

Staff Resource Team Report

Fourth Quarter 2014

SRT Team Members: Joey Moss (Chairman), Leticia Wallace (Secretary), Linda Anderson, John Barker, Ken Farmer, Carolyn Fitch, David Ford, Ashley Fowler, Mike Hunter, Amy Kauppila, Tom McMinn, Larry Simmons

STAFFING

- Heard updates on proposed Ministry Residency including a structure of the program, target groups, recruitment, accreditation and draft budget for the Leadership and Ministry Residency from Brian Dodridge
- Heard update on final hiring process for Avenue South campus Administration Assistant
- Heard profile and search status updates for open staff position: Market Place Minister, Mobilization Minister, Multiplication Minister, Kairos Pastor, Woodbine Campus and Community Pastor
- Hired Amber Gray as the Avenue South Campus Part-time Administrative Assistant.
- Hired Carol Thompson as the Senior Pastor’s Executive Assistant
- Hired Matt Pearson as the West Franklin Campus and Teaching Pastor
- Hired Dana Anderson as the Station Hill Campus Part-time Children’s Minister
- There was one resignation

OTHER INITIATIVES

- Heard annual ministry report from Steve Smith, Communications Minister. The report included a team overview, strategies/goals, team time audit, and staffing changes/additions.
- Successfully conducted an annual Staff Health Insurance renewal review and proposal for 2015
- Revised and approved 2015 Staffing Model to present to Trustees
- Affirmed 2015 Ministerial Housing Allowance Forms
- Recommended 2015 personnel salaries to have approved by Trustees
- Heard update on Middle Tennessee Initiative (MTI) and its personnel implications
- Affirmed 2015 SRT new members
- Participated in group prayer time each meeting, praying specifically for Staff and individual SRT member requests

Candidates for Membership

Fourth Quarter 2014

BRENTWOOD CAMPUS

Lisa Anker	Will Hamrick	Lyle Taylor
Owen Askew	Jonathan Harris	Maree Taylor
Aline Butler	Hannah Hart	Allison Weatherman
Cathey Butler	Hyatt Horne	Jan Weatherman
Brandi Campbell	Joe Jackson	Tom Weatherman
Richard Collum	Rebecca Leslie	Cindy White
Sherry Collum	Caleb McLean	
Charlie Conner	Tyson Moody	
Lesa Davis	Tessa Morrell	
Rick Davis	Howard Rodriguez	
Destinee Easley	Nancy Rodriguez	
Wyatt Gibbs	Rachel Selbe	
Rees Greenman	Wes Selbe	
Kelsey Hamrick	Walter Strickland	

STATION HILL CAMPUS

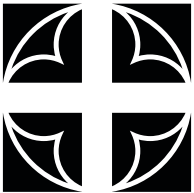
Betsy Brown	Mary-Clark Guillory	Brooke Scott
Oscar Crouch	Barbara Nicks	Jaime Scott
Shirley Crouch	Kalli Nicks	Peter Scott
Chanin Cunningham	Carey Odhiambo	Ricky Scott
Eric Cunningham	Adam Oxford	Tami Williams
Garrett Guillory	Angela Oxford	

AVENUE SOUTH CAMPUS

Jon Barton
Heather Barton
Neill Belk

REPORT TO THE CHURCH

Fourth Quarter
— 2014 —



Brentwood Baptist

Trustees Report

Fourth Quarter 2014

Trustees: Leon Partain (Chair), Jeff Swords (Vice Chair), Susan Morton (Secretary), Brian Ball, Royce Harrell, Lanny Holmes, Brent Hoppe, Ann Lewis, Eddie Lunn III, Gene Torti, Betty Wiseman, Mike Witt

Strategic Initiatives:

In the fourth quarter of 2014 the Trustees received presentations, engaged in dialogue and prayer, and made decisions around the following strategic initiatives:

- 2015 Budget
- 2015 Staff Compensation
- Church Planting Effort and Ministry Residency
- Middle Tennessee Initiative Update and Playbook for repurposing churches
- Heard results of Church Trustee voting. The three new elected Trustees were Andy Dodson, Dennis Moses, and Craig Reed (rolling off Brian Ball, Brent Hoppe, and Jeff Swords)
- Engaged in time of facilitated group prayer, prior to each meeting

Actions Taken:

In the fourth quarter of 2014 the Trustees took the following actions:

- Approved the hiring of a Teaching and Campus Pastor at West Franklin (Matt Pearson)
- Approved 2015 Recommended Budget and Staff Compensation from Finance Ministry Team
- Approved Church Multiplication and Ministry Residency Funding Proposal
- Approved 2015 Staff Resource Team Nominee List
- Approved 2015 Finance Ministry Team Nominee List
- Approved pay off West Franklin campus debt
- Approved 2015 Trustee Nominee List
- Approved 2015 Proposal of Hope for the World Offering
- Approved Rockbridge Foundation By-law Revision Proposal

Ministry Review and Interaction:

In the fourth quarter of 2014 the Trustees heard updates and reports from the individuals, ministries, and teams listed below.

- Mike Glenn – Senior Pastor’s Report
- Brian Dodridge – Executive Pastor’s Report
- Joey Moss – Staff Resource Team Report
- Larry Tatum – Finance Ministry Team Report
- Leon Partain – Chairman’s Report
- Heard Trustee Sub-team Reports (Staff Resource Team, Finance Ministry Team, Rockbridge Foundation, Music & Worship Pastor, Senior Pastor and Executive Pastor)

Information Summary

Fourth Quarter 2014

All Campuses

I. Worship						
Average Weekly Attendance	Quarter to Date			Year to Date		
	Actual	Prior Year	% Change	Actual	Prior Year	% Change
Total Worship	5086	4989	1.9%	5665	5381	5.3%
Sunday 8:00	309	273	13.2%	328	315	4.1%
Sunday 9:30	1454	1634	-11.0%	1634	1731	-5.6%
Sunday 11:00	1161	1269	-8.5%	1299	1383	-6.1%
Chinese	40	51	-21.6%	45	48	-6.3%
Sunday 11:11	317	425	-25.4%	397	453	-12.4%
Avenue South 9:30	119	N/A	N/A	138	N/A	N/A
Avenue South 11:00	184	N/A	N/A	184	N/A	N/A
Station Hill 9:30	288	226	27.4%	280	221	26.7%
Station Hill 11:00	306	265	15.5%	302	256	18.0%
West Franklin	201	N/A	N/A	209	N/A	N/A
Woodbine	49	N/A	N/A	53	N/A	N/A
Kairos	476	630	-24.4%	592	708	-16.4%
Deaf Church	54	57	-5.3%	66	61	8.2%
Marketplace	128	159	-19.5%	138	205	-32.7%

II. Discipleship						
Average Weekly Attendance	Quarter to Date			Year to Date		
	Actual	Prior Year	% Change	Actual	Prior Year	% Change
Total Discipleship	5281	4447	18.8%	5170	4291	20.5%
On Campus	4216	3966	6.3%	4253	3893	9.2%
Off Campus	1065	481	121.4%	917	398	130.4%
- Sunday A.M.	3070	2812	9.2%	3088	3035	1.7%

III. Connection - Missions						
	Quarter to Date			Year to Date		
	Actual	Prior Year	% Change	Actual	Prior Year	% Change
# Involved in Missions Projects*	4129	N/A	N/A	14294	N/A	N/A
# Involved in Missions Journeys	153	100	53.0%	537	521	3.1%
Decisions for Christ - Missions Efforts*	337	N/A	N/A	1579	N/A	N/A

IV. Service						
	Quarter to Date			Year to Date		
	Actual	Prior Year	% Change	Actual	Prior Year	% Change
Membership	9754	9149	6.6%	9754	9149	6.6%
Joined church	600	533	12.6%	600	533	12.6%
Decisions for Christ	109	150	-27.3%	109	150	-27.3%
Baptisms	172	188	-8.5%	172	188	-8.5%

V. Financial						
	Quarter to Date			Year to Date		
	Actual	Budget	\$ Variance	Actual	Budget	\$ Variance
Giving	\$4,921,701	\$4,787,207	\$134,494	\$15,015,608	\$14,850,000	\$165,608
Expenses	\$4,045,583	\$3,720,940	\$324,643	\$14,561,996	\$14,850,000	(\$288,004)

VI. Other Giving			
	QTD	YTD	
	Actual	Actual	
NEXT - Our Call to Middle Tennessee	\$2,208,699	\$7,699,314	
Missions Giving (excluding HFW 2014)	\$547,957	\$1,175,925	
2014 Hope for the World Missions Offering	\$595,584	\$1,127,095	
Missions Journey Giving	\$41,746	\$206,670	
Other Designated Giving	\$94,088	\$228,879	