

ANNUAL REPORT
FY2022
Jan 2021-Mar 2022



First Baptist Church of Lebanon, NH
Not a perfect church, not a perfect people, just a simple desire to follow Jesus.

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ANNUAL MEETING AGENDA – April 24, 2022

Meeting called to order

Opening Prayer

ARTICLE I. New Membership Nominations

ARTICLE II. REPORTS OF BOARDS, COMMITTEES, & OFFICERS

A. Discussion of Minutes from 2021 Annual Meeting

B. Annual Reports

Senior Pastor
Associate Pastor
Church Clerk
Church Board
Shepherds Board
Board of Trustees
Building Committee

ARTICLE III: REPORT OF THE NOMINATING COMMITTEE

ARTICLE IV: OTHER BUSINESS

A. Old Business

1. New Building Update

B. New Business

1. Treasurer Report & Financial Secretary Report

2. FY2023 Proposed Budget

3. Constitution Amendments

A. Article VII, Section 3B & 5

i) Change Treasurer as a “non-voting Trustee” to a “voting Trustee”.

B. Article VIII, Section 1B

i) Rename Core Ministry #6 from “Welcome Ministry” to “Hospitality”.

C. Article XII, Section 2B

i) Change Annual Meeting date from “the second Sunday in March” to “the last Sunday in April”.

4. Other

ADJOURNMENT

First Baptist Church of Lebanon Statement of Faith and Church Covenant

This church receives the Bible as its final authority in all matters of faith and practice, and as an all-sufficient basis for its teaching. As a summary of principles for Christian conduct among its members, it adopts the following church covenant:

Covenant of the First Baptist Church Lebanon, New Hampshire (adopted 1997)

Having been led by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and pledging to serve Him in all we do, we joyfully enter into covenant with one another as one body in Christ:

Accepting Believer's Baptism as the outward and visible sign that we are raised to a new life in Christ and are His disciples moving out into the world to represent Him and model His love for all mankind; to live in a manner that reflects justice in our dealings, generosity in our sympathy, sincerity in our actions and true compassion to our fellow human beings; to pray for one another, for the church, for all the world and for our children, nurturing them with the love of Christ; to study the Word of God and seek His guidance in all that we do and seek the receiving, refreshing, comforting and equipping power of the Holy Spirit empowering us to share and spread the light of God's love.

We engage to strive together toward prosperity of this church in spirituality, holiness, comfort and knowledge; to sustain its worship, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church; to be faithful stewards of all the Lord has given us and enhance our support of His ministry through donations of our time, talents and effort and by working together to create growing bonds of fellowship, love and unity between one another as believers in Jesus Christ. We further engage to walk together in Christian love and watchfulness, giving and receiving admonition with humble hearts and affection; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech and to be slow to take offense and always open and ready for reconciliation.

In all we do we will continue to grow in Christ and glorify His name. Our love in action will bring joy to a brother, a sister or a non-believer, for in Christ praise and worship are a believer's lifetime pursuit. We will live lives that reach out to others offering them the hope and the promise and the blessings of a daily, growing relationship with our Lord and Savior, Jesus Christ.

FIRST BAPTIST CHURCH OF LEBANON
Annual Meeting Minutes
January 31, 2021

Stephen Girdwood, Moderator, called the meeting to order at 12:05 PM at the Mason Lodge on Green St in Lebanon. Due to the governing rules surrounding the pandemic, a zoom session was also established to enable more member participation. There were 31 members present (total in person and online) at the opening of the meeting.

Steve opened the meeting with prayer.

Steve noted that we were 2 members short of the required quorum of 33. In this situation, the Executive Board can make a motion to suspend the quorum and continue the meeting.

Motion to suspend the quorum and continue the meeting was made by Keith Davio (Treasurer) with a second by Jim Newcomb (Co-Chair Deacon Board). Motion passed unanimously.

ARTICLE I: New Membership Nominations

Jim Newcomb, Co-Chair of Deacons, presented four new nominees to the congregation. Motion to accept Chase Pyer, Sarah Gabel, Bobby Souza, and Catherine Souza as new church members was made by Deb Girdwood with a second by Rachel Lawrence. Motion passed unanimously.

Total members present increases to 34 (two new members and 1 additional virtual member), now meeting quorum requirements for the remainder of the meeting.

ARTICLE II: Reports of Boards, Committees and Officers:

A: Discussion of Minutes for 2020

Motion to accept minutes of the 2020 Annual Meeting as drafted was made by Angie Stephens with a second by Valerie Davio. Motion passed unanimously.

B: Annual Reports

Motion to accept annual reports of Boards, Committees & Officers was made by Ruth Newcomb with a second by Mike Balog. Motion passed unanimously.

ARTICLE III: Report of the Nominating Committee:

The Moderator pointed out the Nominating Report is not fully established due to the pending organizational structure changes. Steve was recommending that we table new nominations for now and continue the Annual Meeting at a later date once the new structure is resolved.

As such, the current Board members remain in place until we conclude the Annual Meeting.

Rick gave a quick status update and answered clarifying questions on the new board structure, referring to details mentioned in the previous town hall meeting.

Motion to table the nominations until the continued Annual Meeting time was made by Rachel Lawrence with a second by Rodney Jenness. Motion passed unanimously.

Article IV: Other Business:

A: Old business.

1. Building Update

Steve Girdwood, as Chair of the Building Committee, gave a brief update on the building status, recapping the update included in the 2020 Annual Report.

Additionally, thus far in 2021, the roofers came back and repaired existing roof issues and capped the steeple location.

We still require many volunteers to complete outstanding tasks that do not require a trade license.

The Building Committee is setting up a priority of work list along with a timeline. They will try to have more regular updates throughout the year.

In regard to the Masons Lodge, our current meeting location, there was discussion about the promise to include a handicap ramp and extra bathrooms. The Lodge representative indicated this morning that work on storage and bathroom may start as early as this week. The ramp is not a high priority for the Masons and is costly and may or may not happen. If anyone from this congregation has an issue, then it will be handled by the Deacons.

B. New Business:

1. Discussion on Treasurer Report, Financial Sec Report, and 2021 Proposed Budget

Keith Davio presented the Treasurer Report highlighting various areas and answering general questions of understanding.

The Building Loan Account was mistakenly omitted from the published report. Below is the correct data.

LOANS - CHURCH BUILDING			Loan Balance	Principle Paid 2020	Interest Paid 2020
8001	Mascoma Bank Loan	(\$202,400)	\$ 202,400	\$ -	\$ 9,133
8002	ABEC Loan	(\$400,000)	\$ 376,751	\$ 23,249	\$ 17,424
	TOTAL LOANS		\$ 579,151	\$ 23,249	\$ 26,557

Motion to accept the Treasurer Report and Financial Secretary Report with the correction to the Loan data was made by Duane Lawrence with a second by Dennis Merrihew. Motion passed unanimously.

Keith presented the 2021 proposed budget portion of the report. The anticipated income increased by \$52k and the proposed expenses decreased by \$32k, thus shrinking the gap from the 2020 budget.

Keith explained why the budget was being proposed with a net loss. He indicated that in past years it was practice to increase the proposed income to match the proposed expenses. This is a typical and normal practice. However, this method hides the income gap that we identify as a faith-based income need. By indicating a realistic anticipated income, this shows the gap as an overall net loss, this making it more apparent what the faith-based gap is.

There was extensive discussion on the dramatic change in the Insurance Policy costs (Item 2007). At the time the 2020 budget was drafted, the requirements for adequate insurance coverage were unknown, so an overinflated number was used (\$41k). In 2021, not only has the coverage requirement reduced, but the 2021 policy was in effect, thus providing for a more accurate number. It was noted that while the costs and coverage were reduced, our policy is at the appropriate level to cover our current risk.

Aside from items already mentioned in the report's notes section, it was noted that the New Building Expenses (item 2021-2026) has a larger increase than the previous year, because this category was not fully understood for the 2020 budget cycle.

Motion to accept the proposed 2021 Budget as drafted was made by Rodney Jenness with a second by Rachel Lawrence. Motion passed unanimously.

2. Discussion of Proposed Change to Church Organizational Structure

This discussion point was an extension of the prior Town Hall meeting on January 17th, 2021, whereupon Senior Pastor Rick presented his proposal to the congregation. The intent is to establish a "single board structure" that consists of Shepherds and Trustees. Since this topic arose earlier in the meeting, there was little further discussion at this point. Rick is targeting mid-March as a goal to have the drafted plan in front of the congregation, which includes a newly drafted constitution.

3. Nomination for delegates at the ABC VNH Annual Conference

Mike Barragan and Rodney Jenness

Moderator asked for volunteers to attend the 2021 ABC VNH Annual Gathering, on a date not yet published, as our church delegates. At this time, it is unknown if the Gathering will occur in 2021. The 2020 Gathering was cancelled due to the pandemic.

Motion to accept Rodney Jenness and Michael Barragan as our two appointed delegates for the ABC VNH Annual Gathering Conference was made by Jim Newcomb with a second by Deb Girdwood. Motion passed unanimously.

4. Other Business

Steve gave an update on the structural concerns within the Parsonage. A key area of concern is the high lead paint levels, primarily on all trim work, doors, and kitchen cabinets. Current bid for kitchen cabinets is \$2,500. There is \$4,000 in the approved budget and other anonymous donations have come in. The planning and status are still in early stages at the time of this meeting.

Seeing no further discussion points, the Moderator requested a motion to continue the meeting for the purpose of resolving the nominating report to an undetermined time in March, giving the appropriate 2-week warning notice.

Anne Pinilla made the motion to continue which was seconded by Angie Stephens. Motion passed unanimously.

The meeting was recessed at 1:24 PM on January 31, 2021.

The reconvened meeting minutes begin on the next page.

The Annual Meeting was re-convened on May 2, 2021.

Stephen Girdwood, Moderator, called the meeting back to order at 12:05 PM at the Mason Lodge on Green St in Lebanon, along with a live Zoom session. There were 38 members present (total in person and online) at the opening of the meeting.

Steve opened the meeting with prayer.

Steve recapped the need for this continuance and the process for the drafting the new constitution, to include the reasoning for its change.

Steve reminded the attendees that we are still operating under the old constitution for the purposes of this meeting.

ARTICLE III: Report of the Nominating Committee:

At the beginning of this meeting, the Nomination Report was still in draft as the Executive Board had not formally agreed upon it.

Steve read aloud the draft Nomination Report, as follows:

Shepherds

Jim Newcomb
Dan Nash
Carol Rataj
Gail McCoy
Bobby Sousa

Trustees

Steve Girdwood
Kevin Tole
Chase Pyer
Jen Langley
Angie Stephens

Treasurer

Keith Davio

The position of Clerk was intentionally omitted, as this role will be appointed by the Church Board, under the anticipated newly adopted constitution. Until then, Keith Davio will continue as acting Clerk.

Upon request of the moderator, the Executive Board assented and agreed to put forth the nomination report for Board positions. Jim Newcomb was the only Executive board member absent.

In response to the question about current member terms resetting and starting over, Steve indicated that this is a pending action item for the Church Board. In order to create staggered turnover, the Church Board has to decide the initial term lengths of the 2021 board members, taking into consideration time already served in current roles. Thereafter all new terms from future business meetings will be for three years per the old and new constitution. All terms will end on March 30th of the given year.

Motion to accept the Nomination Report as read was made by Mike Barragan with a second by Rodney Jenness. Motion passed unanimously.

Article IV: Other Business:

B. New Business:

2. Discussion of Proposed Change to Church Organizational Structure

The proposed newly drafted constitution was circulated via email two weeks prior to this meeting and hard copies made available at each subsequent Sunday Worship Services, to include this business meeting. Therefore, the draft was not read aloud.

Pastor Rick indicated that this draft was a starting point and still needed much more work. To move forward with the new organizational structure, we need to adopt a supporting constitution. Once adopted he will continue to lead the effort to make further revisions as necessary and identified.

Some points were made by the congregation and noted by Pastor Rick, but none resulted in an immediate change to the proposed draft.

Motion to accept the new Constitution, as drafted, {hereafter known as “Rev 0 – 05/02/21”} was made by Ryan Gabel with a second by Deb Girdwood. Motion passed unanimously.

The Moderator asked for any other business. Terry Bolduc inquired about the official service start time. Upon quick discussion, it was determined that the start time will remain at 10:30 for now, but it will be taken up by the Church Board as an actionable agenda item. Pastor Ryan also indicated they intend to have adult classes in the fall.

Seeing no further discussion points, the Moderator requested a motion for adjournment.

Adjournment:

Jen Langley made a motion to adjourn which was seconded by Jan Rostron.

The meeting was adjourned at 12:31 PM.

Respectfully submitted,
Keith Davio, Church Clerk

**Report of Senior Pastor Rick Pinilla
FY2022**

Dear Friends,

It is instructive that the only two Churches that Jesus' unequivocally praises in the letters to seven Churches were known by poverty, weakness and small size (Rev. 2:8-11, 3:7-13). This should tell us something about how the typical American Christian measures Church success. These Churches were also known for perseverance in faith, obedience and ministry during a time of testing. In each case Jesus says the testing ultimately came from him; and that faith and perseverance would lead to reward from him. By these measures we are doing very well.

This has been a year darkened by Covid restrictions and meeting in a building that is less than ideal. We are grateful for our hosts generosity and wonderful spirit of accommodation, but I think this exile has lasted long enough.

Despite these irksome limitations the phrase "God is in control," is on our lips and a spirit of love and unanimity permeates our fellowship. Our giving has been so marvelous, that I don't know how to tell my non-Church friends about our building project without sounding like a religious fanatic. Hallelujah. You don't complain except to have a laugh and I have to use the word joy to accurately describe our common life and meetings -- zoom or face to face.

Your love is more than good feelings. The Shepherds have paid out a lot of money to people in need, but the Deacon's fund is still full. We feel like the widow with the jar of oil blessed by Elisha. Informally, people are welcomed, helped, visited, encouraged and supported by you. The love and affirmation you have shown me and Ryan is almost more than we can bear. I feel unworthy of serving such a congregation. Everywhere Ryan and I serve we find eagerness to learn and grow and a great confidence in our future, because of your focus on Christ's presence and promise.

Now I want to note some specific highlights of this last year as a report on progress in our plans set last year. This was Ryan's first full year. He has hit the ground running and his godliness and worth you can all see. I will just add a few things you can't see. He has been an invaluable partner in ministry. He has been a full colleague, not a junior grade associate. Everyone can see that he doesn't lack confidence, but I have come to recognize that he has a remarkable humility under Christ and a willingness to learn from anyone. He is a very good counselor. When it comes to longer term counseling, he is better I am. Watching his relationships with non-Christians has been inspiring and instructive. I can see that his talk about loving others in sermons is real. His passion for Jesus and his love for others is palpable. You picked a winner. He is very well suited to lead us into the future.

Last year we set out to approve a new constitution and to begin to implement its directives. Ryan and the Shepherds are to be congratulated for the work done and so is Keith Davio and the Trustees. We are starting to put it into practice and to work out its kinks. Ryan and I and the Shepherds will be working to set up a way to mentor new Shepherds and Trustees, so we stay faithful to Christ and the mission he has given us well into the future. We also intend to put our heads together with the leaders of the Trustees to make sure the Board fulfills its calling to establish unity in pursuing our mission and see to it that work is fully resourced.

The Shepherds have been led to a mission statement and are currently seeking Christ and brainstorming about a set of values for our ministry. These will give us clear direction for our work and a concrete way to stay true to Christ and our calling in all we do. We hope to finish our work soon. You have been sitting for our sermon series on

our mission statement and no doubt see that it is a faithful expression of our calling from Christ. With these in place, the Shepherds will begin to take a systematic approach to putting in place the essential ministry systems so we can "love equip and serve." We will do this in consultation with the whole board and you, so we continue to move together in one mind.

Let me give you a couple of examples of how this works out in practice. Our commitment to interpersonal ministry was given form by a great idea from Ryan: Our prayer, love and witness ministry. It is simple, God centered and focused on love.....like the mission statement we are proposing. We also launched our first small group study of spiritual gifts and calling. It was very successful. Not only did people learn about the issues. It yielded new initiatives in ministry that will go outside our doors. These were launched by lay people responding to the Bible and God's call.

I am so proud of the Shepherds. They have the vision for spiritual care, encouragement and equipping that is the heartbeat of a Shepherd's work and are beginning to put it into practice. Keep showing them the support they deserve and need. And pray for us.

Your partner in the great work,
Pastor Rick Pinilla

**Report of Associate Pastor Ryan Gabel
FY2022**

Hi FBC Family!

It's that time of year already, the Annual Meeting. What to say and where to start?! The Gabel family is doing well. As you may remember, we started this past year off with a lead abatement at the parsonage. As the girls spent some quality time with my family in Pennsylvania, a team of us removed all the trim, doors, and kitchen cabinets from the parsonage. During the demolition stage we also moved the downstairs bathroom wall in and opened up the kitchen giving a much more open feel to the space and making it more user friendly for Sarah and I and the girls to team up to make our meals. After the demo I traveled to Pennsylvania to spend time with my family as a team of awesome volunteers worked very hard to make the parsonage livable for us to come back home. The work continues to finish the parsonage, but we are getting there.

The work of Millennial ministry has been encouraging over the past year. Although we have not seen a growth in numbers, I have seen a growth of faith and understanding of Christian doctrine in our existing Millennial population. With a weekly small group, we have gathered for dinner and have been studying through the Gospel of Mark. Yes! It has taken us over a year to study through Mark and we are not done with it yet. We have taken our time with the text and spent a great deal of time in conversation about how the truths of God's word in Mark apply to our world and our Millennial generation. I have seen personal spiritual growth in each member of our Millennial small group, and I am excited to see what this next year brings.

Over the past year I have spent most of my work week out in the public, namely at Jake's Cafe. During my time at Jake's and other places I have developed some great relationships with Millennials in the area. Regardless of age, one thing has been made very clear to me. The average person I interact with who does not know Jesus as their Lord and Savior are hungry and hurting for God's truth in their lives and to have His love shared with them through genuine followers of Jesus who have a desire to serve the lowest and the least.

Worship has been an amazing work in progress at FBC. Over the past year we have upgraded some of our equipment and added a few members to our worship team. I have to give special thanks to Steve, Bobby, Deb, Karen, Chris, Lulu, Angie and Dennis for sticking with the worship team as we struggled to implement new technology and new styles of worship. Each week I receive feedback from members of the congregation about how they are encouraged more and more by the worship at FBC. It has also been a great joy and encouragement to welcome new members to the worship team and the audio/visual team.

Over the past year the Shepherds have been doing a lot of hard work in examining who we want to be as a church. Once the constitution was finished the Shepherds set out to define our Vision, Mission Statement and Church Values. It has been exciting presenting the Vision and Mission Statements to the church through our latest sermon series. And we are excited to continue our work of the church values which we will present in an upcoming sermon series. Establishing these three aspects of FBC are crucial in forming our DNA as a church and giving everyone a lens through which to view their ministry work. Our goal is to establish these three statements and then make sure that every ministry that goes on at FBC fits into these statements and moves outside our door to serve the community of Lebanon. This past year we encouraged our church family to read *Knowing God* by J. I. Packer. From conversations I had, the vast majority of people who read this book found it challenging but very enriching. The next

book we are offering is *Stealing From God: Why Atheists Need God to Make Their Case* by Frank Turek. This is an amazing book to help equip you to not only understand our faith in Jesus better but to better answer the questions our world has regarding what we believe. Recently, we have instated a “prayer challenge.” We are asking each member of FBC to think of one person, friend or family, who does not know Jesus as their Lord and Savior and pray for them. Ask God to give you the opportunity to share His love with them and to have the opportunity to share the Gospel with them. If you have yet to join in on this challenge, feel free to email the church with your name and the name of the person that you are praying for so the Shepherds can join with you in praying for these people.

Finally, my ordination process is almost complete. It has been a long road of jumping through hoops but during this time God has revealed new strengths and new weaknesses that I bring to the table as a pastor at FBC. Hopefully, in the next few months I will be ready for ordination, and we can celebrate this step together as a family.

Please continue to pray for the Gabel family. Pray that God continues to give me the strength to serve my family as Christ served the Church. Pray that God continues to draw Sarah and I closer in our one flesh union and please pray that we are able to parent Carrie and Nora in a Godly manner that solidifies their faith in Christ and prepares them to shine God’s love to those around them. For the worship team, we are praying, and would ask you to pray with us, that God would bring us more musicians so that we can field a full band and have a rotation of musicians and techs to prevent burnout. It is my hope in the coming year to grow a core group at FBC who are hungry to become equipped to go out into the community of Lebanon and share God’s love and His amazing Gospel message. Please pray that God would raise up workers from our family and send workers from the community to carry His kingdom work into Lebanon.

It has been a true pleasure to serve FBC over this past year. Sarah, Carrie, Nora and I could not ask for a better church to have as our first, and hopefully last, pastoral call. I look forward to what this next year will bring and pray that all who ready this will feel the call into our local mission field of Lebanon to serve and love the lost.

Pastor Ryan

**Report of the Church Board
FY2022**

Members: all Shepherds Board members, all Board of Trustees members, all Pastors.

The Church Board (aka All Church Board) was established in 2021 via the new constitution and consists of the above-mentioned members. The intent of this Board is to meet every other month for the purpose of aligning the church ministries and operations, as well as providing each other with transparency of lay leader activities.

The first couple of meetings were primarily focused on establishing ourselves and determining a meeting standard. Routine agenda items included: Devotional, Financial Review, and updates from the Shepherds, Trustees, and Building Committee. Due to the nature of the discussion topics, all Church Board members signed the Confidentiality Agreement, which encompasses any church business.

The latter part of the fiscal year was attentive to preparing the annual budget and other annual meeting documents. Throughout the year, no significant issues of concerns needed to be addressed.

This Church Board concept has proven to be beneficial in creating partnerships to support our church's mission.

Respectively Submitted
Keith Davio
Chair

**Report of the Shepherds Board
FY2022**

Members: Gail McCoy, Bobby Souza, Dan Nash, Jim Newcomb, and Carol Rataj

*“Wait for the LORD; be strong and take courage; wait for the LORD!” Psalm 27:14
“but they who wait for the LORD shall renew their strength;
they shall mount up with wings like eagles;
they shall run and not be weary;
they shall walk and not faint.” Isaiah 40:31
“Be still before the LORD and wait patiently for him.” Psalm 37:7a*

Waiting! That seemed to be the theme for 2021. Everyone was and still is waiting for something. The Shepherds brought many such requests to God: folks waiting for help, waiting for medical test results, waiting for appointments, waiting for medical care, waiting for healing for self and loved ones, waiting for jobs, waiting to end a job, waiting for COVID to be over, waiting for the country to open up again, waiting to not need a mask, waiting for peace in our country, in the world, waiting for financial help, waiting for a check, waiting for a building, waiting for a place to meet, waiting for a meeting, waiting for a wedding, waiting for a funeral, waiting for help after a mishap, waiting for children to accept Christ, waiting for grown children to remember to follow Christ, waiting for all loved ones to accept Christ, and the list goes on and on and on.

Through their prayers, the Shepherds saw God’s answers to many requests, many which led to more waiting. God’s Word states: *“Be still and know that I am God.” Psalm 46:10* This is the very best way to wait, knowing that God is working in our lives with the result being the ultimate good of His people.

“And we know that for those who love God all things work together for good; for those who are called according to his purpose.” Romans 8:28

Sound familiar? Every child of God has a purpose and gift or gifts to fulfill that purpose. Believers who know their gifts and are using them to God’s glory find waiting easier. In fact, answered prayers prove waiting has purpose. Armed with this knowledge, the Shepherds have plans to help our church family members discover their spiritual gifts.

The Shepherds have accomplished much throughout the year. They developed a new slogan: Love Equip Serve. Shepherds also defined a mission statement: “God’s everlasting love creates our fellowship and from that love we equip one another to serve our community in love.” These two statements describe everything we hope is evident in our church family and will be voted on by the church membership at the annual meeting. Shepherds also had discussions concerning our values and how we intend to fulfill our slogan and mission statement.

A Pastor Review Process was formatted to allow our church family to share their thoughts and give encouragement and direction to our Pastors. This was meant to be done in a prayerful, caring, and loving mindset. Results will be presented at the annual meeting. The documents will certainly be a helpful tool for our pastors and shepherds in the future.

Chris and Cathy Clark have decided to retire from the Community Dinner and Food Pantry after many years of faithful service. Their kind hearts have brought comfort to countless people by providing a hot meal, food for the cupboard, and above all, a listening ear. Thank you, Chris and Cathy for your faith in Jesus Christ by sharing his

love with the community. Another note, Dave Rataj has offered to maintain the Food Pantry on the second and fourth Saturdays of each month. Thank you Dave!

The Ladies Bible study had a beneficial time of understanding and growth through their study of Fervent Prayer by Priscilla Shirer. It was an incredible lesson on the vital importance of praying with passion and love for our families, friends, and all our needs. The study provided such a good time of bonding and friendship and sharing that we were encouraged in our prayer lives and in love for one another. One answer to prayer is that Carol Rataj was motivated to focus on Women's Ministries in our church family. Her desire is to help women grow closer to the Lord through bible studies, discipleships, and small groups.

Pastor Ryan is in the process of being ordained. The Shepherds are tasked to evaluate his candidacy and make a recommendation to the church family. In January, the Shepherds interviewed Ryan with questions about his statement of faith, testimony, history, walk with Christ and more. Shepherds will share their thoughts with the congregation and a proposal for Ryan's ordination in the near future.

The Community Care Team has continued under the direction of Gail McCoy. She gives reminders to send cards for birthdays and for when folks need extra encouragement. She also asks the team to provide folks with help and cards when there is a death in the family.

A Hospitality Team has formed under the direction of the Shepherds, with Carol Rataj leading. With the pending idea that our building might be ready for occupancy, it is important that we as a church family be ready to have a welcoming, friendly atmosphere for folks to explore, enjoy, fellowship, and above all worship Our Lord. We also hope to have light refreshments in the foyer. All this requires time to plan. The team wants to have things in place when the doors open.

The Shepherds welcomed Teen Challenge in October who gave a dynamic presentation and witness to the power of Christ in their lives. The gentlemen were of various ages and had different types of bad experiences with drugs, alcohol, and family relationships. It was amazing to see how these brave men overcame obstacles, only through their relationship with Jesus, to become active, functioning adults who share their testimony as a witness to the work of God in their lives. The Shepherds hope to host Teen Challenge again in 2022.

Finally, it is with grateful hearts the Shepherd Board says farewell to two faithful servants, Jim Newcomb and Dan Nash. You have both proved, on many occasions, your caring hearts and loving concern for our church family. Jim, your knowledge of financial matters has helped many people to learn a healthy way to live, and your leadership skills show a Christlike servant's heart. Dan, your quiet gentleness is wrapped in much wisdom and knowledge which you gladly share with your big, kind heart. Thank you both for truly giving of yourselves all these years. May the Lord bless you greatly on the next path he has for you.

In closing, as we are waiting, remember the hope we have in the Lord Jesus Christ, through the power of the Holy Spirit, who walks with us to guide, lead, and direct our paths. It is a true, living hope built on the promises of God to those who believe.

“so Christ, having been offered once to bear the sins of many, will appear a second time, not to deal with sin but to save those who are eagerly waiting for him.”

Hebrews 9:28

Respectfully submitted,
Carol Rataj
Shepherd Board Co-chair

**Report of Youth Group
FY2022**

Our number of regular attendees has remained fairly consistent in the Youth Group this past year. We have had five (5) – six (6) regular attendees, ranging from 6th – 11th grade. On occasion, group members will bring friends to join us. The pandemic has impacted our ability to take trips and attend retreats, but we continue to have regular Sunday evening meetings at the Girdwood residence. We get outside when we can and look forward to a new home in the church building soon. Each Sunday meeting includes social/snack time, a time of games, and devotional with prayer.

Deb and Steve Girdwood have continued as volunteer leaders this past year and continue to be blessed by this ministry and developing relationships with the Youth Group members.

Respectfully submitted,

Steve Girdwood

**Report of the Board of Trustees
FY2022**

Members: Stephen Girdwood, Jen Langley, Angie Stephens, Chase Pyer, Kevin Tole,
Keith Davio

The Trustees have met regularly, either as the Trustee Board or as part of the Church Board, to manage the Church's finances, building and property, Church staff and other routine business-like matters. Generally, the Board met on its own one (1) month, and as part of the Church Board the next throughout the year.

The Trustees worked on and accomplished the following specific projects in 2021:

- The Church Parsonage was renovated last winter to remove cabinets, doors and interior trim found to be contaminated with lead paint. The majority of that work was done through the winter of 2021. Some of the finish work continues.
- In the absence of a financial secretary for the Church, the Trustees took on the task of maintaining the financial secretary records throughout the year.
- Oversight of the building project was maintained by the Trustees.
- A new system for staff reviews was developed.
- New equipment purchases were supervised by the Trustees looking ahead to needs upon entering the new building in the coming year.
- The 2022 Budget was developed by the Trustees and reviewed by the Church Board, with an eye toward occupancy of the new building this year.

The Trustees have managed the church finances and debts and can report that all is in good standing. It has been a journey of faith for First Baptist these past few years, and speaking for the Board of Trustees, a blessing to each and every one of us to see the ongoing provision God has made for this church body – especially in the midst of First Baptist's building project.

Respectfully submitted,

Steve Girdwood, Chair

**Report of the Building Committee
FY2022**

Members: Dave Cole, Jim Rostron, Cathy Clark, Janet Hall, Chris Scholtz, Dan Nash and Steve Girdwood. Pastor Rick attends our meetings most weeks, and Pastor Ryan stays involved as well.

We have also had numerous additional volunteers this past year helping with painting, flooring, ceiling grid installation, concrete work, general site work, and fundraising. It has been a blessing to reach a point where we can bring in volunteers to help finish the project!

Over the past year, contractors have been on site to complete electrical work, plumbing, HVAC systems, sprinkler systems, drywall, priming of the 1st floor walls, and installation of the elevator. It has been great to develop relationships with many of these contractors and to see a real desire on their part to help us get occupancy of the building. We have been meeting with the local building and fire inspectors to ensure the final construction will meet building and fire codes, and are encouraged that a few relatively inexpensive modifications to the original plans will be sufficient to pass inspections. In the coming months, we will see completion of the first floor and exterior site work to allow us occupancy of at least the first floor. Our financial picture actually looks strong enough that we may be able to occupy the second-floor classrooms shortly thereafter.

God has blessed us, and just this past February we reached our initial fundraising goal to have the funds on hand to pay our contractors for the work necessary to gain occupancy of the first floor.

Since January of 2021, we have received contributions to the project totaling:

\$278,755.66

Additional volunteer work is still necessary along with the purchase of additional materials, so we encourage continued donations to the project that will keep it moving forward.

Here is a report on the current finances of the building project as of 03/31/2022:

Unrestricted funds available for construction:	\$ 108,626.54
Grant funds restricted to food pantry/kitchen:	<u>39,700.00</u>
Total Building Funds on Hand:	\$ 148,326.54

A breakdown of current cost estimates to reach occupancy by contractor/category is as follows:

Electrical work:	(\$4,864 retainage + \$19,528 balance of contract)	\$ 24,392.00
Plumbing work:	(\$10,310 balance of contract)	10,310.00
Elevator:	(\$8,784.00 retainage)	8,784.00
Carpenter:	(\$6,973.78 retainage + \$750.50 balance of contract)	7,724.28
Fire Protection:	(\$3,600 retainage + \$1,000 balance of contract)	4,600.00
HVAC system:	(\$12,760.50 balance of contract)	12,760.50
Drywall:	(\$1,200 balance of contract + \$4,500 new work)	5,700.00
Britton Lumber:	(\$220.03 balance of contract)	220.03
Concrete:	(\$10,438.82 retainage + \$3,694.50 balance of contract)	14,133.32
Ceiling install:	(DIY balance of estimate \$8,844.29)	8,844.29
Portable restroom:	(Balance of rental estimate \$480)	480.00
Dumpster rental:	(Rental estimate \$1,200)	1,200.00
Floor tiling:	(DIY balance of estimate \$428)	428.00
Painting:	(DIY balance of estimate \$2,500)	2,500.00
Entry/stairwell tread	(DIY estimate \$8,000)	<u>8,000.00</u>
	Total:	\$110,076.42

This total *does not include* an additional \$6,936.91 deposited to the account on April 1, 2022 as the fiscal year end is March 31st. Note that as we continue to work toward completion of our goal of occupancy, we try to adjust our estimates and do find additional categories of costs that we want to include. This month, we have added an estimate for paint based on actual purchase costs to date and increased the estimate for new drywall work. We are going to bring back the drywall contractor to do the install under the balcony and lobby ceiling and that has increased the drywall and primer paint estimates above. Understand too that we are not professional construction estimators, and we are sure to have additional costs come up, but we are confident that God is moving us to the finish line on our initial goal of building occupancy.

Please continue your prayer, financial and volunteer support! There continue to be three things that drive when we will get into the new building, 1) Completing the necessary fundraising, 2) Scheduling with our remaining contractors, and 3) Good weather to complete the exterior landscaping, stairs and sidewalks. The good news is . . . **GOD remains in control of ALL of these factors!**

Continue to share our story and the many ways that this new building can be used by God to bless our community. Ways to donate and a video sharing our story can be found at: lefirstbaptist.com/fundraising

Your partner in the FBC Building Project,

Steve Girdwood
Chair of the FBC Building Committee

**Report of the Church Clerk
FY2022**

The following new members were voted into membership in this period:

Chase Pyer
Sarah Gabel
Bobby Souza
Catherine Souza

There was one baptism in this period:

Chase Pyer

There were three persons removed from membership in this period:

Terri Dudley – Deceased
William Clark – Letter of Transfer
Bernice Clark – Letter of Transfer

Respectfully Submitted,
Keith Davio
Church Clerk

**Report Of the Nominating Committee
FY2023**

Church Board Officer

Treasurer: Keith Davio 1 year

Shepherds Board – 3 years (5-12 Elected; members only)

Gail McCoy - Apr 2023 ⁽²⁾	Bobby Souza – Apr 2024	Carol Rataj – Apr 2025 ⁽²⁾ *
Daniel Merritt – Apr 2023 *	Vacant – Apr 2024 *	Dave Cole – Apr 2025 *

Board of Trustees – 3 years (5-12 Elected; members only)

Vacancy – Apr 2023 *	Jen Langley – Apr 2024	Vacancy – Apr 2025 *
	Chase Pyer – Apr 2024	Vacancy – Apr 2025 *
	Angelika Stephens – Apr 2024	

Date indicates last monthly meeting Board Members attend of their current term. Board members may serve up to two consecutive terms.

Respectfully Submitted,

Keith Davio, Chair
on behalf of the Church Board

* indicates new nominee for this year

⁽²⁾ indicates currently serving or being nominated for 2nd term on Board

**Report of the Financial Secretary
FY2022**

<u>Operational Givings</u>	<u>\$229,726</u>
General Offering	\$208,938
Investment Income (Interest)	\$10,851
Youth Group	\$0
Deaconate Fund	\$1,995
Missions Programs (Community Dinner, Missions General, Raven Box)	\$7,942
<u>Building Givings</u>	<u>\$288,776</u>
Community Support	\$278,756
Building Capital Improvement	\$2,980
Parsonage Capital Improvement	\$7,040
<u>Other Givings</u>	<u>\$5,746</u>
Insurance Refund	\$4,620
IRS Refund	\$1,091
for PayPal Service Fee	\$35
<u>Total Income</u>	<u>\$524,248</u>

Respectfully Submitted,

Stephen Girdwood
Chair, Trustees

**First Baptist - Treasurer Report
Part A - Overall Summary**

FY 2022

	Budget FY2022	Actuals FY2022	% of Budget
INCOME	261,250.00	702,170.04	269%
EXPENSES	316,557.50	717,293.79	227%
NET INCOME/LOSS	(55,307.50)	(15,123.75)	

Line #

INCOME SUMMARY

	Budget FY2022	Actuals FY2022	% of Budget
1 General Offering	250,000.00	208,938.36	84%
2 Investment Income	11,250.00	10,851.40	96%
3 Community Support	-	278,755.66	0%
4 Transfer from CS Account	-	194,202.37	0%
5	-	-	0%
1100 Youth Group	-	-	0%
4000 Missions Offering	-	3,565.00	0%
5000 In/Out	-	100.00	0%
9000 Accounts (minus CS)	-	5,757.25	0%
TOTAL INCOME	261,250.00	702,170.04	269%

EXPENSES SUMMARY

	Budget FY2022	Actuals FY2022	% of Budget
1000 Christian Education	5,750.00	1,928.86	34%
1100 Youth Group	3,750.00	141.98	4%
1200 Spiritual Formation	7,875.00	1,069.25	14%
1300 Missions	18,812.50	9,431.36	50%
1400 Worship	14,875.00	11,185.91	75%
2000 Church Building (Operational)	91,468.75	85,943.98	94%
2020 New Building (Construction)	10,985.00	207,478.32	1889%
2100 Church Office	35,408.75	29,223.97	83%
3000 Pastoral Compensation	114,391.25	77,032.05	67%
3100 Pastoral Professional	331.25	337.99	102%
3200 Pastoral Parsonage	12,910.00	12,219.21	95%
4000 Missions Offering	-	3,276.25	-
5000 In/Out	-	100.00	-
9000 Accounts	-	277,924.66	-
TOTAL EXPENSES	316,557.50	717,293.79	227%

LOANS - CHURCH BUILDING

	Loan Balance	Principle Paid YTD	Interest Paid YTD
8001 Mascoma Bank Loan (\$202,400)	202,400.00	-	11,353.81
8002 ABEC Loan (\$400,000)	346,102.57	30,648.49	24,814.91
TOTAL LOANS	548,502.57	30,648.49	36,168.72

<u>ACCOUNTS</u> (Transfer to/from other Accounts)	Total FYTD In	Total FYTD Out	Balance within Checking
9001 Building Fund (designated, nonbudget)	-	-	
9002 Camp Scholarship Fund	-	-	
9003 Deaconate Fund	660.00	800.00	(140.00)
9004 Raven Box	500.00	3,000.00	(2,500.00)
9005 Community Support Fund	112,296.66	105,593.21	6,703.45
9006 Insurance Account	-	-	
TOTAL ACCOUNTS	113,456.66	109,393.21	4,063.45

Notes from Part A - Overall Summary:

- A. The Budget for Fiscal Year 2022 (FY22) was derived by prorating the 2021 Approved Budget from a 12-month budget to a 15-month budget, essentially increasing the budget by 25%. This was necessary so we can align to a Fiscal Year that moved from January 1st to starts on April 1st.
- B. The top line “*Income, Expense, and NET*” Actuals are inflated due to the Community Support income and Building Construction Costs. They are inclusive because this section is a summary of the Main Checking Account transactions.
- C. Overall Summary shows a higher income than the Financial Secretary, because Overall Summary includes all income inputs to the Operating Budget, like transfers from other accounts and dedicated income credited to specific expense lines. Financial Secretary Report is only “new” income.
- D. Item #2020 – Budget for “*New Building (Construction)*” is for fixed expenses. Actuals is 1889% of budget because it includes all of the actual construction costs that are funded from the Community Support Fund.

Notes from Part B – Detailed Expenses:

- A. Sheet contains only budgeted expenses, no income.
- B. Item #1303 – *Community Dinner* has a negative balance since we have income designated for this specifically.
- C. Items #1401-1406 (*Worship Program*) – individual lines don’t necessarily align with its own budget. Each program has the ability to move funds around within the program as long as the program total is not exceeded. While individual lines are over budget, the *Worship Program* is under budget at 75%.
- D. Item #1404 – *Worship Leader* was budgeted to hire a gifted individual, which was not realized. Funds were repurposed to help with the purchase of Worship Team sound equipment.
- E. Item #2001 – *Capital Improvement* has a negative balance since we have income designated for this specifically, but current building expenses come from the Community Support Fund.
- F. Item #2006 – *Insurance Policy* expenses are twice the budget because FY2022 is a 15-month period and covers two billing cycles (Jan ‘21 & Jan ‘22).
- G. Item# 2024 – *Rent: Sunday Service* is slightly overbudget due to the short-term covid requirements to have separate Sunday services in New Hampshire and Vermont.
- H. Item# 2102 – *Bank Service Fees* are always unpredictable. Our online giving platforms charge a prorated service fee based on actual funds handled. (PayPal and Simple Give)
- I. Item#2107 – *Secretarial Services* include Accounting training courses on top of the salary.
- J. Item 3201 – *Capital Improvements* includes the unforeseen required lead abatement project in the parsonage.
- K. Item#3207 – *Water & Sewer* is high due to no historical data to set budget and increased city costs. Overall *Parsonage Expenses* are within budget.

Notes from FY2023 Proposed Budget

- A. Since FY2022 was a 15-month period and FY2023 will be a 12-month period, it was decided to show budget and actuals from calendar year 2021 (a similar 12-month period) as a baseline reference for setting the FY2023 budget.
- B. All other line items have individual notes.
- C. Item #3 - *Community Support Income* & Item #2021 *Building Construction Costs* are not included in determining the operational budget. This income goes directly to the Building Committee as its project budget.

First Baptist - Treasurer Report
Part B - Detailed Expenses

FY 2022

CHRISTIAN EDUCATION		Budget FY2022	Actuals FY2022	% of Budget
1001	Camp Scholarships	2,500.00	500.00	20%
1002	Children & Youth Sunday School	625.00	211.69	34%
1003	Children/Youth Supplies & Bkgnd Checks	1,250.00	1,178.17	94%
1004	VBS & Special Events	625.00	39.00	6%
1005	Adult Scholarship	750.00	-	0%
	Total	5,750.00	1,928.86	34%

YOUTH GROUP				
1101	Youth Group Income	-	-	0%
1102	Youth Group Expense	3,750.00	141.98	4%
	Total	3,750.00	141.98	4%

SPIRITUAL FORMATION				
1201	Church Retreat	62.50	-	0%
1202	Community Care/Outreach	187.50	193.95	103%
1203	Hospitality	5,000.00	-	0%
1204	Leadership Development	125.00	-	0%
1205	Adult Continuing Education	1,875.00	875.30	47%
1206	Adult Sunday School	625.00	-	0%
	Total	7,875.00	1,069.25	14%

MISSIONS				
1301	Camp Sentinel	937.50	875.00	93%
1302	New Mission Opportunities	1,875.00	-	0%
1303	Community Dinner	1,875.00	(390.00)	-21%
1304	Mission Project	3,125.00	500.00	16%
1305	Overseas Missions	1,000.00	-	0%
1306	Pastoral Emergencies	2,500.00	2,547.99	102%
1307	Chris McMillan	3,750.00	3,500.00	93%
1308	Daniel G Edwards	1,500.00	1,400.00	93%
1309	Fellowship Fund	1,500.00	298.37	20%
1310	Clemmers	750.00	700.00	93%
	Total	18,812.50	9,431.36	50%

WORSHIP				
1401	Advertising	3,750.00	456.91	12%
1402	Convention Delegates	437.50	361.00	83%
1403	Fellowship Supplies	937.50	-	0%
1404	Worship Leader	7,500.00	6,002.72	80%
1405	Worship Supplies	1,875.00	3,104.28	166%
1406	Music	375.00	1,261.00	336%
	Total	14,875.00	11,185.91	75%

MISSIONS OFFERING		Total YTD In	Total YTD Out	Balance within Checking
4001	General Missions	3,565.00	3,276.25	288.75
	Total	3,565.00	3,276.25	288.75

IN/OUT ITEMS				
5001	Petty Cash	-	-	
5002	PCUV - Baby Bottles	100.00	100.00	
	Total	100.00	100.00	-

CHURCH BUILDING		Budget 2022	YTD - 2022 Expense	% of Budget
2001	Capital Improvements	-	(881.00)	0%
2002	Custodial Equipment	1,250.00	3.25	0%
2003	Custodial Services	5,625.00	112.58	2%
2004	Custodial Supplies	1,250.00	87.44	7%
2005	Electricity	5,625.00	1,922.02	34%
2006	Insurance Policy	5,625.00	11,253.00	200%
2007	Maintenance	625.00	-	0%
2008	Propane Gas	1,875.00	5,152.43	275%
2009	Telephone Internet	1,500.00	1,477.05	98%
2010	Trash Removal	375.00	-	0%
2011	Water and Sewer	750.00	-	0%
2012		-	-	0%
2013		-	-	0%
2014	Mascoma Bank Loan Repayment	11,500.00	11,353.81	99%
2015	ABEC Loan Repayment	55,468.75	55,463.40	100%
	Total	91,468.75	85,943.98	94%

NEW BUILDING EXPENSES

2021	Building Construction Costs	-	194,683.32	0%
2022	Rent: Office Space	2,250.00	2,250.00	100%
2023	Rent: Storage Unit	2,235.00	2,245.00	100%
2024	Rent: Sunday Service	6,500.00	8,300.00	128%
	Total	10,985.00	207,478.32	1889%

CHURCH OFFICE

2101	Bank Service Fees	2,500.00	2,981.96	119%
2102	Equipment Service	312.50	-	0%
2103	FICA & IRS	3,605.00	3,590.79	100%
2104	Office Equipment	-	336.00	0%
2105	Office Supplies & Postage	3,000.00	1,750.20	58%
2106	Printing	125.00	-	0%
2107	Secretarial Services	18,991.25	20,415.02	107%
2108	Audit Service	6,875.00	150.00	2%
	Total	35,408.75	29,223.97	83%

PASTORAL COMPENSATION

	Total	114,391.25	77,032.05	67%
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PASTORAL PROFESSIONAL EXPENSES

3101	Auto & Professional	-	-	0%
3102	Continuing Education	250.00	249.99	100%
3103	Convention	81.25	88.00	108%
	Total	331.25	337.99	102%

PASTORAL PARSONAGE EXPENSES

3201	Capital Improvements	2,500.00	5,820.90	233%
3202	Electricity	2,625.00	2,045.13	78%
3203	Fuel Oil	3,375.00	3,228.25	96%
3204	Phone Internet	1,185.00	147.98	12%
3205	Maintenance	2,500.00	-	0%
3206	Trash Removal	225.00	-	0%
3207	Water & Sewer	500.00	976.95	195%
	Total	12,910.00	12,219.21	95%

First Baptist - FY2023 Proposed Budget
(April 2022 - March 2023)

OVERALL SUMMARY		Budget 2021	YTD 2021	Proposed FY2023	FY2023 Budget Increase over 2021 Budget
	INCOME	209,000.00	168,187.84	209,000.00	\$0
	EXPENSES	235,086.00	192,697.51	249,753.00	\$14,667
	NET INCOME/LOSS	(26,086.00)	(24,509.67)	(40,753.00)	-\$14,667
Line #					
<hr/>					
INCOME SUMMARY		Budget 2021	YTD 2021	Proposed FY2023	FY2023 Budget Increase
1	General Offering	200,000.00	159,668.33	200,000.00	\$0
2	Investment Income	9,000.00	8,519.51	9,000.00	\$0
3	Community Support	-	-	-	\$0 1:1 direct to Building Costs
	TOTAL INCOME	209,000.00	168,187.84	209,000.00	\$0
<hr/>					
PROGRAM EXPENSES		Budget 2021	YTD 2021	Proposed FY2023	
CHRISTIAN EDUCATION					
1001	Camp Scholarships	2,000.00	500.00	2,500.00	\$500
1002	Children & Youth Sunday School	500.00	211.69	1,000.00	\$500
1003	Children/Youth Supplies	1,000.00	1,178.17	1,500.00	\$500
1004	VBS & Special Events	500.00	39.00	625.00	\$125
1005	Background Checks	-	-	300.00	\$300 Split away from 1003
	Total	4,000.00	1,928.86	5,925.00	\$1,925
<hr/>					
YOUTH GROUP					
1101	Youth Group Income	-	-	-	\$0
1102	Youth Group Expense	3,000.00	141.98	3,000.00	\$0
	Total	3,000.00	141.98	3,000.00	\$0
<hr/>					
SPIRITUAL FORMATION					
1201	Church Retreat	50.00	-	-	-\$50
1202	Community Care/Outreach	150.00	193.95	600.00	\$450
1203	Hospitality	4,000.00	-	4,000.00	\$0
1204	Leadership Development	100.00	-	500.00	\$400
1205	Adult Continuing Education	1,500.00	875.30	1,200.00	-\$300
1206	Adult Sunday School	500.00	-	500.00	\$0
1207	Adult Scholarship	600.00	-	600.00	\$0 previously #1005
1208	Fellowship Fund	1,200.00	98.37	1,200.00	\$0 previously Missions line item
	Total	8,100.00	1,167.62	8,600.00	\$500
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MISSIONS					
1301	Camp Sentinel	750.00	750.00	750.00	\$0
1302	New Mission Opportunities	1,500.00	-	1,200.00	-\$300
1303	Community Dinner	1,500.00	(390.00)	1,500.00	\$0
1304	Mission Project	2,500.00	500.00	2,500.00	\$0
1305	Overseas Missions	800.00	-	500.00	-\$300
1306	Pastoral Emergencies	2,000.00	1,797.99	2,000.00	\$0
1307	Chris McMillan	3,000.00	3,000.00	-	-\$3,000 mutually agreed to drop
1308	Daniel G Edwards	1,200.00	1,200.00	1,800.00	\$600
1309	Clemmers	600.00	600.00	600.00	\$0
1310					\$0
	Total	13,850.00	7,457.99	10,850.00	-\$3,000
<hr/>					
WORSHIP					
1401	Advertising	3,000.00	456.91	3,000.00	\$0
1402	Convention Delegates	350.00	185.00	350.00	\$0
1403	Fellowship Supplies	750.00	-	750.00	\$0
1404	Worship Supplies	1,500.00	2,912.57	1,500.00	\$0
	Total	5,600.00	3,554.48	5,600.00	\$0
<hr/>					
WORSHIP TEAM					
1501	Music	300.00	614.00	500.00	\$200
1502	Equipment	-	-	12,600.00	\$12,600 Mics, Elec Equip, AV
1503	Worship Leader	6,000.00	6,002.72	-	-\$6,000 Keep placeholder
1504		-	-	-	\$0
	Total	6,300.00	6,616.72	13,100.00	\$6,800

BUILDING EXPENSES

CHURCH BUILDING		Budget 2021	YTD 2021	Proposed FY2023	FY2023 Budget Increase
2001	Capital Improvements	-	(481.00)	-	\$0
2002	Custodial Equipment	1,000.00	3.25	1,000.00	\$0
2003	Custodial Services	4,500.00	112.58	4,500.00	\$0
2004	Custodial Supplies	1,000.00	87.44	1,000.00	\$0
2005	Electricity	4,500.00	1,409.67	4,500.00	\$0
2006	Insurance Policy	4,500.00	6,517.00	6,000.00	\$1,500
2007	Maintenance	500.00	-	500.00	\$0
2008	Propane Gas	1,500.00	2,320.11	2,500.00	\$1,000
2009	Telephone Internet	1,200.00	1,180.23	1,200.00	\$0
2010	Trash Removal	300.00	-	500.00	\$200
2011	Water and Sewer	600.00	-	900.00	\$300
2012		-	-	-	\$0
2013		-	-	-	\$0
2014	Mascoma Bank Loan Repayment	9,200.00	9,108.00	9,000.00	-\$200
2015	ABEC Loan Repayment	44,375.00	44,370.72	44,375.00	\$0
Total		73,175.00	64,628.00	75,975.00	\$2,800

New Building Expenses

2021	Building Construction Costs	-	-	-	\$0 Dec YTD 151,489
2022	Rent: Office Space	1,800.00	1,950.00	1,350.00	-\$450 9 mo
2023	Rent: Storage Unit	1,788.00	1,798.00	1,788.00	\$0
2024	Rent: Sunday Service	5,200.00	7,500.00	3,900.00	-\$1,300 9 mo
2025		-	-	-	\$0
Total		8,788.00	11,248.00	7,038.00	-\$1,750

CHURCH OFFICE

2101	Bank Service Fees	2,000.00	2,311.51	2,000.00	\$0
2102	Equipment Service	250.00	-	250.00	\$0
2103	FICA & IRS	2,884.00	2,494.64	2,500.00	-\$384
2104	Office Equipment	-	267.00	3,000.00	\$3,000 Initial buy
2105	Office Supplies & Postage	2,400.00	960.76	1,500.00	-\$900
2106	Printing	100.00	-	100.00	\$0
2107	Secretarial Services	15,193.00	16,285.38	16,000.00	\$807 COLA increase
2108	Audit Service	5,500.00	150.00	5,500.00	\$0
Total		28,327.00	22,469.29	30,850.00	\$2,523

PASTORAL AND OTHER EXPENSES

PASTORAL COMPENSATION		Budget 2021	YTD 2021	Proposed FY2023	
Total		71,613.00	61,185.91	74,500.00	\$2,887 COLA increase

PASTORAL PROFESSIONAL EXPENSES

3101	Auto & Professional	-	-	-	\$0
3102	Continuing Education	200.00	250.00	500.00	\$300
3103	Convention	65.00	88.00	65.00	\$0
Total		265.00	338.00	565.00	\$300

PASTORAL PARSONAGE EXPENSES

3201	Capital Improvements	2,000.00	5,820.90	3,500.00	\$1,500 Interior Trim, Garage Door
3202	Electricity	2,100.00	1,735.19	2,000.00	-\$100
3203	Fuel Oil	2,700.00	1,609.96	2,500.00	-\$200
3204	Phone Internet	948.00	-	900.00	-\$48
3205	Maintenance	2,000.00	-	2,000.00	\$0
3206	Trash Removal	180.00	-	-	-\$180 Ryan handles;
3207	Water & Sewer	400.00	794.61	850.00	\$450
Total		10,328.00	9,960.66	11,750.00	\$1,422

MISSIONS OFFERING

4001	General Missions	1,740.00	2,000.00	2,000.00	\$260
4002		-	-	-	\$0
4003		-	-	-	\$0
4004		-	-	-	\$0
4005		-	-	-	\$0
Total		1,740.00	2,000.00	2,000.00	\$260

Proposed Constitution Amendments:

ARTICLE VII. Church Governing Structure

Section 3. Board of Trustees -

B. Election and Membership. There will be five to twelve Trustees. They will be selected by the existing Trustee Board and nominated after due consideration of their qualifications by the Shepherds Board. This nomination must be approved by the full Church Board and then by the Members at the annual meeting. They will be elected for three-year terms and may serve two consecutive terms before requiring a year off. The Treasurer will be a **non-voting voting** member of the Trustees Board.

Section 5. Treasurer - A Treasurer will be elected at each Annual Meeting for one year. The Treasurer must be a Member in good standing and meet all the qualifications listed in 1 Timothy 3:9-13. The Treasurer will have custody of the Church's funds and all deposits made in its name, and all checks drawn on its accounts. The Treasurer shall have custody of all securities, investments, title papers and other financial documents of the Church. The Treasurer will be a **non-voting voting** member of the Trustees Board.

ARTICLE VIII. Church Ministries

Section 1. Core Ministries - These are ministries which the Shepherds and the congregation consider essential for the life and identity of the Church.

- B. Current Core Ministries.
1. Worship Team
 2. Children and Youth Ministry
 3. Community Care Outreach
 4. Small Group Ministry
 5. Congregational Care Team
 6. **Welcome Ministry Hospitality**

ARTICLE XII. Meetings

SECTION 2. Business Meetings.

B. The Annual Business Meeting shall be held on the ~~second Sunday in March~~ **last Sunday in April** for the purpose of receiving the annual reports of individual officers, boards, and committees of the church and its auxiliary organizations; the election of officers and board positions; and the transaction of such other business as is proper to come before this meeting. A warrant setting forth time, place, and business to be transacted shall be posted by the Clerk in a conspicuous place in the church and notice placed in the weekly calendar at least two (2) weeks preceding the Annual Meeting.