



# Executive Board Meeting

Monday, March 9, 2009

HCBA 11:00 am

The Executive Board is composed of the Officers and Trustees, active pastors, department heads of programs, chairperson of Finance & Personnel, Team leaders of the two teams of the association and one member from each church (additional member for each 1000 members not to exceed 5 from any church). Guests are welcome.

# Calendar

## March

- 1st 8th- North American Missions Emphasis and Offering
- 3rd Pastor's Conference Breakfast. 8:00am at Wally's in East Ridge
- 7th Keyboard Festival at Brainerd Baptist Church
- 9th Executive Board Meeting. 11:00am at HCBA
- 10th Ministers of Music Meeting. 11:30am
- 10th Basic Powerpoint Training. 10:00am-11:30am at HCBA
- 10th WMU project to Copper Basin Center
- 16th Religious Educators Meeting. 12:00pm at Ridgedale
- 16th HaCoBACare Quarterly Staff Meeting
- 17th Administrator's Meeting. 12:00pm at CrossRoads Café in the Brainerd BX
- 19th Preschool/ Children Ministries Meeting. 12:00pm at Ridgedale
- 20-21 Disaster Relief Training (see page13)
- 20-22 WMU Gatlinburg Getaway
- 22nd HaCoBACare Recognition Day in Churches
- 24th Senior Adult Spring Fling, 10:30am
- 29th Associational Bible Drill

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## April

- 7th Pastor's Conference Breakfast. 8:00am at the Country Place Restaurant
- 10th HCBA and HaCoBA Closed. Good Friday
- 14th Ministers of Music Meeting. 11:30am
- 16th Preschool/ Children Ministries Meeting. 12:00pm at Ridgedale
- 16th Administrative Leadership Meeting. 4:00pm at HCBA
- 20th Religious Educators Meeting. 12:00pm at Ridgedale
- 21st Administrator's Meeting. 12:00pm at Crossroads Cafe/ Brainerd BX
- 25th State Children and Youth Bible Drills in Cleveland TN at The Church at Grace Point
- 30th Vacation Bible School Experience at Morris Hill, 6:30pm - 9:00pm
- 30th Financial Freedom Workshop, 8:30am - 3:30pm, Ridgedale (\$20 includes lunch)

## Next Executive Board Meeting

Monday, May 11, HCBA at 10:30 - Noon

Anniversary Reception to honor David & Brenda Myers

# Minutes of Executive Board Meeting

1. Ronnie Mitchell, Moderator and pastor of East Ridge, called the January 12 meeting to order at Wally's with 25 attending. This was our first time to have a breakfast. He introduced Vice-Moderator Ray Williams and Pastor of One Accord to lead in prayer. Richard Jones, former Moderator and pastor of Fairview, was introduced to give the devotional for this meeting.
  2. The minutes of the November meeting were presented in the booklets distributed at the meeting. They were approved as written.
  3. WMU Associational Director, Sybil Jacks, presented her report and was asked to explain CHOW for Chattanooga emphasis on collection of grocery items for HaCoBACare Ministries.
  4. HaCoBa Care Center Director, Gerald C. Lawson, gave his HaCoBA report. He said that when we were running short it would come. People lined up down the street numbering 199 on the first day of toy gifting. He referred to Ray Williams and a time they spent in saying that everytime we were almost out of food or toys, we would pray and then a knock came on the door. Gerald invites anyone to come and see HaCoBA. During December he gave a report of 46 Professions, 6 rededications and a grand total of 766 children received toys.
  5. Baptist Collegiate Specialist, Steve Roper gave news of the retreat and very positive leadership, small family groups and other events this semester. Steve was ill during the holidays with kidney stones and missed the mission trip. The BCM Board of Directors has formed and will be functioning. Jason Hart, alumni of our ministry, is starting a Southside Bible Fellowship church in the building right now.
- CSTCC has no student life and no place available for ministry but through leadership of one of our lay persons the BCM intern was placed on staff as a member of the adjunct faculty. It is helpful to that ministry to have alumni and the other intern, David Hixson, teaching classes every week.
6. Richard Blalock, Treasurer, gave a report on the financial situation including the CD interest deposited to the general fund, and the camp and local mission funds. Each of these three funds share 1/3 of the CD interest, except for the HaCoBA CD that is securely tied to HaCoBa reserves..
- Mr. Blalock stated that the annual audit is finished on site and the paperwork is having finishing touches now.
7. Administrator of Finance and Language Ministries, Becky Witt, presented the Administrator and literacy training reports. Refugees were given coats, East Lake had Santa to visit and ate chili, others had the annual Thanks meal.
  8. Director of Missions, David Myers, mentioned new pastors, Darreyl Duggar at Pleasant Grove and Robby Gallaty, pastor at Brainerd. Gerald Lawson was congratulated for doing an excellent job in leadership with averages of 50 clients daily over the last few days prior to the holidays. We need raving fans for our work.

Prayer was requested for the week of Ministering to Ministers at Carson Springs for the battered or abused persons that were on staff and have been terminated. Billy Dean said we need information about prevention of this problem.

Recommendation forms for state Board of TBC and Committee on Committees were available.

Prayer for One Accord building project, economy and job losses. Conflict management within churches was offered.

Becky Witt, Clerk

# Director of Missions

Baptists have a long history as far as “name brands” go, but a relatively brief history when we look at the history of civilization. This year, 2009, Baptists are 400 years old. Many different kinds of Baptists have developed since our early beginning. The Southern Baptist Convention was formed in May of 1845 in Augusta, Georgia, following a schism between northern and southern Baptists based on the slavery issue. Sending boards were formed to evangelize the United States and ultimately the world. From those humble beginnings, we have the convention we know today continuing to focus on the great commission mandate. I would urge our churches to take some time this year to review Baptist history, inform our congregations and celebrate our great Baptist heritage. We need to know who we are, from whence we have come and teach our younger generations so we will remain true to the Biblical, Baptist principles, values and convictions out of which we were born.

Since we met last, our nation has elected our first African-American President. Regardless of our political persuasion, we can not help but be moved by such a step. Only a few years ago, this man would have been relegated to the back seat of a bus and now he sits as President in the back seat of the Presidential Limousine. As a child, I witnessed a African-American’s house burning following a cross burning in that yard the night before. As an adult, my train ride back to seminary only a few decades ago came after I walked past a “white only” drinking fountain to enter a “white only” waiting room to board the train. As Pastor, I remember addressing my congregation the Sunday following the death of Martin Luther King. I experienced rejection by several pulpit committees as they listened at me as a prospective pastor when I shared concerns about the racial situation in their community and church. I heard my family members say to me and my wife, “Perhaps it’s better if you don’t come back home.” That followed a difference of opinion regarding racial issues. I know how it feels to be demonstratively ignored following my message on “Race Relations Sunday.” All of this (and more could be said) is to say, I found the election and inauguration of this president to be quite emotional. Our nation has come a long way in human relationships. We have a long way to go, even in our community. I am hopeful. We Christians have the mandate and the model -- Jesus of Nazareth Who said, “Love one another as I have loved you. By your love the world will know that you are my disciples.”

Since we last met, Becky Witt has celebrated her twenty-first anniversary on our association staff, Linda Mauritzen her tenth and Glenna Smith her sixth. Be sure to thank these colaborers for their faithfulness to the ministry of our association.

The Baptist Collegiate Ministries board is at work. Steve Roper, BCM Specialist, has led the board through it formation and orientation. The work is underway. The quality of the board members encourages me about the future of the ministry on the UTC and Chattanooga State campuses. I am grateful for the board members’ willingness to serve and Steve’s conscientious and capable leadership of that ministry.

The Ministry and Missions Team as well as the Administrative Leadership Team have met at their regular times. The M & M Team reviews our current mission programs and plans for future involvements. For example, World Changers will be coming to us again this year for two weeks: July 18 and July 25. New church plants are continuing to be develop. I have met with representatives from a couple of hopeful church plants and Fred Davis, the TBC Church Plant leader. The Administrative Team reviewed our current financial reports as we considered the economic downturn that some of our churches are experiencing. Our association, dependent entirely upon the voluntary contributions from our churches, experiences reflecting downturns. We are being diligent in monitoring our expenditures. We are grateful for the faithfulness of our churches in supporting local missions.

## Director of Missions (con't)

Our fellowship groups for ministers continue to meet. Michael Johnson gives leadership to our Ministers of Music who are planning a youth event, "SING," in September for youth choirs and other individual young people who would like to be a part of a weekend of singing and training climaxing in a joint worship performance on Sunday, September 27. The Ministers of Education (HCBREA) meet monthly to share information, suggestions and encouragement as they face the challenge of training our church members. The Pastors meet monthly for breakfast for a time of devotion, prayer and fellowship. The Ministry Assistants meet quarterly for training as well as inspiration. Business Administrators across denominational lines meet monthly to talk about the unique problems and challenges of church business and facilities. Each of these groups is open to others in their position to join in the meetings. We are laborers together. These meetings help facilitate a sense of our working together in the Kingdom.

Thank you for praying for my leadership in the Ministering to Ministers Wellness Retreat I led following our last Executive Board Meeting. We had nine ministers or spouses who met with our team for a week at Carson Springs under the sponsorship of the Norton Institute of Congregational Health of Carson Newman College. The week went well. Some healing began to take place. For one participant, this was the second time to be fired. For a young lady Children's Minister, it was her first, but she could not believe this is how the church will respond to her ministry. Your prayers are appreciated.

The Association Keyboard Festival was held this past Saturday at Brainerd Baptist Church. Young pianists played selected hymn arrangements and an adjudicator offered suggestions and instruction. We are the only association in the Tennessee Baptist Convention that still has a Keyboard Festival for young musicians. Martha King of Brainerd offers leadership to this event.

At the end of this month the Association Bible Drill will be conducted. Let's encourage more of our children and youth to participate in this activity each year. Ruthi Panni of Brainerd will host the event this year at Brainerd Baptist.

Let us encourage one another as we walk together in the Lord's work here in Hamilton County.

David Al Myers

### Pastor's Breakfast

(first Tuesday each month)

April 7	Country Place, Shallowford Road	8:00 AM
May 5	Karl's Restaurant, Hixson	8:00 AM

This informal breakfast meeting provides opportunity to visit with fellow ministers, share concerns and interests. The cost is reasonable, the food is good and the fellowship is excellent. Come join the group. **No reservations required.**

# Language Missions

## 1) English as a Second Language (ESL)

- Four Associational leaders worked with 2 volunteer groups over two weekends in January and February. We had 13 to certify in ESL of the 15 who attended. (One got sick and one was a refresher active teacher).

Several Volunteered to help in our churches. One gentleman had started teaching English at the East Lake Recreational Center on Thursday before completing his training.

- We are getting the word out about teacher volunteer training and our international class of study for adults learning English by email, fax, radio, TV, newspapers, school papers and work places. Please help us spread the word about our weekly class schedule.

## 2) Jaime Betancourt

- Mrs. Jaime Betancourt is recovering from surgery during November and preparing for more surgery this Thursday at Erlanger Hospital.

## 3) Language Centers

- New students at Katsy Bruner's and First Baptist classes included a brand new family from the Congo and Berundi by way of Zambia! A mission event was held for children of students on a Wednesday evening.
- The East Lake Recreation Center at Dodd's Ave and 37<sup>th</sup> Street is the newest of our seven ESL locations. The class meets on Thursday evenings in the portable building provided by the Partnership for Families, Children and Adults. It now has almost 90 persons who have attended this year.

## 4) Tutoring Children and Youth

- Tutoring Children and Youth is another part of the literacy program. Volunteers or family members wishing to help in their own setting can be certified by the North American Mission Board after completing 14 hours of training. Loretta Swingle, Red Bank Church, leads this training. We had 12 persons certify in the Tutoring Children and Youth area of literacy training in the areas of reading and math. Several others attended parts of the workshop and some postponed completion in order to participate in the Diaster Relief Ministry with local shower trailers that were being used in KY.

You may know a child that needs help - a neighbor, your child, a grandchild. This workshop introduces volunteers to materials and techniques that will assist in tutoring or helping with homework for your own family.

Becky Witt

# Language Missions

English for Speakers of Other Languages

Free Classes

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## Sunday

109 East View Court in Red Bank	Primera Church Hispanic Mission 4:00-6:00 PM	Izzette Torres 510-0215
4000 Dayton Blvd	Red Bank Baptist Church 5:00-6:00 PM	Dean Allison 877-7794

## Monday

300 Brookfield Avenue	Brainerd Baptist Church 9:30-11:30 AM	Burl Newport 706-375-7134
4000 Dayton Blvd	Red Bank Baptist Church 7:00-8:30 PM	Loretta Swingle 877-7749

## Wednesday

7025 East Brainerd Road	Concord Baptist Church 9:30- 11:30 AM	Nancy Clonts 236-4947
300 Brookfield Ave. 6:00 - 7:30 PM	Brainerd Baptist Church	Carlos Betancourt/ Laura Easterly 624-2606
5208 Hixson Pike	Abba's House (room E322) 6:00 - 7:30 PM	Ray Ortega 400-8098

## Thursday

401 Gateway Avenue	First Baptist Church, Chattanooga 9:30-11:30 AM	Kay Heil 488-9009
Portable Classroom Building	East Lake Recreation Center 6:00-7:00 PM Marilyn & Bruce Johnson/ Raquel Hidalgo 867-9785	

## Saturday

401 Gateway Avenue	First Baptist Church, Chattanooga 4:00-6:00 PM	Katharine Bruner 266-0676
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# Administrator

Based on convention action in Hendersonville last November, a TN cooperating church was defined as a church giving to the Cooperative Program in the most recent fiscal year closed. Only TN cooperating churches meet the definition of “affiliated churches” as stated in the exemption letter issued by the Internal Revenue Service.

**March 10th** at 10am PowerPoint free training at 10:00 am at HCBA, led by David Myers.

**May 12** at 1:30 Excel training at HCBA, by David Martin.

**May 19 Human Resource Training.** Personnel issues, led by William Maxwell, at HCBA  
1:30pm - 4:00pm. Some topics covered:

- What Federal policies related to health insurance, short term disability, pensions, holiday pay, sick pay, etc. would overrule an employer’s policy as stated in their handbook?
- Balance between recognition and accountability—for example the church needs to express its appreciation in ways that are meaningful to the staff even if there are things in the works related to performance & accountability which may make the staff member feel unappreciated. There is even minister appreciation month. How to achieve the right balance?
- Employment Contract vs “At Will” Employment in the State of Tn. are employment contracts in Tennessee a good or bad idea?
- IRS rules related to cell phone use—what to do if error is detected
- Contract worker vs. employee
- Labor contractor vs personal services contractor vs employee
- Performance Evaluations—discuss good examples of Goals & Objectives / Expectations for Ministers
- Leadership training & development—best available sources for this training
- Employee Handbook —importance and best resources for
- Employee orientation
- Review of key labor laws that impact the church exempt/non-exempt defined and overtime other issues/differences.
- Hiring and Firing, screening, questions we can get by asking (volunteer liability and how to fire a volunteer).
- Personnel Files- do we need a new W4 every year?
- Do you know of churches that have been audited and found inadequate, what are the chances?
- Payroll records,
- What type of reference do I give on former employees? What is legal and what is Christlike from peers who ask me in good faith to be honest Example: Some churches are spoken of as if they keep the reputation up and embarrassment down by moving personnel with questionable issues to new locations.
- Supervision issues, evaluations, documentation
- Attitude adjustments

**June 4 Internal Controls,** Auditing by Cleyta Andrews at HCBA 1:30 - 4:00.

# Baptist Collegiate Ministries

Things have been reasonably uneventful relating to programming over the months of January and February. As shared in earlier meetings, much of our efforts have gone into launching/implementing our Family Group Ministry. This has been a good trial run for greater implementation next year. We have discovered that some of our plans work well while others need “tweaking”. This, however, is a necessary part of launching any new program emphasis.

On the topic of more personalized ministry, much of our staff time has been devoted to ministry to individuals. It seems that more students and families have found themselves in crisis recently. My theory is that much of the overall uncertainty that people are experiencing economically and otherwise has overwhelmed both individuals and groups that may have been functioning prior. Compounded by working increased hours and operating on even less rest than normal, students find themselves sick more often. For the first time in recent memory we are seeing students struggle with whether they can afford medical care if they are ill or to what extent they can afford care. For those, also, that struggle with emotional issues the extra stress associated with much of what is going on has literally pushed them beyond the coping mechanisms that they have developed. This convergence of issues has resulted in students dropping out of school, one seeking psychiatric hospitalization, others necessarily turning to temporary, ongoing counseling and general difficulty in class performance and interpersonal relationships. In general, students mirror what is occurring among our greater society. The primary difference is that our ministry sees and relates to these students all day, every day. It is a little like, if a church’s congregation all came to the church at 8am....and left at 10pm....every day.

As regards our future efforts, believe it or not we are planning on closing out a year and gearing up for a new one. We will attend the State Student Leadership Conference at the beginning of April. The spring semester will end at the end of April. We will be taking a team of students on a combination retreat/mission trip to Laguna Beach immediately following graduation. Our student leadership team is winding down their year of responsibility. We are presently in the process of selecting new leadership. Likewise, I am hurriedly working at recruiting a new intern for our ministry. Jordan Jackson and David Hixson will be leaving us at the end of our mission trip. Their investment has been invaluable and I hope you will join me in praying both for their future and regarding our need to replace the them.

Steve Roper

# HaCoBACare Ministries

The New Year is starting out where we left off last year, very busy. We are continuing to see an increase in first time families coming in for help.

During the months of January and February, 694 families received food which totals 1384 individuals and 487 children ages 3 to 18. We praise the Lord for 36 professions of faith and 19 rededications. During our daily morning prayer time we remember in prayer the numerous request made by our clients.

The Baptist Nursing Fellowship during these two months checked 167 blood pressures, issued 63 pairs of glasses and 12 consultations of specific health issues. Not only is this service used by our clients but the volunteers also avail themselves of the blood pressure checks. We do have a need for reading glasses, so if you can help with this please.

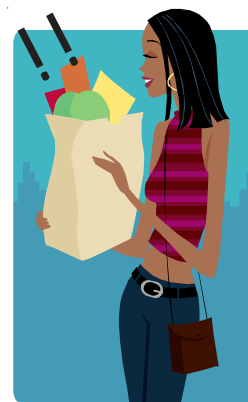
The WMU'S Chow for Chattanooga food drive was a great blessing. We received about 3 truck loads of food and for this we are thankful.

The restroom at the center is undergoing a much needed restoration thanks to Andrew Miller who is doing this for his Eagle Scout project. The project is about 90% complete as we speak and I must say it looks wonderful. This should be complete very soon.

Gerald C. Lawson



Grocery Collection



“Chow for Chattanooga”

Thank you

# W M U Report

## JANUARY

We began our month asking each church to begin promoting our “Chow For Chattanooga” drive collecting food for HACOBA. We asked that departments be involved, even the small children.

## FEBRUARY

The week of February 1-8 was our big push for our “Chow For Chattanooga” food drive. Individual churches observed WMU focus week February 9-15. The Expanded Leadership Team met at the Baptist Children’s Home on February 14. We had approximately 40 members present. Our food for HACOBA was collected and delivered. Two of our churches [Brainerd Hills and Love Fellowship] reported their children took part in children’s mission day. One group visited a nursing home taking gifts and singing for the residents. Another had a luncheon for the older people in their church, this was followed by a health fair for the members.

Mary Louise Gunnells, Baptist Nursing Fellowship coordinator, reported we now have a nurse on duty each Tuesday thru Friday. January 2008 —December 2008 there were 980 persons for blood pressure checks and 312 pairs of reading glasses given.

## UPCOMING EVENTS

**March 1-8** Week of prayer and offering for North American Missions

**March 20-22** Missions Get Together in Gatlinburg. Several women from our association will be attending.

During this month the WMU at One Accord will be reaching out to their community with classes on *Loving Your Family, Feeding Their Future*. These are free nutrition workshops. There will be no charge to the families. These will be held each Tuesday this month, 6:30—8:30 P.M.

**April [CALL TO LOVE]** This month we are asking our WMU ladies to give a donation in memory or to honor someone. This offering will be taken at our Annual Meeting in May.

**Annual Meeting on May 4** at Ridgedale Baptist Church. Our theme is “Ministering With Love.”

Sybil Jacks

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Visit the Association Website --  
for the most current information

[www.baptistassociation.com](http://www.baptistassociation.com)

# Men's Ministry Report

## Disaster Relief

We had two units respond to Kentucky in response to the ice storm. The Oak Street Laundry unit responded to Cunningham, KY, Feb. 10th to 15th. The Ridgedale shower/laundry unit responded to Princeton, KY, from February 4th to 15th.

Also, please announce in your churches the Disaster Relief training at Brainerd on March 20th and 21st.

### **4 Classes of D R to be Conducted on FRIDAY AND SATURDAY**

**March 20 and 21, 2009**

**Brainerd Baptist Church BX Building  
4011 Austin St., Chattanooga, TN 37411**

**Registration:** Call Brainerd Baptist Church at (423)-624-2606 or e-mail Bob Rann, [bob@brainerdbaptist.org](mailto:bob@brainerdbaptist.org)

\$5.00 for each class.

\$5.00 for lunch on Saturday provided by the church.

#### **SCHEDULE:**

##### **March 20, Friday evening**

##### **Intro (LLT)**

Registration 5:30 to 6 PM

☛ Class 6 to 9 PM -- **INTRO CLASS** is the first priority and  
NECESSARY TO TAKE OTHER TRAINING.

##### **March 21, Saturday**

Registration 8:30 to 9 AM

☛ **Mass Feeding Class** 9 AM and will run until about 2:30 or 3 PM (LLT and Bob Rann)

☛ **Chainsaw Class** 10:30 to Noon (Gary Brooks)

##### ***Lunch Noon to 1 PM***

☛ **Mass Feeding Class** - 1 PM --Continued

☛ **Shower and Laundry Class** (Bill and Anita Jacobs) --1 PM to 2:30 PM

Thanks,  
Doyle Pittman

# Designated Giving -- Did You Know??

**Individuals gave a total of \$325.00 during February to various ministries of HCBA designated.**

## **Three Churches gave to the food ministry of HaCoBA: (line item 081504)**

	<b>February</b>
<b>Organization</b>	
Chamberlain Memorial Bapt. Church	\$71.46
East Ridge Baptist Church	\$15.00
Frawley Baptist Church	\$100.00
<b>Grand Total:</b>	<b>\$186.46</b>

## **Five Churches gave to the operations of HaCoBA:(line item 855340)**

	<b>February</b>
<b>Organization</b>	<b>2008</b>
Chamberlain Memorial Bapt. Church	\$71.46
Cross Roads Baptist Church	\$100.00
Pleasant Grove Baptist Church	\$292.00
Riverside Baptist Church	\$50.00
Stuart Heights Baptist Church	\$360.00
<b>Grand Total:</b>	<b>\$873.46</b>

## **Twelve Individuals or classes gave to the general operations of HaCoBA:(855340)**

	<b>February</b>
WOM Brainerd	\$30.00
Fidelis Brainerd	\$50.00
Ridgedale Genesis Class	\$200.00
Signal Mountain Joy Class	\$25.00
Eight other individuals gave gifts totaling	\$1212.56
<b>Total</b>	<b>\$1517.56</b>

## **Twelve Individuals or classes gave to the Food ministry of HaCoBA:(081504)**

	<b>February</b>
Brainerd WOM	\$40.00
Brainerd Hills Ruth Class	\$15.00
First Baptist Faith Poston Class	\$20.00
Red Bank Hope Class	\$50.00
Memorial Adult V Ladies Ruth Class	\$10.00
Memorial Adult V Men's Gideon Class	\$62.00
Esther Memorial Class	\$10.00
Hamilton Co Baptist Ministry Assistants	\$90.00
Mountain Creek Love Class	\$15.00
Ridgedale Loyal Class	\$30.00
Silverdale Sunshine Class	\$15.00
other individuals	<u>\$55.00</u>
<b>Total</b>	<b>\$412.00</b>