

Bon Air Baptist Church Council Meeting

4/17/2023

To be submitted and posted to the website upon approval.

Attendees (bold):

Chip Almarode	Lee Coble	Dennis Collins	Roberts Doyle
Dave Fairchild	Alison Keller	Amanda Krug	Buddy Gardner
Eddie Gibson	Mac Jordan	John Sawyer	
Leigh Ann Cahill (scribe)			

Kingdom Moments and Prayer

Approval of Church Council minutes:

- Church Council Meeting Minutes 3/20/2023 – *approved*

Approval of Clerk's Report:

- Clerk's Report- Voted **in** by statement 2; by letter 0; by baptism 2; watch care 0; **out** by death 1, request 0 no activity 0, by letter 0 – *approved*

Approval of BABC Discipleship Ministries Recommendation:

- Discipleship Ministries (now includes Member Mobilization) recommends the following individual to serve in a leadership position at BABC:
 - Administrative Ministries:
Barbara Myers, Endowment Team
- The Church Council approved.

Church Incorporation Update:

- The Church Council reviewed the motions for both approval of the Incorporation of BABC and the revised BABC Constitution and By-laws.
- The motion for incorporation is as follows:
 - The Church Council makes the motion to officially approve the incorporation of Bon Air Baptist Church, to include BABC Preschool, James River Campus, Buford Road Campus, and any other appropriately designated division/entity as legally necessary and appropriate. With the assistance of the Reynolds Law Group, the final incorporation filing process would begin immediately following the approval of this motion.
- The motion for approval of the revised Constitution and By-laws is as follows:
 - Church Council makes the motion that the modified BABC Constitution and By-laws (Revised 01-12-2023) presented in the January 25, 2023, Business Meeting be approved for the final and, immediately effective, Constitution and By-laws for BABC and will be filed with the Virginia State Corporation Commission for the incorporation of Bon Air Baptist Church.
- Both motions will be presented to the congregation for a vote at the April Business Meeting on 4/19/2023.
- Once both motions pass, the Church Signature Authority will shift from the Trustees to the BABC officers which are the Pastor, Treasurer and Secretary.

- There will be several documents to sign to include two insurance policies (Directors and Officers Insurance Policy and Employee Practice Liability Policy) as well as transfer of land assets to the corporation from the trustees.

Church Council Team Assignments:

- Sex Offender Policy:
 - The Church Council discussed making the changes to the existing policy to include the following:
 1. Having a discussion with the potential offender's parole officer.
 2. Changing the composition of the panel from 12 people to 3 or 4 individuals possibly comprising a Church Council Member, a designated lay person, and an age-appropriate pastor.
 3. Conducting a non-detailed interview.
 4. Completion of a standardized form (still to be created).
- Bon Air Baptist Church Operations Manual:
 - The BABC Operations Manual team are in the process of meeting with the pastors of the various ministry areas to discuss the teams under their purview and review the sections of the organization plan as applicable.
 - This team is scheduled to meet again on April 23, 2023.
- James River Campus:
 - The motion for the James River Campus to become a church plant of BABC will be presented and voted on at the April Business Meeting on April 19, 2023

Transition Team and Pastor Search Team Updates:

- Buddy Gardner reported the Transition Team is set to have their final meeting. The team did recommend establishing a BABC Strategic Team by the end of June. Two individuals from the Personnel team and the Steering team were recommended for this team. The Church Council is responsible for overseeing the strategic plan for BABC. A handout was given to the council members to review.
- The Pastor Search Team is meeting twice a month. The team is creating the Pastor Profile utilizing the survey results and the job description created by the Personnel Team. This profile will be used in casting the net for the new BABC Lead Pastor.

Church Council Portal Inquiries:

- A portal inquiry was received regarding the youth ministry stemming from the youth retreat last fall. Pastor Mac Jordan stated he and Chris Wondree would be setting up regular meetings with the parents and there will be a re-launch of the student ministry in the fall.
- Roberts Doyle sent responses back to the individual submitting the inquiry.

Pastor's Updates:

- **Financial Update:**
 - BABC is doing well financially, breaking even from January through March. There were 3 paydays in March.
 - The income received over these 3 months has exceeded the budget.
 - The BABC endowment is increasing.
- **Personnel Update:**
 - BABC currently has a part time position for a Student Ministry Admin to assist Chris Wondree. There are several resumes under review.

- Justus Phillips has temporarily increased his hours to assist the Communication's Coordinator with various projects.
- **Buildings and Grounds:**
 - The Buildings and Grounds Team is putting a plan in place over the next year to repair other A/C units.
- **Unity Through Community:**
 - A slide presentation was shown to review activities for engaging members and the community over the next year through activities such as:
 1. Engaging people to join Sunday School classes, small groups and/or life groups (recreational activities).
 2. Engaging volunteers to assist in various ministries such as the Children's Ministry, Student Ministry, Media Ministry, Communications Ministry, Homebound and Meals Ministry, and the Greeter and Usher Ministry.
 3. Summer and fall community outreach activities aimed at reaching out to the Bon Air community and beyond.
 4. Local mission opportunities such as a Prayer Walk, a Teacher Appreciation event, a Pizza Party at Huguenot High School, and furniture donation to Caritas. There are other ongoing local mission activities such as the food pantry, ESL, Habitat for Humanity, etc.
 5. USA Missions trips to Arlington Texas in July and the Standing Rock Reservation in North Dakota in September.
 6. International Mission trip to Nicaragua in November.

Other Business:

- Eddie Gibson reported that the Steering Team has not met in awhile as everything was operating smoothly but the team could meet again if the need arises.
- A request from Stuart Condra, Worship Pastor, was made to the Stewardship Team for a major repair to the organ. Without this repair, the organ could stop functioning at any time. A suggestion was made to have Pastor Condra come to a Church Council meeting to discuss this issue. The Stewardship Team will make the official decision.

Next meeting: Monday, May 15, 2023 - 6:30pm, Bon Air Baptist Church Room 208.