

ANNUAL REPORT FY2023



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 30, 2023

Meeting called to order

Opening Prayer

ARTICLE I. New Membership Nominations

ARTICLE II. REPORTS OF BOARDS, COMMITTEES, & OFFICERS

A. Discussion of Minutes from FY2022 Annual Meeting

B. Annual Reports

Senior Pastor
Associate Pastor
Church Clerk
Church Board
Shepherds Board
Youth Group
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. FY2024 Proposed Budget

3. 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 for FY2022
April 24, 2022

Keith Davio, Moderator, called the meeting to order at 12:08 PM at the Mason Lodge on Green St in Lebanon, along with a live Zoom session. There were 39 members present, either in person or on zoom call.

Keith opened the meeting with prayer.

Keith began by explaining the impediments experienced with preparing the annual report in time for an appropriate member preview. Therefore, as previously communicated, the Church Board recommended continuing the majority of the meeting to May 2nd. However, *Article I* was taken up first.

ARTICLE I: New Membership Nominations

Carol Rataj, on behalf of the Shepherds Board, presented three new nominees to the congregation.

Motion to accept Daniel Merritt, Lulu Merritt and Tamara Fairbanks as new church members was made by Carol Rataj with a second by Deb Girdwood.
Motion passed unanimously.

As a result, the number of members present increased to 41.

Having completed *Article I*, Motion to continue the meeting on May 1, 2022 at 12n was made by Bobby Souza with a second by Angie Stephens. Motion passed unanimously.

The meeting was recessed at 12:21PM.

The Annual Meeting was re-convened on May 1, 2022.

Keith Davio, Moderator, called the meeting back to order at 12:15 PM at the Mason Lodge on Green St in Lebanon, along with a live Zoom session. There were 40 members present, either in person or on zoom call.

Keith opened in prayer and gave a quick recap of the need for the recess and reminded all of the above actions.

ARTICLE II: Reports of Boards, Committees and Officers:

A: Discussion of Minutes for 2021

Motion to accept minutes of the 2021 Annual Meeting as drafted was made by Stephen Girdwood with a second by Ryan Gabel. Motion passed unanimously.

B: Annual Reports

Motion to accept annual reports of Boards, Committees & Officers was made by Ryan Gabel with a second by Michael Barragan. Motion passed unanimously.

ARTICLE III: Report of the Nominating Committee:

As has been standard, there were still challenges with finding qualified volunteers to fill the Board vacancies. This was again evident with the low Trustee nominations. The Moderator pointed out that while a full Trustee count is desirable, the Treasurer and both Pastors are members of the Trustee Board, thus bringing the total to six members.

Also, at this time there was no formal Financial Secretary. The Trustees indicated that they had been and would continue to take on the role responsibilities until a formal Secretary was found.

Motion to accept the nomination report, as drafted, with the directive that the Trustees continue looking for additional members throughout the year, was made by Deb Girdwood with a second by Tom Clifford. 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 2021 Annual Report.

It was noted that plenty of work was still pending, with a key element being the Electrical, HVAC, and Fire. God has been gracious in providing income to match our expenses.

B. New Business:

1. Discussion on Treasurer Report & Financial Secretary Report

Keith Davio presented the Treasurer Report highlighting various areas and answering general questions of understanding. Most of the details are listed within the report explanation section.

The enclosed reports for this annual meeting were the first after establishing the new fiscal year, thusly included 15 months of data in order to avoid any gaps. This made it harder to prepare a 1:1 analysis from previous and future 12-month reports.

Motion to accept the Treasurer Report and Financial Secretary Report as drafted was made by Ryan Gabel with a second by Angie Stephens. Motion passed unanimously.

2. Discussion on FY2023 Proposed Budget

Keith noted the omission of the “Community Support” income and the “New Building Construction” expenses on the budget. These are offsetting costs and are separate from the actual operating costs.

The proposed income remained the same since there were no indications of a perceived increase in the coming year. Many of the expense lines remained unchanged due to an unknown timeframe to occupy the building. Some budget lines were established from an occupancy date of 1 January.

The net resulted in a \$40k faith-based gap, however God has proven in the past that He provides as needed.

Motion to accept the proposed FY2022 Budget as drafted was made by Michael Barragan with a second by Stephen Girdwood. Motion passed unanimously.

3. Constitution Amendments

The following amendments were proposed:

- Article VII, Section 3B & 5
 - i) Change Treasurer as a “non-voting Trustee” to a “voting Trustee”.
- Article VIII, Section 1B
 - i) Rename Core Ministry #6 from “Welcome Ministry” to “Hospitality”.
- Article XII, Section 2B
 - i) Change Annual Meeting date from “the second Sunday in March” to “the last Sunday in April”.

There was much discussion on how to build flexibility to the Annual Meeting date, given the past circumstances. Therefore, the following text was further proposed to be added to the end of Article XII, Section 2B: “The Church Board has the authority to alter the Annual Meeting date, as required.”

Motion to accept the Constitution amendments with original proposal and additional text noted above was made by Ryan Gabel with a second by Jan Rostron. Motion passed unanimously.

4. Other Business

Bobby Souza gave a brief update and summary on the “Pastor’s Feedback” survey, which was input to the Pastor’s employment annual review process.

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

Adjournment:

Ryan Gabel made a motion to adjourn which was seconded by Michael Barragan.

The meeting was adjourned at 1:12 PM.

Respectfully submitted,
Keith Davio, Church Clerk

Report of Senior Pastor Rick Pinilla FY2023

Dear Friends,

When I came to FBC as an interim, I was not looking for a full-time gig. I was happy writing and only wanted an opportunity to use my gifts serving Christ with the other 30 hours a week. I took the job because you were in crisis. In a conversation with Dale Edwards, it became apparent that I had been prepared by Christ for just such a challenge. When Dale asked me to be an intentional interim, I knew Jesus had called me.

A short time on site made it apparent that there were four priorities we needed to pursue together. One was to repair the strained relationships and restore the unity of love that has always characterized FBC. I had little to do with that repair, you gathered together like a loving family, and it wasn't long before harmony was restored.

We needed to equip our Shepherds (then Deacons) to accept their calling to shepherd the church in a team with the pastor, and specifically to develop an open relationship with him characterized by love trust and mutual accountability.

We needed to sharpen our understanding of the Bible's teaching on the issue that led to the crisis and learn how to live out that teaching with firmness in the truth, humility, and love for those inside the Church and non-Christians.

We needed to regain our confidence in our calling to be light in a culture growing darker by the minute. As part of this we had to embrace our duty to love and serve non-believers with compassion, humility, and boldness despite the fact that more and more people think of Christians as haters.

Because of your humility under the Word of God and discipline, we were just about done with achieving these when the Church burned down. I was the defacto pastor, so I knew that I needed to continue through this new crisis. We had three obvious priorities then.

The logistical issues like a place to meet and providing for worship were taken care of by others very quickly. We also got the building committee working very quickly, and they have been at it without a break for six years! They deserve medals.

We also had to rally together to make sure our ministry did not suffer, including the ministry to those whom we served through the food pantry and community dinner. We didn't miss a beat. Once again, I don't deserve any credit for this.

We needed to respond to the trial with faith and make sure that the real Church, all of us, continued to function for Jesus, one another and those outside our doors.

Your response was inspiring and still is. We've been at it for six years and our ministry is flourishing despite the logistical hindrances of not having a building and expending so much time, talent and money on the building project. You are all heroes.

As part of the process of designing our building we surveyed the congregation about their dreams for our ministry. This was an inspiring and instructive process. The building we are building reflects these dreams. That process made it obvious that our congregation was overburdened with a ministry structure designed for the 1950's. So the Shepherds and I decided to write a new constitution which would be streamlined and release us for the ministry outside our doors.

Sometime in this flurry, we decided to call a young man for me to mentor so that he could eventually be the pastor. God sent us Ryan.

It was obvious to me that a streamlined Church Structure would do little good if we did not design our ministry to fulfill the dreams God has given us. This led to a process of clarifying our Vision and Values. Ryan and I worked very closely together in creating

the first draft of each section and the Shepherds worked with these drafts to give us the results you can see. I think they accurately reflect the calling from Christ we all share. The foundational design work is done.

But our slogan, "Love, Equip, Serve," and the beautiful commitments we have expressed will come to nothing unless we turn them into processes and ministry based on the design. Essentially, we need to set up a system to establish new believers in the faith and equip one another to use our gifts in ministry that goes outside our doors. We need to do this so that it produces an ever-widening ministry of Gospel service in our community staffed by called and equipped lay people.

The first step in this is for the Shepherds to set up a system of strategic planning based on our vision that leads to specific new goals. Then they need to work with the Church board to sharpen the goals, create a consensus in the congregation for embracing them and see to it that they are fully resourced. I have a simple approach to doing this that I hope to present to the Shepherds in the next few months.

The other major task that faces us in the next year is the transition from me being the pastor to Ryan being the pastor. From the start Ryan has not been my associate. He has been a partner. We work together very well. One of the reasons is that our leadership gifts are very different and so we complement one another very well. I am a person called and gifted for starting new work, creating things out of whole cloth and helping floundering Churches to rediscover their calling and to get started in the right direction. I am an entrepreneur and strategic planner. When the design is finished and starting to function, my job is typically over. I am not a builder. Ryan is. He has a genius for creative implementation and loves running things. I am not an organizer/implementer. I think he is very suited for the next stage of our Church's life.

When Ryan was called, we established two success criteria. One was to earn a standing with the congregation as a pastor. The other was to start a ministry to millennials, "which engages the congregation and produces effective evangelism, discipleship and leadership development as part of the overall ministry of FBC."

All of you have seen that he has been growing in the skills of a pastor. He is an excellent counselor. His counseling is characterized by compassion, insight, and an ability to enable the process of change. He is very good at building ministry relationships with people who do not know Christ. This I have witnessed firsthand, and I am very impressed. We could all learn from him. I hope we will always give him space and time to cultivate these relationships as part of his ministry and urge him to pass the skills on. He has established many meaningful connections in the community that will bear fruit in effective ministry in Lebanon. His passion for Christ is inspiring and contagious. You have seen that he does not lack confidence, but that impression might mask a remarkable humility that I have seen time and again. I am convinced he is just the leader for our future, because of his character, faith and the leadership gifts I talked about above.

At this point the ministry to millennials is in its infant state. It has a good beginning, but Ryan needs to complete a strategy proposal and begin effective outreach to millennials through others and develop a leadership team of young people through effective discipleship and equipping. I think he's just the guy to do it.

I can't emphasize this last paragraph enough. Our Church has an amazing core of mature, godly, gifted, disciplined lay leaders, who need no real supervision to be effective. But take a look at them. They are all about my age or a little bit younger. Imagine our church in ten years and you will see that we are at a critical juncture in our work. This is not just true because of our age. It also has to do with the cultural gap (chasm?) between us and today's young people. You are full of love and you know

how to welcome and serve people; but the challenge of reaching out to a culture fleeing from Christ and bearing the scars of those choices and the cultural perspectives of the contemporary world requires lay leadership won from that culture. I think we have the leader to do it, but we need to help him lay a good foundation.

I hope to have a proposal for the transition to Ryan's leadership at the annual meeting. I do not drive the process, the Shepherds do, by your decision. We will meet before our annual meeting to discuss it and craft a proposal.

All of my adult life I have known my calling: "To herald, teach and defend the Gospel where the modern world has had the greatest impact on life and thought." That's my "why." Now the "what" that corresponds to the why is, "to pass on the fruit of forty plus years of study, thought, ministry and reflection." Writing is a big part of this, and I hope to be able to give half of my time to it soon. I have always wanted to do this in the bosom of a fellowship wherein I could use my gifts to serve the cause of Christ; but that is not a decision I can make.

Because of what I have said above and the power of Christ in us, I am convinced we are on the threshold of very fruitful ministry that will last for at least another 158 years. "To him who is able to do exceedingly abundantly beyond all we ask or imagine, according to the power at work within us; to him be the glory in Church and in Christ Jesus to all generations, forever and ever, amen."

Your partner in the great work,
Pastor Rick Pinilla

**Report of Associate Pastor Ryan Gabel
FY2023**

Hi FBC Family!

It has been a great year for our church. We have seen personal growth in individuals' relationship with God. As a body we have seen Sunday attendance grow but more importantly the intimacy and intensity of Sunday morning worship has grown. In our ministries we have seen increased participation and initiative to make our calling to go out into the world a reality. All of this has made the leadership very proud of our church and very excited for the future of FBC.

Over the past year the Shepherds have worked hard to establish our new values. Our new values are: We stand on His Word, Our Ministry is Empowered by Prayer, Everyone is Gifted and Called, Churches Have No Walls, Love is More than a Feeling, We are all Accepted by Grace, Multiplication Beats Addition, Welcome All, and Grow or Wither. The Shepherds believe that these values not only reflect the ethos of FBC but are the foundational elements of any healthy church. The Shepherds are now turning their attention to developing and implementing a culture of evangelism and discipleship and we have already seen fruit from this. Individuals are beginning to take the initiative to engage in personal discipleship relationships with one another and those outside our church family. Childrens ministry had very successful family outreach with their Family Fun Nights on the Lebanon Green, and they also hosted a game night at the Senior Center that was a blast. Tom and Doree Clifford organized street ministry during Holy Week where they handed out dog treat, bottles of water and bags of candy with a small note of Scripture inside. As we are poised to enter our new building this year, we are excited to see our outreach grow in the coming years.

Rick and I have been leading two small groups and have seen a consistent theme. Those attending our small groups are growing in the Biblical knowledge and their confidence and ability to evangelize those in their lives who don't yet know Jesus as Lord and Savior. We have also seen growth in the numbers of attendees. We have both talked of the looming need to start new groups this year because we can't fit everyone in our homes. Between the kids and adults, if everyone shows up on the same week the Millennial Small Group wouldn't fit in the living room and the kids would bring the house to its foundation.

Although I am no longer a member of the worship team, I feel the need to highlight the work they have done together. Over the past year the worship team has grown into a closer relationship with one another and God. New members were added, and the skills of the members have grown. This has led to a boom in the quality of worship and the congregation has responded in kind. On a typical Sunday, as I sit in the front of the room, I can't hear the worship team because the congregation behind me is worshipping so loudly. It is an awesome thing to experience.

On a personal level this past year has been great. As a family we welcomed Ezra Craig Gabel into the world. He was born February 1st, 7lb. 10oz. with a nice head of hair and beautiful blue eyes. Carrie and Nora love him like crazy. Sarah and I will be celebrating our 10-year anniversary this year. Before children we had planned on going to New Zealand for our 10-year anniversary but that won't be happening this year. I continue to spend a large amount of time at Jakes Coffee Co. where I have built numerous relationships with people in the community. My time at Jakes has opened doors for me to council people through life struggles, some have come to our small group, and I have had many conversations about Christ with many different people.

Overall, this past year has been fruitful, and my fellow Shepherds and I are excited for this next year. Keep an eye out for Adult Sunday School to start back up soon. With all the great things that have happened this past year the work is not done. I would ask you to join the FBC leadership in praying for revival in the Upper Valley, for God to send us workers who are sold out for the work of Gods kingdom and for some more musicians to come and join the FBC worship and A/V team.

Pastor Ryan

**Report of the Church Board
FY2023**

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

The Church Board consists of the above-mentioned members, with the intent 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 Board has been blessed with no significant obstacles in the past year. Our main focus has been alignment with each other and moving forward with like ministries. Typically, our main tasks are handled in the respective arena and then shared for concurrence.

In the coming year, we anticipate finalizing the church vision and associated role and responsibilities. Once in the building we can work on further establishing Church policies.

Respectively Submitted
Keith Davio
Chair

Report of the Shepherds Board FY2023

Members: Carol Rataj, Daniel Merritt, Dave Cole, Gail McCoy, and Bob Souza

*In the year that King Uzziah died I saw the Lord sitting upon a throne, high and lifted up; and the train of his robe filled the temple. Above him stood the seraphim. Each had six wings: with two he covered his face, and with two he covered his feet, and with two he flew. And one called to another and said: "Holy, holy, holy is the Lord of hosts; the whole earth is full of his glory!" And the foundations of the thresholds shook at the voice of him who called, and the house was filled with smoke. And I said: "Woe is me! For I am lost; for I am a man of unclean lips, and I dwell in the midst of a people of unclean lips; for my eyes have seen the King, the Lord of hosts!" Then one of the seraphim flew to me, having in his hand a burning coal that he had taken with tongs from the altar. And he touched my mouth and said: "Behold, this has touched your lips; your guilt is taken away, and your sin atoned for." And I heard the voice of the Lord saying, "Whom shall I send, and who will go for us?" Then I said, "Here I am! Send me."
Isaiah 6:1-8 ESV*

This is my favorite scripture, especially from "Woe is me!" and following. We have had "Not a perfect Church... Not a perfect people. Just a simple desire to follow Jesus" on our bulletins for a while, now. To me it means we are all equal. We are sinners before our God yet forgiven through the blood of our Lord and Savior Jesus and driven by a desire to follow Him. The Shepherds are no different except that with the guidance of the Word, Prayer, and the Holy Spirit, we are called to lead this congregation through the treacherous waters of this culture to God's Kingdom. I am grateful to each member for their dedication and to the entire Congregation for their continued support.

The past year has been focused on many discipleship opportunities including several small groups for Bible Study, one-on-one mentoring, and the upcoming startup of Adult Bible Study on Sunday mornings. The Children and Youth Ministry has been active in Community Outreach opportunities, taking full advantage of Colburn Park and the Senior Center. The Worship Team has grown in both size and camaraderie and is looking forward, hopefully, to gaining more musicians (drums and keyboards) that will allow us to retire the Worship Backing Tracks and go back to 100% Live Instrumental Worship.

The Community Care Team (CCT) has been diligent in reaching out to congregational members, especially shut-ins, to make sure they know they are loved and appreciated by the Church Family. A special thank you to Gail McCoy who is rotating off the Shepherds board but has agreed to continue to spearhead the CCT. We are all so very thankful for her gifting and continued dedication in this vital ministry.

The Hospitality Team has been very busy preparing us for a triumphant return to the church building. (There are far more things being prepared than just picking out paint colors!) The team has been working on furniture, brochures, signage, refreshments, an overall plan on how to welcome visitors and help them move from visitor to "how can I be a part of this?", and yes, flooring and paint colors. They have been at the building regularly, along with other volunteers, painting, cleaning, planning and praying.

The Community Care Outreach Team has been growing the Food Pantry out of the Senior Center. They have literally grown tenfold after we hit the pause button on the Community Dinner. The Food Pantry was giving out 2 bags of food when they first started. They gave out 20 full bags and 6 half bags this last give-away. That is God's math! He is certainly pleased with this effort. (We do plan to revisit the Community

Dinner once we are back in the building, likely after the Certificate of Occupancy [CO] is obtained for the lower level.)

The Shepherds produced the new Values Document, and the Pastors have been preaching through them for several months. The effort this year will be to move forward on the equipping phase to live out the value “Churches Have No Walls.”

We are planning to ordain Pastor Ryan on May 21, God willing! We are also looking forward to transitioning Pastor Ryan from Associate Pastor to Senior Pastor. Pastor Rick does not plan to go away, but he is looking forward to having less responsibility, allowing him to focus on the next season of his life where he will spend more time on his desire to write.

Thank you all for your continued support. The Shepherds rely on your thoughts and prayers to sustain us.

Respectfully submitted,
Bob Souza
Shepherd Board Chair

**Report of the Youth Group
FY2023**

Youth group has been going fine. We consistently have 3 boys there, one of which is our son. We tried to start the year giving them biblical apologetics to help them navigate the secular world (mainly higher education), but realized that for the sake of one, we had to go back to basics of our beliefs. Because of that, we have been reading through the book of Mark. Generally, we start out with a game and snacks for the first hour, followed by scripture and prayer.

Please keep these kids in prayer as they are inundated constantly by postmodern beliefs and ideas from our culture.

Respectfully submitted,
Daniel Merritt
Melissa (Lulu) Merritt

**Report of the Board of Trustees
FY2023**

Members: Angie Stephens (Chair), Jen Langley, Chase Pyer, Keith Davio

The Trustees met monthly, 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 matters.

The Trustees worked on and accomplished the following specific projects in FY2023:

- Continued work on the Parsonage interior trim. Installed a new garage door and electrical. Purchased a snow blower. More interior finish work is needed.
- One of the Trustees has joined the Building Committee to ensure a smooth transition from construction to building maintenance.
- Negotiated a new building insurance policy.
- Developed the FY2024 and reviewed by the Church Board, with planning based on a mid-year occupancy.

The Trustees have managed the Church's finances and debts and can report that all is in good standing. God has blessed us greatly. Speaking for the Board, we are excited to take on the new challenge of managing our new building.

Respectfully submitted,

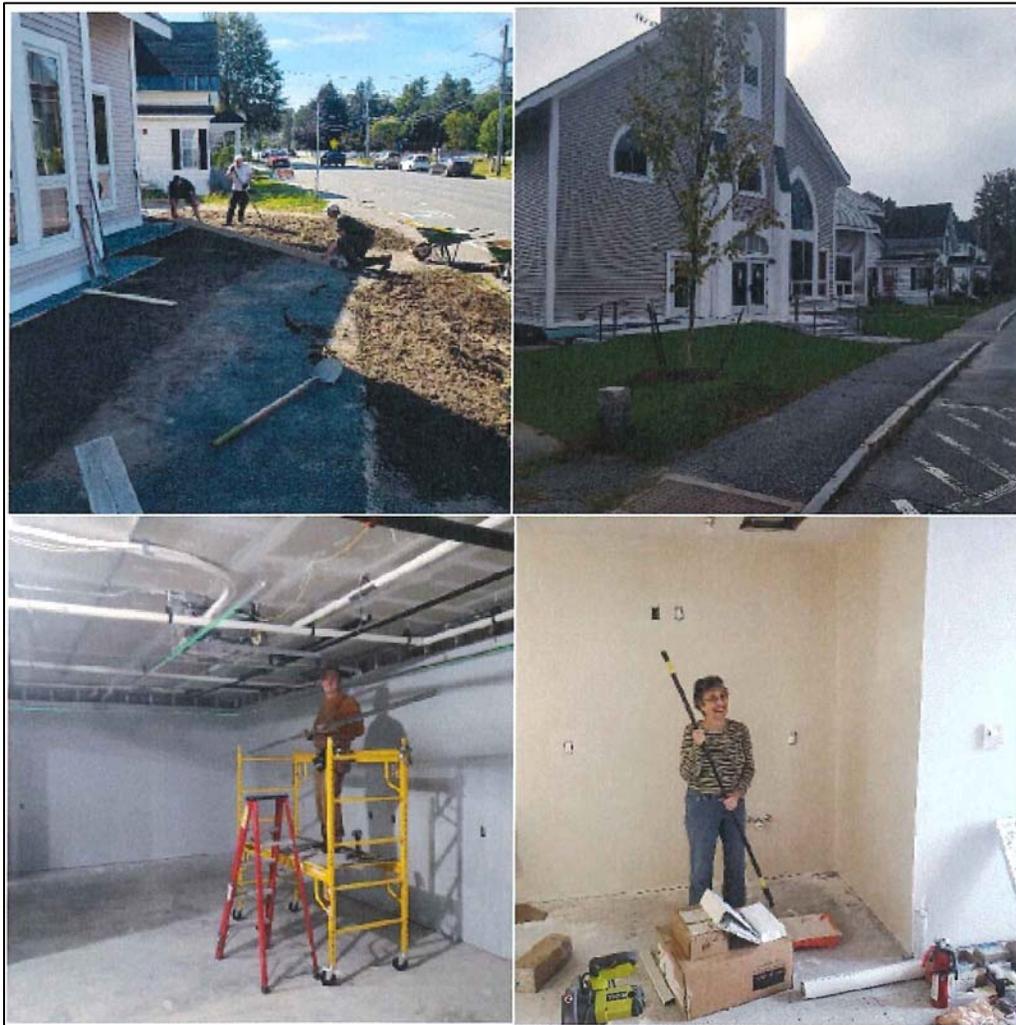
Angie Stephens
Trustee Chair

Report of the Building Committee FY2023

It has been six (6) years since the fire. Our Building Committee is tired but resolved to see this project to completion in God's timing and by his grace. The Building Committee is made up of the following individuals:

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. Chase Pyer is our liaison with the Board of Trustees.

We have also had numerous additional volunteers this past year helping with carpentry, cleaning, painting, flooring, drop-ceiling installation, bathroom vanities and stalls, concrete work, and general site work.





This past year, contractors have been on site working to finish up electrical work, plumbing, HVAC systems, sprinkler systems, drywall and carpeting in the Sanctuary. The HVAC system is now fully operational. The sprinkler system is installed, and we are waiting for a few necessary design changes. We have functional plumbing in the building and are waiting for the final installation of the fire alarm to get the elevator inspected. Our electricians have been on site for the past few weeks looking to get caught up on the first and second floor work necessary for occupancy. In the coming weeks, we will be moving forward with volunteers to finish painting, install the remainder of flooring on the first floor and second floor classroom, install the stair treads and handrails in the stairwells, and install the interior doors and finish trim throughout the building.

Our financial picture has been strong enough this past year to allow us to move forward with work on the second floor as well as preparing the first floor for occupancy.

During the calendar year 2022, we have received contributions to the project totaling:

\$168,541.57

While we maintain the funds necessary to pay our contractors, we encourage continued donations to the project for purchase of materials that will keep it moving forward.

Here is a report on the current finances of the building project as of 03/03/2023:

Unrestricted funds available for construction:	\$ 125,432.16
Grant funds restricted to food pantry/kitchen:	<u>39,189.64</u>
Total Building Funds on Hand:	\$ 164,621.80

A breakdown of current cost estimates to reach occupancy by contractor/category is as follows:
(AS OF 03/10/2023)

Contractors:

Electrical work:	(\$3,816 retainage + \$15,696 balance of contract)	\$ 19,512.00
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:	(\$0 retainage + \$0 balance of contract)	0.00*
HVAC system:	(\$14,334.50 balance of contract)	14,334.50
Drywall:	(\$4,000 balance of contract)	4,000.00
Britton Lumber:	(\$220.03 balance of contract)	220.03
Concrete:	(\$10,438.82 retainage + \$3,694.50 balance of contract)	<u>14,133.32</u>
	Total:	\$ 79,018.13

*New work will be necessary for changes from the original plan - TBD

Remaining DIY Materials Budget:

<u>Project</u>	<u>Budget</u>	<u>Expended to Date</u>	<u>Balance</u>
Ceiling install:	\$12,000	\$7,355	\$ 4,645.00
Flooring:	13,000	6,500	6,500.00
Painting:	8,000	6,650	1,350.00
Stage & Baptistry	5,000		5,000.00
Interior Trim	10,000		10,000.00
Interior Doors	18,333	8,000	10,333.00
Exterior Door Finish	3,500		3,500.00
AV Equipment	10,000	1,910	8,090.00
Stair Railings/Finish Work	10,500	839	9,661.00
Entry/stairwell tread	8,000		<u>8,000.00</u>
		Total:	\$ 67,079.00

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.

Please continue your prayer, financial and volunteer support! The factors that drive when we will get into the new building are: 1) Scheduling with our remaining contractors, 2) Coordinating volunteer labor and work, and 3) Raising additional funds as necessary to purchase the materials for our DIY projects. Please pray for these factors and that we can move into the new building in the next few months!

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:

lebfirstbaptist.com/fundraising

Your partner in the FBC Building Project,

Steve Girdwood, Chair of the FBC Building Committee

**Report of the Church Clerk
FY2023**

The following three new members were voted into membership in FY2023:

Daniel Merritt
Lulu Merritt
Tamara Fairbank

There was no baptism in FY2023.

There were four persons removed from membership in FY2023:

Bob Owens – Letter of Transfer
Brenda Owens - Letter of Transfer
Barbara Brooks – Deceased
Flossy Courtemanche – Deceased

Respectfully Submitted,
Keith Davio
Church Clerk

**Report of the Nominating Committee
FY2024**

Church Officers

Treasurer:	Keith Davio	1 year
Financial Secretary:	Shelby Hawks	1 year

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

Bobby Souza – Apr 2024	Carol Rataj – Apr 2025 ⁽²⁾	Daniel Merritt – Apr 2026 ⁽²⁾ *
Vacant – Apr 2024 *	Dave Cole – Apr 2025	Vacancy – Apr 2026 *

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

Chase Pyer – Apr 2024	Vacancy – Apr 2025 *	Vacancy – Apr 2026 *
Angelika Stephens – Apr 2024	Vacancy – Apr 2025 *	Vacancy – Apr 2026 *

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
FY2024**

<u>Operational Givings</u>	<u>\$203,115</u>
General Offering	\$189,892
Investment Income (Interest)	\$8,397
Youth Group	\$0
Deaconate Fund	\$495
Missions Programs (Community Dinner, Missions General, Raven Box)	\$4,331
<u>Building Givings</u>	<u>\$118,622</u>
Community Support	\$118,462
Building Capital Improvement	\$160
Parsonage Capital Improvement	\$0
<u>Other Givings</u>	<u>\$609</u>
Insurance Refund	\$399
Sherwin Williams Refund	\$210
<u>Total Income</u>	<u>\$322,346</u>

Respectfully Submitted,

Shelby Hawks
Financial Secretary

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

FY 2023

OVERALL SUMMARY		Budget FY2023	Actuals FY2023	% of Budget
	INCOME	209,000.00	447,436.06	214%
	EXPENSES	247,753.00	454,459.80	183%
	NET INCOME/LOSS	(38,753.00)	(7,023.74)	

Line #

INCOME SUMMARY		Budget FY2023	Actuals FY2023	% of Budget
1	General Offering	200,000.00	189,891.69	95%
2	Investment Income	9,000.00	8,396.52	93%
3	Community Support	-	118,461.89	NA
4	Transfer from CS Account	-	125,721.96	NA
1100	Youth Group	-	-	0%
4000	Missions Offering	-	1,670.00	NA
9000	Accounts (minus CS)	-	3,294.00	NA
	TOTAL INCOME	209,000.00	447,436.06	214%

EXPENSES SUMMARY		Budget FY2023	Actuals FY2023	% of Budget
1000	Christian Education	5,925.00	2,085.62	35%
1100	Youth Group	3,000.00	428.11	14%
1200	Spiritual Formation	8,600.00	2,955.86	34%
1300	Missions	10,850.00	9,512.50	88%
1400	Worship	4,100.00	1,398.31	34%
1500	Worship Team	14,600.00	4,199.03	29%
2000	Church Building (Operational)	75,975.00	70,893.51	93%
2020	New Building (Operational)	7,038.00	11,598.00	165%
2021	New Building (Construction)	-	116,385.82	NA
2100	Church Office	30,850.00	20,360.77	66%
3000	Pastoral Compensation	74,500.00	72,750.35	98%
3100	Pastoral Professional	565.00	185.00	33%
3200	Pastoral Parsonage	11,750.00	9,310.34	79%
4000	Missions Offering	-	1,990.00	NA
9000	Accounts	-	130,406.58	NA
	TOTAL EXPENSES	247,753.00	454,459.80	183%

LOANS - CHURCH BUILDING		Loan Balance	Principle Paid FYTD	Interest Paid FYTD
8001	Mascoma Bank Loan (\$202,400)	202,400.00	-	9,108.00
8002	ABEC Loan (\$400,000)	316,002.26	30,100.31	14,270.41
	TOTAL LOANS	518,402.26	30,100.31	23,378.41

ACCOUNTS		Total FYTD In	Total FYTD Out	Balance within Checking
9001	Building Fund (designated, nonbudget)	-	-	
9002	Camp Scholarship Fund	-	-	
9003	Deaconate Fund	495.00	575.00	(80.00)
9004	Raven Box	2,799.00	6,202.10	(3,403.10)
9005	Community Support Fund	244,183.85	123,629.48	120,554.37
9006	Insurance Account	-	-	
	TOTAL ACCOUNTS	247,477.85	130,406.58	117,071.27

Notes from Part A - Overall Summary:

- A. The top line “*Income, Expense, and NET*” Actuals are inflated due to the Community Support income and Building Construction Costs. They are included because this section is a summary of the Main Checking Account transactions. Removing them would show an Operational Net loss of \$9,460, as seen on the Proposed Budget page.
- B. 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.
- C. The Expense Summary includes three non-budgeted items, due to being income from other sources. They are included in the calculation because these expenses pass through our Operational account. Removing their expenses from the total would show the “*Total Expenses - Budget %*” as 83% (as opposed to the coincidental number of 183% reported).
- D. For FY2024, all future reporting will separate Operational Costs from Construction Costs.

Notes from Part B – Detailed Expenses:

- A. This document contains only budgeted expenses, no income.
- B. Item #1202 – *Hospitality* expenses are to prepare for Opening Day.
- C. Items #1205 – *Adult Continuing Education* is over budget due to the accounting of the Adult Reading books that are re-imbursed as General Income.
- D. Item #1301 – *Camp Sentinel* is a fixed cost but the first payment of FY2024 was made in March.
- E. Item #1306 – *Pastoral Emergencies* were including the Food Gift cards, which should be a Food Pantry expense. Moving forward this line will be solely the pastor’s discretionary fund for unique external needs.
- F. Item #1501 – *Music* overage due to additional music purchased to give more variety, beyond our traditional CCLI license costs.
- G. Item# 1503 – *Worship Leader* expense is the software used to present the music.
- H. Item# 2006 – *Insurance Policy* underspend since policy was mostly paid in Q1, just prior to this fiscal year.
- I. Item# 2005 & 2011 – *Church Building Utilities* were hard to predict without some usage time.
- J. Item #2022 - 2024 – *New Building Expenses*; Rents were budgeted on a 9 mo cycle. Actuals are 13 mos.
- K. Item#3200s – *Parsonage Expenses* are high due to rising market costs. Overall total is within budget.

Notes from FY2024 Proposed Budget

- A. 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.
- B. Some key line items have individual notes.

**First Baptist - Treasurer Report
Part B - Detailed Expenses**

FY 2023

		Budget FY2023	Actuals FY2023	% of Budget
CHRISTIAN EDUCATION				
1001	Camp Scholarships	2,500.00	1,050.00	42%
1002	Children & Youth Sunday School	1,000.00	71.96	7%
1003	Children/Youth Supplies	1,500.00	599.00	40%
1004	VBS & Special Events	625.00	364.66	58%
1005	Background Checks	300.00	-	0%
	Total	5,925.00	2,085.62	35%

YOUTH GROUP				
1102	Youth Group Expense	3,000.00	428.11	14%

SPIRITUAL FORMATION				
1201	Church Retreat	-	-	0%
1202	Community Care/Outreach	600.00	140.95	23%
1203	Hospitality	4,000.00	955.53	24%
1204	Leadership Development	500.00	-	0%
1205	Adult Continuing Education	1,200.00	1,634.67	136%
1206	Adult Sunday School	500.00	-	0%
1207	Adult Scholarship	600.00	-	0%
1208	Fellowship Fund	1,200.00	224.71	19%
	Total	8,600.00	2,955.86	34%

MISSIONS				
1301	Camp Sentinel	750.00	812.50	108%
1302	New Mission Opportunities	1,200.00	-	0%
1303	Community Dinner	1,500.00	-	0%
1304	Mission Project	2,500.00	-	0%
1305	Overseas Missions	500.00	-	0%
1306	Pastoral Emergencies	2,000.00	6,500.00	325%
1307	Chris McMillan	-	250.00	0%
1308	Daniel G Edwards	1,800.00	1,300.00	72%
1309	Clemmers	600.00	650.00	108%
1310		-	-	0%
	Total	10,850.00	9,512.50	88%

WORSHIP				
1401	Advertising	3,000.00	525.50	18%
1402	Convention Delegates	350.00	210.00	60%
1403	Fellowship Supplies	750.00	662.81	88%
1404		-	-	0%
1405		-	-	0%
	Total	4,100.00	1,398.31	34%

WORSHIP TEAM				
1501	Music	500.00	1,072.00	214%
1502	Equipment Service	12,600.00	5,253.86	42%
1503	Worship Leader	1,500.00	194.00	13%
1504		-	-	0%
1505		-	-	0%
	Total	14,600.00	6,519.86	45%

		Total FYTD In	Total FYTD Out	Balance within Checking
MISSIONS OFFERING				
4001	General Missions	1,670.00	1,990.00	(320.00)

BUILDING EXPENSES

CHURCH BUILDING		Budget FY2023	FYTD 2023 Expense	% of Budget
2001	Capital Improvements	-	(160.00)	0%
2002	Custodial Equipment	1,000.00	-	0%
2003	Custodial Services	4,500.00	-	0%
2004	Custodial Supplies	1,000.00	-	0%
2005	Electricity	4,500.00	10,992.39	244%
2006	Insurance Policy	6,000.00	2,301.00	38%
2007	Maintenance	500.00	98.82	20%
2008	Propane Gas	2,500.00	1,905.46	76%
2009	Telephone Internet	1,200.00	1,207.30	101%
2010	Trash Removal	500.00	-	0%
2011	Water and Sewer	900.00	1,069.82	119%
2012		-	-	0%
2013		-	-	0%
2014	Mascoma Bank Loan Repayment	9,000.00	9,108.00	101%
2015	ABEC Loan Repayment	44,375.00	44,370.72	100%
	Total	75,975.00	70,893.51	93%

New Building Expenses

2021	Building Construction Costs	-	116,385.82	0%
2022	Rent: Office Space	1,350.00	1,950.00	144%
2023	Rent: Storage Unit	1,788.00	1,948.00	109%
2024	Rent: Sunday Service	3,900.00	7,700.00	197%
2025		-	-	0%
2026		-	-	0%
	Total	7,038.00	127,983.82	1818%

CHURCH OFFICE

2101	Bank Service Fees	2,000.00	1,721.98	86%
2102	Equipment Service	250.00	-	0%
2103	FICA & IRS	2,500.00	1,267.13	51%
2104	Office Equipment	3,000.00	303.60	10%
2105	Office Supplies & Postage	1,500.00	1,670.15	111%
2106	Printing	100.00	-	0%
2107	Secretarial Services	16,000.00	15,397.91	96%
2108	Audit Service	5,500.00	-	0%
	Total	30,850.00	20,360.77	66%

PASTORAL AND OTHER EXPENSES

PASTORAL COMPENSATION		Budget FY2023	FYTD 2023 Expense	% of Budget
	Total Comp Package	74,500.00	72,750.35	98%

PASTORAL PROFESSIONAL EXPENSES

3101	Auto & Professional	-	-	0%
3102	Continuing Education	500.00	80.00	16%
3103	Convention	65.00	105.00	162%
	Total	565.00	185.00	33%

PASTORAL PARSONAGE EXPENSES

3201	Capital Improvements	3,500.00	1,594.45	46%
3202	Electricity	2,000.00	2,643.12	132%
3203	Fuel Oil	2,500.00	2,623.34	105%
3204	Phone Internet	900.00	251.97	28%
3205	Maintenance	2,000.00	1,021.40	51%
3206	Water & Sewer	850.00	812.00	96%
3207	Trash Removal Parsonage	-	364.06	0%
	Total	11,750.00	9,310.34	79%

First Baptist - FY2024 Proposed Budget

OVERALL SUMMARY		Budget FY2023	Actuals FY2023	Proposed FY2024	Budget Increase
INCOME		209,000.00	198,288.21	209,000.00	0.00
EXPENSES		247,753.00	207,748.23	257,804.49	10,051.49
NET INCOME/LOSS		(38,753.00)	(9,460.02)	(48,804.49)	(10,051.49)

Line #

INCOME SUMMARY		Budget FY2023	Actuals FY2023	Proposed FY2024	Budget Increase	Notes
1	General Offering	200,000.00	189,891.69	200,000.00	0.00	
2	Investment Income	9,000.00	8,396.52	9,000.00	0.00	
3		-	-		0.00	
4		-	-		0.00	
5		-	-		0.00	
1100	Youth Group	-	-		0.00	
4000		-	-		0.00	
TOTAL INCOME		209,000.00	198,288.21	209,000.00	0.00	

PROGRAM EXPENSES

CHRISTIAN EDUCATION		Budget FY2023	Actuals FY2023	Proposed FY2024	Budget Increase	Notes
1001	Camp Scholarships	2,500.00	1,050.00	1,000.00	-1,500.00	
1002	Children & Youth Sunday School	1,000.00	71.96	250.00	-750.00	
1003	Children/Youth Supplies	1,500.00	599.00	1,000.00	-500.00	
1004	VBS & Special Events	625.00	364.66	1,000.00	375.00	Family Fun Night, etc
1005	Background Checks	300.00	-	300.00	0.00	
Total		5,925.00	2,085.62	3,550.00	-2,375.00	

YOUTH GROUP

1101	Youth Group Income	-	-		0.00	
1102	Youth Group Expense	3,000.00	428.11	500.00	-2,500.00	Not anticipating large activities
Total		3,000.00	428.11	500.00	-2,500.00	

SPIRITUAL FORMATION

1201	Church Retreat	-	-	-	0.00	
1202	Community Care/Outreach	600.00	140.95	300.00	-300.00	
1203	Hospitality	4,000.00	955.53	2,000.00	-2,000.00	Consumables (typically Sun morning)
1204	Leadership Development	500.00	-	250.00	-250.00	
1205	Adult Continuing Education	1,200.00	1,634.67	1,200.00	0.00	
1206	Adult Sunday School	500.00	-	500.00	0.00	
1207	Adult Scholarship	600.00	-	-	-600.00	
1208	Fellowship Fund	1,200.00	224.71	600.00	-600.00	
Total		8,600.00	2,955.86	4,850.00	-3,750.00	

MISSIONS

1301	Camp Sentinel	750.00	812.50	750.00	0.00	
1302	New Mission Opportunities	1,200.00	-	-	-1,200.00	None for this year
1303	Community Dinner	1,500.00	-	500.00	-1,000.00	
1304	Mission Project	2,500.00	-	-	-2,500.00	None for this year
1305	Overseas Missions	500.00	-	-	-500.00	None for this year
1306	Pastoral Emergencies	2,000.00	6,500.00	1,000.00	-1,000.00	
1307		-	-	-	0.00	
1308	Daniel G Edwards	1,800.00	1,300.00	1,200.00	-600.00	
1309	Clemmers	600.00	650.00	600.00	0.00	
1310	Pregnancy Center	-	-	1,200.00	1,200.00	New line this year
Total		10,850.00	9,262.50	5,250.00	-5,600.00	

WORSHIP

1401	Advertising	3,000.00	525.50	1,000.00	-2,000.00	Hospitality brochures
1402	Convention Delegates	350.00	210.00	350.00	0.00	
1403	Worship Supplies	750.00	662.81	750.00	0.00	
1404		-	-		0.00	
1405		-	-		0.00	
Total		4,100.00	1,398.31	2,100.00	-2,000.00	

WORSHIP TEAM

1501	Music	500.00	1,072.00	500.00	0.00	
1502	Equipment Service	12,600.00	5,253.86	7,400.00	-5,200.00	
1503	Worship Leader	1,500.00	194.00	-	-1,500.00	
1504	Web Presence	-	-	2,000.00	2,000.00	New line this year
1505		-	-		0.00	
Total		14,600.00	6,519.86	9,900.00	-4,700.00	

BUILDING EXPENSES

CHURCH BUILDING		Budget FY2023	Actuals FY2023	Proposed FY2024	Budget Increase	Notes
2001	Capital Improvements	-	(160.00)	-	0.00	
2002	Custodial Equipment	1,000.00	-	1,000.00	0.00	
2003	Custodial Services	4,500.00	-	-	-4,500.00	Rick will lead a solution
2004	Custodial Supplies	1,000.00	-	750.00	-250.00	
2005	Electricity	4,500.00	10,992.39	36,000.00	31,500.00	\$3k/mo RR
2006	Insurance Policy	6,000.00	2,301.00	6,985.00	985.00	\$5724 Blg; \$1261 WC
2007	Maintenance	500.00	98.82	500.00	0.00	Consumables
2008	Propane Gas	2,500.00	1,905.46	1,200.00	-1,300.00	1 full tank anticipated
2009	Telephone Internet	1,200.00	1,207.30	1,260.00	60.00	\$104.93/mo RR
2010	Trash Removal	500.00	-	675.00	175.00	~\$75*9 mo
2011	Water and Sewer	900.00	1,069.82	1,600.00	700.00	\$350/qtr RR
2012		-	-		0.00	
2013		-	-		0.00	\$775/mo Interest only now; then
2014	Mascoma Bank Loan Repayment	9,000.00	9,108.00	25,750.00	16,750.00	est \$2K Principle added for 9 mo
2015	ABEC Loan Repayment	44,375.00	44,370.72	44,370.72	-4.28	\$3698/mo fixed cost
	Total	75,975.00	70,893.51	120,090.72	44,115.72	

New Building Expenses

2021		-			0.00	
2022	Rent: Office Space	1,350.00	1,950.00	600.00	-750.00	\$150/mo; 4 mo
2023	Rent: Storage Unit	1,788.00	1,948.00	990.00	-798.00	\$165/mo; 6 mo
2024	Rent: Sunday Service	3,900.00	7,700.00	2,275.00	-1,625.00	\$175/mo; 3 mo
2025		-	-		0.00	
2026		-	-		0.00	
	Total	7,038.00	11,598.00	3,865.00	-3,173.00	

CHURCH OFFICE

2101	Bank Service Fees	2,000.00	1,721.98	2,000.00	0.00	Need to report this line differently
2102	Equipment Service	250.00	-	250.00	0.00	Move/service printer
2103	FICA & IRS	2,500.00	1,267.13	1,500.00	-1,000.00	per RR
2104	Office Equipment	3,000.00	303.60		-3,000.00	Initial setup drawn from Building Fund
2105	Office Supplies & Postage	1,500.00	1,670.15	1,500.00	0.00	
2106	Printing	100.00	-	-	-100.00	Not anticipated
2107	Secretarial Services	16,000.00	15,397.91	15,373.77	-626.23	3.5% COLA
2108	Audit Service	5,500.00	-	-	-5,500.00	Forego this year
	Total	30,850.00	20,360.77	20,623.77	-10,226.23	

PASTORAL AND OTHER EXPENSES

PASTORAL COMPENSATION		Budget FY2023	Actuals FY2023	Proposed FY2024	Budget Increase	Notes
	Total	74,500.00	72,750.35	75,900.00	1,400.00	3.5% COLA

PASTORAL PROFESSIONAL EXPENSES

3101	Auto & Professional	-	-		0.00	
3102	Continuing Education	500.00	80.00	250.00	-250.00	
3103	Convention	65.00	105.00	100.00	35.00	
	Total	565.00	185.00	350.00	-215.00	

PASTORAL PARSONAGE EXPENSES

3201	Capital Improvements	3,500.00	1,594.45	2,000.00	-1,500.00	Possibly insulate basement?
3202	Electricity	2,000.00	2,643.12	2,500.00	500.00	
3203	Fuel Oil	2,500.00	2,623.34	2,800.00	300.00	
3204	Phone Internet	900.00	251.97	275.00	-625.00	
3205	Maintenance	2,000.00	1,021.40	1,500.00	-500.00	
3206	Water & Sewer	850.00	812.00	850.00	0.00	
3207	Trash Removal Parsonage	-	364.06	900.00	900.00	Need to re-evaluate vendors
	Total	11,750.00	9,310.34	10,825.00	-925.00	