

Greystone Baptist Church: Church Profile



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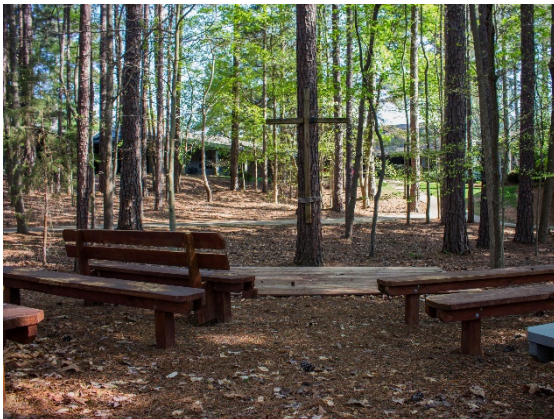


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1. A Letter From The Senior Pastor Search Committee

Welcome.

The Pastor Search Committee of Greystone Baptist Church is honored to present this profile that we believe to be a faithful representation of our body of believers. Since our committee's confirmation in January 2018, we have happily given our time and energy to prayerfully seeking God's plan for Greystone.

With support and guidance from The Center for Healthy Churches, we have held congregational conversations to look with holy indifference at our past, present and future. Each time we gathered as a church we were reminded that in order to discern God's plan we must become blind to our own desires. Through this practice, we worked to specify our mission and values, with a focus on who God needs Greystone to become in order to fulfill God's purpose for us and our community. This has been a difficult yet joyful process, constantly reminding us how faithfully God has worked in our lives through God's church.

We have also facilitated conversation in small groups, to have deeper conversations about what makes Greystone stand out among our fellow Baptists, and how we as individuals live into our ministry as the hands and feet of Christ. We like to say that here, "every member is a minister." In small groups we explored this identity, and confirmed our recognition of the responsibility and privilege we share as ministers who work to love and care for our community, both internal and external. We are also a congregation passionate about missions at the whole-church level, as Sunday School classes, and as individuals. As one member put it, "if you feel a calling, you can find an opportunity to fulfill it!"

From the compilation of these conversations, we present this profile. This document represents countless hours of dedicated work on the part of the Pastor Search Committee, our staff, and our entire congregation. Our hope is that through this faithful work to discern God's purpose for Greystone, God will make clear just whom God is calling to serve alongside us. Please know that we have been and will continue to be praying for you, and we ask that you join us in prayer for Greystone.

The Pastor Search Committee

2. Who We Are

a. Our History

On Pentecost Sunday, May 22, 1983, after months of surveys and discussions, seventeen members of First Baptist Church Raleigh responded to the invitation of the pastor Dr. John Lewis to form a new church in northwest Raleigh. These seventeen represented eight different families and included four teenagers. They had little knowledge of what founding a new church would require of them, but their enthusiasm and excitement for the journey ahead would carry them through every challenge they encountered.

The founding members of what would become Greystone Chapel moved quickly. Within three months, they moved from summer meetings in a real estate office to facilities at the Ravenscroft School that included a piano and classrooms. They obtained the services of Dr. Tom Bland of Southeastern Seminary as a part-time pastor for the coming year. Early in 1984, the church voted to purchase the land at the corner of Sawmill Road and Lead Mine Road that would become the site of the current facility.

The church adopted its Constitution and Bylaws in April of 1984 and the following month called Dr. Alan Sasser to become the first Senior Pastor of Greystone. Finally, on September 9, 1984, Greystone Baptist Church was officially constituted as a separate church from First Baptist with 93 charter members.



Since its beginnings, one of the core beliefs of Greystone Baptist Church is that men and women are equal in both leadership and service. The diaconate has always included women, typically with a ratio of about 50%. The church supports co-ed Sunday School classes led by both men and women as well as mission outreach and service. This belief in equal service extends to our youth as every church team and committee includes a spot for one youth member. The inclusion of the entire congregation in the mission of the church contributed to its rapid growth during the following years.

Greystone finally broke ground on the first of the church buildings at its present location on April 13, 1986. Greystone held its first service in the building on October 26, 1986. Ninety-seven new members had joined the church since its constitution two years prior. The number of ministers on staff also grew as the church added its first part-time pastor in 1985. Pepper Choplin joined Greystone as an associate pastor of music and outreach in November 1990. He would grace the church with numerous original compositions during his tenure and won fame nationwide as a talented composer.



The nineties were a time of transition for the church. Greystone opened its Weekday Preschool in 1990. Dr. Sasser resigned in 1991 and was followed by Dr. Michael Jamison in 1992 as the new Senior Pastor. The church also built the current Adult Education wing to support the growing congregation and dedicated the building on October 10, 1994. Many church members also attended overseas mission trips to the far corners of the world, from several trips to Ukraine as well as Mexico, Prague, and India.

Dr. Dennis Herman was called to lead the church in 1999 following Dr. Jamison's departure where he would serve for over 10 years until his retirement. In late 2001 the church broke ground on its new sanctuary which was completed in April 2003. At this time Greystone had 602 members, symbolized by individual crosses in the back of the sanctuary. Cindy Vestal served as the Minister to Youth and Stacy Pardue as the Associate Pastor for Adult Education, positions in which they would serve Greystone for over a decade. The Columbarium and Memorial Garden were completed and dedicated in September 2009. During the 2000's the church participated in Kingdom Builders as well as several more mission trips to Ukraine and Belize.



Dr. Herman announced his intention to retire in the spring of 2010. His departure was the first of several ministers for various life changes and Greystone's decade of relative stability again gave way to change. The church deeply mourned the declining health and eventual passing of Cindy Vestal. Pepper Choplin who served at Greystone for more than 22 years resigned to become a full-time composer. However, despite the losses of such talented individuals the church has called a gifted collection of ministers to continue Greystone's mission. Sean Allen became our latest senior pastor in 2011 where he would serve for six years. All of the current staff, both clergy and lay, have joined Greystone since Rev. Allen's arrival.

During the past 35 years, Greystone has grown into a strong, dynamic church in North Raleigh on a beautiful wooded campus with a talented ministerial staff. Several of the seventeen founding members still attend services and many people have been members for the majority of the church's existence.

At Greystone, we believe that every church member has a ministry, and we encourage every member to bring his or her gifts and abilities to the life of the church and to the service of God's kingdom. We are free and faithful Baptists, prayerfully seeking God's direction for our life together.

Greystone Baptist Church will continue its mission work where "every member is a minister" as it looks to its future.

b. Our Mission

“With Christ as the Cornerstone, we will build a church of living stones, where every member is a minister and is equipped to express God’s love by word and deed to all people.” Based on 1 Peter 2:5, 6.

c. Our Affirmation Of Faith

- We believe in one God, known to us as Creator, Redeemer, and Sustainer.
- We believe that God was in Jesus Christ reconciling the world unto Himself.
- We believe that God through His Spirit guides and empowers our lives.
- We believe the Bible is the inspired record of God’s love for mankind and is our guide for salvation and life.
- We believe God created us in His own image and made of one blood of all nations.
- We believe the Church is the body of Christ, one universal fellowship, with many local expressions. We believe that membership is through faith in the salvation of God in Christ.
- We believe that the Church is commissioned by God to witness to His love throughout the world.

d. Our Church Covenant

As a fellowship of Christians, we solemnly and joyfully enter into covenant with one another as brothers and sisters in Christ.

We promise through the help of God’s Spirit to work together in Christian love for the growth of this church in holiness, in knowledge, and in mission; to sustain its worship and ministries by our participation, to contribute cheerfully and regularly to the financial support of this church and through it to the community and the world.

We further agree to care for each other in joys and in sorrows, to sustain each other through prayer and deeds of kindness.

As individuals we promise to be Christians wherever we are, living according to the ethics of Jesus as determined through public worship and private devotion.

We agree that when we can no longer maintain the spirit of this covenant or when we have moved from the area, we will, as soon as possible, unite with some other church.

“And may the God of peace, who brought again from the dead our Lord Jesus, that great Shepherd of the sheep, through the blood of the everlasting covenant, make us perfect in every good work, to do His will, working in us that which is well pleasing in His sight, through Jesus Christ to whom be glory, forever and ever. Amen.”

e. The Symbols In Our Sanctuary

Colors—Purple stands for the royalty and passion of Christ; the blue stands for hope; the earth tones call us to the remembrance of the earth and environment, gifts of God entrusted to us.

The Chancel—Forming a visual cross (with table and baptistry as vertical post and the lectern and pulpit as the horizontal post), the chancel forms the sign of the cross. The lectern holds the Bible and reminds us of the importance of the Scriptures. The pulpit reminds us of the importance of

proclamation. The two ordinances, baptism and the Lord's Supper, call us to always remember that we follow Christ in obedience.

Stone and Wood—The many stones remind us that we are “living stones” that make up the Church. The wood reminds us of over 300 references in the Bible to trees or wood. Jesus used the example of fruit bearing trees.

Crosses—The 605 wood panel crosses behind the choir loft are hand-made. The crosses represent the membership of the Church at the time of construction (April 2003).

f. [Expectations For Members Of Greystone Baptist Church](#)

In many ways, the foundation for what Greystone expects of its members is embodied within the church's own covenant. We pledge to one another that we will “work together ... for the growth of this church in holiness, in knowledge, and in mission.” These goals are to be accomplished by our active participation, financial stewardship, caring for one another, prayer, and deeds of kindness.

In describing the proper functioning of the church to those in Corinth, the Apostle Paul used the metaphor of the body (I Corinthians, Chapter 12). In Paul's view, all parts of the body were necessary and valued. So too are the members of Greystone. Each individual member brings with them a unique personality, gifts, and abilities. For every member there is a place of service in the church and in the wider community of Raleigh. Some will service as teachers, caregivers, prayer partners, musicians, cooks, children's mission and music leaders, ushers, actors, van drivers, or as members of any number of the myriad of committees and teams with the church.

- **Attendance:** If the church is like the body, then it will only function at its best when all of its parts are present. It does the body little good to say, “Oh I have a left hand, only it's not here with me today.” To be in fellowship with our brothers and sisters in Christ we need to be among them. Relationships require time and talking. Regular attendance provides us with opportunities to learn and gain support from one another.
- **Ministry/Service:** There are literally dozens of opportunities for service at Greystone. The needs of our church and community can only be met if we can depend upon each other. Your collection of gifts and skills will be unique. We recognize the importance of every member discovering and exercising their God-given talents. We trust that you will be open to utilizing them among your church family.
- **Stewardship:** It is a reality that churches require the faithful financial support of its members. Our giving allows us to multiply our individual gifts to accomplish far more than we could in isolation. We believe that through giving we also acknowledge that we are dependent on the grace of God and not our personal wealth. Historically the standard of goal for giving has been the tithe. The level of giving is your own decision that can only be determined after prayerful consideration.
- **Church Governance:** As Baptists, we believe in the autonomy of the local church. Decision-making is a participatory process. Each member is encouraged to express their views and

desires during church conference and committee meetings. We hold to the belief that each member's perspectives should have access to the public forum. No one voice carries greater authority than any other. To participate in church governance is both a privilege and an obligation.

- **Personal Spiritual Growth:** There is a traditional phrase that God loved us enough that God accepted us for who we are and, yet God also loves us to the extent that God desires that we not remain as we are. At Greystone, it is our belief that a profession of faith is not a means to an end but a beginning. Through the church, we hope to equip and empower each member in his or her own personal spiritual journey.

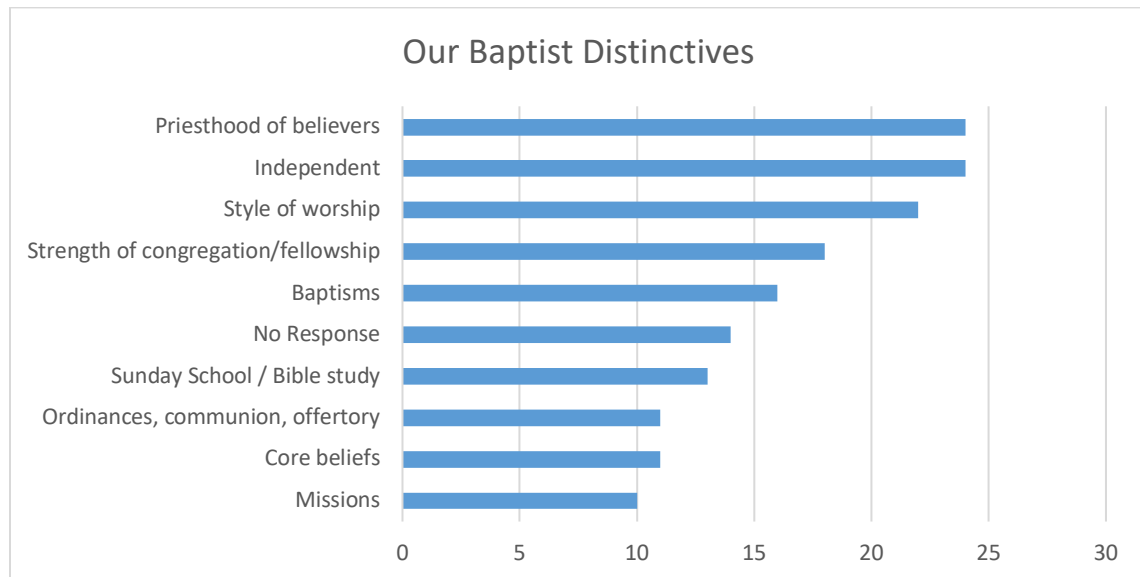
g. Our Core Values

During our period of congregational discernment, Dr. Bill Wilson from the Center for Healthy Churches led us through several conversations about who Greystone is: our past, present and future. During these conversations, we affirmed the following core values that represent both who we are, and who we believe God is calling us to be. We are:

- Loving
- Caring
- Supportive and Affirming
- Non-judgmental
- Welcoming and Inviting
- Service Oriented
- Accepting of all
- Empathetic

h. Denominational Ties (Our Baptist Distinctives)

In addition to identifying our core values, we have also talked about what makes us unique as a Baptist church. Like other Baptists, we hold to the priesthood of all believers and the autonomy of the local church. We are affiliated with the Cooperative Baptist Fellowship and the Raleigh Baptist Association. We affirm and celebrate the role of women in ministry, and hold that as a core value in our sense of Baptist identity.



3. Our Ministries

a. Worship

Greystone gathers for worship each Sunday morning at 8:45 a.m. and 11:00 a.m. The only difference between the two services is the worship leadership of our Sanctuary Choir at the 11:00 service. Worship at Greystone is contextual with both traditional and contemporary elements emphasizing a genuine, participatory, and authentic experience of worship that is inclusive of all ages. We feel that intergenerational worship strengthens us as we learn from each other in all stages of life. Worship that is inclusive and participatory in nature helps us to know God and seek God as we learn and grow together.

b. Children

Jesus said “Let the little children come to me, and do not stop them; for it is such as these that the kingdom of heaven belongs.” Matthew 14:19

Jesus welcomed children into the midst of his community, and so do we.

Children become part of the Greystone Baptist community by:

- Worshiping with families in an intergenerational family of faith
- Playing with other children and enjoying fellowship together
- Joining together for camps, retreats, Vacation Bible School, field trips and special events
- Developing relationships with adult leaders
- Eating meals together with the church family
- Participating in Intergenerational fun activities such as trivia night and church-wide sports nights

Helping our children know the stories of our Bible and faith and discovering how to apply these lessons to their own lives is important to us. It is through these learning opportunities that children begin to build a personal knowledge of and relationship with Christ. Regular learning opportunities include:

- Bible Study in weekly Sunday School (Sunday Mornings at 9:45)
- Missions Education about global and local missions (Wednesday nights at 6:00)
- Children’s Choirs (Wednesday nights at 6:00 alternating with Missions)
- Special messages for children during worship
- Unique, interactive worship opportunities and prayer experiences
- Special classes and retreats
- Topical and relevant classes for parents to encourage and support them as the primary guide in a child’s faith development

We give children opportunities to put their faith into action in their daily lives. Often, these opportunities involve service to others. Some of these opportunities are church-wide intergenerational while others are designed specifically for children:

- Packaging meals for Rise Against Hunger
- Supporting CBF field personnel through special collections

- Contributing local hunger relief ministries through food collections
- Working in Greystone's Community Garden
- Remembering the needs of the congregation by making cards for those on our prayer list
- Participating annually in Operation InAsMuch and CBFNC Children's Missions Day

Weekly Schedule

- Sundays, 8:45am and 11am: Worship (ages 5 and up), Worship Care (Babies-Kindergarten)
- Sundays, 9:45am: Sunday School (Babies-5th Grade)
- Wednesdays, 5pm: Church-wide Fellowship Supper (All Ages)
- Wednesdays, 6pm: Missions/Music (Preschool-5th Grade), Childcare (Babies-Preschool)

c. Students

Students are a dynamic and vital part of the Greystone community. Representing a number of area middle schools, high schools, colleges and universities, our youth and college-age students possess a wide-range of unique interests, gifts, and talents that enhance our life and ministry together as a church family. Through our student ministry, we strive to create a space for teens and young adults to learn and grow in their faith through worship, study, and open discussion; to build community with one another and with the larger church body through fun and meaningful fellowship experiences; and to join alongside God by engaging in ministry and the sharing of God's love within the church, the greater Raleigh community, and throughout the world.

Sunday School classes allow middle school, high school, and college students to engage in Bible study with their peers in an environment that encourages active discussion, personal reflection, and participation in Christian community.

- 9:45 a.m. – 10:00 a.m. Gathering and Fellowship – Building E (upstairs)
- 10:00 a.m. – 10:45 a.m. Sunday School
 - 6th – 8th Grade Building E (upstairs)
 - 9th – 12th Grade Youth Room – Building E (basement)
 - College Building E (upstairs) (Meets only during Summer and Winter breaks)

Sunday Night Youth Gathering: On Sunday evenings, during the school year, Youth gather from 6 p.m.-8 p.m. for fellowship and a variety of rotating activities including:

- Youth Choir
- Bible Study
- Small-Group Discussion
- Missions Projects

Wednesday Night Live: Greystone's Wednesday night programming includes something for all ages and interests. After a church-wide fellowship meal, students meet in the Youth Room for fellowship, study and discussion.

Greystone Baptist Church values community and we offer many opportunities for students to build and strengthen bonds with their peers and to participate as an integral part of the larger church community. Fellowship opportunities for middle and high school students include:

- Fall Retreats
- Ski Trips
- Beach Retreats
- DiscipleNOW Retreats
- Mission Trips
- Camp experiences
- Trips to NC State Fair, Carolina Hurricanes games and other community events/activities
- Christmas parties
- Lock-ins

Additionally, students are encouraged to interact with the wider church family and contribute to the life of the church through activities such as:

- Wednesday Night Church-wide Fellowship Meal
- Worship Participation and Leadership
- Participation and service in church-wide social gatherings and special events

As our mission statement proclaims, at Greystone Baptist Church, every member is a minister, and this mission includes our students. Middle and high school students are encouraged to take part in service opportunities both within the church and out in the community. Opportunities include:

- Summer mission trips
- Special missions projects with community partners
- Leadership and service opportunities with church ministries, teams and events

d. College-Aged Ministry

We offer both fellowship and Bible study programs for college-aged students. Opportunities are focused around winter and summer breaks for college students and include Sunday School and social gatherings.

e. Adult & Senior Adult Sunday School Opportunities

The Greystone Adult Sunday School Mission is to promote spiritual growth by providing excellent weekly directed Bible study, to help members determine how scripture is relevant to their lives and to encourage individual Bible study. Most of the classes meet in the Adult Education Building (West Wing).

Current classes include:

- The **Pathfinders Fellowship Class** welcomes single and married senior adults who seek to grow in the knowledge and practice of the Christian faith. Our spiritual journey is guided through study, discussion, and application of the Scripture. Topics are typically drawn from

the Smyth-Helwys Uniform Curriculum. Class members frequently enjoy strong, caring, and supportive social interactions.

- **Generations** is a Bible-based, Christ-centered, Spirit-led class for all ages, all generations. A varied curriculum throughout the year is used to assist each individual in his or her daily walk with Christ and enhance their growth process to help members to become “every member a minister.”
- The **Life Application Class** is made up of adults ranging from 50 - 70 years old who are committed to in-depth Bible study with real life application. A variety of teaching methods are used including small and large group discussions and videos.
- **Salt and Light** is a coed Bible study class seeking to develop a more personal relationship with God through the study of His word. Classes consist of Bible study, discussion and video lessons, as well as fellowship and prayer time.
- **Insights** class consists of men and women of all ages. The emphasis is in-depth Bible study in an interactive, discussion-oriented format.
- **Women’s Fellowship:** Growth and spiritual development through prayer, bible study, community, and living a life pleasing to God are the class goals. The studies are geared to support the changing roles and needs of women, whether raising children, living alone, or growing older. This class uses the Smyth-Helwys Uniform curriculum and other studies.
- The **Grace Fellowship** class ranges in age from 35-60, single and married, old and new believers. In depth study of the Bible results in open and frank discussion on how to apply it to our lives. This class examines a wide range of topics, as well as Bible book studies.
- The **Edge** class invites followers of Jesus of all ages who wish to practice the presence of God while on their spiritual journeys. Members take turns facilitating discussion on a book or topic. We study challenging, sometimes controversial, Christian material and welcome all questions, respecting each other’s ideas and beliefs.
- **Faith Through Connections:** Our class is a coed group of singles and couples, with and without kids, whose focus is to share and celebrate life relationally. We seek to build community together and provide a safe place to have discussions that impact ourselves and our everyday relationships. Our class members share our many individual points of view through Scripture, book and current topic discussions and encourage everyone to contribute and lead studies as they desire.

f. Senior Adults

Greystone Baptist Church is very fortunate to have senior adults from nearby retirement communities and neighborhoods as part of our church family, sharing their experience and energy

as a vital part of Greystone. There are a number of opportunities designed especially for our senior adults.

Senior Adult Retreats/Conferences

Periodically, Greystone's senior adults renew and rededicate themselves at retreats and conferences. The majesty of the mountains and the splendor of the ocean at Baptist retreats such as Caswell, Caraway, and Ridgecrest offer reminders of God's awesome power. Growth and worth in God's kingdom is highlighted in church and associational events.

Transportation

Greystone provides a van transportation service to residents of nearby Springmoor Retirement Community, Magnolia Glen, Abbotswood, and the Cypress each Sunday morning. The van is dispatched to Magnolia Glen, Springmoor, Abbotswood and Cypress at 9:15 a.m. on Sundays to pick up residents and returns resident to their respective places after the 11:00 a.m. worship service.

Senior Adult Team

The ongoing ministry needs and desires of Greystone's senior adults are reviewed on a regular basis by the Senior Adult Team. This team provides opportunities for growth in faith and service and for intergenerational exchange. An emphasis on senior adults is given in May each year.

g. [Nathaniel's Hope Buddy Break \(Buddy Break\)](#)

Buddy Break is a free kids/respite program where children with special needs (VIP kids) make new friends, play fun games, enjoy crafts, stories, music activities, and more. Siblings have fun too. Meanwhile, their caregivers get a break from their ongoing care-giving responsibilities for three hours. Buddy Break is open to church members and non-church members with VIP kids. Buddy Break is hosted at Greystone once each month, with youth and adults serving as volunteer buddies for the dozens of children and families served by this program.

VIPs are kids with special needs, which include any physical, cognitive, medical or hidden disability, chronic or life-threatening illness, or those who are medically fragile. Each VIP kid is paired one-on-one with a screened volunteer "Buddy" to participate in that day's activities.

h. [Wednesday Night Live](#)

Each Wednesday night during the school year, we gather as a church family for "Wednesday Night Live." We begin by enjoying fellowship around the tables for supper, and then move into age-level learning and discussion groups.

A nursery is available for children under the age of three. Children ages 3 through 12th grade participate in choirs and mission groups.

Following our fellowship meal, we offer programs for adults, youth, and children. Adult programs may consist of special guest speakers, Bible studies, book clubs, mission projects, plus many others.

i. Greystone Baptist Preschool

Greystone Baptist Preschool (GBP) was formed as an arm of Greystone Baptist church in 1990 and has been a continuous part of the church since then. The purpose of GBP is to provide a half-day weekday program for young children in a Christian environment that will benefit the child, the parents and the community. It serves church members as well as families from Raleigh and the surrounding area. Pam Phillips, the director sees it as a ministry outreach to the community. As she says, many of the children's families attend church elsewhere, but there are always a couple who are from families who do not attend anywhere and this is the only "Jesus" these children know in their young lives.

The Preschool can accommodate 88 children, ages 1-4 with 14 staff members offering half-day weekday programs. They are particularly proud that they have staff members that have been here for 19, 16, 14, and 12 years. It says a lot about a program and the Preschool family when teachers do not leave. They help spread God's love through the love and care of their preschoolers.

They offer a variety of curriculum consisting of Bible study, science, math, social studies, vocabulary, music and many others. Once a week children in the two's three's and four's participate in chapel. We tie bible stories, music and scripture all together to make a fun Christian learning experience. We hope this will ignite a passion for church that lives on past their time here at Greystone Weekday Preschool. Parents are also welcome to join us in chapel.

We are proud of what the Preschool brings to Greystone Baptist Church.

j. Columbarium

A columbarium is a wall of companion niches or storage locations for two urns that contain the cremated ashes of a loved one – a cemetery for cremated remains. The reservation of niches, like the reservation of cemetery plots, makes the columbarium self-perpetuating and permanently maintained.

Greystone Baptist Church has named this part of our campus a "Memorial Garden". On September 20, 2009, Greystone held a dedication service for its Columbarium and Memorial Garden. It is located next to the worship center at the corner of Lead Mine and Sawmill Roads in Raleigh, NC. Our Memorial Garden is composed of:

- A small building containing the columbarium with 84 companion niches and a Memorial wall to remember those that may be lain to rest in other locations.
- A bell tower with a carillon that rings the hour during each day and has a music library of over 2,000 hymns of faith ringing out joyously at Christmas, Easter, Good Friday, weddings or tolling sorrowfully at the passing of a loved one.
- On the patio, you will find a labyrinth, and a linear labyrinth.
- All of this is surrounded by a beautiful garden containing flowers, bushes and trees of all varieties.

4. Our Missions

Missions, both local and global, are at the heart of Greystone's purpose. Through our support of Cooperative Baptist Fellowship, CBF-North Carolina, Raleigh Baptist Association and various other local agencies, we are empowered to share God's love both here at home and abroad.

a. Local Partnerships

Here, at home, there are so many people with significant needs that we can reach as a congregation. We partner with these local agencies through financial assistance and hands-on ministry. We collaborate for mission and ministry with the following local Raleigh relief agencies:

- [Alliance Medical Ministry](#)
- [The Clothing Ministry of First Baptist Church](#)
- [Meals on Wheels Association of America \(MOWAA\)](#)
- [Inter-Faith Food Shuttle](#)
- [Raleigh Rescue Mission](#)
- Greystone Community Garden
- Marc and Kim Wyatt – Ministry to Internationals
- Greystone Construction Ministry
- Raleigh Welcome House

b. State And National Partnerships

Greystone Baptist Church partners with various Baptist groups and other agencies who share our beliefs about missions and ministry. We maintain close ties with the Cooperative Baptist Fellowship and mission partnerships such as the Arkansas Delta Project.

- [Cooperative Baptist Fellowship of North Carolina](#)
- [Cooperative Baptist Fellowship – National](#)
- [Raleigh Baptist Association](#)

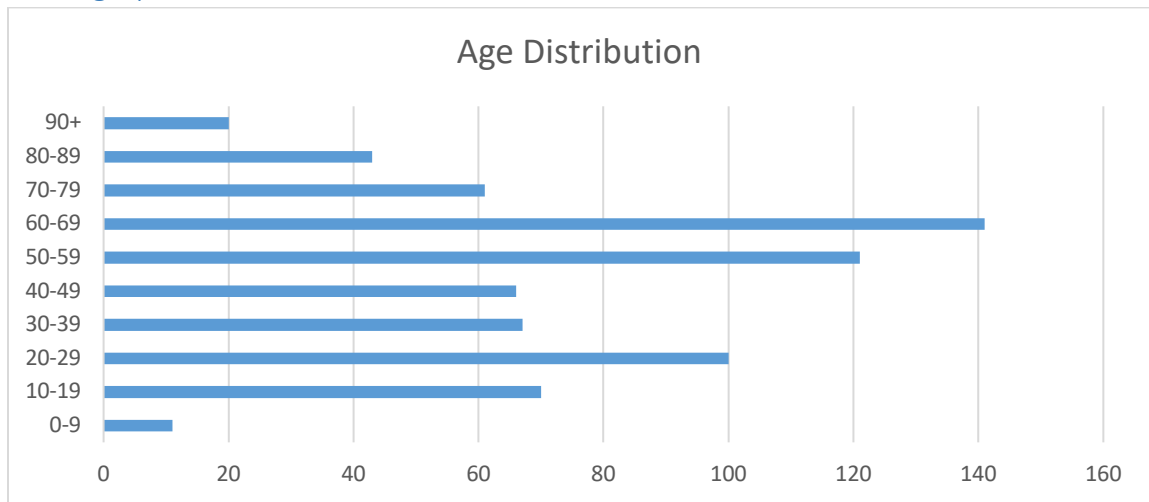
c. Global Missions

Arkansas Mission Trip

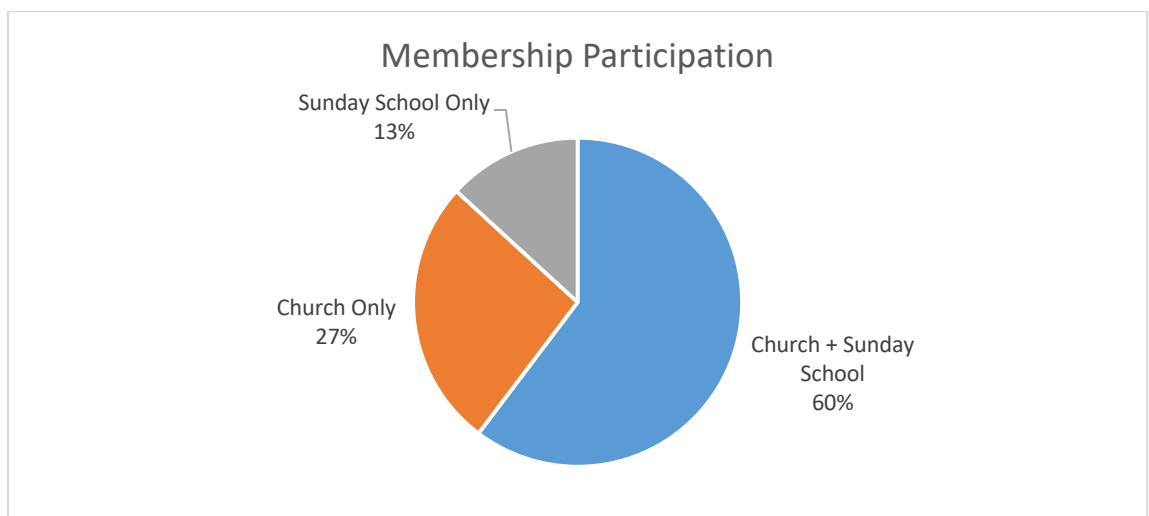
This summer we will once again send a mission team to Helena-West Helena, Arkansas as part of the All Church Challenge. We will work with CBF field personnel, to provide a camp for children and home repairs for those in need. Families and individuals are welcome on the team.

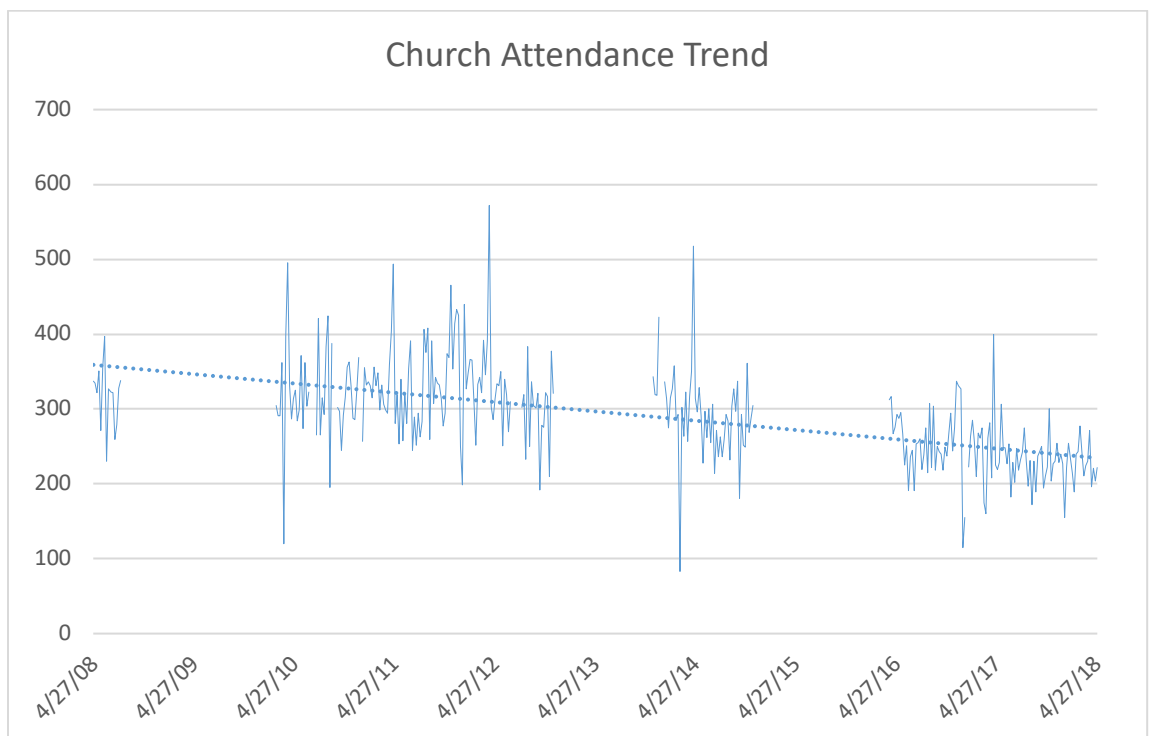
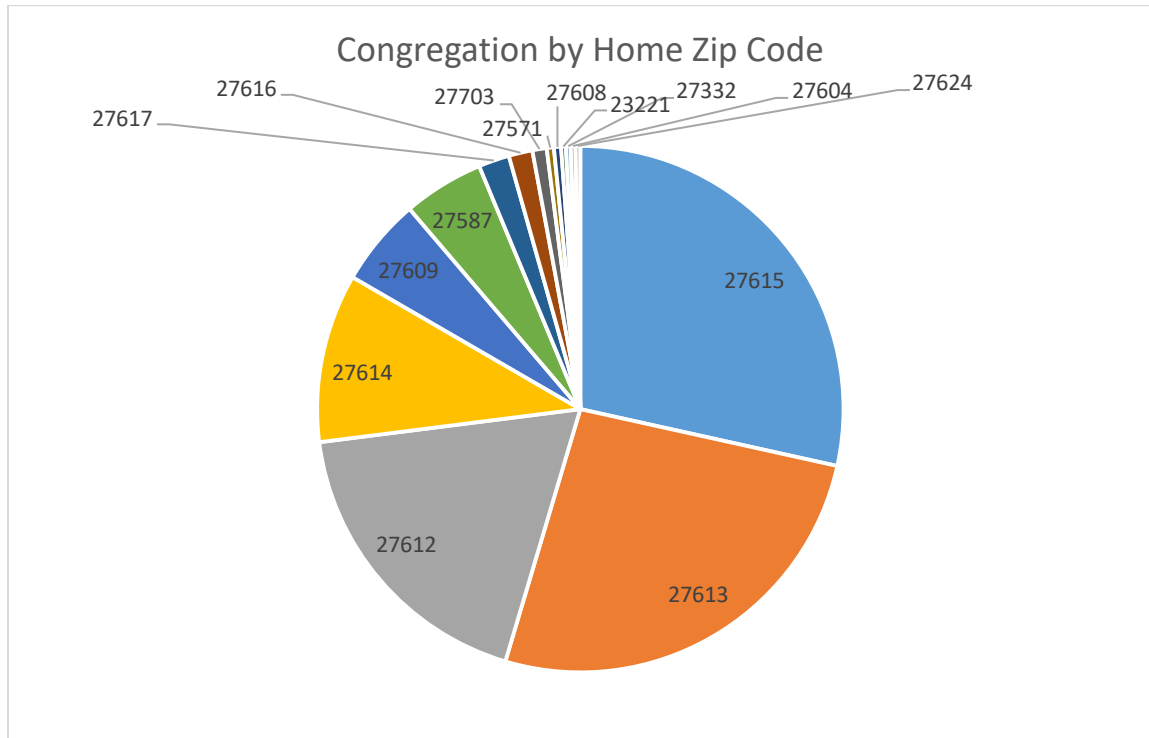
5. Our Congregation

a. Demographics



Age Category	Number	% of Total
0-9	11	2%
10-19	70	10%
20-29	100	14%
30-39	67	10%
40-49	66	9%
50-59	121	17%
60-69	141	20%
70-79	61	9%
80-89	43	6%
90+	20	3%
TOTAL	700	100%





b. Organizational Life

There are two categories of ministry: (1) Committees and (2) Teams. All Committees and Teams are defined in the GBC Constitution and Bylaws.

i) Committees

The Committees of GBC are those included in the Bylaws and such other regular and special Committees, as the church shall authorize. Additional Committees shall be added by the amendment procedure prescribed within the Bylaws. All Committee members shall be members of Greystone Baptist Church, be recommended by the Nominating Committee, and be elected by the church, unless otherwise specified. Each Committee shall consist of six (6) duly elected adult members unless otherwise stated. They shall serve for three years with one third of the members being elected each year, unless otherwise stated in the respective Committee's description statement. Members shall be ineligible for reelection to the same Committee for two years after the completion of a regular term on that Committee. There shall be one (1) student (sixth through twelfth grade students) member on each Committee, and the student may serve for one year. Each Committee shall elect a chairperson and a vice-chairperson whom, if possible, shall succeed the chairperson. Each Committee shall also include a ministerial staff liaison designated by the senior minister.

Any Committee that deems it necessary may seek out church members or others with specific skills, knowledge, or experience that will aid the Committee in meeting its responsibilities. These persons shall not be members of the Committee, but shall serve as informal advisors to the Committee. They may attend Committee meetings, but shall not vote on Committee matters. Their service must be reaffirmed by the Committee on an annual basis.

Adult Christian Education	The Adult Christian Education Committee shall plan and coordinate the adult education of the church, including Adult Sunday School, discipleship training, small group ministries, and other special educational events.
Budget	The Budget Committee shall include the treasurer and assistant treasurer as ex-officio members. The Committee shall be responsible for establishing and administering the Church budget.
Columbarium	<p>The Columbarium Committee shall oversee the administration of the columbarium. Their responsibilities shall include the following:</p> <ul style="list-style-type: none"> maintain promotional and educational materials about the columbarium promote the sale of columbarium niches on a recurring basis administer the sale of columbarium niches, including the associated legal agreements and financial transactions maintain financial and administrative records for the columbarium, in cooperation with the church treasurer define the policies and practices of the church regarding the columbarium report the policies and practices regarding the columbarium to the church in conference when they are established and whenever they change present a financial report regarding the columbarium to the church in conference at least once each year <p>The members of the Columbarium Committee shall be eligible to serve no more than two consecutive terms. Members who have served part or all of</p>

	two consecutive terms shall be ineligible for reelection for a period of two years.
Constitution and Bylaws	The Constitution and Bylaws Committee shall keep the church polity and practice consistent with the Constitution and Bylaws. The Committee shall be responsible for drafting changes to the Constitution and Bylaws and suggesting changes or additions to the Constitution or Bylaws when necessary for the efficient operation of the church.
Deacon Nominating	The Deacon Nominating Committee shall coordinate the nomination and election of deacons as outlined in Article IV, Section B. 2 of the Bylaws.
Information Technology	The Information Technology Committee shall assist the church in matters related to information hardware, software, and service, including copiers, fax machines, computers and related peripherals, phones and pagers, and the Internet and the World Wide Web.
Missions	The Missions Committee shall consist nine regular members and include the church missions directors as ex-officio members. The Committee shall assist the church in reviewing mission needs and opportunities, identifying and coordinating mission activities and projects, administering the mission budget, and planning mission education programs.
Nominating	The Nominating Committee, composed of nine members, recommended by the diaconate and elected by the church-in-conference, shall recommend to the church for election, all members of the other Committees. The Nominating Committee shall elect a chairperson and a vice-chairperson who, if possible, shall succeed the chairperson. Directors of church programs shall be ex-officio members of the Nominating Committee.
Outreach	The Outreach Committee shall plan and coordinate the outreach ministry of the church.
Personnel	The Personnel Committee shall assist the church in matters related to personnel support and administration for all persons employed by the church.
Preschool – Children’s	The Preschool – Children’s Committee shall plan and coordinate the preschool and children’s ministry including preschool and children’s Christian education.
Properties	The Properties Committee shall assist the church in matters related to the administration and maintenance of the physical facilities including the recommendation to the Personnel Committee for custodial care. The Committee recommends policies regarding use of properties to the church in conference.
Stewardship	The Stewardship Committee shall include the treasurer and assistant treasurer as exofficio members. The Committee shall be responsible for

	planning educational and promotional events to teach our Sunday School members and church members Biblical principles of stewardship.
Student Ministry Leadership	The Student Ministry Leadership Committee shall consist of nine regular members and shall plan and coordinate the student ministry, including student Christian education.
Weekday Preschool	The Weekday Preschool Committee shall assist with the management of the weekday preschool ministry and consist of five regular members and include the Weekday Preschool Director and the Associate Minister to Children and Preschool as ex-officio members. The regular Committee members shall serve five-year terms with one Committee member rotating off each year. The start date for a new committee member shall be July 1 to match to the calendar of Wake County Public Schools with the Weekday Preschool.
Worship Care	The Worship Care Committee shall coordinate childcare for infants through four year olds during all Sunday morning worship services.
Worship Ministry	The Worship Ministry Committee shall plan for worship-related needs with the ministerial staff.

ii) Teams

The Teams of GBC shall be those included in the Bylaws, and shall be defined in the Handbook. With the assistance of church leadership, Teams are able to recruit members as needed, and members of the Team may serve as long as they wish or are able. Any Team that deems it necessary may seek out church members or others with specific skills, knowledge, or experience that will aid the Team in meeting its responsibilities. These persons shall not be members of the Team, but shall serve as informal advisors to the Team. They may attend Team meetings, but shall not vote on Team matters. Their service must be reaffirmed by the Team on an annual basis.

Each Team shall elect a chair and a vice chair whom, if possible, shall succeed the chairperson. The chairperson shall serve no more than 2 consecutive years. The chair and vice-chair shall be members of Greystone Baptist Church. All Teams are under the guidance of the Leadership Council, and will work with the staff minister liaison assigned to it by the Senior Pastor. The creation of a new Team shall require approval of the Leadership Council or Church in Conference.

Bereavement	The Bereavement Team shall work with the ministerial staff to care for the bereaved family members and help coordinate how the church can best serve their needs. The Team shall coordinate activities with the deceased member's Sunday School class or other volunteer providers to acquire the resources to satisfy the needs of the bereaved family.
Emergency Response	The Emergency Response Team (ERT) shall take the necessary actions, in the event of an emergency affecting our geographic area, to prepare our church facilities and resources to respond to the needs of our church members and, if resources are available, the needs of our church neighbors.

Fellowship	The Fellowship Team shall plan and supervise the social activities of the church to promote Christian fellowship within the church family, including the carrying out of special events requiring food service with the exception of the meals on Wednesday nights.
Heritage	The Heritage Team shall preserve the records of the history of the church in words and pictures and from time to time shall share this information with the congregation. With the ministerial staff and the Fellowship Team, the Heritage Team shall plan the annual celebration of the constitution of the church.
Kitchen Coordinating	The Kitchen Coordinating Team shall be responsible for overall decisions about food service matters, including contracting for the preparation of meals.
Living Nativity	The Living Nativity Team shall plan and supervise the production of the living nativity.
Media	The Media Team shall manage the church library and its printed and audio/visual materials and equipment.
Music	The Music Team shall be responsible for music education, training, and performance.
Ordinance	The Ordinance Team shall assist in preparing for the ordinance of communion and shall assist the pastor, other staff ministers, and the candidate(s) in preparing for and administering the ordinance of baptism.
Senior Adult	The Senior Adult Team shall plan, coordinate, and implement activities and programs of ministry for senior adults.
Teller	The Teller Team shall be responsible for the counting of all monies received through church offerings. This Team shall follow the church's Accounting Procedure Manual. The Teller Team shall be appropriately bonded and the church shall pay for the bond.
Wedding	The Wedding Team shall establish and administer the church's wedding policy and assist the ministerial staff and participants in enriching the marriage ceremony.
Wednesday Night Food Services	The Wednesday Night Food Services Team shall perform all duties related to serving, but not preparing, the Wednesday night meals.

iii) Leadership Council

The Leadership Council shall consist of the ministerial staff, the moderator, the church clerk, and one chairperson or representative appointed by the chairperson from each Committee. Teams shall give reports to Leadership Council as needed. Leadership Council shall be chaired by the senior pastor and vice-chaired by a staff member designated by the senior pastor. The Council oversees day-to-day management and decisions of the church's programs and ministries. The Council shall meet at least one week prior to the regular scheduled church

conference. Meetings may also be called whenever the chairperson and two other Leadership Council members find it necessary.

iv) Other Leadership Roles & Officers

- Deacons
- Trustees
- Church Moderator
- Vice Moderator
- Treasurer
- Assistant Treasurer
- Clerk
- Assistant Clerk
- Food Services Coordinator

6. Our Stewardship

a. Our Beliefs About Financial Stewardship

Greystone joyfully preaches and teaches financial stewardship from a Christian perspective on a year-round basis. This philosophy is founded upon Jesus' teaching that our stewardship of money strongly shapes and influences our relationship with our God and our neighbor.

b. 2017 Financial Statement Highlights

MONTH	RECEIPTS	EXPENSES	NET
January	89,949.91	76,244.10	13,705.81
February	64,191.97	71,566.94	(7,374.97)
March	62,542.85	79,824.43	(17,281.58)
April	76,612.85	70,769.18	5,843.67
May	61,433.88	73,418.08	(11,984.20)
June	55,836.05	67,714.57	(11,878.52)
July	88,831.56	59,701.35	29,130.21
August	57,758.32	66,624.09	(8,865.77)
September	58,948.50	69,897.94	(10,949.44)
October	63,489.10	75,033.12	(11,544.02)
November	66,274.47	75,121.23	(8,846.76)
December	111,227.53	92,597.70	18,629.83
YTD	857,096.99	877,859.73	(20,762.74)
Major Facilities Reserve			
12/31/2017		\$97,531.56	
YTD Budget (\$82,483/month)		\$989,796.00	
Receipts YTD		\$857,096.99	
Under Approved Budget		(\$132,699.01)	

** Mortgage was paid in full August 1st, 2017

2017 Year to Date – General Fund / Budget Activity

- Receipts represent a \$77,577.73 decrease (8.3%) from 2016 receipts of \$934,674.72
- Expenses represent a \$15,335.01 decrease (1.72%) from 2016 expenses of \$893,194.74
- Average monthly receipts YTD: \$71,424.75; Average monthly expenses YTD: \$73,154.98
- General Fund Balance (Fund Principal and Excess Cash Received): \$100,504.91
- Restricted Fund Balances: \$304,799.03
- Monthly & Quarterly Missions Payments are being expensed as due, and held in 'Other Current Liabilities' account.

2017 Restricted Accounts Activity

- In accordance with Finance Committee Policy regarding remaining mortgage payments budgeted in 2017 were added to the Major Facilities Reserve (083870 restricted account). No gifts were received noted as debt reduction, but if received, these will be allocated to this reserve also.
- PAY IT FORWARD REMAINING ALLOCATIONS (083907 restricted account): Outreach New Church \$9,034.91; Grants: Buddy Break: \$881.51;
- 2016 Christmas Eve Offering Remaining Balance: \$1,000.00 Additional funds received \$6,323.70
- Restricted account for disaster relief trailer

c. Giving

Greystone believes that a Christian's primary giving is to be directed to the local church. In both the Old and New Testaments, offerings were regularly collected to maintain the ongoing work of God in the world. Today this means giving to the Church that Christ established. At Greystone, these gifts will be allocated in distinct areas of ministry as follows:

- | | |
|---------------------------------|-----|
| • Missions / Social Ministries | 13% |
| • Education / Fellowship/ Other | 13% |
| • Personnel | 51% |
| • Properties | 23% |

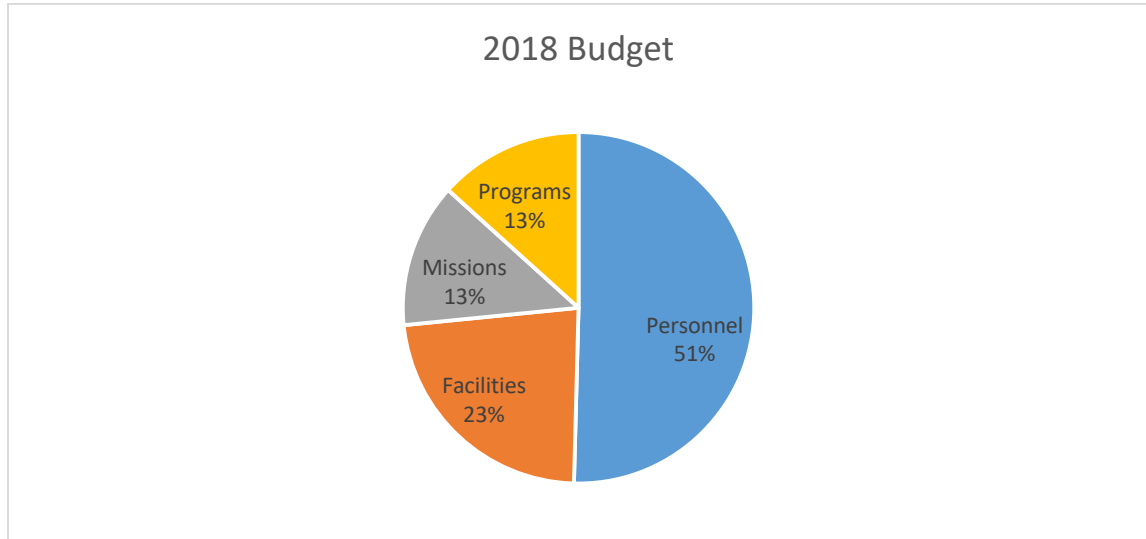
Giving Options: Budget offering represents the amount distributed to the general budget of the church. Two options represent the way in which a portion of gifts are channeled through our giving cooperatively with other groups.

- Option 1 Cooperative Baptist Fellowship: CBF/NC Mission Plan
- Option 2 Baptist State Convention (BSC) and Southern Baptist Convention (SBC)

These OPTIONS identify the 6% of the total giving that the CBF or BSC/SBC will receive to be distributed according to their plans. In addition to these OPTIONS, several groups receive the following amounts:

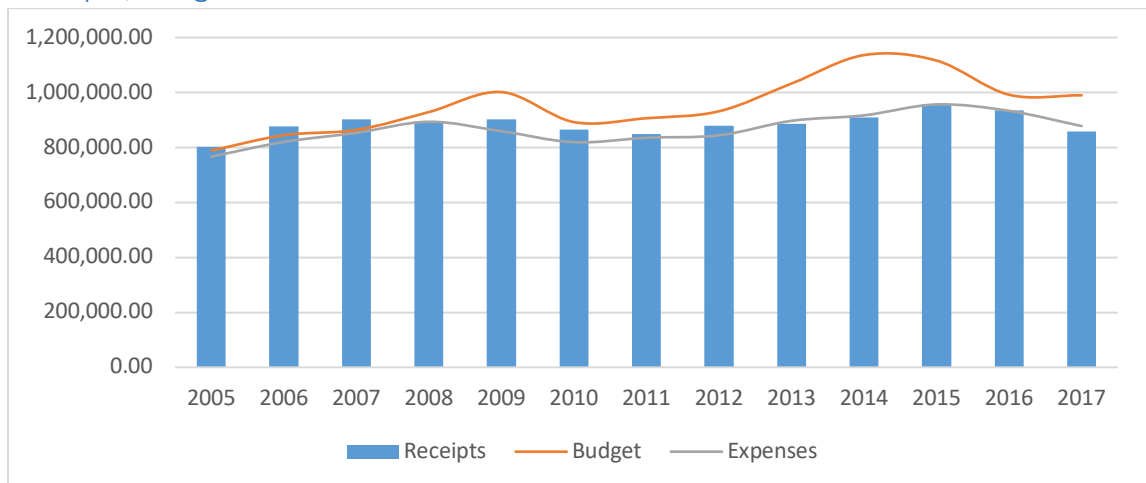
- | | |
|-------------------------------|------|
| • Raleigh Baptist Association | 2% |
| • CBF National | 2.5% |
| • Local missions partners | 2% |

d. Budget Items Of Note



Category	2018 Budget
Personnel	\$499,014
Facilities	\$227,718
Missions	\$131,344
Programs	\$131,715
TOTAL	\$989,791

e. Receipts/Budget



Generosity as of 5/31/18

2018 General Fund	\$989,791.82
YTD General Fund needed	\$429,935.05
YTD Operating Receipts	\$330,363.33
YTD Operating Expenses	\$346,154.60

7. Our Staff



Barry Howard

Pastor in the Interim

Barry Howard joined Greystone Baptist Church in 2018 as Pastor of the Interim. Barry describes his role as guiding GBC through a healthy transition from one pastor to the next. Barry ministers to the entire GBC congregation, preaches most Sundays and facilitates the Leadership Council. His sermons are thoughtful, instructive, engaging, and GBC feels blessed to have his spiritual direction. Barry went to Jacksonville State University (Alabama) as an undergrad, received his Master of Divinity at New Orleans Baptist Seminary, Doctorate at Columbia Theological Seminary (Atlanta), and did Post-Doctoral work at Oxford University. In addition to his work as pastor, Barry has taught English, Communication Arts, and Religious

Studies as an adjunct faculty member at three universities.

Barry committed to Christ at age 14, and at 16, felt a call to the ministry. He preached his first sermon at age 16 and at age 21 became the youngest full-time pastor in the Southern Baptist Convention. Barry feels that being “saved” needs to be followed by a lifetime journey in understanding God’s will. His theology is informed by Romans 12:1-2.

After a very full life in the ministry, Barry moved into retirement positions as a Pastor in the Interim and as part of The Center for Healthy Churches team. Barry is married to Amanda and has been an unofficial foster parent to many young people. His favorite pastime is playing golf.

“A cognitive understanding of faith through transformation leads us on our pilgrimage.”

You can reach Barry at Barry.Howard@greystonechurch.org , Barry Howard on Facebook, @Barrysnotes@twitter.com, and at his blog BarrysNotes.



April Alston

Associate Minister, Children and Preschool

April Alston joined Greystone Baptist Church in 2014 as Associate Minister for Pre-School and Children. In this role, April plans for the spiritual feeding of children (and their families) 5th grade and below. Her many, activities (as a part-time, 20 hr./week minister) include leading weekly chapel for the GBC preschool, planning and executing whole church events (Trunk or Treat, Spring Carnival, VBS), curriculum choice and recruitment of teachers for Sunday School, Passport Kids arrangements, childcare and Worship Care for all church events, and is a member of a committee with local ministers for Friends Retreat. She serves on the Preschool and Children's Committee, Buddy Break Team, Weekday School Team, Worship Care and ByLaws Committee (transition)

April felt a pull to ministry as a teenager but took some time to figure out how to live that calling. She majored in Child Life Studies as an undergrad (ECU), hoping to be placed in a position as a Child Life Specialist. Her abiding interest was for kids in medical crisis, but credentialing changed and she turned her interest to kids in any form of crisis. Subsequently, she spent two years at Baptist Children's Home as a houseparent. She felt the pull to Divinity School, so then attended McAfee School of Theology.

April's spiritual life is energized by Micah 6:8. April enjoys cake decorating, camping and decorating. She is married and has two children. April is beloved by the GBC congregation for her selfless dedication to our kids.

"What does the Lord require of you?"

You can reach April at April.Alston@greystone.org or on Facebook as AprilWalkerAlston



Amanda Atkin

Associate Minister, Faith Formation

Amanda Atkin joined Greystone Baptist Church in 2013 as Associate Minister of Faith Formation. In this role she ministers to the adult population promoting spiritual growth through education, fellowship, and outreach to the community, and also serves as a member of the Missions, Adult Education, Outreach, Personnel, Nominating and Deacon Nominating teams. Amanda has facilitated planting a Swahili speaking Baptist Church and gracefully stepped into a leadership role during times of transition. She is interested in how learning scripture impacts daily living, helping others take note of the Good News and our journey as disciples together.

Amanda did her undergraduate work at Davidson College, her graduate work at the Baptist Theological Seminary of Richmond. Amanda enjoys knitting and a

good suspense novel. She is married to Doug and has one athletic son who keeps her busy on various baseball and lacrosse fields.

"We are beloved by God in all of our uniqueness and that is enough."

Amanda can be reached at: amanda.atkin@greystonechurch.org or on Facebook as Camandatkin



Mike Eller

Associate Minister, Music

Mike Eller joined Greystone Baptist Church in 2015 as Associate Minister of Music. In this role, Mike not only manages/directs the various choirs of the church, but also is a member of the Music, Ordinance, Worship, bereavement and Columbarium teams. He has organized a summer Music Camp, directed amazing musical productions, and significantly improved the layout and design of our weekly bulletin. Mike feels that his spiritual interest lies in enhancing the spiritual life of the church through music, but is open to eventually expanding the worship experience to include various mediums of art.

Mike felt awoke to the nearness of God at a young age. He attended Baylor University as an undergrad, graduate

school at Baylor's Truitt Seminary with double Masters degrees in music and theology. He is a distance runner and enjoys digital design. Mike is married to Katie and has two lovely children.

"We are most like God when we are creating as God is the ultimate Creator."

You can contact Mike at mike.eller@greystonechurch.org or at [mike.eller26@facebook.com](https://www.facebook.com/mike.eller26)



Allan Smith

Associate Minister, Students

Allan joined Greystone Baptist Church in 2014 as Associate Minister to Students. While Allan's role focuses on Middle School, High School, and College students, Allan joins the staff in participating in worship leadership and pastoral care. Regarding his primary focus with students, Allan leads and organizes regular youth programming on Sunday mornings, Sunday nights, and Wednesday nights as well as several mission activities, retreats, and fellowship events. He serves as a director with Unidiversity Youth Camp, a summer camp which is a highlight for the students at Greystone.

In addition to his responsibilities with the Student Ministry through the Student Ministry Leadership Committee and the Student Ministry Council, Allan serves on the Senior Adult Team, the Heritage Team, and the Emergency Response

Team. During this season of transition, Allan is also serving on the Finance Committee and the Stewardship Committee.

Allan felt his beginning call to minister while participating in a variety of Christian fellowship groups as a high school student. He attended the University of Virginia, majoring in economics, before accepting a business position where he worked for 6 years. After continuing to feel a sense of call to vocational ministry, Allan enrolled in Duke Divinity School. Greystone is blessed to be his first call as a full-time minister. Allan is single, loves watching sports of all kinds, but especially enjoys his biweekly pickup basketball games.

John 1:14 The Word became a human being and, full of grace and truth, lived among us.

You can contact Allan at: allan.smith@greystonechurch.org



Steve Rose

Property Manager

Steve Rose joined Greystone Baptist Church in 2003, but assumed his current position as Property Manager in 2016. In this role, Steve attends to the entire Greystone campus. He negotiates and reviews contracts for service providers, works with all committees, teams and Sunday School classes to ensure their needs for physical space and materials are met, acts as liaison to the Properties Committee, repairs or constructs items as needed and is always available to members regarding their concerns about the physical plant.

Steve attended UNC Chapel Hill as an education major and after graduation spent some years teaching high school English. Music has been a powerful force in Steve's life as a sort of part-time career. He has performed in touring companies of Broadway shows, area symphony orchestras and in various jazz

ensembles as an instrumental musician. His musical contributions to worship at GBC are invaluable. His 30 year background in the business world in procurement and supplier contracts prepared him well to review GBC's contracts, to the point that he has renegotiated some of these for significant savings.

As a longtime member of GBC, Steve has an innate understanding of our membership. He has a spiritual attitude towards his position in that he feels he is a steward of GBC as a property entrusted to him to protect the gifts and legacies of those congregants who have established our physical place. Steve is married to Angela, has five children and five grandchildren. He rides an Indian motorcycle, likes home repair, and he and his wife are "budding birders."

You can reach Steve at: Steve.rose@greystonechurch.org



Annette Variano

Admin. Assistant

Annette Variano began her tenure at Greystone Baptist Church in 2013 as our Administrative Assistant. In her role, she provides not only communication and administration to the ministerial staff, but serves as a liaison between members and staff. She produces the weekly bulletin, monthly newsletter and keeps the office running smoothly. She is consistently responsive to requests from congregants and staff and presents a happy and positive presence to all who enter our doors. We are so grateful for Annette's presence at GBC.

Annette has worked in many different positions prior to her tenure at GBC. She started here as a "temp" but found that the pace of the day and the interaction with members made her feel that that GBC was her job of choice. Annette is talented in office and communication skills, is diligent, and trustworthy.

Annette has two adult sons. She remarried in 2013 to husband Mike. They enjoy raising budgies, bee keeping and the beach together. Annette likes designing quilt art, reading, fishing and photography

You can reach Annette at: Annette.variano@greystonechurch.com

8. Leadership

a. Structure – “How things get done”

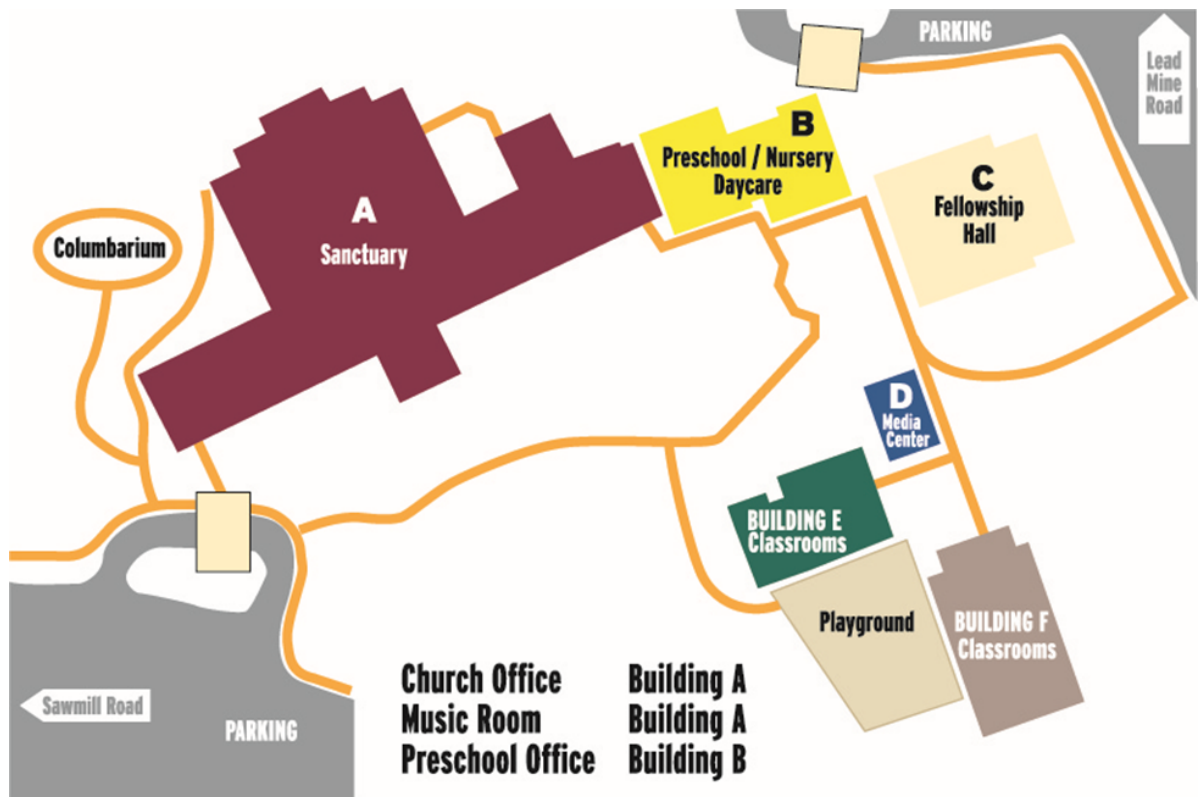
At Greystone, we try to exemplify our mission statement of “every member a minister” by encouraging full participation and responsibility in the decision making processes of the church. There are several leadership bodies that guide the day-to-day operations and ministries of the church, including:

- i) **The diaconate.** At Greystone, 18 men and women serve as deacons, serving for a period of three years of service. The deacons at Greystone see themselves as the “servant leaders” in our community, providing lay pastoral care to our congregation and staff, spiritual leadership through worship leadership and serving as “early adopters” of new programs and initiatives, and forming search teams and other ad-hoc groups/teams to address ministry or congregational needs. Deacons are nominated by members of the church, which is supplemented by suggestions from an appointed deacon nominating team. Both women and men have served as deacons at Greystone since it was chartered in 1983.
- ii) **Finances.** The Budget Team, Stewardship Team, and the treasurer work together to obtain bookkeeping services required by the church. The treasurer ensures that the day-to-day financial operations of the church are executed in accordance with the church financial policy and procedures. The treasurer provides an updates on the church’s financial status at each church in conference.
- iii) **The leadership council.** The Leadership Council is made up of the chairs of all of Greystone’s permanent committees and teams. These committee/team chairs meet regularly to plan church in conference and provide guidance and leadership for the day-to-day management of the church’s programs and ministries.
- iv) **Church in conference.** The business meeting of the church is called the church in conference. All members of the church are able to vote at the church conference, which is the final decision-making session at Greystone. The conference sets and approves overall church policy, following the agenda set by the moderator in cooperation with the Leadership Council. Meetings are held at least once every calendar quarter.

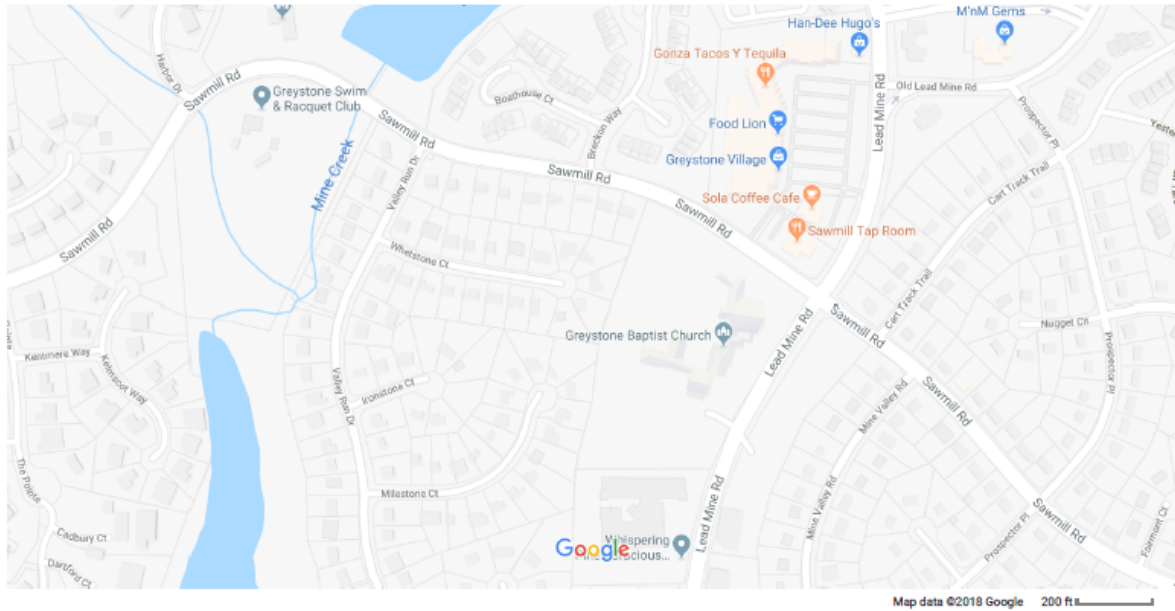
9. Our Church Campus



Greystone is located on a ten-acre, wooded site in north Raleigh, NC. Our family-friendly facilities include picnic tables under the pines, a baseball/soccer field, and covered breezeways. This retreat-like setting offers a spot of beauty and repose where children, students, and adults will find many opportunities to learn and grow in the Christian faith. While there are many ministries and activities within our walls and premises, our mission is also to share the Christian message outside our walls.



Google Maps View



10. Our Community

a. Community Characteristics



Raleigh At a Glance

Unemployment reached a high in 2010, but the current unemployment rate is 4.1%

Raleigh is expected to add over 100,000 jobs from 2010-2040.*

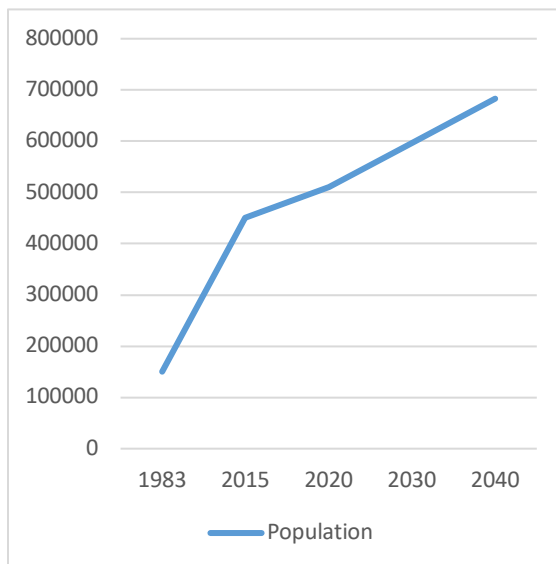
Raleigh has 139 City Parks, 104 miles of Greenway trails for a total of 9,846 acres of parks and greenways.

Median Household income is \$53,653, we are 87.2% native born, median age is 32.4 years, average family size 3.09.

Housing statistics reflect 50.2% owner occupied units**

*Raleigh Department of City Planning Data Book 2016

**Raleigh Community Profile



Raleigh Population Forecast

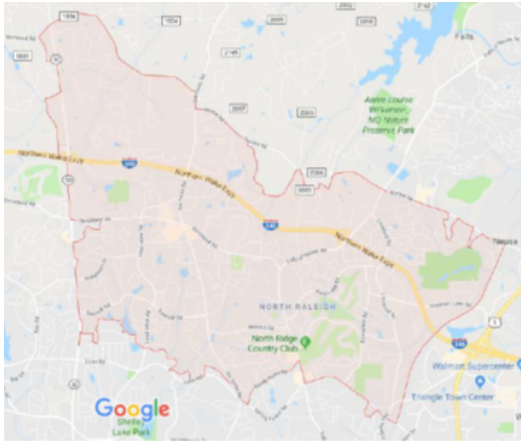
With a population increase of 63% from 2000-2015, Raleigh is one of the fastest growing cities in the country.

When Greystone Baptist Church was first established, Raleigh had an estimated population of 150,255.

By 2015, that population increased to 451,066, with an annual growth rate of 2.5%.

Estimates of population for 2020 equal 510,175, 596,580 in 2030, and 683,035 in 2040.

Our Neighborhood (27615)



Family:

- 12,324 (70%) households without children
- 5,382 with children (30%)

Work:

- 48% of those households work full-time
- 22% part-time
- 30% no employment.

Church:

- ~20 churches (3 of them Baptist)

11. Our Future

a. Signs Of Health

- People, Relationships - Christian Friends, Family, members, fellowship, friendships, community
- Sunday School - variety of study groups
- Music programs
- Members are invested here, Involved, Commitment, Values - will not give up on my church, Investment
- Missions, opportunity to give back thru volunteering, able to serve, service opportunities, outreach, Involvement
- Growth potential, Inertia, Opportunities, Hope, Faith, Heart, place to be challenged, hope for what GBC will be in 10 years
- Youth Group
- Children's Ministry, children, example to children

b. Signs Of Concern

- Diversity of theologies
- Welcoming and inviting - What does that mean?
- Diversity of Missions - What is our missional vision?
- How are decisions made?
- Every Member a Minister - How do we actualize that?

12. Senior Pastor Search Committee Members

John Clark	Jackson Hollingsworth
Toni Cox	John Meyer (vice chair)
Johnathan Eshleman	Laura Nelson
Brian Grant	Dot Thomason
Annie Hardison-Moody (chair)	Joanne Thompson

pastor-search-team@greystonechurch.org

a. Senior Pastor Search Committee Covenant



Senior Pastor Search Committee Covenant

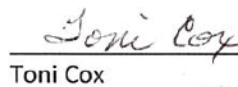
We, the members, of the Senior Pastor Search Committee of Greystone Baptist Church, agree wholeheartedly to serve the team and the church by prayerfully seeking the next Senior Pastor that God is calling to lead our congregation. As a duly elected committee by the church and relying on the guidance of the Holy Spirit, we commit to the following provisions:

- We will pray earnestly and seek God's direction throughout this process.
- We refuse to pursue a personal agenda and attempt to manipulate the decisions of other committee members.
- We will be intentional, thoughtful, consistent, and honest in our communication with the congregation, the church staff, the candidates, and each other.
- We will strive for transparency and forthrightness.
- We will uphold the highest levels of respect and confidentiality, and we will clearly define what is to be kept confidential.
- We will make it a high priority to prepare for and attend all scheduled meetings and will give prior notice if we will be late or absent.
- We will be present and engaged sharing our thoughts in front of the entire team with no "parking lot meetings after the meeting".
- We will always work to follow God's will and not ours.
- We will always work with God's guidance and the prayers of the church.
- We will care for each other in joys and in sorrows, to sustain each other through prayer and deeds of kindness.
- We will hold one another accountable to this covenant, speaking the truth in love.



Signed on February XX, 2018:



John Clark

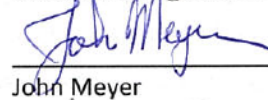

Toni Cox


Johnathan Eshleman

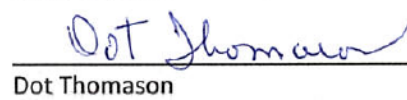

Brian Grant


Annie Hardison-Moody*


Jackson Hollingsworth


John Meyer


Laura Nelson

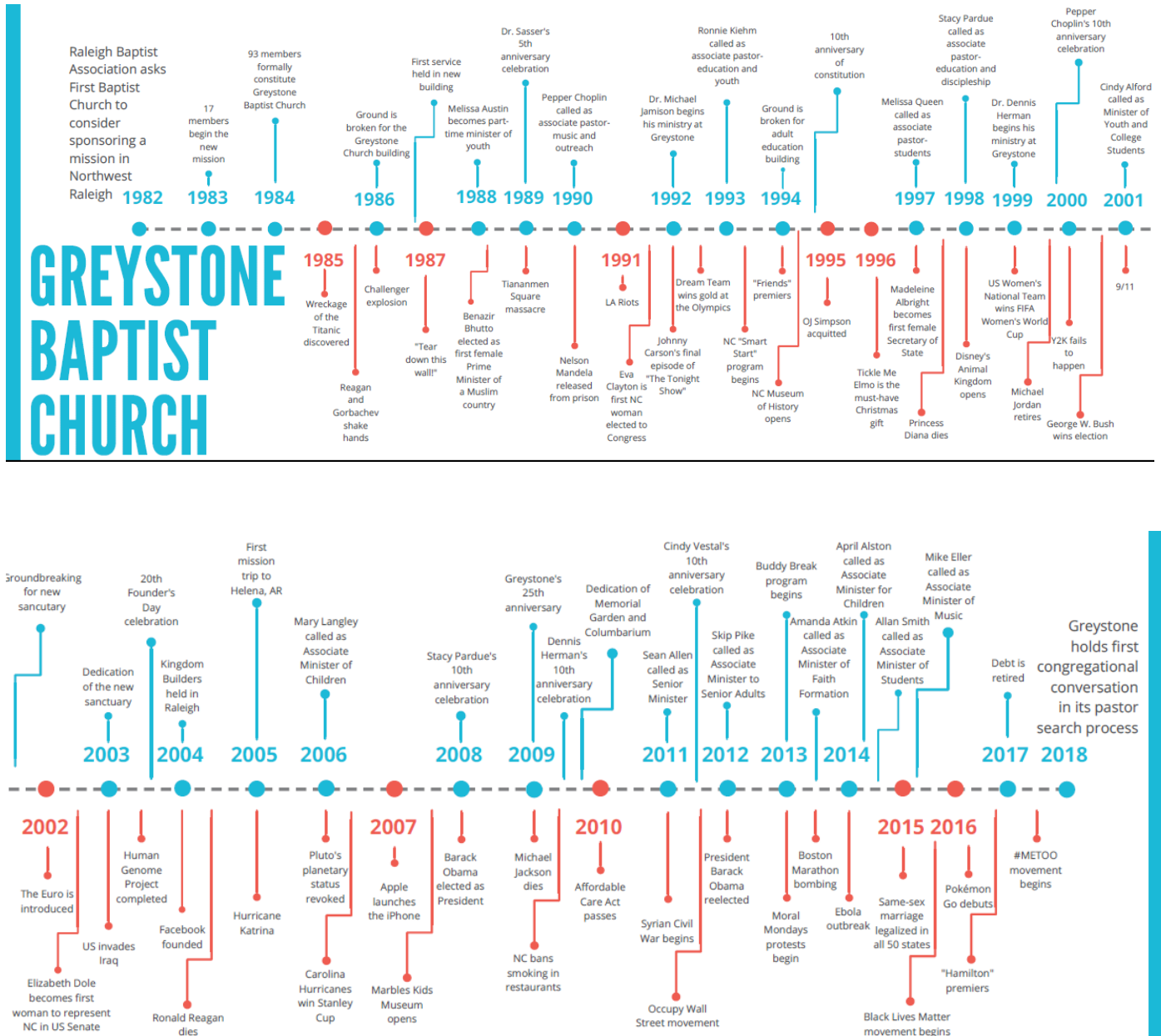

Dot Thomason


Joanne Thompson

* Chair

"With Christ as the Cornerstone, we will build a church of living stones, where every member is a minister and is equipped to express God's love by word and deed to all people."

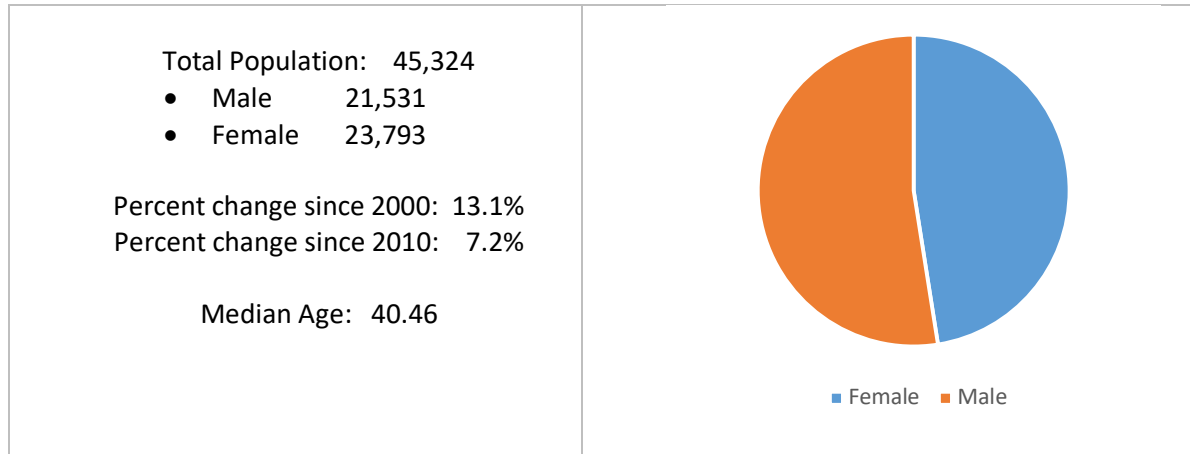
Appendix A: Greystone Baptist Church Timeline



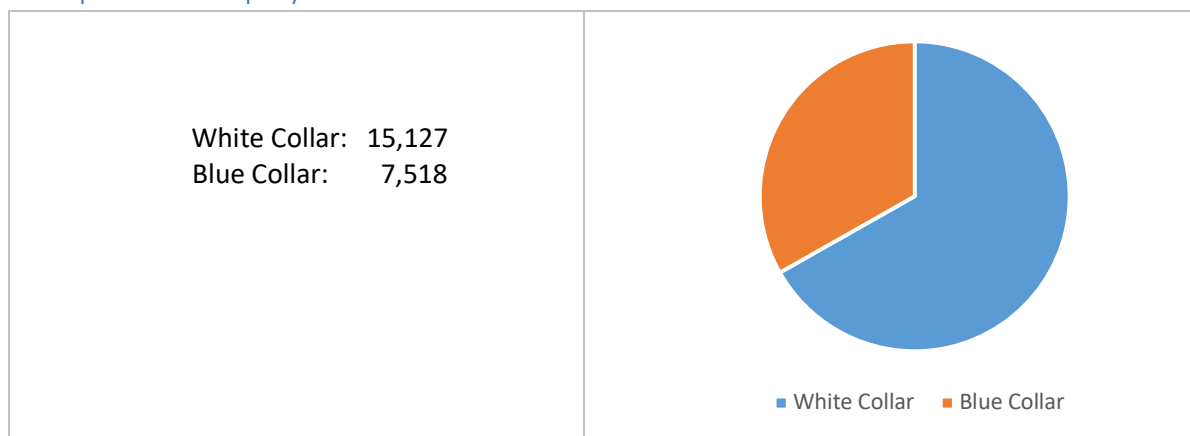
Appendix B: Raleigh, NC 27615 Demographics As Of July 1, 2017

Source: <https://www.point2homes.com/US/Neighborhood/NC/Wake-County/27615-Demographics.html#Households>

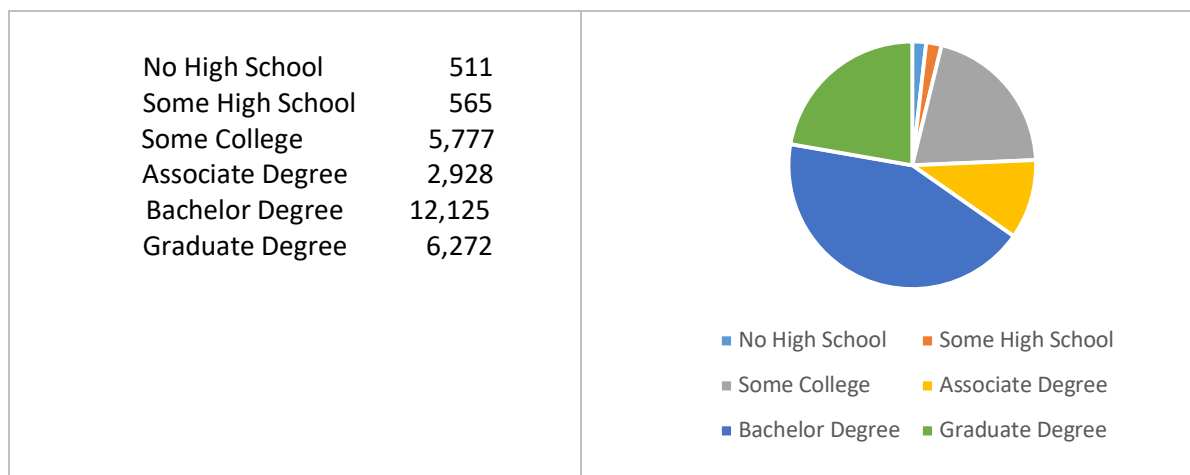
Population Demographics



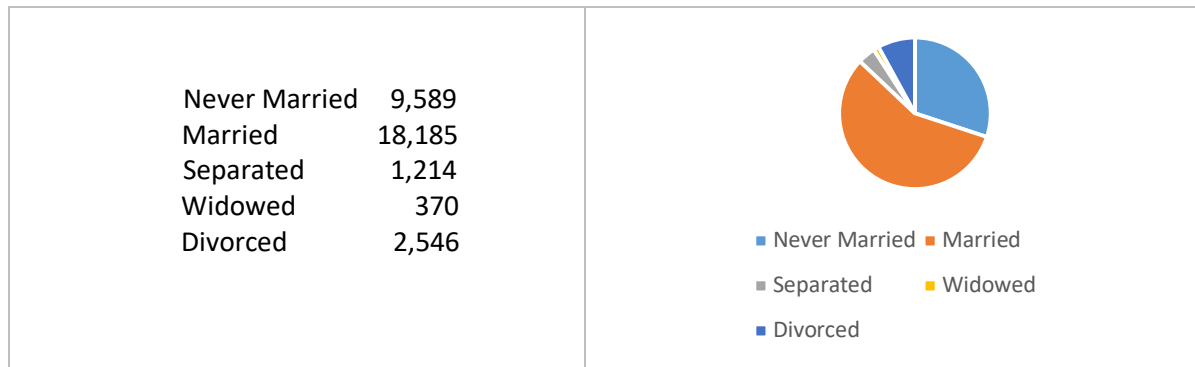
Occupational Employment



Education Statistics



Marital Status



Income Characteristics

