

Yates Baptist Church  
Annual Business Meeting  
November 23, 2014  
Minutes

Linda Mercer, Chair of the Deacons, called the 2014 annual business meeting of Yates Baptist Church to order on Sunday, November 23, 2014 immediately following the 11:00 A.M. worship service.

Walt Pickett presented a motion that the church approve the purchase of a new phone system at a cost of up to \$8,000. Since this motion was coming from a church member, a second was required. The motion was seconded. Mr. Pickett explained that he had submitted the motion in order to conform to the time requirements to place a motion of this type on the agenda. Since that time, the purchase and funding from the Building Reserve account has been approved by both the House and Grounds and Finance Committees. Mr. Pickett gave a brief statement regarding the condition of the current phone system (purchased in 1990) and the benefits of the new state-of-the-art system. Ted Reed responded to a question concerning the function of the proposed system. The motion passed.

Courtney Thornton, Chair of the Nominating Committee, presented the 2015 Committee list (Attachment 1). Mrs. Mercer called for discussion. There was none. The motion passed.

Mrs. Thornton presented a motion from the Nominating Committee that Gloria Grogan, Jon Slaton and Laura Trout be elected to serve on the Communications Team of the Ad Hoc Facilities Implementation Committee. Following a brief discussion, the motion passed.

Linda Mercer presented a motion from the Deacon Nominating Committee that Benjamin Burgin, Lindsay Cook, Rachel Cruickshank, Sam Haithcock, Russ Medlin, Bill Reedy and Laura Slaton be elected to serve as deacons for the 3-year term beginning in January 2015. Mrs. Mercer called for discussion. There was none. The motion passed.

David Odom, Chair of the Finance Committee, presented a motion for approval of the proposed 2015 Church and CDC budgets (Attachment 2), including supporting documentation regarding the Church Personnel Budget Proposal (Attachment 3) and the CDC Director Market Adjustment (Attachment 4). Mr. Odom made the following comments:

- 1) The Finance Committee charged Trinity Concepts, our accounting firm, to bring the church finances into alignment so that an audit could be conducted. Based on their findings, a change has been made to the building reserve fund accounting to show it as a savings account rather than an expense, which will bring it in line with audit guidelines.

- 2) A comparison of the 2015 budget to last year shows a 5% reduction in the 2015 budget goal and a 5% increase in the expected revenue, based on actual revenue of \$742,682 from November 2013 through October 2014.
- 3) This is a conservative budget. The Finance Committee has sought to be conservative with revenue projects in light of the anticipated capital campaign and decisions about future staffing. This budget does not include funds for either of these items.
- 4) The budget reflects substantive changes in these areas:
  - Missions giving is being recommended as a percentage of revenue, in alignment with the church's decision earlier this year to raise the percentage of the budget to missions.
  - Staff expenses are substantially lower due to completion of the pastoral transition.
  - The Women's Ministry has an extensive plan for work. They raised funds outside of the budget this year and have requested that their efforts be brought into the budget this year.
- 5) The Personnel Committee has made the following recommendations:
  - Increase the staff's base salary by 2%.
  - Increase the retirement match and eliminate the longevity bonus.
  - Make health care benefits consistent for all staff.
  - Change the accounting of Christmas bonus, disability and life insurance. These are not new items, but they are now accounted for in each staff member's individual package.
  - Make market-based salary adjustments as needed.
- 6) The CDC is in excellent financial condition. Long-planned market rate adjustments have been made based on salary studies and improvement in finances.

Mrs. Mercer called for further discussion. There was none. The motion passed.

There was no further business, and the meeting was adjourned at 12:35 P.M.

Respectfully submitted,

Nancy Wooters  
Church Clerk

Attachment 1: Committees 2015

Attachment 2: Proposed 2015 Church and CDC Budget

Attachment 3: 2015 Yates Baptist Church Personnel Budget Proposal Summary

Attachment 4: Information on the CDC Director Market Adjustment