

MINUTES OF THE CHURCH CONFERENCE

FIRST BAPTIST CHURCH

RALEIGH, NORTH CAROLINA

February 26, 2025

**Call to Order**

Moderator Kimberly Taylor called the conference to order at 6:21 p.m.

**Business**

Minutes of the December church conference were approved without dissent.

Church clerk Teresa Teague gave the membership report. Pat Davis died on February 25, bringing the church membership to 1,311 as of February 26, 2025.

**Committee Reports**

*Finance Committee*

Committee chair Ryan Willis gave a review of the January 2025 financials. January 2025 total revenue was \$136,363.89; total expenses were \$135,023.58. Revenue in excess of expenses was \$1,340.31.

The Finance Committee voted to proceed with an annual review of the church's 2024 financial statements instead of a full audit, and approved engaging Williams Overman Pierce to perform the annual review.

The Finance Committee voted to approve a request from the Denominational Relations Committee that \$1,000.00 of the Committee's budget for 2025 designated for the CBF programming of Anna and LaCount Anderson be reallocated to their non-profit Eastern NC Poverty Network, Inc. (since the Andersons accepted an early retirement offer from CBF.)

The Finance Committee approved making an additional contribution of \$1,541.73 to the staff's retirement accounts to make up for a delay in disbursing the funds approved by the church in 2024.

Discussing the proposed budget at the February 10, 2025, Finance Committee meeting, its members felt that given the many needs in the world today, now was not the time to cut the church's budget. Stepping out on faith, the members voted unanimously to recommend the 2025 proposed budget of \$1,738,000 to the February church conference. The Deacons voted to affirm the Committee's recommendation at their February 23, 2025, meeting. Finance Committee chair Ryan Willis brought a motion to the church conference to approve the 2025 proposed budget. The motion passed (with dissent).

### *Properties Committee*

Committee chair John Hobson gave a report of a meeting regarding the upcoming choir loft improvements. Mr. Hobson met with Warren Howell, Adam Harker (the architect), and several others to discuss the following changes being made (with work beginning after Easter):

- Direct entry to the loft without having to make an immediate left or right turn
- Entry aisles down the sides with handrails along the walls
- New railing separating the choir area from the organ area
- Air vents directed horizontally instead of vertically

The Committee is also working with Lineberger's Tree Service to determine the cost of removing the tree in the preschool playground, including cutting down the tree, removing the stump, and killing any roots.

The new church sign will be installed by Friday, February 28, 2025. The sign will be installed above the mural on the Lewis building, facing McDowell Street and will have the church's name and website URL along with the new rose window logo.

### *Safety and Welcome Ad-Hoc Committee*

Sabrina Tyndall presented the Current Practices and Recommendations attached (Committee's recommendations in red) followed by discussion of the recommendations. Dennis Ellis made a motion to make an amendment to the document to change the term "closed" (to describe certain groups using the church) to "defined membership." The motion was voted on and failed. Ms. Tyndall answered questions from the conference and clarified policy recommendations versus new procedures. A motion was made to approve the submitted policy recommendations from the Safety and Welcome Ad-Hoc Committee, and the motion passed.

### *Nominating Committee*

Kimberly Taylor presented a report from the Nominating Committee. She was informed by Karen Poteat (Chair of the Nominating Committee) that Dan Bacon had resigned his term ending on December 31, 2026. Ms. Taylor, with Dr. Chapman, Nancy Phillips (WMU Director) and Jason Gardner (Sunday School Director) met to determine a replacement. Ms. Taylor presented a motion that Jay Carothers fill the Nominating Committee term ending on December 31, 2026. The motion passed.

### Comments from Dr. Chapman

Dr. Chapman highlighted upcoming Centerpoint topics, including a program from Dr. Brian Klausner on his work with the homeless and Michael Hood's presentation on Ignatian Spirituality. He also reminded the conference of the upcoming Gaddy Lectures on March 28-29 featuring Dr. Kristin Kobes Du Mez.

Dr. Chapman also gave an update on the sensitive location policy that had been revoked by the federal government. A Maryland court ruling has restored "sensitive location status" to the plaintiffs in the suit (which includes all CBF partner churches.) Therefore, our church is again a "sensitive location" and requires OHS officers (including ICE and CBP) to have a signed warrant or exigent circumstances before entering our church.

The meeting was adjourned at 7:26 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John Doe".

A large, light gray watermark oriented diagonally from the bottom-left towards the top-right. The word "DRAFT" is printed in a bold, sans-serif font, with each letter's top stroke extending upwards and to the right, and each letter's bottom stroke extending downwards and to the left.

## **FBC Safety and Welcoming Ad-Hoc Committee**

I am here to give this report in place of Leah Reed.

At their meeting on February 15 2024, The Church Council noted a need for an ad-hoc group to look at risk management issues beyond help from Raleigh PD security and our current technology.

In addition to that affirmation, several individual situations were noted in which as a church we did not have a consistent policy to guide us. From those identified needs, our ministers formed a Safety and Welcoming Ad-Hoc Committee to be proactive in updating our policies to fill these gaps.

### **This Committee includes:**

Members of our church staff: Chris Chapman, Crystal Bacon, Michael Hood, Warren Howell, Lynn Lingafelt, Rodney Mobley, and Leah Reed,

along with other church members Holly Ivel, Ron Maness, Kimberly Taylor, Sabrina Tyndall, Ryan Willis, & Hollis Yelverton.

### **Objectives**

This committee was tasked to review current procedures and make recommendations for continuing to welcome new and returning guests while also establishing clear boundaries needed to maintain a safe environment for all who are in our space.

### **Guiding Principles**

We want our policies and procedures to reflect and encourage the need to be respectful of individuals, feel welcoming and inclusive, take care of our physical space, and maintain a safe environment for all who enter it.

Our hope is to create and/or update our policies to help guide our ministers and members to continue to be a place where people feel welcomed and included, while recognizing the need to have boundaries in place to protect the vulnerable populations among us, especially the children in our care.

## Keeping in mind those guiding principles, our work focused on:

- Ensuring the safety of all, with a priority on the children in our care
- Using a multi-layered approach to safety with rules and procedures, including creating an awareness of, and physical separation between, unrelated groups, and requiring background checks when relevant and to align with our insurance coverage.
- Providing clear information to people leading activities so they understand their roles and responsibilities for providing and limiting access to the building and securing and caring for those spaces being used.
- Implementing procedures to lock all spaces when not in use and keeping outside doors secure when the building is not open to the public, to ensure a safe environment.
- Giving information to support volunteers and outside groups to adhere to stated procedures and policies.
- Being clear and transparent with communication processes so all groups are aware of each other in the building and can plan accordingly.
- Suggesting possible changes to the physical environment to make it easier to navigate and find different areas of the building.
- Leveraging our technology investments to maximize their use and benefit.

## PROGRESS TO DATE

Our committee began meeting in September of 2024.

- During these meetings, we discussed and compiled information about current practices and drafted recommendations for changes needed.
- This past Monday we presented a draft of our work to the Diaconate for discussion, and received valuable input and feedback.
- Our next step will be to incorporate that information into a final document, and then bring out recommendations to church conference at a later date.