

## Quarterly Business Meeting - July 2015

Tabernacle Baptist Church held its quarterly business meeting on Sunday, July 19, 2015, following the Morning Worship Service.

Mr. John Gregory, Chairman of Deacons, opened with prayer.

He called the church in conference for the quarterly business meeting.

The minutes of the April 19, 2015 Quarterly Business Meeting and the June 28, 2015 Special Called Business Meeting are in your bulletin today. Are there any corrections, questions, or additions? They stand as approved.

No church letters to be granted.

The first recommendation jointly from the Deacons and Property Committee:

- Recommend a suspension of facilities usage by individuals and agencies until committee action and church approval. Non-members and agencies with a member sponsor may be permitted to rent facilities with Deacon and Property Committee approval. Sponsorship is defined as “in attendance and responsible for”. **All requests, member and non-member, will require Deacon and Property Committee approved.**

Mr. Gregory said based on Article 7, Section 4 of the By-Laws pertaining to church meetings the Deacons are calling for a vote today due to the increased number of outside requests we have begun receiving. (Article 7, Section 4: Special Business Meeting may be called upon recommendation of the Pastor, Trustees, Deacons or upon the request in writing of 10 members of the church. A one week notice of the subject, date, and location must be given for the specially called business meeting unless extreme urgency renders such notice impractical.)

Mr. Gregory read the first recommendation. He asked for questions and comments regarding the motion. Since this is a joint recommendation no second is needed. Vote taken. No opposition. Motion carried with no opposition.

The second motion from the Personnel Committee:

- Recommendation from the Personnel Committee: Requests increase of maximum salary range for Associate Pastor of Children and Family from \$39,000 + 15% to new requested maximum of \$50,000.

Effective July 1st, the IRS passed new regulations regarding employee compensation. In August 2014, the salary range at that time was \$33,000 to \$39,000 + 15% for insurance. Due to IRS changes, the church could be penalized. New insurance and IRS regulation implements potential penalties on companies who reimburse employees for health insurance. Therefore the original proposal would now be offered as a range of \$37,950 - \$44,850. THIS IS NOT AN INCREASE IN THE ORIGINAL OFFER, just reallocation of funds due to the government guidelines. You do not have salaries for reimbursement. This person would have to have their own health insurance. (Copy of August 17, 2014, special called business meeting in today's bulletin). A copy of the job description that was approved by the Children and Personnel is included in your bulletin.

The motion that is coming from the Personnel Committee recommends increase in salary range to \$50,000. Any questions regarding this (motion)?

Question was asked if will have minimum in there or start at the high end?

Answer was low end will change. High end based on experience, etc.

Comment made don't think you should start anyone at the high end of the range. Need to prove themselves and have an incentive to work.

Comment made that incentive to work in ministry is unto the Lord and not worry about salary.

Mr. Gregory said would be a maximum range. It will still be determined. You have to have a range. Many qualifications on the person God sends.

Comment that if decide to increase or not, increase still worked. Last August direction to move forward to find Children's Pastor Lord wants. Try to carry out the plan the Pastor had 11 months ago.

Question asked we are not voting on that today.

Answer is we will be voting on it next Sunday, July 26, 2015.

Question asked is salary range the only thing being voted on next week.

Answer was yes.

Mr. Gregory said please be in prayer regarding how God wants you to vote.

The Treasurer's Report is included in today's bulletin. Two pages are missing and to be put in next week's bulletin.

Mr. Gregory made a personal comment regarding the balance sheet. We are down to \$338,000 in paying down the debt.

He asked for any old business. No old business from the floor.

Dr. Jeff Craft from the Personnel Committee apologized to the church for not informing the church that Sarah Evans Shetley is the Summer Children's Worker. He (Dr. Craft) had been absent for several weeks.

No new business.

As information to the church, there will be a church wide breakfast on Sunday, August 9, 2015, from 8:30 am to 10:00 am in the Family Life Center. We will have pancakes, sausage, bacon, coffee and juice. We will have a joint Sunday School and Worship Service that morning in the Family Life Center. Memories of Tabernacle Baptist Church's past to be share during that time and have time for fellowship.

Motion made and seconded to adjourn.

Mr. John Gregory closed in prayer.

Respectfully submitted,

Delores J. Morgan  
Church Clerk

**As Information to the Church:**

- Use of the church facilities will not affect church ministry activities such as RA's, GA's, Sunday School, Bible studies, etc.
- As information, at the Pastor's request, we have asked the Nominating Committee to form a committee to review and update our by-laws and facilities use policies.
- The new policies will require additional documentation and forms but this is being done to protect the church and the facilities. It is not intended to inconvenience any members.