

FIRST BAPTIST CHURCH
Richmond, Kentucky

MINUTES OF THE CHURCH BUSINESS MEETING
November 20, 2011

The meeting was called to order by Mike York, Moderator, at 1:00 p.m., 51 members attending.

The agenda was approved as presented.

The minutes of the September 18, 2011, regular business meeting and the October 16, 2011, special-called business meeting were approved as presented.

ORGANIZATIONAL REPORTS

FINANCE COMMITTEE REPORT by Kris Arnold

Mr. Arnold presented the financial reports for September and October. The cuts made in April have worked out and we are where the Finance Committee expected the church to be financially at this time.

A copy of the complete Finance Report is attached at the end of these official minutes.

Mr. Arnold presented the Proposed Budget for 2012. He explained the procedure of developing the budget with a goal of a budget that is fair to all departments. Each department was empowered to allocate funds within their department.

The Finance Committee analyzed the income trend for the years 2007 through 2011 and the change of income from 2007 through 2011. The change was negative 1.33%. This became the basis for the 2012 budget. The gap was \$297,812. The fixed expenses are not negotiable. Our debt payment (fixed expense) is approximately 20%. Therefore, the cut had to come in the variable expenses which resulted in a 15% reduction to all variable expenses.

Looking forward, we can refinance our debt in November, 2012.

A copy of the Proposed Budget for 2012 is attached at the end of these official minutes.

Lance Neal, Personnel Committee Chair announced that the Employee Handbook has been updated and will be available at the business meeting in January, 2012.

Mr. Neal presented the personnel section of the budget using a PowerPoint presentation. A copy of the presentation is attached at the end of these official minutes.

Mr. Neal stated that our goal is to Glorify God and Glorify the Mission of First Baptist Church.

2012 First Baptist Church Budget will be \$1.6 – \$1.65. We need to make the adjustments necessary to balance the budget. We are reducing the personnel portion by 15% which will be less than \$830K. Personnel has made adjustments as follows:

- No raises for 2012
- Stop matching retirement contributions above 10%
- Healthcare Plan to include a higher deductible
- Will not fund any Continuing Education/Training for 2012
- Pooled auto expenses to allow for better management/visibility
- Some vacant positions will not be filled

Mr. Neal displayed an organization chart showing positions currently vacant some of which are not funded, some are funded and some are vacant but filled by an interim.

A member noted that contribution to the Cooperative Program has been reduced to 5% and he expressed the conviction that we should be contributing a tithe (10%) to the Cooperative Program.

Several members expressed concern about those mission projects that will not be funded for 2012. It was pointed out that these missions can still be supported by various members. They just won't be part of the First Baptist Church budget.

A member suggested that the Interim Music Director be included in deliberations by the Minister of Music Search Committee.

The Moderator asked the Chair of the Finance Committee to repeat the motion before the vote. Vote was taken by a show of hands. Motion carried.

NOMINATING COMMITTEE by Brandon Powell

Mr. Powell updated the vacancies on committees. The roster was attached with the agenda and changes were bolded.

Motion to approve updates was approved.

The Nominating Committee will be passing out ministry forms to be completed to help the Nominating Committee fill vacancies. It was recommended that these forms be retained year to year to use as a reference in future years.

MINISTER OF MUSIC SEARCH COMMITTEE by Jim Austin

Mr. Austin reported on the September 25, 2011, forum held for members to discuss their views of First Baptist Church's Music Ministry. The complete report was attached with the agenda.

Written reports from the following were distributed with the agenda.

Women's Ministry Report, Missions Report, Life Development Report, Sunday School Attendance Report.

UNFINISHED BUSINESS

None

NEW BUSINESS

Request for Church Letter:

Mike, Sherri, & Kristen Eckler from Eastside Community Church, Richmond, KY
James Gross from Red House Baptist Church, Richmond, KY
Lee & Jennifer Cox from First Baptist Church, Inez, KY
Ryan Bibb from White Hall Baptist Church, Richmond, KY
Letters granted.

Other Correspondence

None

Meeting Adjourned at 2:30 p.m.

Nancy Garriott, Church Clerk

Explanation of Phrases

Detailed report is attached at the end of the official minutes.

A verbal or written report was presented at the business meeting. A summary is contained in the minutes. The complete/detailed report is on file with the clerk's minutes. Available in the Church Office during normal business hours.

Filed with the Clerk. Attached at the end of these minutes.

Report was not presented at the Business Meeting. A copy of the entire report is attached at the end of the minutes distributed to attendees.