'S MINISTRY REPORT

Dr. Judy Fiske

The children of Tabernacle have participated in Sunday School and worship throughout the year. The children participated in a Palm Sunday parade. They worked with Pastor Sterling to help construct, install and testify about the worship installation during the Easter season. They blew up balloons and danced on Pentecost. In the summer and fall the children worked through the books of Acts and 1st and 2nd Corinthians with the rest of the church. Through most of the summer and fall they worked on Sunday mornings with Judy Fiske and Zoe Jamerson. In the season of Advent several of the children participated in the lighting of the Advent candles with their families.

The children of Tabernacle enjoyed several opportunities to gather for fun during the past year. They enjoyed an Easter Egg Hunt at Judy and Eric Fiske's home. They enjoyed two picnics at Bryan Park which were sponsored by the Open Door Sunday School Class.

Several families have begun participating on Saturdays with Community Ministry. The children assist with shopping and participate with other children making crafts and drawing. They help to make all of the children attending feel welcome.

The pre-school/kindergarten children participated in Dinner Church this fall in a special age-group class led by Judy Fiske and SaraAnne Burgess. They eat dinner together, play, explore a Godly Play lesson and make some music and art together. The Older children enjoy an age-appropriate lesson during Dinner Church with April Kennedy.

The children of Tabernacle are looking forward to a great year of learning and working together in 2023.

TABERNACLE CHILD CARE CENTER REPORT

Sabrina Jones, Director

Quarter One-As of March, 2022: TCCC services 55 families, 77 children. It employs approximately 37 full and part time staff members. TCCC provides discounted childcare for 3 TCCC employees.

a. Building/Projects: William's Building

- i. The staff held its annual cleaning day in February, where the furniture is removed, walls, windows, woodwork, and carpets were cleaned.
- ii. The main entryway, hallway, and Blue Room were painted.
- iii. The main entryway and Blue Room had new laminate flooring installed.
- iv. A new utility sink was installed in the laundry room of TCCC.
- v. A teacher resource center was added for our younger classes. This is a place for teachers of the Walker Room, Blue Room, and Green Room to store materials that coincide with weekly themes.

- vi. A library for Walker Room, Blue Room, Green Room, and Yellow Room was added downstairs. This library has a collection of books geared towards the younger children.
- vii. A new classroom was opened in what is formerly known as the “Grove Ave” room. This room will help alleviate the high-class sizes in our younger classrooms. It will be a home for our older three-year-olds through the middle of May. At that point, it will become “Kinder Camp” – a place for our future kindergarteners to learn and grow through the end of summer.
- viii. TCCC has been working to update their blacktop/mulch area. Picnic tables have been added, in addition to an outdoor learning center which includes areas for sensory play. Raised flower beds will be added soon for the children to plant flowers, fruits, and vegetables.

b. Programming and Special Activities

- i. TCCC continues to operate using VDH mitigating guidelines that include classroom cohorts and added cleaning routines.
- ii. Our onboarding system for staff training was improved. This updated system is all virtual, making record keeping much easier. It incorporates one-on-one training, self-guided trainings and online quizzes, and added mentorship.
- iii. In February 2022, TCCC staff members participated in a professional development workshop that was hosted virtually through Child Savers. The workshop focused on building meaningful relationships with students.
- iv. TCCC hosted an Easter Egg Hunt on site. Classes participated in individual cohorts. Each class was given a time to come outside to hunt for eggs, paint wooden eggs, and get a photograph with The Easter Bunny.
- v. TCCC continues to participate in the Professional Development Grant (PDG) which coincides with the new legislation and the required United Measurement and Improvement System. This will be a required practice for all publicly funded child development facilities and could eventually be a licensure requirement. Participation involves an entire year of practice, curriculum support, training, and possible grant funding/teacher incentives. All classroom teachers have been formally observed and have been given constructive feedback on ways to improve their classroom, lesson plans, and interactions with children.
- vi. TCCC started hosting and planning more events to get parents more involved.

c. Financial Status:

- i. TCCC voted to award each full-time staff member 8 additional PTO hours in honor of their birthday, to recognize their added efforts during the pandemic and to foster time off and responsible mental health practices for 2022.

- ii. TCCC voted to approve the allowance of 5 additional PTO days to be added to each full-time employee's bank for the 2022 year. These hours will be used by any full-time employee that must isolate for a positive Covid test.

Quarter Two-As of June 2022: TCCC services 79 children. It employs approximately 32 full and part time staff members. TCCC provides discounted childcare for 3 TCCC employees.

a. Building/Projects: William's Building:

- i. Raised flower beds have been added for the children and vegetables are growing!
- ii. The front door closer was replaced to ensure proper closing and a curtain was added to give it some privacy.
- iii. New locks are being added to all the classrooms, closets, and director's office. This to ensure the safety of our staff and children.

b. Programming and Special Activities

- i. TCCC continues to operate using VDH mitigating guidelines that include classroom cohorts and added cleaning routines.
- ii. As of July 1st Sabrina Jones is the new director of TCCC.
- iii. TCCC hosted some new events that were a success and celebrated Teacher Appreciation Week

c. Financial Status:

- i. TCCC voted on the budget for July-June 2023
- ii. For further details see TCCC Financial Reports included elsewhere in this Annual Report.

Quarter Three-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.

a. Building/Projects: William's Building

- i. New locks have been added to all classroom doors and closets to ensure extra safety during the event of a lock down.
- ii. 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.
- iii. 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.
- iv. 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

b. Programming:

- i. We added an extracurricular summer activity to our program- Pop Hop, and Rock.
- ii. Events are getting back up to speed.
 - 1. Our first indoor Fall Fest is being hosted in October.
 - 2. Plans for a future Spring Fling are being discussed.
 - 3. The Art Festival is coming back and in the works of being planned.
 - 4. Ways to build up the community between the Church, Center, and families is a work-in-progress and a top priority.
- iii. 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.
- iv. Putting together a resource room for teachers is also in the works as we expand our curriculum expectations.
- v. Covid policy has been updated. Parents are no longer required to mask. Exposures are no longer required to quarantine.

c. Personnel:

- i. TCCC has decided to not go in the direction of hiring an Assistant Director. Instead we have utilized teachers within. Below are their titles.
 - 1. 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.
 - 2. Program Specialist- this person is a teacher and receives hours outside of the classroom to complete programming needs.
 - 3. Building and Grounds Management- There are two teachers who help maintain our building and grounds needs to ensure safety and quality.

d. Financials:

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

Quarter Four-As of December 2022: TCCC services 73 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 1 TCCC employee.

a. Building Projects/Williams Building

- i. Fire Protection is in the process of their first stages of work.

b. Programming:

- i. Parents funded Christmas gift cards for all staff.
- ii. Parents funded a Winter Teacher Appreciation Week.
- iii. TCCC is researching school accreditations.

- iv. TCCC is working on providing more professional development for their teachers.

c. Financial Status:

- i. A new pay scale was implemented for all teachers.
 - ii. New Restricted Funds were voted on for curriculum, events, and scholarships.
 - iii. 8 full time employees receive the health stipend.
-

BOARD OF DEACONS REPORT

Bill Gradwell

There are currently four deacons rendering pastoral care as needed. They are John Burgess, Bill Gradwell, Jerry Jones, Carol McMurray. The Tabernacle family is encouraged to reach out to a deacon or the pastor if they or their family has a need.

FELLOWSHIP FUND REPORT

Linda Southworth

Coordinators: Carol McMurray, Linda Southworth

The Fellowship Fund, created through the Deacon Family Ministry Program, helps individuals and families in our church and extended community with emergency needs on a limited basis. Some of these urgent needs have included lodging, utilities, medical care, and transportation expenses.

In 2022, the Fellowship Fund provided \$1,670 in assistance. The Fellowship Fund relies exclusively on contributions from the congregation as the source for assisting those in need of temporary help. Might this be another opportunity for you to join God on mission in the world in 2023?

Beginning balance	\$2,912.78 (1/01/22)
+Deposits	1,391.58
+Interest	0.30
-Checks written	1,670.00
Ending balance	\$2,634.66 (12/31/22)

Administrative Board Members: Woody Jenkins, Jessica Corbitt, Anita McCarty

To be mindful of church leaders' time, the Administrative Board revised how it would function this year. The three elected members of the board and the full Finance Committee met monthly. Other members of the board including chairs of Building and Grounds, Personnel, Deacons, Trustees, TCCC, and staff did not have to attend unless relevant topics were to be discussed. The Finance Committee made monthly financial reports available before each monthly meeting.

January

- Plan is for the Board to meet the 4th Friday of each month at 3 PM. The Finance Committee will continue to meet each month on the 3rd Friday at 3:30 PM.
- Finance Committee reported that a couple had donated \$10,000 in stocks to the church to be used for future development of the TCCC, ExCELL, and Community Ministry.
- Naomi Reddish submitted a letter explaining that the Rones had left the Richmond area to explore future endeavors. All financial ties have been terminated.
 - The remaining money (\$1,500) in the Firm Foundation Funds (Restricted Funds) and the budget line item, Asia Mission Funds will be contributed to the Varina church as a thank you for allowing the Rones to live in their mission home rent free.
- Buildings & Grounds Committee
 - B&G will prioritize all major expense for the upcoming year. Three boiler pumps need repair for an estimated cost of \$3,500.
- The board agreed that financial reports of the row houses needed be presented to the church at future business meetings.
- A new Safety Protocol Team was proposed to address fire safety issues and police concerns.
- Donations for upgrades to technology had been made with \$9,000 remaining in the fund. No further action regarding technology will be taken by the board at this time.

February

- Various way to bring leaders and the congregation together were discussed.
- Buildings & Grounds Committee:
 - B&G plans record a video to explain the critical need for the mortar repair to the building.
 - In the future, Buildings and Grounds needs to show the church the whole picture of items that need to be repaired
- TCCC has a temporary leadership plan in place following the departure of Kristin OSullivan. The Administrative Committee of TCCC is working on a process for hiring a new director and will present that plan to the Administrative Board.
- There is a need for a Safety and Fire Committee to develop a formal policy. Possible members on the team were suggested.
- The Finance Committee will devise a new method of processing the collections.

March

- Sterling Severns reported that we are facing several monumental problems including preparing a budget from July 2022 to June 2023 and staffing because there is more work than staff members to complete work.
- Board discussed security of the building including what company to use and where exactly cameras and other equipment will be needed and how to make the building Zoom friendly.
- TCCC leaders are working through a process for hiring the new director.
- Decision was made to schedule a meeting for staff and church leaders to meet and plan the May 1 business meeting.
- Board needs to be sure everyone considers and turns in financial needs for the upcoming budget.
- Buildings and Grounds reported that the masonry project is on schedule for the end of April - early May. Donna will take pictures with dates and needed information that will be given to the childcare center, row house residents, church members, neighbors, and any other concerned parties about the closing of sidewalks.
- Lighting work will be completed by Pyramid Electrical.
- The Endowment board contributed \$25,000 for replacement of the HVAC units in the choir and blue rooms. After a discussion the Administration Board voted to approve this project.

April

- Building & Grounds Chair Donna Soyars reported that the masonry Project would begin May 9th. Most of the lighting changes in the building had been completed. HVAC work will start May 1st and the hallway repair will be done May 9th.
- Personnel Chair Penny Jenkins presented information on Life, AD&D & LTD insurance costs for all employees who work 20 or more hours per week. The Administrative Board (hereinafter AB) approved \$620 for May-June, and \$4,500 for the coming year.
 - Personnel Committee recommended that the salary for the Minister of Abundant Community position be \$54,000 per year, effective July 1, 2022. AB approved the recommendation and will present this to the congregation for approval.
- AB discussed the status of the research on safety and security issues. This is an ongoing matter that the AB will continue to monitor.
- The Finance Committee presented their report on the first three months of 2022. Proposed changes to the handling of the Restricted Funds were discussed.

May

- a. Budget Discussion/Schedule Proposed
 - a. June 1- Draft Budget Published in the TAB Weekly. A member of the Finance Team will send this to Ron by Tuesday morning with an accompanying letter.
 - b. June 5- ZOOM Budget Discussion and Presentation 7 PM
 - c. June 6- Admin Board will vote by email on the final budget to be presented on 6/8
 - d. June 8- FINAL Budget sent out in TAB Weekly

- e. June 22- Online voting begins for the Budget
- f. June 26- Paper Ballot in Worship and Vote Closes at 3 PM.
- b. Buildings and Grounds Report**
 - a. Mortar Project is complete. Final bill was \$30, 880, total cost likely to be around \$35,000
 - A few additional projects are suggested as discovered doing the mortar repair: test of down spouts and roof repairs
 - HVAC
 - Choir and Blue Room installed, need to complete work with Bluetooth Thermostats
 - Sanctuary air is working again
 - Flooring in Choir area should be completed by June 1.
 - Outstanding Projects: Assess moisture damage in boiler area and look into sump pump issues

June

- Safety and Security Committee:
 - Donna explained she was willing to be the head of this committee for 6 months as long as no new major building projects would be started. After a discussion, the board approved Donna was head of this committee and agreed that safety and security would take precedence over all other major projects.
 - AB decided that the building must be cleaned out in the next 90 days, and Donna will check on the cost of a dumpster for this project.
 - Discussed the need for leadership in the church to form a hospitality committee that would include the TCCC director and at least one parent. This committee would work along with the safety and security committee.
- A search committee has been set up for hiring the TCCC Assistant Director.
- Building and Grounds Report
 - One down spout was repaired, and the rest were tested – cost \$5,000
 - An exterior USB outlet will be installed – cost \$716
 - The fault code on roof HVAC unit is unreadable and must be replaced – cost \$2300; AB voted to replace it.
- Finance Committee Report
 - The Financial Committee is discussing consolidating some of the restricted funds. They will present their recommendations to the AB.
 - Margaret Ailes reported that the average giving is \$27.000 per month.
 - Thank you notes will be sent to the Endowment Board for funding the AC unit for the 2nd floor.
- The AB discussed stewardship and the camp fund.
- The AB chair will set up the next meeting of the Leadership Council.

July

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

- 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 meeting to see about getting a few more people involved.
- Finance Report:
 - Children's and Youth Ministries are being supported through Restricted Funds at this time.
 - Margaret presented the Finance Committee's review of our Restricted Funds and the possible realignment. 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 would 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. 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.

October

- Buildings & Grounds: The AB reviewed the B&G proposal regarding the Community Room HVAC. Their recommendation was to replace the entire indoor unit. The AB approved, subject to congregational vote, the recommendation and the money will be taken from 410-Building Funds.
- The Finance Committee presented their report acknowledging with gratitude a donation from the Louise B Cochrane Charitable Foundation. Income from both ExCELL and the parking lot will be reported under Rental Income.
 - Restricted Funds have been consolidated and streamlined.
- Woody Jenkins contacted various past deacons of the church and asked them if they would be willing to serve on the Board of Deacons. Those who said Yes are Bill Gradwell, Jerry Jones, Carol McMurray and John Burgess.
- Woody also contacted various members of the church and asked them if they would be willing to serve on the Nominating Committee. Those who said Yes are Linda Southworth, Mary Jo Daily, Nathan Hatfield, and Tori Kennedy.
- Margaret Ailes shared a recommendation from our insurance representatives that we maintain a inventory of all the personal property of the church. This will be discussed at the Quarterly Business meeting.

November-December

- Buildings & Grounds Committee:
 - The AB approved the B&G proposal to install a fire panel in the Williams Building at a cost not to exceed \$45,000, subject to congregational vote.
 - The committee will be asking the Nominating Committee to seek additional members to help with their responsibilities.
- Pastor's Report:
 - The staff are seeing four "doors" through which people enter TBC: (1) Community Ministry, (2) Corporate Worship, (3) Dinner Church, (4) Small Groups.

BOARD OF TRUSTEES REPORT

Mollie Barton

Trustees: Mollie Barton, Kathy McGraw, Jim McMurray

No actions were required of the Trustees in 2022.

BUILDINGS & GROUNDS COMMITTEE REPORT

Donna Soyars

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

The Building & Grounds Committee is pleased to provide a summary of activities completed and associated costs for the past year related to routine maintenance, needed repairs, and special projects needed in support of our unique and historic facilities at the corner of Grove & Meadow. Our focus was and continues to be two-fold:

- Address the three areas of focus for TBC--supporting worship arts, Community Ministry, and our families and youth within all areas of our facilities.
 - The Committee members wish to coordinate efforts with the overall strategies of the congregation and its ministries so that both volunteer and financial resources are applied effectively in support of TBC.
- Create safety and security plans for the church facilities and TCCC (including all of the Williams Building)
 - The Administrative Board agreed in mid-2022 for the B&G Committee to focus its energies on Safety & Security for the last six months of 2022, while continuing to maintain our facilities through routine maintenance and repairs as needed.

Activities Completed in 2022

Category	Activity	Cost
HVAC	Maintenance Contract	\$ 3,275.00
(includes boilers)	Replacement of Units for Choir Area & Blue Room	\$25,916.00
	Replacement of Unit for Community Room Area	\$ 6,900.00
	HVAC Repairs	\$ 6,705.44
	Boiler Repairs	\$ 7,094.20
Roofing	Roof Assurance Program (Annually)	\$ 3,260.00
	Roof/Downspout Repairs	\$ 4,171.00
Electrical	Emergency Lights Replacement	\$ 1,944.00
	All Other	\$ 3,412.00
Plumbing		\$ 1,155.00
Safety & Security	Changed classroom door locks in TCCC space for use in a lockdown situation should the need arise (See Electrical for charges to TBC.)	\$0 to TBC

	Fire Protection Services	\$ 931.86
Special Projects	Mortar Repair (on 3 exterior walls of the main church building)	\$40,432.90
	Flooring Replacement in Choir Area	\$ 3,368.98
Other Routine Maintenance & Repairs		\$ 9,000.00

Please Note: The list in the table above is not all inclusive and yet includes the majority of expenses from 2022. The amounts will not match financial reports because some invoices have not yet been processed. We have spent about \$123,000 on meeting building needs in 2022, with about 78% of all expenditures paid by TBC funds and the remainder by Endowment Board, shared expenses with TCCC, or other donations. Details related to any of the expenses listed above are available upon request.)

Also Please Note: We have contracts and/or arrangements with specific vendors for routine maintenance for the roofs, HVAC, weekly dumpster service, kitchen equipment, etc. Our maintenance contract work costs approximately \$16,000 per year, so that is an amount that we will include in our annual budget.

Activities Planned for 2023 (already approved or in process of approval)

Category	Activity	Approved Cost
Safety & Security	Fire Protection System Installation – Williams Building	Up to \$45,000 with 1/3 paid from TBC resources
Roofing	Repair Downspouts	Up to \$6,000

(Other activities are also in the planning stages. The B&G Committee will keep you informed of additional activities prior to implementation, unless the need is an emergency fix.)

Committee: Margaret Ailes, Dan Herman, Jim Soyars

Welcome to 2023, the Finance Committee would like to wish everyone a healthy and joyful New Year! We look forward to its opportunities and challenges with optimism and hope.

ACTIVITY HIGHLIGHTS:

- The Church received word in 2022 that the Payroll Protection Plan (PPP) loans had been officially converted into grants! This means TBC and TCCC will not have to reimburse the government for these monies! A big Thank You to Kathleen McGraw for requesting and managing these loans, that are now grants.
- The Finance Committee has developed a protocol for officially acknowledging and sending a formal Thank You note to individuals making substantial one-time donations to the Church, as well as those donating 'In Memory of' or 'In Honor of' someone. The committee feels that, on behalf of the Congregation, it is necessary to express our appreciation for these generous expressions of love and support.
- The Finance Committee coordinated with the Building & Grounds Committee as they developed a Preventative Maintenance Program, and managed/completed several major Church repair & upkeep projects. Several of these had been delayed for quite some time due to the Covid epidemic.
- The process of streamlining Restricted Funds in the Church Financial Accounts has been implemented with input from the congregation, pastoral staff, and Administrative Board. This should result in simpler reports and established guidelines for allocating and moving/dispensing these funds.
- A review and analysis of the church's insurance policy was completed this year. Updating the coverage to address current needs resulted in an annual savings of approximately \$1,500.
- Finance Committee members were challenged and inspired by our recently completed Re-Visioning Retreat. We look forward to future Congregational dialog as we seek the best ways to implement and enter into this Vision.

A big Thank you to our generous supporters and donors for your significant end-of-the-year offerings!

Please feel free at any time to contact a member of the Finance Committee with any questions, suggestions, or concerns.

PERSONNEL COMMITTEE REPORT

Penny Jenkins

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

This totally new committee has been hard at work orienting ourselves to the new Personnel Manual and making sure that we are in compliance with all areas outlined in that manual. Below are the actions taken by the committee in 2022:

- Assisted with the onboarding of new Associate Pastor for Families, Braxton Kemp.
- Approved a staff retreat with Michael Cheuk, consultant, to complete the work the staff started with him in December 2021.
- Created an individual church account with Verified First to run background checks on all staff and volunteers working with our youth and children.
- One area in the Personnel Manual with which we were not in compliance was the benefit of long-term disability insurance for all employees. Through the work of Burdette Robinson, a group policy was established through the Cooperative Baptist Fellowship's Church Benefits Board that will cover life insurance, accidental death and dismemberment, and long-term disability for all staff. In addition, Burdette worked with Sterling Severns and Vincent Sallie to transfer their retirement funds from MMB and Guidestone to CBB.
- In discussion with the Finance Committee, and Administrative Board and by congregational vote, April Kennedy was made as a fulltime employee for 35 hours/week effective July 1, 2022 with her title changed to Minister of Abundant Community.
- Participated in the process to hire Sabrina Jones as the Director of the Child Care Center. She was approved by church vote on Sunday, July 3.
 - A search committee was recruited to hire a new Assistant Director for TCCC. The committee members include Barb Satterwhite, Emily White, Laura Severns, Jaime Wisegarver (current TCCC parent), and Melissa Hoban (former TCCC parent and teacher). They worked diligently through the summer months, but were unable to find a suitable candidate. They transitioned to helping Sabrina with the recruiting of classroom teachers through September. A special thank you to each of those who served and worked faithfully through the evaluation of each applicant.
- 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.

- In November, conducted individual interviews with each employee via Zoom seeking feedback on how they were doing and any issue they might be affecting the performance of their duties. Follow up on these will continue in 2023.
- Recommended that a Christmas bonus be given to each employee since the former January raises will not occur this year. With the new fiscal year, staff would have to wait 18 months from January 2021 to be considered for a raise. The bonus was approximately 2% of their current salary with the addition of taxes being paid by the church. The total sum was approximately \$7,000.

AUDIO/VISUAL TEAM REPORT

Ron Simmons

AV Team: Ron Simmons, David Wolf, Dylan Burgess, Jessical Corbitt,

The Audio/Visual Team has taken care of all the sound and livestream needs for all services and Zoom meetings that were held throughout the year. With the continued help of David Wolf, we are slowly transitioning the Fellowship Hall into a Zoom Room. Several large screen TV's along with the necessary computer components are now installed in the Fellowship Hall. Additionally, there continue to be upgrades and expansions for wifi access throughout the building. Several TV monitors have been installed in Sunday School and meeting rooms. Maintenance of microphones, cables, mic stands, cameras and any adjustments needed, etc. is an ongoing task for the team. Livestream ministry has given an opportunity for many families to worship and stay connected with us from all over the country and world in the "digital acre."

A special thank you to Dylan Burgess who continues to do a great job with our livestream ministry for our Worship Services. A big thank you to Terry Witt for filling in on the Livestream when needed. A huge thank you to David Wolf who continues to offer his expertise and skills to oversee the technological needs and installations for the church. Much thanks to Jessica Corbitt for helping out at the Sound Board when needed and to Sterling Severns who continues to help where needed.

The Audio/Visual team looks forward to continuing to serve in this ministry of the church throughout 2023.

FACILITY USE REPORT

Peggy Strong

Facility Use Team: Peggy Strong, Bonnie Bailey

The Facility Use Team is an outreach of the church that receives requests throughout the year for use of our space for meetings, mission trips, baby and bridal showers, overnight stays, weddings

and rehearsals and musical concerts. We are responsible for working out the logistics with the group once we have received a facility use form and certificate of insurance. A contribution is required for the space being used and is sometimes waived due to hardships or other circumstances. We are also responsible for preparing a contract each year for the Richmond Concert Band.

Groups requesting space receive a packet that includes the guidelines for using the facility, a sheet with suggested contributions and a form to fill out with information that includes the space they are requesting, the number of people and the dates that they are planning to use the church. Once the form is returned a team member will contact the person to work out the logistics. In the past, we received many requests for using the church, but due to COVID this has not happened recently.

Contributions that are received -2/3rd to current expense and 1/3rd to the refurbishment fund. Funds to refurbishment are usually used for special projects that enhance the appearance of the church, mostly in the sanctuary.

The groups using the facilities in 2022 were The Richmond Concert Band, The Virginia Reparatory Theatre and the City Singers.

DECORATING TEAM REPORT

Peggy Strong

The decorating team is responsible for approving and selecting furnishings for the church as well as approving any cosmetic changes for decorating that is done throughout the building as well as the exterior.

We are responsible for maintaining the church silver, maintaining the oil candles in the sanctuary and responsible for ordering flowers in honor or memory of a loved one as well as purchasing Easter lilies and poinsettias.

We have a faithful group of volunteers that decorate the sanctuary for the Christmas and Easter season. They are Bill Welstead, John Gass, Jerry Jones, Vincent Sallie, Lin and Ellen Fleming, Doris Kelley, Anita McCarty, Pat Petree, Barbara Satterwhite, and Peggy Strong.

Thanks to Pat Petree for purchasing two berry wreaths that have been placed on the front doors of the portico to finish out the winter season.

KITCHEN TEAM REPORT

Dr. Judy Fiske

The Tabernacle kitchen has been a busy place for the past year. Various people have joined in to cook and serve breakfast for the Community Ministry food distribution days. These people have included: Judy Fiske, John Burgess, David Wolf, Marty Watkin, John Gass, Bonnie Bailey, Gerard Burton, Sarala Kennedy, Kaelyn Kennedy, Dylan Burgess, Zoe Jamerson and Barb Satterwhite. Since September the kitchen has served meals for Dinner Church each week under the supervision of April Kennedy. Several dinners and lunches for special events have also been coordinated and served. The youth have made cookies and muffins in the kitchen. This amazing kitchen is a valuable asset. The ice machine is no longer serviceable and in late December the TBC freezer stopped working, but everything else is working well. The kitchen is being cleaned and looked after by many of the above mentioned people and Vincent Sallie. We will need to work with Community Ministry to replace a freezer in the coming year. We are looking forward to many wonderful meals for times of fellowship coming out of this kitchen. Cooking is a great ministry.

METRO BAPTIST CHURCH PARTNERSHIP MISSION REPORT

Dr. Judy Fiske

This year saw a reinvigoration of our partnership with Metro Baptist/Rauschenbusch Metro Ministries. We did not attend the 9th Ave. food festival in May, but did send baking mixes to their Teen Center to bake for the event. A team consisting of Terry Witt, Emily Witt, Nathan Hatfield, Bonnie Dance, Sarala Kennedy, Sharon Smith, and Judy Fiske did lead a week of Clue Camp in the summer. A team consisting of Terry Witt, Emily Witt, Nathan Hatfield, Jerry Jones, Brice Fiske, Tamara Fiske, Clark Fiske and Judy Fiske helped to cook and serve a Thanksgiving meal for over 600 people on Thanksgiving Day. We were joined in the cooking by Kristen Koger and were joined in serving by Jonathan, Ben and Cate Barton. Tabernacle has worked in partnership with Metro/Rauschenbusch since 1989 so it was a joy to be able to participate in this work again this year.

1913 and 1915 LLC Report

Board of Directors: Jay Hartman, Jim Soyars

1913 and 1915 LLC's continue to be blessed and we continue to honor the mandate of the trustees to pay off the debt on the property ASAP and manage the historic tax credits. Long and Foster continues to manage the properties with help from Jim McMurray. We continue to be thankful for receiving 100% of the rent on all four units since finishing construction. We are working with the accountant to determine how much extra we can pay on the loan this year while maintaining our "rainy day fund" and performing needed minor maintenance.

APPENDIX

2022 Leadership Team

<u>Position</u>	<u>Nominee</u>	<u>Elected for Year(s)</u>
Officers		
Clerk	Penny Jenkins	2022
Assistant Clerk	Brenda Gradwell	2022
Board of Trustees		
	Mollie Barton	2022
	Kathy McGraw	2022-2024
	Jim McMurray	2022-2024
Administrative Board*		
	Woody Jenkins	2022-2024
	Anita McCarty	2022
	Jessica Corbitt	2022-2024
*Note: Others serving on the Administrative Board by virtue of elected positions are Chairs of the following Boards and Committees: Board of Deacons, Board of Trustees, Building and Grounds, Finance, Personnel and Church Representative Member from Tabernacle Child Care Center Administrative Board		
Board of Deacons		
<i>Elected in Nov. 2022</i>	John Burgess	2022-2023
	Bill Gradwell	2022-2023
	Jerry Jones	2022-2023
	Carol McMurray	2022-2023
Finance Committee		
	Margaret Ailes	2022
	Dan Herman	2022-2023
	Jim Soyars	2022-2023
Personnel Committee		
	Penny Jenkins	2022-2023
	Burdette Robinson	2022-2024
	Barbara Satterwhite	2022-2024
	William Welstead	2022-2024

TCCC Administrative Committee

Erin Braford	2022
Peanut Kempe (Parent)	2022
Jim Soyars	2022
Peter Reeves	2022-2024

TCCC Ministry Committee

Mary-Curtis Powell	2022
2 nd TBC representative vacant	
Lee Floyd (parent)	2022-2023
Alexa Pinzon (parent)	2022-2023

2022 TBC Significant Events

January 5th

Approval of 2022 6-month (Jan-Jun) budget. Yes-43, No-4

January 12th

- Approval of the job description for the Interim Associate Pastor of Families.
Yes-57, No-2
- Approval to hire Braxton Kemp for the parttime (20 hour/week) position of Interim Associate Pastor for families. 59 members voted.

March 13th

- Approved major mortar project at estimated cost of \$40,000 to 45,000.
Yes-40, No-0, Abstain-0

November 13th

- Initial 2022-23 Board of Deacons: John Burgess, Bill Gradwell, Jerry Jones,
Carol McMurray
- 2022-23 Nominating Committee: Mary Jo Daily, Nathan Hatfield, Linda Southworth,
Tori Tyndall

November 20th

- Approval of replacement interior HVAC unit for Community Room.
Yes-63, No-0, Abstain-0

December 18th

- Approval of the purchase of the fire panel protection system for all three floors of the Williams Building at a maximum cost of \$45,000. \$30,000 will be paid by TCCC and \$15,000 (less \$5,400 residual in Williams Building God-Sized Vision funds) will be paid by TBC.
Yes-33, No-8, Abstain-1

Resignation of Interim Associate Pastor for Families

Published in TAB Weekly from the Personnel Committee

March 29, 2022

It is with heavy hearts, sincere gratitude, and deep appreciation for his devoted service that we have received the resignation of Rev. Braxton Kemp, Interim Associate Pastor for Families. Rev. Kemp's resignation letter states that his last day of employment will be this Sunday, April 3, 2022. Members of our committee met with Rev. Kemp and the other members of our pastoral staff on Monday. We have remained in close contact with the Pastor through the week. This Thursday, the pastoral staff will meet with parents and it is our understanding they anticipate meeting with students and then the congregation-at-large after spring break and Holy Week.

Please join each of us in lifting up Braxton in prayer, along with our entire church community, in seeking the Lord's guidance. Rev. Kemp is a gifted pastor and we wish him very best in the next chapter of his life and in the continued living out of his calling.

The surprise of Braxton's resignation brings deep grief and a renewed sense of urgency. Our Pastoral staff is urging the church to renew our deep commitment to the spiritual and emotional nurturing of children, youth, and their families. The deliberateness by which we express our love and support, our purposeful listening, and in our personal sacrifice of time and resources, can make a tremendous difference in what happens next.

Grace and Peace,

TBC Personnel Committee

Penny Jenkins, Burdette Robinson, William Welstead III, and Barbara Satterwhite

TABERNACLE BAPTIST CHURCH ANNUAL BUSINESS MEETING
Hybrid – In Person and via Zoom
January 30, 2022

Present: Margaret Ailes, Kathy Allen, Mollic Barton, Mamie Ruth Blanton, Bill Brown, Doug Coppage, Lea Coppage, Jessica Corbitt, Ryan Corbitt, Eugene Fernald, Paul Fernald, Bill Finley, Jean Finley, Judy Fiske, Ellen Fleming, Linwood Fleming, John Gaines, Peggy Gaines, Teresa George, Bill Gradwell, Brenda Gradwell, Jay Hartman, Tracy Hartman, Dan Herman, Bob Hutchinson, Cindy Hutchinson, Penny Jenkins, Woody Jenkins, Jenny Jones, Jerry Jones, Doris Kelley, Braxton Kemp, April Kennedy, Kyle Kennedy, Anita McCarty, Carol McMurray, Barbara Satterwhite, Laura Severns, Sterling Severns, Ron Simmons, Sharon Smith, Linda Southworth, Donna Soyars, Jim Soyars, Martin Tiller, Emily White, David Wolf

The meeting was called to order by Pastor Sterling Severns at 1:59 PM in the sanctuary with participants present in the room and via Zoom. He reminded us that when two or three are gathered together we know the Lord is with us. April Kennedy and Brenda Gradwell read the prayer concerned that had been shared in the Livestream chat during the morning service. Pastor Sterling then led us in prayer.

He then called others to the mike to share their personal thoughts on their personal role as we focus on the coming year. Words including “listen more”, “trust more”, “remain transparent”, “have less division” were shared. Braxton Kemp emphasized the need to walk closer with Jesus. The staff have committed to working on relationships when we come together in various spaces: public (big group), social (about 50), personal (small group with vulnerability), intimate (2-3) – all 4 are discipleship spaces. Today’s meeting is a discipleship space.

The minutes of the October business meeting were approved as published in the 2021 Book of Reports. The Clerk’s Report was also approved as published.

Financial Report: Dan Herman presented the report from the Financial Committee referencing the December 2021 report.

Income:	\$501,600.49
Expenses:	<u>499,691.69</u>
Net:	\$ 1,908.80

With the work of Kathy McGraw, the first PPP loan has been forgiven. The 2nd PPP approval process is underway. Major repairs to the church will be proposed very soon, including masonry repair. This is the final 6-month budget. New fiscal year will begin on July 2022.

Pastor Sterling asked, “Are we a corporation, a Moose Lodge or a church?” A church is a group of people that teach our children stories about a God who is bigger than we are, where opinions are rarely the driver of decisions, but rather calling and spiritual discernment based on the Holy Spirit doing something that we didn’t see coming. He began to lay out the major decisions that will need to be made to keep the church going.

- \$100,000 for critical repairs needed now.
- Child Care Center director, Kristen OSullivan, has been God’s answer to prayer, but she is leaving.
- Starting over with Children & Youth Ministry. A 20-hour person is not enough unless we call get involved.
- Community Ministry is thriving. April Kennedy is a key member of the pastoral staff. This ministry is the future of this church.
- New partnership with ExCell is being seen by the staff as a new outreach for us, as Abundant Community. Others see it more as a landlord relationship.
 - o Cleaning out all rooms on 1st floor to be used for many different purposes, ours and the Abundant Community’s. Before we do more on the 2nd floor. we need to get a better

- understanding of how to use our spaces. Abundant Community is likeminded folks in the building and outside.

Woody Jenkins said that it is all about relationships. Our coming together as a church is in preparation to getting to know our community out there. We need to be joining God where he is already at work, serving those who need care and relationship. Doug Coppage added we are not used to looking at abundance as a church, but more often shortages. “God is not as stupid and ignorant as we are, so we should treat him as the intelligent being he is and follow him where he leads us.”

Pastor Sterling discussed the need for resuming the Deacon ministry. The proposal is to call 6 people to step up and care for the modern-day equivalent of the widows and orphans among us. A nominating committee needs to be selected. Also there needs to be 1 or 2 people who will work closely with the teachers and small groups. We need to learn how to take better care of each other. We need to identify a Deacon Chair to work with Personnel Committee in the care of the staff and to help to hold it all together. This is the Deacon structure that is being proposed to the church.

He added that we are hoping to develop a Leadership Council of the church that are the Administrative Board and others to look at the big spiritual questions about what God may be calling us to do. The group would bring to the church for consideration where one thing might happen but only by sacrificing another. This group would have no power except as assigned to their individual board or committee. We are building something temporary that requires a lot of flexibility. There will be more town meetings about this. He called for comments.

Bill Brown restated his understanding that this isn’t about creating a new structure or about asking for a big check to be written, but rather a way to be creative in considering what we are doing. Kyle Kennedy believes we need vision casting. We’ve spent a lot of time trying to put new wine into old wine skins. We have a lot of new wine coming, and we all need to be doing this together. We can’t do what we did five years ago. Pastor Sterling quickly added that not everything will change. The temporary structure we are proposing is to begin the process with dialogue.

Pastor Sterling closed with the story of Cindy Hutchinson and her experiences with the homeless who sleep under our alley awning. We are going to gather a breakfast group inviting the homeless, the neighbors who let them stow sleeping bags under their steps, several community workers, April Kennedy or a representative from Community Ministry, and Cindy herself. This is beginning of an Abundant Community.

Members retroactively voted Steve and Jennifer Laws to represent the church at the 2021 Baptist General Association of Virginia annual meeting.

“God is on the brink of doing something amazing. We’re catching glimpses, but we have a long way to go.” Saying this, Pastor Sterling closed the meeting with prayer at 3:20 PM.

Respectfully submitted,
Penny Jenkins, Clerk

TABERNACLE BAPTIST CHURCH QUARTERLY BUSINESS MEETING
Hybrid – In Person and via Zoom

May 1, 2022

Present: Margaret Ailes, Bonnie Bailey, Erin Braford, Dylan Burgess, Jessica Corbitt, Mary Jo Dailey, John Gass, Bill Gradwell, Brenda Gradwell, Jay Hartman, Nathan Hatfield, Dan Herman, Karen Herman, Bob Hutchinson, Cindy Hutchinson, Penny Jenkins, Woody Jenkins, Jenny Jones, Jerry Jones, Doris Kelley, April Kennedy, Linwood Fleming, Anita McCarty, Carol McMurray, Jim McMurray, Naomi Reddish, Tim Reddish, Burdette Robinson, Anita Rourke, Vincent Sallie, Barb Satterwhite, Sterling Severns, Ron Simmons, Donna Slaughter, Sharon Smith, Katye Snipes, Mark Snipes, Linda Southworth, Donna Soyars, Jim Soyars, Gerry Strong, Peggy Strong, Denise Walters, Marty Watkin, Bill Welstead, Gail Welstead, David Wolf

The meeting was opened with prayer by Pastor Sterling Severns at 2:00 PM with participants present in the sanctuary and via Zoom.

The minutes of the January business meeting were approved as published in the Quarterly Report. The Clerk's Report was approved with the addition of Jean Heflin, a member who had died recently.

Business: TCCC is facing staffing issues and is urgently seeking new teachers. Sterling added that it may be a time when members need to volunteer to help in the childcare center.

Margaret Ailes reported that the Finance Committee has again resumed sending out thank you notes for gifts to the church in memory of individuals or for other reasons. For memorials gifts, the family will be told who made the contribution, but the amount will not be shared.

Linwood Fleming commented that the Administrative Board had requested financial information from the Row House LLCs. He questioned the Row House report which stated that financial information could not be released by an LLC. Sterling shared that the Row House Committee, the Administrative Board and the Finance Committee are only now beginning to consider what the next steps are with the income from the four rental units. Tax credits are involved. The loan needs to be paid off. The timing and use of the income needs to be carefully considered. Bill Welstead added that the church owns the LLCs so they should be able to have access to the financial reports. Sterling stated that no one is keeping secrets; we just need time to figure this out. This matter was tabled for now.

Financial Report: Dan Herman presented the report from the Financial Committee referencing the March 2022 report.

Income:	\$115,377.12
Expenses:	<u>108,170.94</u>
Net:	\$ 7,270.18

He acknowledged that the numbers were very good for the 1st quarter.

Leadership Council: Sterling explained that the elected leadership of the church plus the staff and several other members, Naomi Reddish, Bill Gradwell and Jerry Jones, have been meeting regularly since early April. He turned the podium over to Woody Jenkins, chair of the Administrative Board. Woody began by reading the entire list of those serving on the council. He explained that the group had prepared a document called "Prioritizing Church: A Proposal for How We Move Forward as a Church" which had been distributed via the TAB Weekly. He added that we are not going to take a vote on the proposal today. This is about trying to come together as a congregation, recognizing what our gifts and talents, what we are doing amazingly well, where we are having wonderful relationships in the community and with each other, and how we are planning for our future here together. We also have an amazing physical plant that can be used in ministry. He asked us to break into groups to discuss the document and identify what excites us and what concerns us, and plan to share back in 15 minutes.

Each group was then asked to report back on things they had discussed in their group.

Brenda Gradwell shared highlights from her group: There is a need for a true Deacon Board. They are the spiritual leaders of the church in addition to the pastor and staff and the first sounding board for the staff for issues and new ideas. Sterling added that he had had no response from anyone when he had asked for members to work with him on this. This will be taken to the Leadership Council.

Linda Southworth's group had talked about buildings and grounds and facilities and about the need for deacons as outlined in the Constitution.

David Wolf's group found that the document makes a lot of practical sense. We need the budget to align with these priorities. We are all trying to figure out what return to church looks like. This is also a call to action, and it will be important to identify what the level of involvement and commitment will look like rather than the old "voluntold" method. As we call out these priorities we need to identify people to fill the roles, and, if people aren't willing, maybe it shouldn't be a priority. It is a time to rethink how we do things.

Dylan Burgess asked, "How do we simplify if we don't have people in places and if we don't really have staff to do stuff?" She feels that as a youth there really isn't anything to go to church for.

Karen Herman: need for better communication about where there is childcare on Sunday mornings. The document mentioned that parents and families need to step up to help with youth and children programming. This is very last thing that adolescents want.

Margaret Ailes: We need better definitions of what the different organizations do; e.g. the overlap of Buildings and Grounds and Facilities Use. Transparency and communications is very important. Care needs to be taken with allocations of the different spaces of the church, whether rental or internal use. We want to get outside of the church, but we need to be careful to not forget the people inside the church- "We want our Wednesday night dinners back!"

Sharon Smith: We need a better definition of the deacon so people might be more willing to serve in this role. Where do we start to meet the needs of youth and children? Do we start with families and then separate the two groups? Does this need to be a fulltime or parttime person(s)?

Carol McMurray: Communication is critical, but we have not replaced Amanda Rone. Jerry Jones added that we need to look at our budget carefully with the two priorities of Community Ministry and Worship Arts in mind.

Judy Fiske: TCCC is making do with interim leadership and they need to be looking for who will be their leader five years down the road. We also need to be aware of how much of our funding is coming from the Endowment Fund.

Woody wrapped up the conversation reiterating that we want the church to move forward in a way that is in keeping with the members' thinking and vision to help us pinpoint the areas in our budget that need to be focused on. The Leadership Council is calling on members to ask for what we need from the church and prayerfully consider how we can engage with our resources and our energy and gifts. Karen Herman added, "I'm concerned that if we do not adequately meet the needs of families with children and youth, we're going to stop growing and we are going to continue to lose more people." Sterling shared that we have a plan to stop the systemic behavior that has not worked. For our church, parttime staff has not worked. He has been meeting with parents, and he is actively working with staff to develop plans for the near future. Multiple adults have said they are willing to help.

Sterling also added that last August at the business meeting the recommendation was made that a new communications coordinator be hired. No action has been taken on this.

Erin Braford wrapped up the discussion with the challenge, "How do we get more in the room. If it matters to me, how am I going to help and where can I bring my energies."

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

Respectfully submitted,
Penny Jenkins, Clerk

Corrected 10.30.22

TABERNACLE BAPTIST CHURCH ANNUAL BUSINESS MEETING
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, 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 into 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. These 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 be 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

TABERNACLE BAPTIST CHURCH QUARTERLY BUSINESS MEETING
Hybrid – In Person and via Zoom
October 30, 2022

Present: Margaret Ailes, Mamie Ruth Blanton, Doug Coppage, Lea Coppage, Jessica Corbitt, Mary Jo Dailey, Tom Dailey, Judy Fiske, Ellen Fleming, Linwood Fleming, John Gaines, John Gass, Bill Gradwell, Brenda Gradwell, Nathan Hatfield, Dan Herman, Karen Herman, Penny Jenkins, Woody Jenkins, Jerry Jones, Doris Kelly, April Kennedy, Anita McCarty, Barb Satterwhite, Carol Seeley, Sharon Smith, Donna Soyars, Jim Soyars, Martin Tiller, Tori Tyndall, Denise Walters, Marty Watkin, Bill Welstead, Gail Welstead

Open Discussion: Prior to the business meeting being called to order, Pastor Sterling Severns led a lengthy open discussion by asking a few guiding questions to encourage conversation between those present. This lasted approximately 1-1/2 hours and is available via the recording of the meeting.

Business Meeting: The meeting was called to order at 3:36 PM by Linda Southworth who graciously agreed to take over the position of moderator for the business part of the meeting.

The minutes of the July business meeting as published in the Quarterly Report were approved with the deletion of Bob Rourke's name from the list of those present. The Clerk's Report was approved with the addition of Carol Seeley's name. She had joined the church on October 9th.

Community Ministry: April Kennedy share plans for the remainder of the year. The shared time around the breakfast tables has proven to be very meaningful to both the neighbors and the volunteers. More help in this area is needed, particularly on December 17th when Judy Fiske plans to serve pancakes as well as the usual breakfast items. Christmas baskets will be distributed on December 17th. The clothes closet is open with sorting on Wednesday mornings and Fridays for both clothes closet and food pantry when others in preparation for Saturday's neighbors. She explained that the bimonthly breakfasts have replaced the Fan Feast.

Financial Report: Margaret presented a detailed report from the Financial Committee referencing the September 2022 report. Of note, this is the first quarter of the new fiscal year/

Income: \$141,919.34

Expenses: 120,526.39

Net: \$ 21,392.95

She referenced two income items: (1) TBC received a \$10,000 gift from the Louise Cochrane Foundation. A thank you note has been sent. (2) Rental income includes \$9032.26 transferred from a restricted fund where all parking lot fees have been compiled for 5 years. This also includes the \$500 monthly sum from ExCELL. In the future the parking lot income will probably average around \$250/month.

An in-depth review and adjustment of our current insurance policy resulted in a \$6,000 savings. Unfortunately, the company raised their rates 10%, so the savings only amounted to \$1,500.

Margaret also presented the new Restricted Funds report with the merging of many very specific restricted fund line items.

Administrative Board: Woody Jenkins stated he Administrative Board and Leadership Council's recommendations for the re-establishment of the Board of Deacons. Nominations include John Burgess, Bill Gradwell, Jerry Jones, and Carol McMurray. He then presented a slate for the Nominating Committee: Mary Jo Dailey, Nathan Hatfield, Linda Southworth, and Tori Tyndall. These names will be presented to the church in a ballot for a vote in two weeks.

Linda asked how these nominees were selected. Woody explained that he had used the list of deacons from the past 6 years and had contacted those who are still active in the church asking if they would be willing to serve. He had similarly reviewed a list of active members and had made phone calls until he had a list of at least 4.

He then asked for the consensus of those present to permit the Nominating Committee to begin their work prior to the final vote. All agreed.

Margaret returned to the podium and shared that the insurance company had suggested that an inventory be performed of the church property. She has begun and will seek assistance from others. Her plan is to include the history of items in the final inventory.

Mark Tidsworth from Pinnacle One will be conducting a visioning retreat at Tabernacle on January 13-15, 2023. Leaders will be promoting this meeting in the hopes of having a majority of the church family present.

Bill Gradwell closed the meeting with prayer at 4:05 PM.

Respectfully submitted,
Penny Jenkins, Clerk

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

Accrual Basis

	Dec 22	Budget	Jul - Dec 22	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
2000 - Revenues					
201 - Tithes & Offerings	44,079.13	27,000.00	186,272.04	162,000.00	324,000.00
202 - Endowment Fund	0.00	12,200.00	61,000.00	73,200.00	146,400.00
203 - Interest Income	0.00	5.00	11.41	30.00	60.00
205 - Memorials	0.00		25.00		
206 - Rental Income	897.00	1,291.67	14,542.26	7,750.02	15,500.00
Total 2000 - Revenues	44,976.13	40,496.67	261,850.71	242,980.02	485,960.00
Total Income	44,976.13	40,496.67	261,850.71	242,980.02	485,960.00
Gross Profit	44,976.13	40,496.67	261,850.71	242,980.02	485,960.00
Expense					
6000 - Expenses					
610 - Missions Ministry					
611 - Cooperative Missions	1,751.16	943.06	7,379.16	5,658.36	11,316.67
612 - Richmond Baptist Assoc.	218.90	117.88	922.41	707.28	1,414.58
613 - Camp Alkulana	437.79	471.53	1,744.78	2,829.18	5,658.33
614 - Europe Missions	350.23	235.76	1,475.83	1,414.56	2,829.17
615 - ReEstablish Richmond	875.58	471.53	3,689.58	2,829.18	5,658.33
617 - Metro Baptist NY Missions	175.12	117.88	737.91	707.28	1,414.58
Total 610 - Missions Ministry	3,808.78	2,357.64	15,949.67	14,145.84	28,291.66
620 - Staff Salaries & Wages					
621 - Salary Senior Pastor	12,932.35	7,559.12	47,820.65	45,354.72	90,709.44
622 - Minister of Music & Worsh	5,619.38	3,267.00	20,697.88	19,602.00	39,204.00
627 - Director Community Minist	7,703.42	4,500.00	29,062.86	27,000.00	54,000.00
628 - Music Assistant Director	1,143.33	504.32	3,470.93	3,025.92	6,051.84
629 - Music Vocalist	846.05	487.48	3,095.95	2,924.88	5,849.76
630 - Music Pianist	1,596.89	931.01	5,893.89	5,586.06	11,172.12
632 - Financial Assistant	1,200.00	1,200.00	7,200.00	7,200.00	14,400.00
633 - Custodian	5,206.64	3,043.22	19,252.24	18,259.32	36,518.64
634 - Logistical Coordinator	1,146.00	827.67	4,966.00	4,966.02	9,932.00
634.1 - Nursery Attendants	242.00	433.33	976.00	2,599.98	5,200.00
635 - Benefits					
636 - Health & Life Insurance	770.70	460.30	4,033.96	2,761.80	5,523.60
637 - Retirement	1,149.62	755.17	4,902.42	4,531.02	9,062.00
638 - Employer FICA	1,833.24	854.17	6,853.43	5,125.02	10,250.00

Tabernacle Baptist Church Revenue & Expenses Budget Performance December 2022

Accrual Basis

	Dec 22	Budget	Jul - Dec 22	YTD Budget	Annual Budget
635 - Benefits - Other	0.00	416.67	0.00	2,500.02	5,000.00
Total 635 - Benefits	3,753.56	2,486.31	15,789.81	14,917.86	29,835.60
Total 620 - Staff Salaries & Wages	41,389.62	25,239.46	158,226.21	151,436.76	302,873.40
640 - Worship & Music Ministry					
641 - Instrument Maintenance	0.00	900.00	0.00	5,400.00	10,800.00
642 - Music & Animate Camp	0.00	484.00	471.00	2,904.00	5,808.00
643 - Worship Supplies	79.04	133.33	405.43	799.98	1,600.00
644 - Audio Visual	0.00	166.67	1.98	1,000.02	2,000.00
Total 640 - Worship & Music Ministry	79.04	1,684.00	878.41	10,104.00	20,208.00
650 - Fellowship					
653 - Fellowship Meals	13.17	83.33	1,058.39	499.98	1,000.00
654 - Flowers	0.00	16.67	0.00	100.02	200.00
656 - Decorating & Silver	0.00	20.83	0.00	124.98	250.00
Total 650 - Fellowship	13.17	120.83	1,058.39	724.98	1,450.00
660 - Discipleship					
661 - Bible Study Groups	259.88	67.92	334.88	407.52	815.00
662 - Summer Bible School	0.00	9.17	0.00	55.02	110.00
663 - Small Group Resources	0.00	5.00	237.24	30.00	60.00
664 - Youth/Children	0.00	433.33	56.68	2,599.98	5,200.00
665 - Families	0.00	250.00	0.00	1,500.00	3,000.00
Total 660 - Discipleship	259.88	765.42	628.80	4,592.52	9,185.00
667 - Abundant Community					
668 - Community Pantry	584.97	500.00	2,975.27	3,000.00	6,000.00
Total 667 - Abundant Community	584.97	500.00	2,975.27	3,000.00	6,000.00
670 - Office & Administration					
671 - Payroll Services	110.98	91.67	467.71	550.02	1,100.00
672 - Sr. Pastor Convention	484.12		600.61		
674 - Background Checks	29.50	16.67	29.50	100.02	200.00
675 - Staff Development	0.00	20.83	0.00	124.98	250.00
676 - Postage	0.00	20.83	0.00	124.98	250.00
677 - Copier	304.81	325.00	2,919.16	1,950.00	3,900.00
679 - Subscriptions/Renewals	1,099.12	305.33	2,425.58	1,831.98	3,664.00
680 - Contracts/Service Agree.	0.00	166.67	0.00	1,000.02	2,000.00
681 - Office Supplies	172.14	29.17	228.59	175.02	350.00

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

Accrual Basis

	Dec 22	Budget	Jul - Dec 22	YTD Budget	Annual Budget
682 - Computer/Office Equip	0.00	166.67	264.88	1,000.02	2,000.00
683 - Mileage Reimbursement	0.00	83.33	146.16	499.98	1,000.00
684 - Professional Expenses	19.98	375.00	177.98	2,250.00	4,500.00
685 - Hospitality Pastor	70.25	33.33	127.97	199.98	400.00
689 - Misc. Bank Fees	384.66	400.00	2,190.43	2,400.00	4,800.00
Total 670 - Office & Administration	2,675.56	2,034.50	9,578.57	12,207.00	24,414.00
690 - Building, Grounds & Vans					
691 - Bus Maintenance & Gas	173.46	200.00	647.00	1,200.00	2,400.00
693 - Electricity	1,293.07	1,312.50	10,661.11	7,875.00	15,750.00
694 - Gas, Water & Sewer	1,816.09	979.17	7,370.28	5,875.02	11,750.00
696 - Telephone	443.58	433.33	2,642.01	2,599.98	5,200.00
697 - Insurance	0.00	3,750.00	23,174.30	22,500.00	45,000.00
698 - Janitorial	0.00	83.33	690.06	499.98	1,000.00
699 - Maintenance & Improv.					
699.1 General Building Projects	0.00	833.33	0.00	4,999.98	10,000.00
699 - Maintenance & Improv. - Other	7,341.38	2,000.00	21,546.53	12,000.00	24,000.00
Total 699 - Maintenance & Improv.	7,341.38	2,833.33	21,546.53	16,999.98	34,000.00
700 - Maintenance & Contracts	250.87	1,041.67	9,473.26	6,250.02	12,500.00
Total 690 - Building, Grounds & Vans	11,318.45	10,633.33	76,204.55	63,799.98	127,600.00
Total 6000 - Expenses	60,129.47	43,335.18	265,499.87	260,011.08	520,022.06
Total Expense	60,129.47	43,335.18	265,499.87	260,011.08	520,022.06
Net Ordinary Income	-15,153.34	-2,838.51	-3,649.16	-17,031.06	-34,062.06
Net Income	-15,153.34	-2,838.51	-3,649.16	-17,031.06	-34,062.06

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

Bank Account Balances	Current Month	Prior Month	Net Change
	December 2022	November 2022	
Atlantic Union Checking	\$ 246,063.67	\$ 252,190.97	\$ (6,127.30)
Fellowship Fund	\$ 2,634.66	\$ 2,634.64	\$ 0.02
God-Sized Vision Account	\$ 271,427.20	\$ 271,427.20	\$ -
Total	\$ 520,125.53	\$ 526,252.81	\$ (6,127.28)

		Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted					
	410 - Building Funds	\$ 96,641.10	\$ 500.00	\$ -	\$ 97,141.10
	420 - Children & Youth	\$ 13,896.86	\$ 42.44	\$ 717.12	\$ 13,222.18
	430 - Facilities Use & Reimb	\$ 9,207.12	\$ 200.00	\$ -	\$ 9,407.12
	322 - Easter Lillies	\$ 354.61		\$ -	\$ 354.61
	323 - Poinsettias	\$ -	\$ 271.05		\$ 271.05
	327 - Carpet	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00
	440 - Community Outreach	\$ 19,416.34	\$ 3,620.00	\$ 257.06	\$ 22,779.28
	363 - Abundant Community	\$ 10,196.00	\$ 100.00	\$ 145.29	\$ 10,150.71
	450 - Missions	\$ 4,697.52	\$ 2,166.35	\$ -	\$ 6,863.87
	460 - Technology Investments	\$ 8,234.01	\$ -	\$ 2,757.87	\$ 5,476.14
	470 - Miscellaneous	\$ -	\$ -	\$ -	\$ -
	304 - Music	\$ 7,134.34	\$ -	\$ 99.00	\$ 7,035.34
	311 - Pastors Discretionary	\$ 6,407.51	\$ -	\$ 599.11	\$ 5,808.40
	Total Restricted Funds (Less Renovation)	\$ 178,185.41	\$ 6,899.84	\$ 4,575.45	\$ 180,509.80

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	\$ 449,612.61	\$ 6,899.84	\$ 4,575.45	\$ 451,937.00
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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
December 2022

Accrual Basis

	Dec 22	Budget	Jul - Dec 22	YTD Budget
Ordinary Income/Expense				
Income				
1000 - Revenues				
110 - Income				
111 - Child Care Fees	61,241.40	83,250.00	469,043.40	499,500.00
112 - Administrative Fees	0.00	312.50	100.00	1,875.00
113 - Wait Fees	100.00	50.00	1,050.00	300.00
114 - Interest Income	5.73	0.00	38.08	0.00
Total 110 - Income	61,347.13	83,612.50	470,231.48	501,675.00
Total 1000 - Revenues	61,347.13	83,612.50	470,231.48	501,675.00
Grant Income	0.00		19,780.00	
Total Income	61,347.13	83,612.50	490,011.48	501,675.00
Expense				
2000 - Expenses				
210 - Salaries & Benefits	81,562.39	66,554.08	364,263.74	399,324.48
220 - Staff Support & Develop.				
221 - Staff Gifts	0.00	41.67	77.09	250.02
222 - Payroll Tax Expense	6,181.19	5,284.17	27,529.82	31,705.02
223 - Staff Relations	0.00	41.67	285.50	250.02
224 - Director Meetings & Conf	0.00	0.00	0.00	0.00
225 - Staff Development	0.00	0.00	0.00	0.00
Total 220 - Staff Support & Develop.	6,181.19	5,367.51	27,892.41	32,205.06
230 - Child Dev, Enrich, Nutri				
231 - Books/Educational Supp.	0.00	83.33	17.98	499.98
232 - Craft Supplies	55.53	229.17	96.07	1,375.02
233 - Food & Supplies	2,596.35	2,750.00	19,349.83	16,500.00
234 - Toys	0.00	133.33	20.35	799.98
235 - TBC Summer Spiritual	0.00	0.00	0.00	0.00
236 - Special Events	0.00	62.50	832.30	375.00
Total 230 - Child Dev, Enrich, Nutri	2,651.88	3,258.33	20,316.53	19,549.98
240 - Supportive Svs & Tech				
241 - Staff Background Checks	0.00	41.67	195.00	250.02
242 - Accident Insurance	260.74	23.75	260.74	142.50
243 - Workers Comp	0.00	372.42	2,036.70	2,234.52
244 - Liability Insurance	0.00	25.00	0.00	150.00

Tabernacle Child Care Center
Revenue & Expenses Budget Performance
December 2022

Accrual Basis

	Dec 22	Budget	Jul - Dec 22	YTD Budget
245 - Copier	110.00	112.50	660.00	675.00
246 - Miscellaneous	0.00	83.33	119.22	499.98
247 - Office Supply Expense	1,641.07	375.00	7,297.19	2,250.00
248 - Technology/Tablets	168.75	558.33	1,687.50	3,349.98
249 - Bank Service Charges	0.00	0.00	0.00	0.00
249.1 - Payroll Expenses	223.92	383.33	1,026.78	2,299.98
Total 240 - Supportive Svs & Tech	2,404.48	1,975.33	13,283.13	11,851.98
250 - Facility Svs & Support				
251 - Carpet-New & Cleaning	30.77	66.67	30.77	400.02
252 - Contingency Fund	0.00	513.92	0.00	3,083.52
253 - General Equip/Furnishing	0.00	541.67	164.36	3,250.02
254 - Repairs & Maintenance	2,600.00	583.33	6,992.07	3,499.98
255 - Janitorial Supplies	0.00	0.00	0.00	0.00
256 - Disposal Service	123.56	83.33	712.16	499.98
257 - Telephone	55.09	83.33	330.60	499.98
258 - Utilities	1,554.58	1,500.00	8,611.76	9,000.00
259 - Pest Control	91.00	85.00	546.00	510.00
Total 250 - Facility Svs & Support	4,455.00	3,457.25	17,387.72	20,743.50
Total 2000 - Expenses	97,254.94	80,612.50	443,143.53	483,675.00
Total Expense	97,254.94	80,612.50	443,143.53	483,675.00
Net Ordinary Income	-35,907.81	3,000.00	46,867.95	18,000.00
Net Income	-35,907.81	3,000.00	46,867.95	18,000.00

Tabernacle Child Care Center Revenue & Expenses Budget Performance December 2022

Accrual Basis

	Annual Budget
Ordinary Income/Expense	
Income	
1000 - Revenues	
110 - Income	
111 - Child Care Fees	999,000.00
112 - Administrative Fees	3,750.00
113 - Wait Fees	600.00
114 - Interest Income	0.00
Total 110 - Income	1,003,350.00
Total 1000 - Revenues	1,003,350.00
Grant Income	
Total Income	1,003,350.00
Expense	
2000 - Expenses	
210 - Salaries & Benefits	798,649.00
220 - Staff Support & Develop.	
221 - Staff Gifts	500.00
222 - Payroll Tax Expense	63,410.00
223 - Staff Relations	500.00
224 - Director Meetings & Conf	0.00
225 - Staff Development	0.00
Total 220 - Staff Support & Develop.	64,410.00
230 - Child Dev, Enrich, Nutri	
231 - Books/Educational Supp.	1,000.00
232 - Craft Supplies	2,750.00
233 - Food & Supplies	33,000.00
234 - Toys	1,600.00
235 - TBC Summer Spiritual	0.00
236 - Special Events	750.00
Total 230 - Child Dev, Enrich, Nutri	39,100.00
240 - Supportive Svs & Tech	
241 - Staff Background Checks	500.00
242 - Accident Insurance	285.00
243 - Workers Comp	4,469.00
244 - Liability Insurance	300.00

Tabernacle Child Care Center
Revenue & Expenses Budget Performance
December 2022

Accrual Basis

	Annual Budget
245 - Copier	1,350.00
246 - Miscellaneous	1,000.00
247 - Office Supply Expense	4,500.00
248 - Technology/Tablets	6,700.00
249 - Bank Service Charges	0.00
249.1 - Payroll Expenses	4,600.00
Total 240 - Supportive Svs & Tech	23,704.00
250 - Facility Svs & Support	
251 - Carpet-New & Cleaning	800.00
252 - Contingency Fund	6,167.00
253 - General Equip/Furnishing	6,500.00
254 - Repairs & Maintenance	7,000.00
255 - Janitorial Supplies	0.00
256 - Disposal Service	1,000.00
257 - Telephone	1,000.00
258 - Utilities	18,000.00
259 - Pest Control	1,020.00
Total 250 - Facility Svs & Support	41,487.00
Total 2000 - Expenses	967,350.00
Total Expense	967,350.00
Net Ordinary Income	36,000.00
Net Income	36,000.00

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

	Current Month		Prior Month		
Bank Account Balances	December 2022		November 2022		Net Change
Atlantic Union	\$	611,863.35	\$	646,996.54	\$ (35,133.19)
Total	\$	611,863.35	\$	646,996.54	\$ (35,133.19)

Temporary Restricted		Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
	301 - Parent Fund	\$ 1,837.69		\$ 412.08	\$ 1,425.61
	302 - Special Projects Fund	\$ 29,380.20		\$ -	\$ 29,380.20
	303 - Pre-K Fund	\$ 1,017.11		\$ 77.00	\$ 940.11
	304 - Playground Fundraiser	\$ 7,342.53		\$ 40.98	\$ 7,301.55
	305 - TCCC-HVAC Williams Bldg Fund	\$ -		\$ -	\$ -
	306 - Classroom Equipment	\$ 12,870.19		\$ -	\$ 12,870.19
	307 - Teacher Scholarship F. Thrift	\$ 27,101.01			\$ 27,101.01
	308 - VBF Investments	\$ 158,764.17		\$ -	\$ 158,764.17
	309 - TCCC Reserve	\$ 33,921.73		\$ -	\$ 33,921.73
	310 - HR Restricted Fund	\$ 144,179.51		\$ -	\$ 144,179.51
	311 - Family Scholarship	\$ 40,500.00		\$ -	\$ 40,500.00
	312 - Curriculum	\$ 5,000.00		\$ -	\$ 5,000.00
	313 - Community Events	\$ 3,528.39		\$ 48.16	\$ 3,480.23
	314 - Staff Gifts	\$ -	\$ 4,635.00	\$ 1,200.00	\$ 3,435.00
	Total Temporary Restricted	\$ 465,442.53	\$ 4,635.00	\$ 1,778.22	\$ 468,299.31