

**FIRST BAPTIST CHURCH
Greensboro, North Carolina
CHURCH CONFERENCE
Sunday, December 13, 2020**

AGENDA

MINUTES

Moderator and Clerk

MEMBERSHIP REPORT

Matt Messick, Moderator

Members Joined by Baptism

Emerson Culbreth (10/4)
Jack Sherouse (10/4)
Evie Wall (11/1)
Caleb Wall (11/1)
JJ Moore (11/1)

MOTION comes on behalf of the Diaconate to affirm these members.

The membership report for December 2020 was affirmed unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

Members Deceased in October and November

Willard Dean (10/21)
Gene Bundy (10/30)
Frank York (10/31)
Elsa Troxler (11/9)
Jerry Thompson (11/13)

Opportunities to participate in the affirmation of these Membership actions was available online and via mailed paper affirmation, available through Mon, 12/14/2020.

The MOTION was affirmed unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

PERSONNEL REPORT

Andrew Donovan, Personnel Chair

The Personnel Committee has recommended that the Staff received a 2% raise across the board in recognition of their dedication and service during this difficult year.

Mr. Donovan requested for nominations for Missions' Minister as this search begins in January 2021.

FINANCIAL REPORT

Cathy Wells, Finance Chair

Scott North, Church Administrator presented the Financial Report. Mr. North reported that the giving of the Congregation for November 2020 was strong, surpassing giving for the same month last year.

The Year-to-date receipts are \$84,000 below budget, but disbursements have been less than budgeted funds. Following this trend, it is expected that the budget will end the year in a positive state.

However, during this quarter, the FBC Pre-School program has spent \$70,000 more than expected as a result of the pandemic, requiring the irregular opening and closing of the pre-school, resulting in a \$20,000 deficit. But we anticipated this situation when the application for PPP loans was prepared and submitted.

FBC is still waiting to file for PPP forgiveness until April. We are not anticipating issues, but have been advised to wait for Congress to streamline filing. Recipients of PPP monies have until April to file for loan forgiveness. The total of loan expected to be forgiven is \$260,000.

Scott North presented the initial planning for the 2021 Budget:

With the uncertainty of our situation during the Pandemic, we have projected for the 1st Quarter of 2021 by looking at our expenses of 2020 for the 1st Quarter, but also with an eye on giving during this 4th of 2020.

We do not have expectations that a Missions Minister or a Minister to the Senior Adults will be a part of the staffing expenses in the 1st Quarter. We will review other allotments of money from the 2020 Budget to decide how to proceed for the rest of 2021.

Anticipated increases will include a 2% increase for staff salaries and an increase of the cost of health care coverage for staff.

The following motions from the Finance Committee were presented by Ms. Wells:

MOTION comes on behalf of the Missions and Finance Committees as well as the Diaconate to designate \$5,000 from Account 2001 to go to Holmes family for their mission efforts in Mauritius for the year 2021.

The MOTION was approved unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

MOTION comes on behalf of the Finance Committee and Diaconate to accept the temporary modified continuation budget for the first quarter of 2021.

The MOTION was approved unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

Opportunities to participate in the affirmation of these Finance actions was available online and via mailed paper affirmation, available through Mon, 12/14/2020.

DEACON REPORT

Brad Wall, Deacon Chair

What does it mean “to go inside,” both in the church building and as an individual during this time of separation?

Brad Wall shared that life at FBC has continued—modified but continuing in a number of ways including: Zoom Sunday School, All Saints Day, Advent kits, and a virtual Spontaneous Nativity. Additionally, programming for youth and children have continue with Fall Retreat, Halloween and Christmas Party and a Parking lot movie.

We have continued to have limited in person Worship opportunities. Our choirs continue to meet in person and virtually.

Our Pre-school under the leadership of Autumn Culbreth has continued with modifications.

Alan Sherouse continues to lead the FBC Congregational Community in a variety of in person and Zoom services through the Advent Season with Family Communion from 4-7 on December 22 and 23. On December 24th, Christmas Eve service will be offered at 3 times. And on Christmas Day, there will be a virtual service including scripture and carols.

And the Staff is engaging in a period of reflection and review of the year as a whole.

And FBC has continued to reach out:

Foushee’s have returned to Japan after utilizing the Residence House during their time in Greensboro.

The FBC Missions Committee and the Christian Assistance Fund have reached out to the community.

As an FBC Community we have participated in Filling the Bus, ending Honor Cards, supporting the IRC.

Our FBC Christmas Offering will be in support of the Christian Restoration Fund.

One issue that has become apparent is that the FBC ByLaws were not organized with the expectation that Congregational Business Sessions would need to be virtual sessions. In the

coming days, we will address the method of conducting business in a virtual format with appropriate adjustments to the FBC ByLaws. A group will be organized to study and to address any needed revisions or additions.

MOTION comes on behalf of the Nominating Committee and Diaconate to approve the following members to fill unexpired committee terms:

Marietta Noel to serve one-year term on the Personnel Committee

Richard Beavers to serve a one-year term on the Missions Committee

The MOTION was affirmed unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

Opportunities to participate in the affirmation of these names to fill Personnel Committee and Personnel Committee unexpired committee terms is available online and via mailed paper affirmation, available through Mon, 12/14/2020.

NEW BUSINESS COMMENTS AND ADJOURNMENT BY THE PASTOR Alan

Pastor Alan Sherouse shared observations he has gathered over the last several months of how congregations, their pastors and staff have managed over the past several months. He cited a recent article he had read which gave name to the phenomena as Pastoral Separation Syndrome. What we are experiencing is not unique to just FBC. There are things that we miss within church relationships, in the physical building, and without the ceremony of church. What we are experiencing is not unique—it is shared by congregations of all denominations in all locations.

He encouraged that we continue to share our feelings and to reach out in love and sympathy to each other.

POST 12.13.20 CONFERENCE LISTENING SESSION

1:45

Matt Messick asked for any Congregational questions concerning any presentations from the previous hour's virtual business session.

Hazel Fisher expressed her appreciation for the grace and creativity with which the church staff was working to reach out and minister to the Congregation during these difficult times.

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MOTION

Subject of Motion	Membership Matters
Date Approved by Church	December 13, 2020
Diaconate Chairperson	Brad Wall
Church Clerk	Nancy Culclasure
Motion Made by:	Brad Wall, Diaconate Chairperson

Motion on behalf of the Diaconate to affirm the following membership actions:

Members Joined by Baptism

Emerson Culbreth (10/4)
Jack Sherouse (10/4)
Evie Wall (11/1)
Caleb Wall (11/1)
JJ Moore (11/1)

Members Deceased

Members Deceased in October and November
Willard Dean (10/21)
Gene Bundy (10/30)
Frank York (10/31)
Elsa Troxler (11/9)
Jerry Thompson (11/13)

The Motion PASSED.

The membership report for December 2020 was affirmed unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

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MOTION

Subject of Motion	Mission Financing
Date Approved by Church	December 13, 2020
Chairperson Finance Committee	Cathy Wells
Church Clerk	Nancy Culclasure
Motion Made by:	Cathy Wells, Finance Chairperson

The following motions from the Finance Committee were presented by Ms. Wells:

MOTION 1 on behalf of the Missions and Finance Committees and the Diaconate—*To designate \$5,000 from Account 2001 to go to Holmes family for their mission efforts in Mauritius for the year 2021.*

The Motion was approved unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

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MOTION

Subject of Motion	Continuing Budget Modification
Date Approved by Church	December 13, 2020
Chairperson Finance Committee	Cathy Wells
Church Clerk	Nancy Culclasure
Motion Made by:	Cathy Wells, Finance Chairperson

The following motions from the Finance Committee were presented by Ms. Wells:

MOTION comes on behalf of the Finance Committee and Diaconate--To accept the temporary modified continuation budget for the first quarter of 2021.

The MOTION was approved unanimously by the Congregation, both by electronic ballot and mailed paper ballot.

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MOTION

Subject of Motion	Committee Membership Replacement
Date Approved by Church	December 13, 2020
Diaconate Chairperson	Brad Wall
Church Clerk	Nancy Culclasure
Motion Made by:	Brad Wall, Diaconate Chairperson

MOTION on behalf of the Nominating Committee and Diaconate —*To approve the following members to fill unexpired committee terms:*

Marietta Noel to serve one-year term on the Personnel Committee

Richard Beavers to serve a one-year term on the Missions Committee

The Motion was approved unanimously by the Congregation, both by electronic ballot and mailed paper ballot.