



First Baptist Church Greensboro

Personnel Update | September 2020

The Personnel Committee has spent recent months actively working to plan for staffing needs in light of the opportunities and challenges of this time in the life and ministry of First Baptist Greensboro. A summary of resulting updates follows.

We will review all changes again at our next Church Conference, on Sunday, October 11. Prior to that, we invite congregants to a Zoom discussion with members of the Personnel Committee on Wednesday, October 7 at 7:00 (link: us02web.zoom.us/j/83525944889)

I. Music & Worship

At the initiative of Doug and Terri Vancil, Personnel has been working toward some modifications to our staffing for Music & Worship through the next season of the Vancils' ministry. Their initial request, which reflects their commitments to the health of our church and the health of their family, is represented in a letter to the Congregation below.

September 2020

Dear First Baptist Church Greensboro,

During our sabbatical in 2019 we had the time and space to reflect on the past twenty years and also to consider what the next chapter of music and worship ministry could look like at First Baptist. We were overwhelmed as we thought back at the generosity of time, talent, and resources the congregation had contributed to make corporate worship so meaningful. Our hope for the future is that worship remains vital at First Baptist Church and we have renewed our commitment to work diligently to that end.

As we contemplated the next chapter of music leadership at First Baptist we were inspired with an idea that comes from our music intern program, where early career musicians and ministers have been supported, while at the same time offering fresh energy and ideas to the music ministry. We imagined both a slight reduction of our responsibilities, and a third member joining our music ministry team. We were excited by the possibilities this arrangement would provide for the church and for our eventual transition out of full-time ministry in four years.

In February we requested a meeting with members of the Personnel Committee and Alan to discuss this general idea, and it was well received. Then came March and we all went to work managing the pandemic. We revisited in midsummer with focused conversation on

"Church is not a place to which we come, as much as a place from which we go."

what responsibilities made the most sense to transfer to a third member of our team. Several scenarios were discussed with a final determination that music ministry with Youth and Children, which represents an estimated 20% of our job descriptions, could be transferred to a new team member.

In addition to the advantages we believe this new team member would offer the church, this reduction in our work would also provide us a shift in the work/life balance we desire at this time, having four grandchildren under the age of 7 in whose lives we want (and need) to invest more time.

We greatly appreciate the willingness of the Personnel Committee and Deacons, who represent the church, to consider this request which we believe will benefit everyone involved.

Doug Vancil
Associate Pastor: Music and Worship

Terri Vancil
Assistant Pastor: Music and Worship

From these conversations with Doug and Terri, we have developed a plan to allow for their desired reduction of responsibilities, while maintaining First Baptist's commitment to Music & Worship.

Effective September 21, Doug & Terri's responsibilities and compensation (salary, housing and retirement) have reduced by 20%. The Vancils maintain pastoral leadership of music and worship, sanctuary choir, and Doug's service as primary organist. As part of this reduction, Terri takes on responsibility for music-specific administrative work, which is part of what led to the August elimination of the Ministry Support Position for Music & Worship. The primary reduction of time and responsibility is in letting go of direction of music ministry with Youth and Children.

To add capacity and continue our commitment to these areas, with the approval of the Deacons, we have hired Baker Lawrimore into a role of Director of Music for Children & Youth. Baker will work part-time, roughly 16 hours/week, and provide leadership for music ministry with Youth & Children, while also serving as a member of our Music & Worship team and helping with service leadership, choir, virtual projects, etc. This is an interim arrangement through August 2021, giving Personnel time to consider long-term plans.

The Vancils' reduced arrangement would hold until their retirement, anticipated in December 2024. We're grateful to all involved in this process, and especially to Doug and Terri, for the vision and health that have shaped these conversations and plans.

II. Administration

With the elimination of the Ministry Support position for Music & Worship in August, Personnel, with the approval of the Deacons, has invited Ashley Chandler to transition from

part-time to full-time in her role as Ministry Support Associate. Ashley already supported Youth and Children's Ministries, and has added support of Faith Formation and Congregational Care, as well as additional general admin support. Ashley's experience with remote work, as well as her initiative and general skillset, have been a great asset throughout her year with us, especially in the virtual environment of COVID.

Note: All changes related to Music & Worship and Administration are possible within the existing Personnel budget. While not financially motivated, these specific changes represent a net decrease in Personnel spending of approximately \$30,000.

III. Contract Positions

Personnel has also taken time to evaluate the contract positions connected to our church: Preschool Director, Librarian, Recreation Director, Chef and Kitchen Staff, and Sanctuary Audio/Visual Technician. In the immediate shifts of the pandemic, we maintained all commitments with all hourly and salaried employees, as well as all contract positions. This continued for 6 months. Moving into the fall, Personnel decided it best for compensation to be tied to work completed, electing to suspend contracts for those areas where there is not work to complete.

Since there is not work to complete in the kitchen for the foreseeable future amidst COVID-19 constraints, Personnel has moved to suspend the contract with Marty Kellam as our Chef — a practical decision that does not reduce gratitude for Marty's 11 years of service in this role. Theo Farrar, who has already been a part of our larger building team, will shift responsibilities from kitchen to primarily building and logistics as the kitchen remains unused. We have also suspended our weekly contract with Marty Hill, given the fact that we do not have the same audio/visual needs for our current worship service, and we greatly appreciate his service since 2013.

The opening of FBC's Preschool on September 21 highlights the immense work by preschool staff under the leadership of Preschool Director, Autumn Culbreth, whose work continues. Additionally, given the link between the Preschool, Children's Ministry, Faith Formation and First Baptist's Library, the position of Librarian, held by Anita Cranford, continues. Our ability to continue Recreation programs this year under the leadership of Recreation Director, Tommy Starnes, is being evaluated and a decision will be made closer to the traditional start of the Upward and Church Basketball League seasons.

IV. Internships

We are grateful that several of our ministry areas have the opportunity to work with interns this fall, finding creative ways to enhance ministry and nurture young ministers and musicians. You can read more about our 4 fall interns — Jericho Carillo (Music & Worship), Monica Gonzalez (Children), Tony Sanders (Music & Worship) and Kellie Thomas (Youth) — at fbcgso.org/fall-interns

V. Open Pastoral Positions

Finally, while the work above represents our best energies, Personnel is also aware of the pastoral positions currently open on our staff. With the resignation of Rev. Amy Grizzle Kane, we have an open full-time position in the area of Missions and Community Ministry. We also continue to have an open part-time position budgeted for Senior Adult Ministry. Personnel will be giving focus to how best to proceed in meeting these ministry needs, and others emerging, this fall.

Having shared these updates with the Deacons at their September meeting, we are pleased to have the opportunity to share more widely with the Congregation. Please remember:

- We will summarize the above changes again at our next Church Conference, on Sunday, October 11.
- Prior to that, we welcome your questions and invite congregants to a Zoom discussion of these changes on Wednesday, October 7 at 7:00, accessible at us02web.zoom.us/j/83525944889

We are grateful for your attention to these matters, and for your trust in our leadership of Personnel planning for First Baptist on your behalf.

— Personnel Committee: Sandra Canipe, Dr. Scott Culclasure, Andrew Donovan, Debbie Garner, Dr. Laura Lomax (Chair), Alan Tutterow, Brad Wall (Deacon Chair) and Alan Sherouse (Senior Pastor)