



**Trinity Baptist Church
Trustee Meeting Minutes
April 5, 2021
Virtual ZOOM Meeting, 6:00 PM**

Attendance

TRUSTEES PRESENT: Jim Adams, Dave Ballard, Dianna Crocker, Terry Green, Pastor Les Hollon, Ross Johns, Sue Pankey, Karl Schank, Ann Smith, Ken Smith, Malcolm Thomas, Wayne Thurman, and Charlotte Walsh

PASTORAL STAFF PRESENT: Vicki Hollon, Christopher Mack, Debbie Potter, and Jacob Sensenig

ADDITIONAL STAFF PRESENT: Mark Barr, Church Administrator, and Robert Stein, Finance Director

Because of the COVID-19 pandemic, social distancing guidelines were still in place. This meeting was a virtual meeting using ZOOM software.

Dave Ballard, Chair, called the sixth regular meeting of the Trustees to order at 6:00 PM.

Devotion and Prayer

Karl Schank opened the meeting with a devotion on the wisdom of planning. He began with a summary of Luke 24:13-35, the story of two disciples on the road to Emmaus. Karl pointed out the fact of God's pre-creation strategic planning for our salvation. We Trustees, emulating God's model, follow a sure path in our current planning efforts. To seek *God's* vision and plan and to implement them prayerfully seem more than prudent.

Approval of March 1, 2021, Trustee Meeting Minutes

Dave Ballard asked for corrections or additions to the minutes for March 1, 2021. Ann Smith mentioned the use of the word country for county in the section entitled "Report from Senior Pastor." The minutes were approved pending the substitution of the second for the first.

Report from Senior Pastor

- We are an Easter people, and gratitude is always a good place to begin.
- More Sunday School classes will be returning in person on May 2nd.
- The COVID-19 impact is lessening, and we are exploring other ways to meet in person.
- Current celebrations include Samantha Joy Gomez's conversion experience, baptisms of the Perez and Maldonado families, and additional baby dedications.
- Details are being worked out regarding the re-launch of two worship services starting June 6, 2021.
- The next phase of SWOT Analysis takes place on May 8, 2021.
- Letters with up-to-date information about the Streaming Hope Campaign began going out to the congregation on Good Friday.

- This evening we'll introduce the Ministry Plan template for 2021-22. The pastoral staff has helped shape it along with Dave Ballard's Trustee leadership. We want it to be part of conversations tonight and beyond.

Report from Church Administrator

Covering the 26 weeks ending March 31, 2021, Robert Stein noted key numbers in this evening's finance report. The Cash Position Total shows a healthy increase, and the Line of Credit remains untapped. Robert commented that he was "excited about the way things [are] going for us," particularly in light of a COVID year. He cautioned that some expenses will resume because of summer camps and more in-person activities, but he likes the current trend. Ken Smith asked if Robert expected any adjustments to ministry budgets. Robert responded that expenses remain low, and people have been steady in giving, both positive signs of stability. A brief discussion ensued about the Streaming Hope information to report in the Sunday bulletin. All ultimately agreed it should include the goal, pledge total, and actual contributions. Mark Barr added that the Trinity website presents a fuller picture of campaign progress, as the space is not limited. Wayne Thurman suggested the "facility element" of the campaign be added at an appropriate time. Malcolm Thomas suggested a "distribution line." Currently, Mark Barr explained, many items have been ordered, but only a small amount of the funds have been spent.

Addressing the March-only figures, Robert mentioned we are almost \$45,000.00 ahead of last year. Jacob Sensenig pointed out that, in the budget he manages, two staff positions—Crossings music leader and church organist—are unfilled presently, though he expects that to change.

Reporting further on the Streaming Hope Campaign, Mark Barr clarified that the letters to the congregation fall into two categories—those who have pledged and those who have not. Of those committed to donating, more have selected a monthly rather than weekly plan. Not all who have donated to the campaign have turned in commitment cards. While donations are closing the gap on the goal, less than 30% (74) of the giving units at Trinity (350) have pledged and/or donated. Besides expected campaign advertisements, other efforts are being made to invite participation—speakers visiting Sunday School classes and an email written by Dr. Wayne Grant. Mark also relayed the good news that Truett Seminary and Logsdon have signed new contractual agreements, and he anticipates a renewal agreement for Summer Moon by the end of May. No action until 2023 need be taken with the YMCA. Currently, staff is working on a transition plan to move Logsdon to a new space at Trinity while the seminary fulfills its obligation to students through 2022. The end of the month will see completion of the Property Tax Exemption issue. Joe Harrison was recommended by Tom Hill and David Hennessee for legal counsel in the matter.

Strategic Planning / Ministry Planning

At Dave Ballard's request, Ken Smith spoke to the proposed template to be used in preparing Ministry Plans for 2021-22. Ken began by explaining the template is a tool to express priorities and goals using a common language. Foundational to the framework are Trinity's Vision, Mission Statement, Four Promises, and goals ("to grow" statements). In the past, he explained, each pastor designed her or his own format and approach; each was valuable but different. The suggested template, using common language and format, provides cohesiveness across the individual ministry plans. The current strategic planning effort provides *direction*. A key element in both processes—writing and strategic planning—is collaboration among the pastoral staff, Trustees, and others, who contribute vital input.

Ultimately, Dave Ballard asked the Trustees to identify issues of import, topics for future conversations: What are the pressing issues facing TBC we need to name tonight? The following comments or questions resulted:

- For each ministry, what is core (must-have's), essential (necessary for success), enhanced (fun or enriching)?

- What are our priorities in a world of scarce resources?
- How do we gather information about current successful trends for young adults?
- Facilities and worship—Are we over-facilitated in relation to size of congregation?
- As generations shift, what are the challenges we face? Challenges for each age group?
- We need to research reasons people leave the church.
- In an age of increased spirituality absent church commitment, what are the implications regarding resources—time, money, people?
- We need to take a longer view of the relationship of TriPoint, Crossings, and Mulberry. How do they “fit together”?
- Overlapping services doubles resources expended.
- Time is a vital resource—How do we best use time in worship services?
- Two services at one venue, Mulberry, offer many options and benefits.
- Invite, yes, but also equip ambassadors to go out into the world.
- We need to listen to the concerns of young families and families with young children.
- What do young families want/need?
- Is the scheduling of our services attractive to families with young children?
- How can we best serve those not currently coming to Trinity?
- We need to have conversations about ethnicity, socioeconomic groups, and race.
- Partnerships with other churches, faiths, and non-profits can be powerful.
- Small groups are under-utilized: How can we reach out to the community through small groups?
- We need to identify and resolve scheduling challenges on Sundays and Wednesdays.
- Are there areas not currently identified—technology or other—that require specialized supervision/management?
- We should consider how to collect more data on some of the issues mentioned.
- Determining our priorities is crucial to maintain focus and make progress toward the mission.
- It’s critical we listen to groups “outside the church,” among them young adults and young families. We need to hear the voices of (1) the religious who are looking for a church, (2) the spiritual who are not interested in church, and (3) Nones, those who no longer identify as religious or are looking for a church.
- We need to recognize that the urbanization of downtown holds promise for attracting people to Trinity.
- An important issue is finding ways to integrate new members who want to get to work.

Dave Ballard thanked everyone for all the contributions, and he transitioned to the topic of assembling what will be called the Strategic Planning Team, a diverse group of people consisting of pastoral staff, Trustees, and others who will commit their time and talents to continuing the strategic planning process. Dave presented a list of names for general consideration, emphasizing that a smaller number is preferable. The purpose of the team, when assembled, is to review all the issues named, to participate in SWOT analysis on May 8, 2021, and from that meeting to determine priorities that inform ministry planning and other decision making. Ken suggested creation of a grid to help visualize the diversity components, and Christopher Mack offered to assist. Ken stressed the necessity of acting quickly, for the newly formed team will need orientation prior to May 8th. After some discussion, Dave said that, at the pleasure of the Trustees, he and four others would create the grid, build a team, prepare a timeline, and extend invitations to those selected. All agreed.

Reports from Ex-Officio Chairs of Standing Teams

No oral reports were given at the April 5, 2021, Trustee meeting. Team Leaders had the option of submitting a written report instead.

1. Deacons Report—Sue Pankey: See attached written report
2. Discipleship & Education Report—Karl Schank: See attached written report
3. Lay Ministry Report—Ann Smith: No report

4. Missions Report—Terry Green: No report
5. Music and Worship Arts Report—Ross Johns: No report

Reports from March 1, 2021

1. Deacons Report—Sue Pankey: See attached report
2. Discipleship & Education Report—Karl Schank: See attached report
3. Lay Ministry Report—Ann Smith: No report
4. Missions Report—Terry Green: See attached report
5. Music and Worship Arts Report—Ross Johns: See attached report

New/Old Business

There was no New or Old Business.

Prayer and Adjournment

Karl Schank closed with prayer. Dave Ballard ended the meeting at 8:20 PM.

The next regular Trustee meeting is scheduled for **Monday, June 7, 2021.**

Respectfully submitted,
Dianna Crocker, Secretary

Attachments:

From April 5, 2021

Deacons Report
Discipleship and Education Report

From March 1, 2021

Deacons Report
Discipleship & Education Report
Missions Report
Music and Worship Arts Report

Deacon Council Report Trustees' Meeting ~ April 5, 2021

The Deacon Council Members are busy sharing Our Theme of . . .

**“Living Our Best Lives with Love, Compassion and Unity” ~
With Christ as our Guide ~ Who is always abounding in
Love, Compassion and Unity of Spirit!
Colossians 3:12-14**

March 15, 2021, Deacon Council Meeting – Hybrid Meeting with 72 Deacons & Staff in attendance. Highlights of Meeting included:

- **“Celebration of Love” ~ Honoring Pastor Les & Vicki Hollon** ~ 12 years as Trinity’s Senior Pastor! Sharing Joyful Fellowship & Banana Pudding ~ Together!
- **Devotional & Opening Prayer** by Janet Hughes.
- **Music Videos** ~ Shining Spotlight on Music Ministry & Trinity’s Production Team.
- **Easter Season ~ March 15 – April 4 ~ Communion**, Easter Cards, or Telephone Calls were made to all of **Trinity’s 60 Homebound Members** by Deacons. And, most of the Homebound members received contacts by multiple Trinity Deacons.
- The **Deacon Nominating Team**, has begun their work for the 2021 Church Year. Emails have been sent to Deacons requesting their decisions for serving on the Deacon Council for the coming year to be sent to the DNT members or Church Office. Also, Nomination Forms for nominating new Deacons are available to Trinity Members online and in the Church Office.

Looking Forward to:

- The **Deacon-Led, Church-Wide Work Day**, Saturday Morning, April 10, 8:30 a.m. – 12 Noon. A time for the Trinity Family to enjoy Food, Fun & Fellowship ~ Together ~ as we do a little Spring Cleaning of the Trinity Campus. . . “Outside and Inside.” COVID-19 Protocols will be observed!
- The Next Deacon Council Meeting will be **May 17, 2021**.

Thank you for the opportunity to share the Deacon Council “good news!”

May your hearts be filled with “Heavenly JOY and His LOVE”!

Sue Pankey
Deacon Council Chair

D&E report for Trustees, 5.Apr.2021

Goals and plans, 23.Mar.2021 D&E Team meeting

- Analysis and “after action report” of the Feb 9th Sunday School leaders’ meeting and discussion of where we go from here based on that, including plans for reopening and for the future.

Accomplishments

Reopening (near-term tactical)

- Per Pastor Les, We’ll be continuing the worship service schedule Sunday as-is, through April/May. As now, alternating between Mulberry and Tri-Point at the same time as now. Hopefully, by summer, our Covid environment will be better then, and we may be able to make some changes.
- Many D&E Team members expressed the hope that we could soon (e.g., perhaps in May) reopen Sunday School on a hybrid basis (however, see below). That is, at their choice, all classes would either be hybrid – both in-person and simulcast Zoom at the same time – or would be completely in-person.
- Nevertheless, some noted that shortly thereafter, we’d be switching to a summer schedule, and pointed out that it would be confusing and counterproductive to make such a change, then change again shortly thereafter. Perhaps it would make more sense to do them later or at the same time (e.g., summer).
- In any case, no individual, and no class, would be forced against their will to come in-person if that doesn’t work out for them. (For that matter, none would be forced to use Zoom, either.) Both options would be available. Everyone must make their own decision based on their own family and health situation.
- There are many benefits to Zoom (reaches shut-ins, reaches farther geographically, team meetings, etc), so we anticipate capitalizing on them and expect to continue the use of Zoom for the foreseeable future.

Future (longer-term strategic)

- As with the Trustees and *Canoeing the Mountains*, the bigger issue is not what to do this spring or summer, but where to go in the future. The “new normal” is not this spring or summer, nor will the “new normal” be the same as the “old normal”
- We need to consider external societal change, opportunities, etc., which are the much larger factors. Our culture and society won’t be the same as it used to be. We need to target where we’ll be, not where we were.

- After much discussion, we spent time in “listening prayer” – not supplication and telling God our needs and desires, but listening for Him Who alone knows the future to intimate what His will is for us and where we should go.
- We expect this to continue and expect to hear from Him, perhaps gradually, over the next period of time.

Prayer needs

- Please pray for guidance and for hearing the Lord, regarding strategic plans for the future of TBC D&E in our fast-changing society.

Plans for next period

- Our next regularly scheduled meeting would be the 4th Tuesday of April. Hold the date and pencil it in your calendars. Details later.

Karl Schank
D&E Team leader / chair

Deacon Council Report Trustees' Meeting ~ March 1, 2021

The Deacon Council Members are busy sharing Our Theme of . . .

**“Living Our Best Lives with Love, Compassion and Unity” ~
With Christ as our Guide ~ Who is always abounding in
Love, Compassion and Unity of Spirit!
Colossians 3:12-14**

Save the Date & Mark Your Calendars. . .

Looking Forward To:

- The **February 15th Deacon Council Meeting** was postponed and rescheduled for **March 15th**. The Meeting will be filled with Sweet Surprises ~ for your “Heart” and your “Taste”! Please plan to join us for a Hybrid Meeting in the Trinity Dining Room or on Zoom.
- During the **month of March**, we will also be signing up to provide **Communion Service ~ or this year it may be Cards & Calls** ~ provided during the Easter Season **to Trinity’s Homebound Members. . .**
- The **Deacon Nominating Team**, Orientation Meeting, was on February 23rd. The six Team Members received their DNT Notebooks and have begun their work for the 2021 Church Year.
- On **Saturday Morning, April 10th**, we will have our **Annual Church-Wide Work Day**. A time for the Trinity family to enjoy Food, Fun and Fellowship ~ Together ~ as we do a little Spring Cleaning of the Trinity Campus. . . “Outside and Inside.”
**“COVID-19 Protocols will be observed to keep
Your Health & Safety a Priority!”**

Thank you for the opportunity to share the Deacon Council “good news!”

Sue Pankey
Deacon Council Chair

D&E Team report for Trustees' meeting of March 1st, 2021

Goals and plans this period

- Joint meeting of D&E Team and Sunday School leaders on Feb 9th.

Accomplishments this period

Summary of Feb 9 joint meeting of D&E Team and Sunday School leaders:

- Zoom works great for some people and some situations, and poorly for others.
- Nobody is telling anybody they have to do what doesn't work for them. Nobody is saying that we're cancelling Zoom and reassembling, period. And nobody is saying Zoom is the way of the future and we won't be returning in person.
- We won't be like this forever – but this is not yet the “new normal”. We won't be in the “new normal” for months and we don't know what the “new normal” will look like. The “new normal” will not be the same as the “old normal”. However, it is likely that it will continue to include a mix of Zoom, hybrid, and in-person. We need to retain what works best from both “worlds”.

Prayer needs – how can we pray for you and your ministry?

- Pray for God's wisdom and vision for education and discipleship for the future, as well as for TBC as a whole

Plans for next period

- The next D&E meeting is scheduled for March 23rd, at which the major agenda item will be analysis and “after action report” of the Feb 9th Sunday School leaders' meeting and where we go from here based on that.

Karl Schank
D&E Team leader / chair

MISSIONS REPORT TO TRUSTEES

March 1, 2021

The Missions Team met on February 8, 2021. Despite Covid-19 restrictions work continues in our regular monthly ministries.

We continue to perform our *Bountiful Blessings Ministry* each month providing large and amply filled food boxes for over 100 families each month. The format continues to be Drive-By in order to keep everyone as safe as possible and follow all Covid-19 protocols. Pastor Les is an active participant in this ministry as he discussed in his weekly report to the congregation. We are thankful for his ministry to these families (in their cars). The Thursday pack up of all the food items is tough, tough work and there is a need for additional volunteers to spread the load. There have been times when our volunteers work over 8 hours on the Thursday pack day. A call for volunteer help is going to now be in our Trumpet.

Cindy Levy and her team of 10 to 12 ladies continue their Proverbs 31 Ministry. This weekend they will meet to prepare 100 Hygiene Kits for St. Luke Baptist Church to support their ministry to the Homeless community around their church location. Cindy's team is also preparing 20 separate Hygiene Kits for the ladies of Alpha Home.

Our Local Teams ministry (which is really Donna Floyd and Kitty Hale) are still preparing each week about 12 Food Bags for both the Homeless who drop by our church and around 5-6 food bags for distribution by the staff at Mark Twain school. The canned food drive for to resupply our Food Pantry has been a great success including the Drive-by this past Sunday.

The Missions Team (or at least a subset of this team) will be working later this month with Dave Ballard and Les for what we hope to be an April kickoff of an initiative to support Biblical Leadership in the workplace. Details to follow next month.

We have a great Missions Team and they are "chomping at the bit" to get past Covid-19 restrictions and be able to again to do Missions' outreach person to person both in this community, in Texas and around the world.

Respectively Submitted

Terry Green, Missions Team Chair

Cheryl Reyes

From: Dianna Crocker <cdianna75@gmail.com>
Sent: Friday, March 26, 2021 5:09 PM
To: Cheryl Reyes
Subject: Fwd: Music and Worship Arts report to Trustees March 1, 2021

Music and Worship Arts report -- 3-1-21 Trustee meeting minutes attachment

----- Forwarded message -----

From: Ross Johns <rosswjohns@outlook.com>
Date: Sun, Feb 28, 2021 at 4:17 PM
Subject: Music and Worship Arts report to Trustees March 1, 2021
To: Dianna Crocker (cdianna75@gmail.com) <cdianna75@gmail.com>

1. Sunday afternoon at 2PM Zachary Ridgway, Ryan Zarmbinski, and Christina Trongonne, who all play in our orchestra, presented a Fanning Foyer Festival concert along with Amy Pickler, a violist with the SA Symphony. They performed the Brahms Quartet in G minor and an assortment of shorter works featuring the recorder. The concert was livestreamed on our church website and over Facebook, which was the primary audience.
2. Chorale plans for Palm Sunday and Easter –Palm Sunday is now just 4 weeks away. Jacob hopes that he can put the chorale in the loft for both Palm Sunday and Easter Sunday. In order to prepare there will be 3 rehearsals on Wednesdays, March 3, 10 and 24 at 6:00PM in the Sanctuary. Jacob will have a small group sing regardless of how many responses he gets. The orchestra is playing both of these Sundays.
3. Lenten Devotional Guide – As you know the Lenten Devotional Guide is available on the Church web site. Our staff team at TBC, as well as many lay leaders, put considerable time into preparing this resource. You will also notice that many of the devotions have an accompanying musical video component to let these be the soundtrack that helps guide you to the Cross and the Resurrection.
4. Capital Campaign: The new Capital Campaign will directly impact Sunday morning worship at TBC. Below is a copy of what Jacob wrote about the Capital Campaign in the March Trumpet article.

As you've certainly heard by now, TBC has voted to begin a new Capital Campaign aimed at revitalizing our Trinity Productions capabilities. In March of 2017, right after I came on staff, I met with Gabe Alaniz and we began dreaming about what the future would look like for Sunday morning worship and special projects. We set forth some vision for projects that became a reality this past year. We imagined recording music and

worship videos that could be shared broadly. Videos that would proclaim the name of Jesus Christ, both in San Antonio and abroad. We imagined that our Sunday morning and special worship services might also broadly be attended by those who could not physically make it to church or by those who might not live in San Antonio. What a blessing this capability has been to us this past year!

While we had big dreams, we knew that the infrastructure and the technology currently in place at TBC wasn't what was needed to move us into the future. To be honest, the media and technology portion of the "God is Remodeling" plan was inadequate. During Holy Week, just a month after that conversation with Gabe, we had to replace the lighting console that controlled all of the lighting in the Sanctuary because it had been looked over in 2014. We've continued to have issues with the screens and projectors in the Sanctuary, which are not bright enough for our space and which lack the clarity of image that we need. Numerous other issues also exist at TriPoint for our Crossings service.

However, the biggest problem is that no long-term strategy had been put into place to upgrade the technology in our worship spaces. That means that those of us who work with media and technology have known since 2014 that the day would come when equipment would fail and we have prayed each time that the generosity of our congregation would meet the need. It is a fairly safe bet that technology lives on a 7 year cycle. That means that in year 7 pieces begin to fail and we are seeing that now. Our team is wonderful at repairing and patching things together, but this campaign is crucial because it will allow us to completely replace failing equipment and during this capital campaign we are creating a plan that will take us decades into the future.

As Mark Barr, Wayne Thurman, and Brandon Sappington laid out at the January Business Meeting, this plan will have 4 phases. This first phase is designed to meet our current needs to keep everything working and we need your help to make it a reality! Phase 4 looks out as far as 2040. 2020 presented new challenges for our Production Team and so will 2021, but we've risen to the occasion each and every time. With your help we can ensure that the Gospel is communicated clearly and loudly from Trinity Baptist Church.

Sincerely,

Ross W Johns