

# ANNUAL REPORT FY2024



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 28, 2024**

**Meeting called to order**

**Opening Prayer**

**ARTICLE I. New Membership Nominations**

**ARTICLE II. REPORTS OF BOARDS, COMMITTEES, & OFFICERS**

A. Discussion of Minutes from FY2023 Annual Meeting

B. Annual Reports

Pastor(s)  
Church Board  
Shepherds Board  
Board of Trustees  
Building Committee  
Church Clerk

**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. Constitution Revisions – See Addendum 1

a. Section 3 Header, 3B, 3C2, 3C4

b. Section 4C10

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**  
**April 30, 2023**

Keith Davio, Moderator, called the meeting to order at 11:54 AM at the Mason Lodge on Green St in Lebanon, along with a live Zoom session. There were 38 members present, in person. There was no one attending via zoom.

Keith opened the meeting with a quick prayer.

**ARTICLE I: New Membership Nominations**

Carol Rataj, on behalf of the Shepherds Board, reported there were no new member nominations at this time.

As a result, members present remained at 38.

**ARTICLE II: Reports of Boards, Committees and Officers:**

A: Discussion of Minutes for FY2022

Motion to accept minutes of the FY2022 Annual Meeting as drafted was made by Ryan Gabel with a second by Jenifer Langley. Motion passed unanimously.

B: Annual Reports

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

**ARTICLE III: Report of the Nominating Committee:**

The Financial Secretary was not on the report last year, since no one was officially being nominated and the tasks were conducted by the Trustees. For the majority of last year, the Church Board appointed Shelby Hawks to the role. Therefore, she was nominated as the official Financial Secretary on this year's docket.

There was still an outstanding struggle to find qualified members to fill the Board slots. The Trustee's Board was key for legal purposes. With the two remaining Trustees, the Treasurer, and two Pastors, the minimum requirement was met.

The Church Board had some ideas they were working on to help with the shortage. In the meantime, it was still important to continue looking for qualified members to join the boards.

Motion to accept the nomination report, as drafted, was made by Bob Souza with a second by Ryan Gabel. Motion passed unanimously.

## **Article IV: Other Business:**

A: Old business.

### 1. Building Update

Steve Girdwood, as Chair of the Building Committee, brought attention to the financial portion of the Building Committee Report. He also noted that 90% of the first-floor paint and flooring was complete. The kitchenette would soon be installed. An Open House was intended to be planned within two weeks.

The Electricians were further delayed, awaiting supplies. This held up a string of events towards the C.O. Other key elements for volunteers to complete included: stairwells treads and railings, all interior doors, and the stage area.

B. New Business:

### 1. Discussion on Treasurer Report & Financial Secretary Report

Keith Davio presented the two Reports. He began by indicating the income shown by the two reports differ due to the Community Support funds filtering through the Operating Funds checkbook, therefore the Treasurer Report will show higher income.

On the Financial Secretary Report, it was indicated that the *Youth Group* and *Parsonage Capital Improvements* both accurately showed zero dollars and were kept in the report for accurate acknowledgement.

Other key discussion surrounded the two building loans and the potential to combine them once the C.O. was obtained. This would be taken up with the Trustees at that time.

Motion to accept the Treasurer Report and Financial Secretary Report as drafted was made by Stephen Girdwood with a second by Jenifer Langley. Motion passed unanimously.

### 2. Discussion on FY2024 Proposed Budget

A major highlight was the budget gap of \$48k. This was greater than desired, but the Church Board pared the budget down to the essential entities. Keith noted that last year's gap was \$38, yet the year ended with only \$7k. Providing we stay diligent; the budget will stay in line, or the Church Board will address the issues.

Other highlights included the high Electricity costs. The current run-rates were about \$3k/ month. Part of this was due to the HVAC system being electric (which as an aside reduces the fuel oil costs) and not having the system efficiently balanced during the construction phase. Accurate costs would not be known until occupancy.

“Web Presence” was a new line item. This was to increase our Planning Center subscription to build a better web site and consolidate all of the church calendars/volunteers into one software platform.

Motion to accept the proposed FY2024 Budget as drafted was made by Ryan Gabel with a second by Tom Clifford. Motion passed unanimously.

3. Other Business

- a. Ryan's formal Ordination was set to be held on May 21, 2023, at the Mason's Lodge.

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

**Adjournment:**

Ryan Gabel made a motion to adjourn which was seconded by Anne Pinilla.

The meeting was adjourned at 12:36 PM.

Respectfully submitted,  
Keith Davio, Church Clerk

**Report of Pastor Emeritus Rick Pinilla  
FY2024**

Dear Friends,

Thank you for the years of support and affection you have lavished on me and Anne. Our years serving here have been some of the richest of our lives. Thank you also for allowing us to hang around and continue to serve as members of the family.

I have said and written all that needs to be said concerning Ryan's ministry here. I just want to remind you that we are the body of Christ. This means that the strength of one makes up for the lack of another. This fact is not a necessary adjustment to a design flaw. It is central to Jesus' purpose in making us a Church and giving us gifts. He wants to create humility, interdependence, love, and servanthood. In the case of your relationship with your pastor this means making up for his deficiencies by serving where he is weak and by patient and gentle counsel where he needs to step up. I know you can do this because my flaws hardly showed up because of your love and work where I lacked.

I want to write briefly concerning the future of FBC in the rest of this report. No one with any discernment can miss the fact that the United States and the Upper Valley are in headlong flight away from the Christian foundation of our civilization, the covenant view of life. Our culture was built on the idea that if we did what God says life would go well for us, if we did not, we would experience the active opposition of God and life would not go well. Even non-believers were committed to obeying moral truth outside themselves for human flourishing. Religion generally and the Church specifically, along with marriage and the family were considered the primary institutions in support of this fundamental moral vision of life. Of course it is common knowledge that those days are long gone. What we have now is a self-culture -- atomized individualism. There is no overarching truth to unite us or to direct or restrain our behavior. The swiftness of the decay of our societal cohesion and moral commitments has left some of our heads spinning. We shouldn't be surprised. There is no center left. We don't know who we are, or why we exist, or what we should do. The pain of this, especially for the youngest of us, is becoming more and more obvious.

One fall out of this change has been the loss of status of the great institutions that used to be considered central to our culture: religion, church, marriage, and family. As an older Christian the sense of dislocation is a deeply felt thing. Our Church and our commitments used to command respect. Now they are considered part of the problem and, for many, evils to be opposed. Looking around gives me and many others smarter than me the impression that, unless some great renewal happens, we are in the middle of a catastrophe.

This is the truth of our situation and happy talking won't do us any good. I for one see great reason for faith and joy in our current setting. I can't help being saddened by what has happened to our country and the pain that is experienced by so many in this new world. But I see the providence of God in it. The inevitable decline of a culture or person which rejects the knowledge of God is taught everywhere in the Bible (for example Romans 1 or very poignantly Hosea). In each of the passages that teach this, the decline is seen as the wrath of God, but a special kind of wrath. It is remedial wrath, that is, wrath designed to awaken people to their need for God through the pain that comes from their flight from God. God always has his people as witnesses to his presence and grace in these settings going through the disaster with the unbelievers, (see for instance Hosea and his family or

the teaching about the remnant in Isaiah, especially chapter eight). This gives us the light we need to conduct ourselves as the Church of Christ in this world.

To do this effectively we need to embrace three commitments. First, we need to commit ourselves to understanding, embracing and living biblical, doctrinal knowledge of God and his ways **against the background of the error and opposition of the world**. This isn't some novelty proposed by me. Every letter of the New Testament, all of Jesus' teaching, and all the prophets in the Old Testament are examples of this. This commitment involves discipline and endurance. Most of us, I included, want to be uplifted when we come to Church and nothing does that like happily talking about our experience and hearing a rousing in-house reinforcement of our commitments in something pretending to be a sermon. Unfortunately, this kind of preaching is opaque to non-believers who come. They no longer share our assumptions or culture, so they are lost. Moreover, it is a betrayal of our calling and duty to Christ. For the pastor, see for example, Ephesians 4:11 with 14-15 and 2Corinthians 10:4-5. For all of us, see for example Romans 12:1-2, especially verse 2 and Ephesians 4:20-24, especially verse 23. A layman cannot be expected to do the cultural analysis that is necessary for this kind of work, for this we have pastors and "Church Geeks," like me. I want to dedicate the rest of my life to this sort of study, writing, teaching, and preaching.

The second commitment builds on the first. It is the recovery of the subversive relational model of Christian living and ministry in the world. This sounds really technical and academic, but it is a poor attempt to express Jesus' definition of our role in the world in those two powerful analogies: "You are the salt of the earth...you are the light of the world." By relational I mean realizing that living in and serving this world as Christians requires that we be fully engaged in our world, at work, in our families and neighborhoods and as widely as God calls us. The salt is worthless to stop decay unless it is rubbed into the meat or fish. The light is worthless in a lighted room, like Church. It must be put where it is dark. By subversive I mean embracing and living and confessing our Christian distinctiveness from our culture. To be faithful to Christ has always meant a stance outside the World's norms and perspectives, but now the distance is greater and the cost is higher, but this is the price of faithfulness to Christ and the experience God's love. Jesus said salt that has lost its saltiness is worthless and John the apostle warned us, "If anyone loves the world, the love of the Father is not in him."

The third commitment is to recover our joy in Christ. It is appropriate for us to mourn the flight of our world and friends from God. But this does not mean we can't live joyfully. Jesus promised a blessing to those who mourn. He also promised us, "These things I have said to you that my joy might be in you and your joy might be full." Joy is the heritage of the people of God. Jesus wasn't happy talking. He knew what the world thought of him and his disciples; so joy is a gift in the midst of opposition and disaster (see for example, the believers in Acts and the commands to rejoice in Isaiah, a book written in the rapid decline and collapse of Israel and Judah).

We have work to do together in a very uncomfortable setting, but we have every reason to expect that this work will bear fruit of transformed lives and joy in our hearts. "Therefore do not throw away your confidence, which has a great reward. For you have need of endurance, so that when you have done the will of God you may receive what is promised. 'For, Yet a little while, and the coming one will come and will not delay; but my righteous one shall live by faith, and if he shrinks back, my soul has no pleasure in him.' But we are not of those who shrink back and are destroyed, but of those who have faith and preserve their souls." -Pastor Rick

## **Report of Pastor Ryan Gabel FY2024**

Hi FBC Family,

It has been a great year at FBC. Rick and I have continued to work together casting vision and direction for the church body. Preaching through the Gospel of Matthew has been a true pleasure. I have had the great joy to work with many marriages in counseling helping to bring healing to young and seasoned marriages. I have enjoyed my time mentoring some of the men in the church and watching that relationship develop into new relationships. Thanks to some very focused work by Carol and some of the other women we have had a surge in the mentoring and discipleship of the women in the church.

I'm so excited by what the Children's Ministry Team has been doing. They are in constant prayer for all the children in our church. They are consistently striving to improve on the excellent existing ministries. The Family Fun Nights that we hold on the Lebanon Green have been a great success, with the addition of Rick and I spending the whole day in the dunk tank. Deb and I have met to pray and cast vision for the future of children's ministry at FBC. We are excited for the plans that God has put on our hearts and are constantly praying for God to send us workers who are called and gifted for children's ministry.

The Shepherds have recognized the desire of many of our members to grow deeper in their knowledge of Scripture. Rick and I have planned out our first classes for Adult Sunday School which will re-start shortly after we are in the new building. We hope to equip those who attend with a deeper understanding of God's Word and empower them in ministry by giving them the apologetic tools to communicate God's Truth more clearly. We look to answer the tough questions facing the Church and hope to hold public events where people in the town are invited to come and ask questions that they have regarding faith, religion and du jour topics.

There is growing interest in Church membership from those attending our Sunday services. We hope to have a class scheduled and finished before you read this report. I am also excited to be a part of the first baptism of my pastoral calling this coming June. We are ever closer to occupying our new building. Many of our members are at the building on a daily basis working hard to have the building as finished as possible. As we wait for the contracted work to finish, we have been mobilizing our skilled members in work like painting, laying floor, and putting up trim making sure that when we open, we have a welcoming building with great coffee and educational material.

Personally, the biggest news of the year has been Rick's transition from Pastor to Pastor Emeritus. Rick's involvement at FBC has not ended, but shifted to what God has been calling him for years to do. Rick's desire is to be (in his words) The Church Geek. His knowledge and gifting will continue to bless our church family in the years to come.

Overall, we have seen our members grow deeper in their relationship with Christ. We have seen new faces on Sunday mornings. More and more people are moving from Sunday morning attenders to hands and feet that are involved in the active ministries of the church. We are excited for what God has for us in the coming year and pray that more and more of our FBC family will join in the work that God is calling us to.

Pastor Ryan

## **Report of the Church Board FY2024**

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, operations, and transparency.

The Board has worked hard this year to become a cohesive unit, aligning our ministries with our finances, being prayer partners, and sharing in purposeful discussion.

A key focus this year included further revisions to the Constitution, by addressing some of the outstanding concerns from the original draft. The re-organization of the Leadership Team structure was necessary to align with requirements for the correct number of Trustees. In doing so, this board will now be known as the Board of Trustees and the previous Trustees Board has become the Finance Committee. The Shepherds Board remains unchanged.

Aside from managing the potential building opening, in the coming months we will work on the building use policy.

Respectively Submitted  
Keith Davio, Chair

## **Report of the Shepherds Board FY2024**

Members: Carol Rataj, Daniel Merritt, Dave Cole, Bob Souza, Pastor Ryan

*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*

Yes, I used this scripture last year. But it is still my favorite scripture, especially from "Woe is me!" and following. We are all sinners before our God and Saved by Grace, through Faith. I am grateful to each member of the Shepherds Board for their dedication to serving this Church Family and to the entire Congregation for their continued support. And, with all the volunteer work done at the building, from the whole Congregation, "Here I am, send me." personifies this Church Family. The Ministry teams have all been active, in anticipation of the building opening.

The Children and Youth Ministry Team has been active in Community Outreach opportunities, taking full advantage of Colburn Park and the Senior Center.

The Worship Team has grown closer and cultivated Leaders from within. We are still looking forward to going back to 100% Live Instrumental Worship, hopefully soon.

The Community Care Team (CCT) continues to reach 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 has been the driving force behind the CCT.

The Hospitality Team has everything ready to go for our return to the church building. They have been at the building regularly, along with other volunteers, painting, cleaning, planning, and praying.

The Community Care Outreach Team continues to run the Food Pantry out of the Senior Center. They are anxiously anticipating moving back under our own roof.

We ordained Pastor Ryan and transitioned him to Pastor. This enabled Pastor Rick to retire from this Ministry and engage in his next: writing. We look forward to his first book.

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

Respectfully submitted,  
Bob Souza, Chair

**Report of the Board of Trustees  
FY2024**

Members: Angie Stephens (Chair), Chase Pyer, Keith Davio, Shelby Hawks

The Trustees have met as part of the Church Board, to manage the Church finances, building, and property, Church staff and other routine business matters.

The Trustees worked on and accomplished the following:

- A Trustee, along with the Financial Secretary, have met bi-weekly to conduct the church's income recording.
- One of the Trustees remains on the Building Committee to ensure a smooth transition from construction to building maintenance.
- Developed the FY2025 budget in conjunction with the Church Board.
- Reduced the multiple specialized bank accounts into four concise accounts.

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.

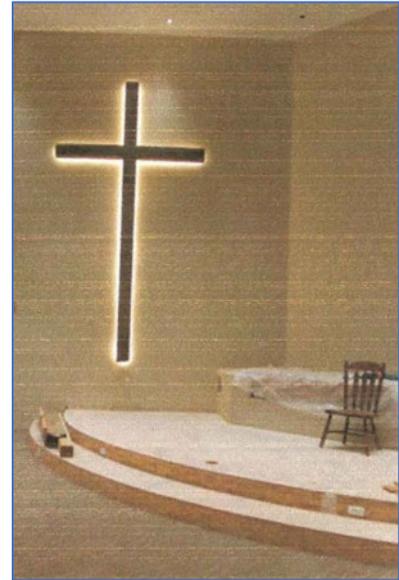
Respectfully submitted,  
Angie Stephens, Chair

## Report of the Building Committee FY2024

It has now been seven (7) years since the fire. Our Building Committee continues its work coordinating the building project through both contractors and volunteers. The Building Committee is made up of the following individuals:

Dave Cole, Jim Rostron, 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. Cathy Clark was a member of the committee for most of the past year, but has recently resigned from that role.

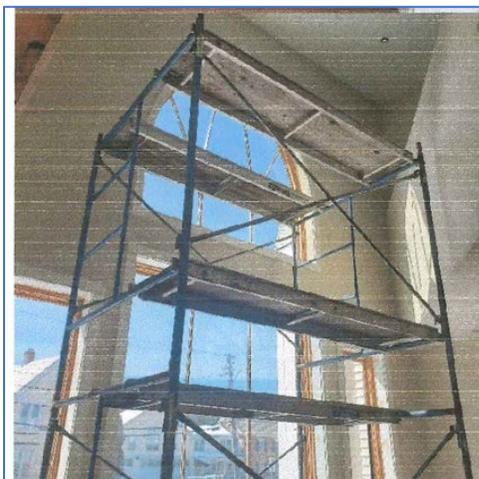
We continue to have volunteers this past year helping with carpentry, cleaning, painting, flooring, drop-ceiling installation, door installation, kitchenette installation, bathroom stall hardware, patio stone installation and other general site-work. We are now moving forward with the final stages of work to get occupancy of the building.



*Sanctuary Cross is provided  
courtesy of Lenny and Terry Bolduc*

This past year, contractors have been on site working to finish up electrical work, plumbing, sprinkler systems, and the elevator. The only work remaining for contractors involves the final electrical and fire alarm work in the elevator and the participation of the electricians and sprinkler contractor for a final inspection with the fire department.

In the coming weeks, volunteers will be looking to finish painting the newly installed trim, repair of the front doors, installation of the remainder of flooring on second floor, installation of the final handrails and window trim in the stairwells, finishing off the sanctuary stage, installing the basic wiring necessary for the A/V system, installation of the final ceiling tiles, and hardware for the interior doors. Upon finishing the punch list on the elevator, we will be able to apply to connect the church's fire alarm to the City's system and request the final inspection for occupancy. We have a lot of small projects to accomplish, but are finally getting close to occupancy.



Our financial picture has remained strong throughout this past year.

**During the calendar year 2023, we have received contributions to the project totaling: \$63,004.02**

In that same time period, we spent approximately \$136,000 on building costs. Donations just this past year covered almost half (46%) of our total expenses.

**Finances of the building project (as of 03/12/2024):**

Unrestricted funds available for construction:	\$43,280.68
Grant/Donation funds restricted to food pantry and kitchen:	<u>\$43,680.42</u>
Total Building Funds on Hand:	\$86,961.10

**Cost estimates to reach occupancy by contractor/category is as follows:  
(as of 03/12/2024)**

Contractors:

Elevator: (\$8,784 retainage + \$9,850 new contract)	\$18,634.00
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NOTE there will likely be some additional hourly charges from the electricians and sprinkler company for the final inspection.

Remaining DIY Materials Budget:

<b>Project</b>	<b>Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
Restroom accessories	\$1,113.00	\$491.60	\$621.40
Kitchenette	\$3,200.00	\$3,148.68	\$51.32
Mech Room Sheetrock	\$350.00	\$327.66	\$22.34
Flooring (2nd floor)	\$5,816.66	\$5,816.66	\$0.00
Painting	\$8,000.00	\$7,908.66	\$91.34
Stage & Baptistry	\$5,000.00	\$187.63	\$4,812.37
Interior Trim	\$6,600.00	\$3,928.04	\$2,671.96
Interior Doors & Hardware	\$12,870.00	\$12,870.08	-\$0.08
2nd Interior Door Order	\$9,250.00	\$0.00	\$9,250.00
Exterior Door/Threshold	\$256.12	\$256.12	\$0.00
Exterior Door Replace/Repair	TBD		
Roof Repair/Snow Rails	TBD		
Pocket Doors & Hardware	\$1,000.00	\$0.00	\$1,000.00
AV Equipment	\$8,000.00	\$3,269.72	\$4,730.28
Safety Bollards	\$1,040.00	\$0.00	\$1,040.00
Stair Railings/Finish Work	\$11,850.00	\$11,849.43	\$0.57
Landscaping	\$200.00	\$38.82	\$161.18
Entry/stairwell tread	\$9,132.26	\$9,132.26	\$0.00
		<b>Total:</b>	<b>\$24,452.68</b>

Note that as we continue to work toward the completion of our goal of occupancy, we try to adjust our estimates and do find additional categories of costs that we want to include. We expect additional costs to be added due to increasing prices and new projects that are determined necessary for the building. **While the budgeted expenses are within a couple of hundred dollars of the amount we have on hand, the anticipated additional costs will require ongoing donations to complete the work.**

Please continue your prayer, financial, and volunteer support! The factors that drive when we will get into the new building still 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 required DIY projects. Please pray for these factors and that we can move into the new building soon!

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](http://lebfirstbaptist.com/fundraising)

Your partner in the FBC Building Project,

Steve Girdwood, Chair



**Report of the Church Clerk  
FY2024**

There were no new members were voted into membership in FY2024:

There was no baptism in FY2024.

There were two persons removed from membership in FY2024:

Hal Hemmerling – Deceased

Janice Bowers – Deceased

Respectfully Submitted,  
Keith Davio, Church Clerk

**Report of the Nominating Committee  
For FY2025**

**Church Officers**

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

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

Carol Rataj – Apr 2025 <sup>(2)</sup>	Daniel Merritt – Apr 2026 <sup>(2)</sup>	Bobby Souza – Apr 2027 <sup>(2)</sup> *
Dave Cole – Apr 2025	Vacancy – Apr 2026 *	Betsy Wotton – Apr 2027 *

**Finance Committee, Member-at-large – 3 years** (1 Elected; members only)

Chase Pyer – Apr 2027 <sup>(2)</sup> \*

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

<sup>(2)</sup> indicates currently serving or being nominated for 2<sup>nd</sup> term on Board

**Report of the Financial Secretary  
FY2024**

<b><u>Operational Givings</u></b>	<b><u>\$201,810</u></b>
General Offering	\$186,494
Investment Income (Interest)	\$9,151
Youth Group	\$0
Deaconate Fund	\$1,520
Missions Programs (Community Dinner, Missions General, Raven Box)	\$4,645
<b><u>Building Givings</u></b>	<b><u>\$53,139</u></b>
Community Support	\$53,139
<b><u>Other Givings</u></b>	<b><u>\$3,321</u></b>
Insurance Refund	\$401
IN and OUT	\$2,000
In-Kind (non-monetary)	\$706
Funding Service Fee for Online Giving	\$214
<b><u>Total Income</u></b>	<b><u>\$258,270</u></b>

Respectfully Submitted,  
Shelby Hawks, Financial Secretary

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

**FY 2024**

<b>OVERALL OPERATIONAL SUMMARY</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
	<b>INCOME</b>	209,000.00	<b>200,635.07</b>	96%
	<b>EXPENSES</b>	258,554.49	<b>205,086.91</b>	79%
	<b>NET INCOME/LOSS</b>	(49,554.49)	<b>(4,451.84)</b>	

Line #

<b>INCOME SUMMARY</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1	General Offering	200,000.00	186,493.98	93%
2	Investment Income	9,000.00	9,150.58	102%
3	Online Giving Income Fee	-	(1,174.49)	0%
4		-	-	0%
5		-	-	0%
1100	Youth Group	-	-	0%
4000	Missions Offering	-	1,586.00	NA
9000	Accounts (minus CS)	-	4,579.00	NA
	<b>TOTAL INCOME</b>	209,000.00	200,635.07	96%

<b>EXPENSES SUMMARY</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1000	Christian Education	4,300.00	489.89	11%
1100	Youth Group	500.00	55.51	11%
1200	Spiritual Formation	4,850.00	1,547.49	32%
1300	Missions	5,250.00	4,737.20	90%
1400	Worship	2,100.00	1,527.26	73%
1500	Worship Team	9,900.00	717.00	7%
2000	Church Building (Operational)	120,090.72	75,654.11	63%
2100	Church Office	20,623.77	19,568.16	95%
2200	Offsite Space	3,865.00	13,255.00	NA
3000	Pastoral Compensation	75,900.00	68,767.99	91%
3100	Pastoral Professional	350.00	-	0%
3200	Pastoral Parsonage	10,825.00	9,596.70	89%
4000	Missions Offering	-	1,486.00	NA
9000	Accounts (minus CS)	-	7,684.60	NA
	<b>TOTAL EXPENSES</b>	258,554.49	205,086.91	79%

<b>LOANS - CHURCH BUILDING</b>		<b>Loan Balance</b>	<b>Principle Paid FYTD</b>	<b>Interest Paid FYTD</b>
8001	Mascoma Bank Loan (\$202,400)	202,400.00	-	8,937.51
8002	ABEC Loan (\$400,000)	284,233.62	31,768.64	12,602.10
	<b>TOTAL LOANS</b>	486,633.62	31,768.64	21,539.61

<b>ACCOUNTS</b>		<b>Total FYTD In</b>	<b>Total FYTD Out</b>	<b>Balance within Checking</b>
9001	Building Fund (designated, nonbudget)	5,020.12	5,022.33	
9002	Camp Scholarship Fund	758.27	-	
9003	Deaconate Fund	1,098.23	1,289.42	
9004	Raven Box	21,653.18	13,878.61	3,105.60
9005	Insurance Account	4,820.69	-	
9006	Community Support Fund	157,487.99	104,341.80	(2,932.67)
	<b>TOTAL ACCOUNTS</b>	190,838.48	124,532.16	172.93

<b>NEW BUILDING CONSTRUCTION</b>		<b>FYTD 2024 Inc/Exp</b>
2201	Community Support Income	53,138.99
2202	Transfer from Ops to CS	(74,549.76)
2203	Transfer from CS to Ops	134,822.51
2204	Building Construction Costs	(110,479.07)
	<b>Total Net in checking</b>	2,932.67

### Notes from Part A - Overall Summary:

- A. The summary is broken down into two separate parts. At the top are Operational (or “the budget”) income and expenses; and at the bottom are all the Building Construction data.
- B. Item #3 – *Online Giving Income Fee* is a new reported item this year. This shows as negative income because it is income we are not receiving. When a donor pays online (primarily with Simple Give), there is a transaction fee from the online platform. The donor has the option of covering the fee with additional donation or having it deducted from the original donation. This choice varies by the donor, no judgement, it is negligible. It is important to track this number because it represents a gap when reconciling between online donations and actual income.
- C. The Operational Summary includes Missions, Raven Box, and Deacons Fund, because they pass through our Operational account. Removing them would show a true budget overspend of \$1,447. This is the tightest “Net” in several years.
- D. Overall Summary shows a different income balance than the Financial Secretary, because the Financial Secretary includes “Other Givings” not associated with the Operating Budget.

### Notes from Part B – Detailed Expenses:

- A. This document contains only budgeted expenses, no income.
- B. Item #1001 – *Camp Scholarships* actual expenses for the year were \$722.50. When the separate “Camp Scholarship Fund” MSB bank account was closed, the balance of \$758.59 was credited to this line item, resulting in a negative balance of \$36.09.
- C. Items #1203 – *Hospitality* indicates a negative balance due to a refund of items purchased in the prior year.
- D. Items #1205 – *Adult Continuing Education* is slightly over budget due to pre-purchasing books for the April sessions.
- E. Item #1304 – *Mission Project* indicates the love offering collected for Teen Challenge.
- F. Item #1403 – *Worship Supplies* represents the presentation software license, “Our Daily Bread”, pulpit displays, and holiday items.
- G. Item# 1501 through 1505 – *Worship Team* did not purchase large expense items in this FY to reduce overall expenses. Leadership encouraged the purchase of additional music.
- H. Item #2005 – *Church Building Electricity* original budget was based on the first three months of the heating system usage, thus no real historical data.
- I. Item# 2009 – *Church Building Internet* overage is due to additional line added to the new building.
- J. Item# 2014 – *Mascoma Loan* budget anticipated converting to traditional loan, which has not yet occurred.
- K. Item# 3201 – *Parsonage Capital Improvement* combined budget from *Maintenance* to insulate basement.

### Notes from FY2025 Proposed Budget

- A. Item #1 - *General Offering* reduced and set based on historical data from last three years.
- B. Item#2014 – *Mascoma Bank Loan Repayment* needs to be converted from “Interest Only” to a traditional Principle & Interest Loan in August. Too soon to determine firm estimates due to rate fluctuation. Budgeted \$2k additional/mo for nine months as a placeholder.
- C. Other key line items have individual notes.

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

**FY 2024**

<b>CHRISTIAN EDUCATION</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1001	Camp Scholarships	1,000.00	(36.09)	-4%
1002	Children & Youth Sunday School	1,000.00	-	0%
1003	Children/Youth Supplies	1,000.00	-	0%
1004	VBS & Special Events	1,000.00	241.98	24%
1005	Background Checks	300.00	284.00	95%
<b>Total</b>		<b>4,300.00</b>	<b>489.89</b>	<b>11%</b>

<b>YOUTH GROUP</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1102	Youth Group Expense	500.00	55.51	11%

<b>SPIRITUAL FORMATION</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1201	Church Retreat	-	-	0%
1202	Community Care/Outreach	300.00	-	0%
1203	Hospitality	2,000.00	(62.47)	-3%
1204	Leadership Development	250.00	-	0%
1205	Adult Continuing Education	1,200.00	1,401.73	117%
1206	Adult Sunday School	500.00	-	0%
1207	Adult Scholarship	-	-	0%
1208	Fellowship Fund	600.00	208.23	35%
<b>Total</b>		<b>4,850.00</b>	<b>1,547.49</b>	<b>32%</b>

<b>MISSIONS</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1301	Camp Sentinel	750.00	750.00	100%
1302	New Mission Opportunities	-	-	0%
1303	Community Dinner	500.00	-	0%
1304	Mission Project	-	300.00	0%
1305	Overseas Missions	-	-	0%
1306	Pastoral Emergencies	1,000.00	837.20	84%
1307	Dayspring Pregnancy Center	1,200.00	1,100.00	92%
1308	Daniel G Edwards	1,200.00	1,200.00	100%
1309	Clemmers	600.00	550.00	92%
1310		-	-	0%
<b>Total</b>		<b>5,250.00</b>	<b>4,737.20</b>	<b>90%</b>

<b>WORSHIP</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1401	Advertising	1,000.00	-	0%
1402	Convention Delegates	350.00	220.00	63%
1403	Worship Supplies	750.00	1,307.26	174%
1404		-	-	0%
1405		-	-	0%
<b>Total</b>		<b>2,100.00</b>	<b>1,527.26</b>	<b>73%</b>

<b>WORSHIP TEAM</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>% of Budget</b>
1501	Music	500.00	717.00	143%
1502	Equipment Service	7,400.00	-	0%
1503	Worship Leader	-	-	0%
1504	Web Presence	2,000.00	-	0%
1505		-	-	0%
<b>Total</b>		<b>9,900.00</b>	<b>717.00</b>	<b>7%</b>

<b>MISSIONS OFFERING</b>		<b>Total FYTD In</b>	<b>Total FYTD Out</b>	<b>Balance within Checking</b>
4001	General Missions	1,586.00	1,486.00	100.00

**BUILDING EXPENSES**

<b>CHURCH BUILDING</b>		<b>Budget FY2024</b>	<b>FYTD 2024 Expense</b>	<b>% of Budget</b>
2001	Capital Improvements	-	-	0%
2002	Custodial Equipment	1,000.00	-	0%
2003	Custodial Services	-	-	0%
2004	Custodial Supplies	750.00	-	0%
2005	Electricity	36,000.00	11,112.85	31%
2006	Insurance Policy	6,985.00	7,451.25	107%
2007	Maintenance	500.00	-	0%
2008	Propane Gas	1,200.00	-	0%
2009	Telephone Internet	1,260.00	2,369.18	188%
2010	Trash Removal	675.00	-	0%
2011	Water and Sewer	1,600.00	1,412.60	88%
2012		-	-	0%
2013		-	-	0%
2014	Mascoma Bank Loan Repayment	25,750.00	8,937.51	35%
2015	ABEC Loan Repayment	44,370.72	44,370.72	100%
	<b>Total</b>	<b>120,090.72</b>	<b>75,654.11</b>	<b>63%</b>

**CHURCH OFFICE**

2101	Bank Service Fees	2,000.00	324.01	16%
2102	Equipment Service	250.00	-	0%
2103	FICA & IRS	1,500.00	1,250.98	83%
2104	Office Equipment	-	429.16	0%
2105	Office Supplies & Postage	1,500.00	1,246.78	83%
2106	Printing	-	-	0%
2107	Secretarial Services	15,373.77	16,317.23	106%
2108	Audit Service	-	-	0%
	<b>Total</b>	<b>20,623.77</b>	<b>19,568.16</b>	<b>95%</b>

**OFFSITE SPACE**

2211	Rent: Office Space	600.00	1,800.00	300%
2212	Rent: Storage Unit	990.00	1,980.00	200%
2213	Rent: Sunday Service	2,275.00	9,475.00	416%
2214		-	-	0%
2215		-	-	0%
	<b>Total</b>	<b>3,865.00</b>	<b>13,255.00</b>	<b>343%</b>

**PASTORAL AND OTHER EXPENSES**

<b>PASTORAL COMPENSATION</b>		<b>Budget FY2024</b>	<b>FYTD 2024 Expense</b>	<b>% of Budget</b>
	Total Comp Package	75,900.00	68,767.99	91%

**PASTORAL PROFESSIONAL EXPENSES**

3101	Auto & Professional	-	-	0%
3102	Continuing Education	250.00	-	0%
3103	Convention	100.00	-	0%
	<b>Total</b>	<b>350.00</b>	<b>-</b>	<b>0%</b>

**PASTORAL PARSONAGE EXPENSES**

3201	Capital Improvements	2,000.00	3,105.90	155%
3202	Electricity	2,500.00	2,935.69	117%
3203	Fuel Oil	2,800.00	1,959.51	70%
3204	Phone Internet	275.00	-	0%
3205	Maintenance	1,500.00	-	0%
3206	Water & Sewer	850.00	902.56	106%
3207	Trash Removal Parsonage	900.00	693.04	77%
	<b>Total</b>	<b>10,825.00</b>	<b>9,596.70</b>	<b>89%</b>

First Baptist - FY2025 Proposed Budget

<b>OVERALL SUMMARY</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	
	<b>INCOME</b>	209,000.00	194,470.07	<b>184,000.00</b>	-25,000.00	
	<b>EXPENSES</b>	258,554.49	185,549.56	<b>203,800.72</b>	-54,753.77	
	<b>NET INCOME/LOSS</b>	(49,554.49)	8,920.51	<b>(19,800.72)</b>	<b>-29,753.77</b>	Gap reduced by this amount

Line #

<b>INCOME SUMMARY</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
1	General Offering	200,000.00	186,493.98	175,000.00	-25,000.00	
2	Investment Income	9,000.00	9,150.58	9,000.00	0.00	
3	Online Giving Income Fee	-	(1,174.49)	-	0.00	
4		-	-	-	0.00	
5		-	-	-	0.00	
1100					0.00	
4000					0.00	
9000					0.00	
	<b>TOTAL INCOME</b>	209,000.00	194,470.07	184,000.00	-25,000.00	

**PROGRAM EXPENSES**

<b>CHRISTIAN EDUCATION</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
1001	Camp Scholarships	1,000.00	(36.09)	750.00	-250.00	\$723 spend minus funds transfer
1002	Children & Youth Sunday School	1,000.00	-	250.00	-750.00	
1003	Children/Youth Supplies	1,000.00	-	500.00	-500.00	
1004	VBS & Special Events	1,000.00	161.98	500.00	-500.00	
1005	Background Checks	300.00	284.00	300.00	0.00	
	<b>Total</b>	4,300.00	409.89	2,300.00	-2,000.00	

**YOUTH GROUP**

1101	Youth Group Income	-	-	-	0.00	
1102	Youth Group Expense	500.00	55.51	500.00	0.00	
	<b>Total</b>	500.00	55.51	500.00	0.00	

**SPIRITUAL FORMATION**

1201	Church Retreat	-	-	-	0.00	
1202	Community Care/Outreach	300.00	-	300.00	0.00	
1203	Hospitality	2,000.00	(62.47)	2,000.00	0.00	
1204	Leadership Development	250.00	-	250.00	0.00	
1205	Adult Continuing Education	1,200.00	1,401.73	800.00	-400.00	
1206	Adult Sunday School	500.00	-	250.00	-250.00	
1207	Adult Scholarship	-	-	-	0.00	
1208	Fellowship Fund	600.00	208.23	250.00	-350.00	
	<b>Total</b>	4,850.00	1,547.49	3,850.00	-1,000.00	

**MISSIONS**

1301	Camp Sentinel	750.00	750.00	750.00	0.00	Fixed 62.50/mo
1302	New Mission Opportunities	-	-	-	0.00	
1303	Community Dinner	500.00	-	-	-500.00	
1304	Mission Project	-	300.00	300.00	300.00	\$300 to John Hurford
1305	Overseas Missions	-	-	-	0.00	
1306	Pastoral Emergencies	1,000.00	837.20	1,000.00	0.00	
1307	Dayspring Pregnancy Center	1,200.00	1,100.00	1,200.00	0.00	Fixed 100/mo
1308	Daniel G Edwards	1,200.00	1,200.00	600.00	-600.00	Fixed 100/mo
1309	Clemmers	600.00	550.00	600.00	0.00	Fixed 50/mo
1310		-	-	-	0.00	
	<b>Total</b>	5,250.00	4,737.20	4,450.00	-800.00	

**WORSHIP**

1401	Advertising	1,000.00	-	250.00	-750.00	
1402	Convention Delegates	350.00	220.00	250.00	-100.00	
1403	Worship Supplies	750.00	1,307.26	1,200.00	450.00	
1404		-	-	-	0.00	
1405		-	-	-	0.00	
	<b>Total</b>	2,100.00	1,527.26	1,700.00	-400.00	

**WORSHIP TEAM**

1501	Music	500.00	717.00	500.00	0.00	
1502	Equipment Service	7,400.00	-	2,400.00	-5,000.00	
1503	Worship Leader	-	-	-	0.00	
1504	Web Presence	2,000.00	-	2,000.00	0.00	
1505		-	-	-	0.00	
	<b>Total</b>	9,900.00	717.00	4,900.00	-5,000.00	

**BUILDING EXPENSES**

<b>CHURCH BUILDING</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
2001	Capital Improvements	-	-	-	0.00	
2002	Custodial Equipment	1,000.00	-	1,000.00	0.00	
2003	Custodial Services	-	-	-	0.00	Rick will lead a solution
2004	Custodial Supplies	750.00	-	750.00	0.00	
2005	Electricity	36,000.00	9,766.80	12,000.00	-24,000.00	975/mo avg
2006	Insurance Policy	6,985.00	7,451.25	8,000.00	1,015.00	\$6715 Blg; \$1137 WC
2007	Maintenance	500.00	-	500.00	0.00	Consumables
2008	Propane Gas	1,200.00	-	1,200.00	0.00	1 full tank eventually
2009	Telephone Internet	1,260.00	2,091.54	2,510.00	1,250.00	\$168/mo Office; \$110/mo Church
2010	Trash Removal	675.00	-	675.00	0.00	~\$75*9 mo
2011	Water and Sewer	1,600.00	1,412.60	1,600.00	0.00	\$350/qtr RR
2012		-	-	-	0.00	
2013		-	-	-	0.00	
2014	Mascoma Bank Loan Repayment	25,750.00	6,887.34	21,890.00	-3,860.00	Need to convert to Traditional Loan
2015	ABEC Loan Repayment	44,370.72	40,673.16	44,370.72	0.00	Fixed \$3698/mo
	<b>Total</b>	<b>120,090.72</b>	<b>68,282.69</b>	<b>94,495.72</b>	<b>-25,595.00</b>	

<b>CHURCH OFFICE</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
2101	Bank Service Fees	2,000.00	304.01	350.00	-1,650.00	Simple \$20/mo; 40 Box ; 40 check hold
2102	Equipment Service	250.00	-	250.00	0.00	Moving printer
2103	FICA & IRS	1,500.00	1,037.62	1,500.00	0.00	~250/qtr RR
2104	Office Equipment	-	429.16	500.00	500.00	Fixed 88/qtr copier service;
2105	Office Supplies & Postage	1,500.00	1,203.79	1,200.00	-300.00	
2106	Printing	-	-	-	0.00	Not anticipated
2107	Secretarial Services	15,373.77	14,693.25	15,525.00	151.23	3.5% COLA
2108	Audit Service	-	-	-	0.00	Forego
	<b>Total</b>	<b>20,623.77</b>	<b>17,667.83</b>	<b>19,325.00</b>	<b>-1,298.77</b>	

<b>OFFSITE SPACE</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
2211	Rent: Office Space	600.00	1,650.00	600.00	0.00	Fixed 150/mo
2212	Rent: Storage Unit	990.00	1,815.00	990.00	0.00	Fixed 165/mo
2213	Rent: Sunday Service	2,275.00	8,775.00	4,550.00	2,275.00	Fixed 175/mo
2214		-	-	-	0.00	
2215		-	-	-	0.00	
	<b>Total</b>	<b>3,865.00</b>	<b>12,240.00</b>	<b>6,140.00</b>	<b>2,275.00</b>	

**PASTORAL AND OTHER EXPENSES**

<b>PASTORAL COMPENSATION</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
	<b>Total</b>	<b>75,900.00</b>	<b>68,767.99</b>	<b>55,000.00</b>	<b>-20,900.00</b>	renewed Jan '24

<b>PASTORAL PROFESSIONAL EXPENSES</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
3101	Auto & Professional	-	-	-	0.00	
3102	Continuing Education	250.00	-	250.00	0.00	
3103	Convention	100.00	-	100.00	0.00	
	<b>Total</b>	<b>350.00</b>	<b>-</b>	<b>350.00</b>	<b>0.00</b>	

<b>PASTORAL PARSONAGE EXPENSES</b>		<b>Budget FY2024</b>	<b>Actuals FY2024</b>	<b>Proposed FY2025</b>	<b>Budget Adjustment</b>	<b>Notes</b>
3201	Capital Improvements	2,000.00	3,105.90	2,000.00	0.00	Insulated basement
3202	Electricity	2,500.00	2,935.69	2,800.00	300.00	~235/mo RR
3203	Fuel Oil	2,800.00	1,959.51	2,800.00	0.00	anticipate one more fill
3204	Phone Internet	275.00	-	-	-275.00	
3205	Maintenance	1,500.00	-	1,500.00	0.00	
3206	Water & Sewer	850.00	902.56	940.00	90.00	~235/qtr RR
3207	Trash Removal Parsonage	900.00	693.04	750.00	-150.00	Fixed 62/mo
	<b>Total</b>	<b>10,825.00</b>	<b>9,596.70</b>	<b>10,790.00</b>	<b>-35.00</b>	

## Addendum 1: Constitution Rev 3 draft proposal

Section 3. Finance Committee - The Finance Committee is responsible for the stewardship of the Church's finances and property. Specifically, they are called to see to it that, in obedience to Christ, the material resources of the Church serve the purpose, mission and ministry of FBC. They shall **hold in trust manage** all property belonging to the Church and take all necessary measures for its protection, management, and upkeep, ~~upon due consultation with the Board of Trustees after consultation with and approval by the Board of Trustees.~~ The Committee will oversee and administer the approved budget. They shall be a subset of the Board of Trustees (ARTICLE VII, Section 4).

A. Qualifications. The Finance Committee must be Members in good standing and meet all the qualifications listed in 1 Timothy 3:9-13. They must also demonstrate faith in God's ability to supply the material needs of His Church and its ministry.

B. Election and Membership. The Finance Committee will consist of the Treasurer, the Financial Secretary, the Pastor, and at least one member at large. ~~They~~ **The Member-at-large** 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 Board of Trustees and then by the Members at the annual meeting. ~~They~~ **The Member-at-large** will be elected for three-year terms and may serve two consecutive terms before requiring a year off. If needed, the Board of Trustees may appoint a Sexton to be a non-voting member of and accountable to the Finance Committee.

C. Duties.

1. Determine the use of the Church building, according to the *Building Use Policy*.
2. Have power to manage all assets of the Church **at the direction of the Board of Trustees** including financial accounts, real and personal property. However, a vote of the Membership is required to mortgage, lease, or transfer any real property. In exercising this authority, it will give due attention to the attitudes of the congregation and in important cases seek the counsel of the Shepherds in a Board of Trustees meeting.
3. Designate the bank(s) where funds are deposited.
4. Evaluate and recommend the personnel needs to support the Church and the Parsonage. It will secure the custodial services and will perform other duties as directed by the Church and the State. Except as otherwise provided herein, the committee shall exercise the responsibility to engage or terminate paid employees of the Church, ~~after due consultation with the Board of Trustees at the direction of the Board of Trustees.~~
5. Solicit budget requirements of the standing boards and core ministries, three months prior to the Annual Meeting, and will collate requests to present a working budget to the Board of Trustees one month prior to the Annual Meeting for review and approval. At the Annual Meeting the Members will vote to adopt the budget or amend it at a special business meeting.

D. Organization and Membership. The committee will choose a chairperson and secretary each year. It will meet monthly, as needed. The secretary will chair any meetings that the chairperson cannot attend. Special meetings can be called by the chairperson or secretary as deemed necessary. A majority of Members constitutes a quorum. Every other month it will meet as part of the Board of Trustees.

Section 4. Board of Trustees - The Board of Trustees, under Christ, is responsible for seeking to unite the Church in accomplishing its purpose and mission and seeing to it that its mission and ministries (ARTICLE VIII) are fully resourced.

A. Membership. The Board of Trustees shall consist of all the Shepherds Board and the Finance Committee.

B. Organization. The Board shall choose a chairperson and secretary each year. It will meet bi-monthly. In the absence of the Chairperson, the meeting will be chaired, in succession, by the Chairperson of the Shepherds Board, then the Chairperson of the Finance Committee. A majority of both the Shepherds and a majority of the Finance Committee constitute a quorum. Special meetings can be called by the Chairperson of this Board or by an agreement of the Chairpersons of both the Shepherds and Finance Committee or more than two members of the Board of Trustees.

C. Duties.

1. Seek God's guidance in all decisions using the resources of Scripture and Prayer
2. Develop plans for providing resources to implement the Church's mission and ministries.
3. Work at creating consensus in the congregation in achieving its mission and ministries.
4. Set the agenda for all Church wide business meetings.
5. Nominate a member of the Board of Trustees to moderate each year's business meetings. The nominee must be approved by the Members at the annual business meeting as a subset of the Nomination Report.
6. Appoint a Clerk to take and publish minutes for each of the business meetings. The Clerk must be a member in good standing. The minutes are to be reviewed at the next business meeting for approval.
7. Approve the final budget proposal in time for it to be given to the congregation for discussion and approval by the Members at the annual business meeting.
8. Approve all new core ministries recommended by the Shepherds.
9. Approve all church wide strategic ministry plans presented by the Shepherds before they go to the Members for approval; and work to create a consensus in the congregation for all such approved plans.
- 10. Oversee the Finance Committee.**
11. Approve all ad hoc committees whose task has Church-wide impact and to provide a plan for financing the work of the approved committees.