

**PROVIDENCE BAPTIST CHURCH
BUSINESS MEETING**

May 15, 2022

5:30 P.M.

AGENDA

I. CALL TO ORDER (PRAYER)

II. APPROVAL OF MINUTES

- February 20, 2022

III. APPROVAL OF CHURCH OFFICERS FOR FY23

Motion:

“The Elders recommend the following church officers for the 2021-22 fiscal year”

| | |
|-----------|------------------|
| Clerk | Brad Dalton |
| Moderator | Keith Richardson |
| Treasurer | Jared Plummer |

IV. APPROVAL OF A LOCAL MULTIPLICATION STRATEGY

Motion:

“The Elders recommend adoption of the proposed local multiplication strategy.”

(See attached)

V. APPROVAL OF THE FY23 MINISTRY BUDGET

Motion:

“The Elders recommend adoption of the proposed annual budget for July 1, 2022 through June 30, 2023.” *(See attached budget proposal)*

VI. REQUEST FOR ANY UNSCHEDULED, NON-SUBSTANTIVE, ROUTINE MATTERS WHICH THE BODY WISHES TO ADDRESS PURSUANT TO SECTION IV (D) OF THE BYLAWS.

VII. ADJOURNMENT



**PROVIDENCE BAPTIST CHURCH
BUSINESS MEETING
February 20, 2022**

I. CALL TO ORDER (PRAYER)

Moderator Keith Richardson called the meeting to order at 7:07 PM and opened in prayer. Richardson confirmed a quorum was present by headcount.

II. APPROVAL OF MINUTES

The minutes of the May 13, 2021 and September 19, 2021 meetings were accepted as presented.

III. APPROVAL OF CANDIDATE FOR PASTOR OF KID'S DISCIPLESHIP

Elder Chairman Tim Albury made the following motion on behalf of the Elders: "The Elders recommend Mr. Scott Reyner for the position of Pastor of Kid's Discipleship." The motion was seconded. Reyner shared his testimony and the motion passed.

IV. APPROVAL OF CANDIDATE FOR PASTOR OF YOUNG ADULT DISCIPLESHIP

Albury made the following motion on behalf of the Elders: "The Elders recommend Mr. Sam Nelson for the position of Pastor of Young Adult Discipleship." The motion was seconded. Nelson shared his testimony and the motion passed unanimously.

V. APPROVAL OF LEASING THE DELTA LAKE CENTER

Albury made the following motion on behalf of the Elders: "The Elders recommend leasing the Delta Lake Center under a contract and to a lessee approved by the Elders." The motion was seconded. Executive Pastor John Erwin presented a summary of the proposal. After discussion, the motion passed unanimously.

VI. REQUEST FOR ANY UNSCHEDULED, NON-SUBSTANTIVE, ROUTINE MATTERS WHICH THE BODY WISHES TO ADDRESS PURSUANT TO SECTION IV(D) OF THE BYLAWS.

No further business was presented

VII. ADJOURNMENT

With there being no further business on the agenda, Richardson prayed and adjourned the meeting at 7:27 PM.

Respectfully submitted,



Brad Dalton
Clerk

Dear Providence,

Last year I asked you to imagine how we might *extend ourselves to the point of discomfort to REACH four people in our circle of influence, our city, and our world.* Today I would like to share a little more about how we believe God would have us REACH our city. The potential plans suggested in this letter will be difficult and somewhat disruptive, so let me remind us of four biblical truths that would motivate sacrifice.

Our Marching Orders

When Jesus rose from the grave, He said, “*All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations*” (Mt. 28:18-19). Just before Jesus ascended to heaven, He added, “*You will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth*” (Acts 1:8). We believe, then, that we are called to make disciples simultaneously in communities both near and far.

The Apostle Paul added, “*Grace was given to preach...the unsearchable riches of Christ...so that through the church the manifold wisdom of God might now be made known*” (Eph. 3:9). In other words, God displays His wisdom in communities through churches that preach the gospel. Finally, “*All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work*” (2 Tim. 3:16-17). Part of our stewardship, then, is to follow the Bible’s principles as best as we understand them in planting churches in communities at home and abroad that make disciples of Jesus.

Our Multiplication Strategies

When it comes to *communities in the world*, our strategy is to send missionaries, partner with missionaries, partner with international church planters, and send resources and teams to support these church planting efforts. Today we are laboring with 50+ missionary partners and 40+ international church planters in 30+ countries, and investing just over \$1.1M annually.

When it comes to *communities in our country*, our strategy is to partner with church planters in cities that are highly unchurched by sending resources and teams to support these new churches. Today we are partnering with 8 church plants in Boston, New York, Philadelphia, Denver and Washington D.C., and are investing just over \$300k annually.

When it comes to *our local community*, our strategy in recent years has been focused on personal disciple-making. This is necessary and must continue, but we feel it is time to consider and implement a strategy for planting churches in our sprawling city that is growing faster than churches are reaching. Historically, church planting has been part of Providence’s DNA. We want to build on that foundation.

Our Proposed Local Multiplication Strategy

After a year of praying and researching, we are recommending a two-part strategy.

1. Revitalizing existing churches

Studies indicate that 80% of churches in America have plateaued or are declining. We are open to helping an existing church in our community that may be in need. We have been talking with our local association and state convention. Our recommendation today, as we wait and pray, would be to allot up to 10% of the growth initiatives portion in our budget for “revitalizations” should one arise.

2. Plant a site that would become an autonomous church

Instead of beginning with autonomy on day one, we would try to imitate a healthy parenting process.

- During *infancy*, parents provide full authority, protection, and provision.
- During *childhood*, parents provide resources and expanding boundaries to make decisions, while reinforcing the family's beliefs, mission, vision, and values.
- During *adulthood*, parents recognize their child's autonomy and independence, and because the relationship has been marked by trust and love, there is a mutual desire to partner in life.

In a similar way, we desire to begin a second site and then release it to autonomy as it grows mature.

The model proposed here initially allows for the use of some “*video sermons*” (showing the sermon at Providence at the new site). I know my motives will be scrutinized, so let me address that now. In 20 years, if given the choice between 3-4 “video sites” tethered to Providence or 3-4 “churches” birthed from Providence, I would choose the latter. But if these new churches were served in their infancy by leaning on our sermon, giving the Plant Pastor time to shepherd, build teams, establish ministries, and invest in the community, then my conscience allows for it. That said, when I consider the Bible's emphasis on preaching, my limitations, and the gifts of others, I would want us to transition to live preaching done by the Plant Pastor within a year or two.

Model

Stage 1: Launch a site

During this stage, Providence would provide authority, protection, and provision. The new site would share our statement of faith, mission, vision, preaching series, ministry models (large & small groups), some ministry events (VBS, Student Camp), and central services (finance, communications, IT). We would identify or hire a Plant Pastor to lead, build, shepherd, and occasionally preach. The Plant Pastor would sit on Providence's Senior Leadership Team. All giving would come to Providence and be allocated according to the budget. As the church's roots grew more stable, the Plant Pastor would preach more frequently. As the new site's legs grew stronger, as confirmed by some pre-determined markers of age, strength of volunteer teams, ministry involvement, leadership health, and attendance, we would look to move to stage 2. (We estimate a transition in year 2-3.)

Stage 2: Move towards becoming an “interdependent” church

During this stage, authority regarding doctrine, mission, vision, and values would remain with Providence, but our pastor and elder teams would include representatives from the new church. All leaders would use our masterplan process to ensure alignment of mission, but authority would be given to the plant to implement ministry plans in their context. Live preaching would be done by the Plant Pastor or someone of his choosing. We would allocate a budget amount that would be proportionate to the giving at that plant church. As the new church's legs grew stronger, we would look to move to stage 3. (We estimate a transition to stage 3 in year 4-5.)

Stage 3: Move towards becoming an “autonomous” church

The new church would be autonomous with authority to make decisions. Bylaws and constitution would be drafted. Attenders would become members of the new church. We would hope to enjoy intentional cooperation to make disciples and plant more churches.

Location

We want to plant in a growing area of our city that is not over-saturated with gospel-centered churches, roughly 20 minutes from Providence, where a sizeable portion of committed volunteers in our congregation lives. We are currently leaning towards the Cary/Apex/Morrisville area.

Timing

Many factors including congregational approval, identifying a Plant Pastor, developing a core team of people who feel called to help, and strengthening our current staff would influence timing. As of today, we are imagining sometime in mid to late 2023.

What Do We Need From You?

1. Join us in praying for God's wisdom, direction and unity as we move forward.
2. Understand that we all have a role and begin to consider how you can pray, give, serve, or go.
3. Participate in voting your conscience when the elders ask for approval.

Thank you for taking time to listen and pray. May the Lord give us wisdom to do His will!

In Christ,
Brian Frost

2022/23 Proposed Budget Summary

| | FY2022 Existing Budget | | FY2023 Proposed Budget | | Variance +/- |
|--------------------------------------|------------------------|-----|------------------------|-----|------------------|
| PERSONNEL | 3,308,000 | 43% | 3,650,000 | 43% | 342,000 |
| MINISTRIES | 795,300 | 10% | 830,400 | 10% | 35,100 |
| Senior Pastor's Office | 31,300 | | 33,000 | | 1,700 |
| Families | | | | | |
| Family Discipleship | 17,100 | | 17,100 | | 0 |
| Children's Discipleship | 56,100 | | 57,800 | | 1,700 |
| Student Discipleship | 89,400 | | 90,400 | | 1,000 |
| College Discipleship | 32,200 | | 35,300 | | 3,100 |
| Adults | | | | | |
| Young Adult Discipleship | 55,400 | | 53,000 | | (2,400) |
| Adult Discipleship | 28,600 | | 29,900 | | 1,300 |
| Men's Discipleship | 14,000 | | 18,800 | | 4,800 |
| Women's Discipleship | 9,500 | | 9,500 | | 0 |
| Care and Help | 64,600 | | 65,700 | | 1,100 |
| Hospitality | 20,700 | | 22,100 | | 1,400 |
| Worship/Media | 148,600 | | 148,000 | | (600) |
| Communications | 227,800 | | 249,800 | | 22,000 |
| MISSIONS/OUTREACH | 1,509,400 | 20% | 1,816,900 | 22% | 307,500 |
| ADMINISTRATION | 260,400 | 3% | 274,300 | 3% | 13,900 |
| FACILITIES & IMPROVEMENTS | 1,226,900 | 16% | 1,548,400 | 18% | 321,500 |
| Facility Expenses | 628,800 | | 638,800 | | 10,000 |
| IT Expenses | 98,100 | | 109,600 | | 11,500 |
| Capital | 500,000 | | 300,000 | | (200,000) |
| Capital Improvements Acct. | | | 500,000 | | 500,000 |
| GROWTH INITIATIVES | 600,000 | 8% | 280,000 | 3% | (320,000) |
| Monday Worship Service | 75,000 | | 50,000 | | (25,000) |
| Digital Ministry/Missions | 25,000 | | 50,000 | | 25,000 |
| Pastoral Residency | | | 80,000 | | 80,000 |
| Church Revitalizations | | | 100,000 | | 100,000 |
| Local Church Multiplication | 500,000 | | | | (500,000) |
| TOTAL BUDGET | 7,700,000 | | 8,400,000 | | 700,000 |

Notable Changes:

- **Personnel** – Net Increase of \$342,000. Includes:
 - Church Plant Personnel - +\$220,000
 - Added Monies for additional raises due to inflation - +\$140,000

- **Ministries** – Net Increase of \$35,100. Includes:
 - Increases in Men's and College for outreaches
 - Increases in Communications for digital outreach

- **Missions/Outreach** – Net Increase of \$307,500. Includes:
 - Additional \$140,000 for new national and international church plant partnerships and special projects
 - Additional local outreach to teachers and healthcare workers

- **Administration** – Net Increase of \$13,900 mainly due to e-giving increases

- **Facilities** – Net Increase of \$321,500 mainly due to capital expenses present and future. Includes:
 - Customary and expected annual capital expenses of approximately \$300,000.
 - The addition of a capital improvements account to provide funding for future capital and building projects that would potentially include but not be limited to:
 - Worship Center camera upgrades
 - Amphitheatre renovations
 - Tower Room and Hall Renovations
 - Back and Side Parking Lot Upgrades
 - Curb/Sidewalk Upgrades
 - Tower Roof Replacement
 - Building Projects

- **Growth Initiatives** – Net decrease of \$320,000. With \$500,000 reserved from our current budget to launch a church plant, remaining growth initiatives would include:
 - Monday Nights - \$50,000
 - Digital Ministry/Missions - \$50,000
 - Pastoral Residency - \$80,000
 - Church Revitalizations - \$100,000

Capital Improvements Account Overview

By God's abundant grace and your faithful generosity, we have experienced several years where contributions to the ministry have significantly exceeded the actual expenses of the ministry. This is primarily a result of growth in both the number of individuals/families giving and the generosity of the givers combined with lower ministry expenses during the pandemic.

As this occurred, we consistently sought the Lord's wisdom on how to be good stewards of what He entrusted to us in alignment with the mission and vision He has given us. In addition to fully supporting the ongoing ministry at Providence, we have had the joy and privilege to:

- Payoff the remaining \$2.5M of debt incurred with the construction of the worship center and become debt free
- Increase missions giving to over 21% of our annual ministry expenses in each of the last 3 years totaling almost \$3.8M. This would include "tithing" to missions 20% of any giving that exceeded our annual budget and providing over \$700,000 to support special projects of church planters and missionaries to propel their ministries forward. We currently support 8 national church planters, 47 international church planters and over 90 missionaries in 35+ countries in an effort to see the gospel reach every people group. In addition, we have been able to provide
- Invest \$1.5M in renovating Prisms and installing a new roof over the main building
- Increase reserves (i.e. rainy day fund) by \$250,000 to \$750,000
- Develop plans to invest over \$800,000 in ministry growth initiatives that include a local church plant, local church revitalizations, a Monday night service, a pastoral residency and digital outreach platforms within the next year.

It is tremendously humbling to bear witness to all that God is doing both at Providence and around the world.

As we look forward into this upcoming budget year, we will:

- Continue to fully fund the ministry here at Providence
- Continue to invest over 20% of our operating budget in missions
- Continue to pursue and invest in growth initiatives for the multiplication of ministry locally

In addition, we are recommending that we create a capital improvements account. The capital improvements account would be used to cover future large-scale capital improvements and building projects that would exceed normal and customary annual capital expenditures. These would include but not be limited to:

- Amphitheatre Renovations
- Tower Room and Hall Renovations
- Worship Center Camera Upgrades
- Back and Side Parking Lot Upgrades
- Curb/Sidewalk Upgrades
- Tower Roof Replacement
- Future building projects*

The capital improvements account will be initially seeded with \$2M from current cash and then be funded in future years through an annual budget line item. Capital Improvement account projects will be proposed to and approved by the congregation annually.

**The estimated lifespan of the 6-floor tower buildings is limited to approximately 20 more years. With this in mind, we do believe there is wisdom in starting to save for new facilities that will serve the church for years to come.*