

MINUTES OF BOARD MEETING OF THE WACO REGIONAL BAPTIST ASSOCIATION  
January 15, 2019

Roy Marshall called the meeting to order and led in the opening prayer. Roy welcomed all of the Board Members to our first meeting of the new year and introduced our newest Board Member, Robert Buchanan, pastor of Crossroads Baptist, Lorena. Those in attendance were Sheila Blanton, Tom Newsom, Bill Northcutt, Heath Kirkwood, Judy Hatter, Roy Marshall, Terry Johnson, Robert Buchanan, Bruce Worley, Tim Randolph, Joe Bailey, Mike Copeland, Wanda Lehnus, Jangho Jo, Cary Killough, and Judy Carson.

The first item on our Agenda for discussion in the General Session was to review the results of the Board Survey from our November meeting (which was cancelled due to some unforeseen circumstances). However, due to the time needed for the topics of discussion for today's meeting, this review was postponed until our February meeting.

Roy then mentioned the Board Subcommittees and that all Board Members needed to be actively involved in serving on at least one of these Subcommittees. Roy then asked Tim Randolph to lead in our discussion of the "State of the Association". Tim gave a power point presentation of what is going on in our Association, i.e., trends in the churches, trends in the Association, thoughts on the condition of other Baptist Associations statewide, and thoughts on the future of the Baptist Associations. The Waco Regional Baptist Association is thriving and stable, mainly due to the leadership qualities of our Director, and to his constant willingness to serve this Association. We have seen a 16% increase in giving to the Association by our member churches during the past few years. There are several churches in our Association that are struggling, and we have various programs/ministries ready to work with these churches to strengthen them, encourage them and work with them. We have averaged about 3 closures of member churches per year.

Heath Kirkwood brought a recommendation from the Personnel Committee concerning our policy on Sabbatical leave. The proposed Sabbatical Leave policy incorporates the Purpose of the Sabbatical, the definition of a Sabbatical, the Length of the Sabbatical Leave, the tenure required to qualify, the Application for a Sabbatical Leave, a Sabbatical Stipend, and the Consideration by the WRBA Board, a copy of which is attached hereto. This Policy was discussed in detail, including the length of the Sabbatical Leave and the conditions that would apply, as well as the stipend allowed and the conditions for applying for that. This Sabbatical policy had been scheduled for discussion at the November 2018 meeting, but due to the cancellation of that meeting was rescheduled for the January 2019 meeting.

Roy called us into the Executive Session portion of the meeting, and Tim Randolph was asked to leave the room. We first discussed the Report from the Officers on the Annual Evaluation of the Director, led by Joe Bailey. The officers had met with Tim on November 29, 2018 to review and evaluate his activities since January 2018, and gave him an "Outstanding" performance rating. Tim announced to the officers at that time that he planned to take advantage of a Sabbatical, if approved by the Board, and also advised that for health-related reasons, he planned to lose 25 pounds over the next year. A Motion was made by Heath Kirkwood to approve the Officers Annual Evaluation of the Director, seconded by Tom Newsom. Passed unanimously.

The second item for consideration in the Executive Session came from Heath Kirkwood and the Personnel Subcommittee concerning the new Policy for Sabbatical for the Director. After the

discussion had in the General Session, Tom Newsom, in agreement with Bruce Worley, suggested that we amend the Policy for Sabbatical Leave to read as follows:

"III. LENGTH OF SABBATICAL LEAVE

B. Sabbatical leave will be in addition to the earned annual vacation time for the Director. The Sabbatical leave may not be contiguous with vacation time, unless prior approval is obtained from the Board."

Motion was made by Mike Copeland and seconded by Tom Newsom that we amend and accept the Sabbatical Policy as recommended. Passed unanimously. A motion was made to accept the proposal for a Sabbatical, plus requested vacation time, from Tim Randolph by Bill Northcutt, seconded by Joe Bailey. Passed unanimously. Tim Randolph was invited back into the meeting.

Moving to the Consent Agenda, the Financial Reports were presented by Bill Northcutt. Motion was made by Bruce Worley to approve the reports, seconded by Tom Newsom. Passed unanimously.

Tim Randolph briefly gave his report:

- . Thanked the Board for the Christmas gifts to the staff.
- . Completed all of the annual staff evaluations.
- . Katelyn Keeling, TSTC Ministry Coordinator, and Jordan West, Wellness Coordinator, were hired and given orientation.
- . Harris Creek called Jonathan Pokluda (JP) as Senior Pastor
- . Led the staff in a retreat at Summers Mill

Due to the time required in discussions during the first part of our meeting, Tim left the remainder of his report for us to read on our own.

Our next Board Meeting will be February 19, 2019.

Respectfully submitted.

Judy Carson  
WRBA Clerk