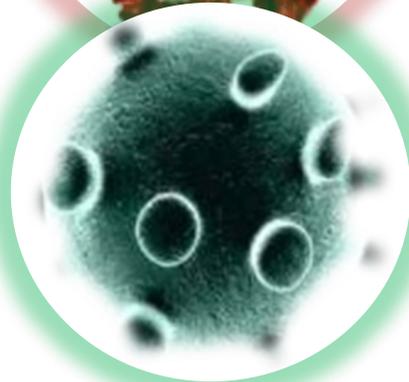




## Sunday, February 14, 2021 Annual Business Meeting

---



Please have this report available during the congregational Zoom meeting after worship. Using a Computer with Zoom: <https://tinyurl.com/y774ujwq>  
Joining by telephone: Call 1 (312) 626-6799—Meeting I.D: 418 896 234 /  
Password: 248551 If asked for a participant I.D. simply enter #.

# Unchanging Love

Celebrating the first 150 Years of Ministry  
 First Baptist Church, Madison, Wisconsin

John T. Hicks

Un - chang - ing Love, You make all things new. In all gen - er -  
 Wil - ness - es round us form a great cloud. Of those gone be -  
 Your child - dren sing to bring you de - light. We know we are  
 Root - ed in faith, this church, lord would claim. Our place in the

3  
 a - tions, Your Good News is true. In this con - gre -  
 fore us, both hum - ble and proud. You lift up our  
 pre - cious in Your lov - ing sight. Like child - ren be -  
 fami - ly who serve in Your name. We fol - low You,

5  
 ga - tion, so touched by Your grace You have called us to  
 spir - its through saints from the past and en - cour - age our  
 fore us, may we make you glad as to their joy - ful  
 Je - sus, U - ni - ted as one with the peo - ple of

7  
 serve in this time, in this place. Un - chang - ing Love, re - fresh us a -  
 hearts with the hope that will last  
 noise our young voi - ces we add.  
 God gen - er - a - tions to come.

10  
 new. We cov - e - nant now to be faith - ful to You.

# 2021 Annual Business Meeting

## Sunday, February 14, 2021

### Agenda

#### Consent Agenda

*Items in the consent agenda are automatically accepted and/or approved and will not be discussed. Any member may request that an item in the consent agenda be moved to the discussion agenda, but be aware that doing so will lengthen the meeting.*

- Minutes of the June 14, 2020 Annual Business Meetings
- Minutes of the September 20, 2020 FBC Congregational Meeting
- 2020 Financial Report
- Fall 2020 Stewardship Campaign
- Reports
  - ⇒ Rev. Tim Schaefer, FBC Minister
  - ⇒ Jenny Yim, Interim Music Director
  - ⇒ Janet Reinke, Deputy Membership Chair
  - ⇒ Wynn Davies, Investment and Planned Giving Committee
  - ⇒ Richard Bishop, Pulpit Committee

#### Discussion Agenda

- Call to Order – Victor Crentsil
- Opening Prayer – Rev. Tim Schaefer
- Hymn – Unchanging Love – Chris Boveroux
- Motions from the Church Council – Victor Crentsil
  - ⇒ Election of Member for the Board of Christian Outreach
  - ⇒ Election of Membership Chair (2020-2021)
  - ⇒ Election of Treasurer, (2020-2021)
  - ⇒ Call for nominations from the congregation to serve on the Nominating Committee (2021-2022).
  - ⇒ Motion to transfer endowment earnings to be used in the operating budget and for special projects.
  - ⇒ Approval of the operating budget.

#### Open Discussion Period

*During this time members may raise concerns or ask questions on any topic relevant to the church.*

#### Adjourn with Closing Prayer – Victor Crentsil

# Table of Contents

## First Baptist Church Madison, Wisconsin

### Business Meeting

Sunday, February 14, 2021

	<u>Page</u>
<b>Minutes of Business Meetings</b>	
June 14, 2020 .....	6
September 20, 2020 .....	9
<b>2020 Financial Reports</b>	
Statement of Activities .....	19
Dedicated Accounts .....	23
Statement of Financial Position .....	26
Special Offerings, Memorials, & Other Gifts .....	28
<b>Fall 2020 Stewardship Campaign</b>	
Campaign Results .....	30
<b>Reports</b>	
Minister, Rev. Tim Schaefer .....	32
Interim Music Director, Jenny Yim.....	33
Deputy Membership Chair, Janet Reinke .....	34
Investment & Planned Giving Committee, Wynn Davies .....	35
Pulpit Committee Chair, Richard Bishop.....	37
<b>Motions from the Church Council</b>	
Boards and Church Officers	
Call for nominations to the Nominating Committee - 2021-2022	
Transfer of Endowment Earnings	
Approval of 2021 Operating Budget.....	39
<b>Proposed 2020 Budget</b>	
Proposed 2020 Budget 2021.....	41
<b>Welcoming Pastor Tim Schaefer and John W. Duncan</b>	
Welcome to FBC During Covid .....	47

# MINUTES OF BUSINESS MEETINGS

June 14, 2020 Annual Business Meeting

September 20, 2020 FBC Congregational Meeting

## First Baptist Church Congregational Meeting

June 14, 2020

The meeting was held using Zoom video conferencing software.

Call to Order: The meeting was called to order at 11:24 am by Moderator Gil Emmert.

Welcome: Gil opened the meeting with a prayer and welcomed the congregation. Due to technical difficulty, it was not possible to join in singing "Unchanging Love."

Presentation of Agenda: Gil called attention to the consent agenda and commented that if someone has questions or concerns about an item on the consent agenda, that item can be moved to the discussion agenda. Since no concerns were expressed about the agenda, Bill Fiore introduced a motion to accept the agenda as presented. The motion was seconded by Bill Hausler and passed by unanimous vote. The approved items on the consent agenda include: Minutes of the February 16, 2020 congregational meeting, the Membership Report, the Moderator's Report, and reports from the Board of Deacons, the Board of Christian Education, the Board of Christian Outreach, the Board of Trustees, the Pastoral Relations Committee, the Pulpit Committee and the American Baptist Women.

Remembering Those Members Who Have Died: Since Gene Dewey, Chair of the Membership Committee, was not able to join the meeting, Gil reported that two members have died during the past year: James W. Evans (August 21, 2019) and Raymond S. Moen (January 6, 2020). Pastor Michael Newheart offered a prayer in memory of these two members.

Nominating Committee: Gil called attention to the Nominating Committee Report (Pages 27-28). Victor Crentsil recognized and thanked the members of the Nominating Committee and briefly reviewed the report, commenting that there is still one open slot on the Board of Trustees. He invited a volunteer to fill the open slot. Gil reviewed the lists of nominees for each board and invited nominations from the floor. Since no nominations were received, Victor introduced a motion to approve the Nominating Committee Report as presented. The motion passed by unanimous vote. Victor pointed out that Article VIII Sec. 3 (1) requires that each board shall select a chair no later than June 15. Since this meeting is being held on June 14, that requirement will not be met this year. Victor introduced a motion that the date for chair selection by boards be extended to July 15, 2020. The motion was seconded by Sheila Donald and passed by unanimous vote. In response to a question about who will schedule the initial board meetings, Victor indicated that he would take care of that.

When Do We Reopen the Church and Under What Conditions? Gil reviewed several slides describing guidelines for reopening including limiting attendance, maintaining physical distance and controlling traffic patterns within the church. He displayed slides showing possible seating arrangements and traffic patterns which would meet the guidelines. He pointed out that with the guidelines, ushers would wear face masks and gloves; there would be no passing of microphones, offering plates or communion trays; there would be no fellowship time or food and beverages before or after worship; there would be no hand-shaking or hugging and face masks would be recommended for attendees. Also, there would be no singing and no wind instrumental music; piano, organ, percussion and string music would be allowed. Gil commented on the possibility of continuing online worship even after the sanc-

tuary is reopened. Gil suggested that the Leadership Council appoint a Coronavirus Task Force to focus on plans for reopening the church in the safest way. Discussion focused on being very cautious and adhering to public health guidelines to protect the health of the congregation and avoid possible lawsuits. Gwen Abramson commented that it would be necessary to increase the number of ushers in order to monitor and guide the traffic patterns. Gil suggested four possible timelines for reopening the church and asked attendees to vote for one. He emphasized that this would not be a binding vote but would provide information on how congregational members are thinking. The four suggestions and their number of votes are listed below.

As soon as possible (0)

Wait until Dane County says we are in Phase 3 (12)

Wait until there are no new COVID-19 infections in Dane County (15)

Wait until a vaccine is developed, distributed and enough people are vaccinated (12)

Proposed Racial Justice Statement to be Posted on Website: Victor Crentsil commented on discussions that have been held recently on racial justice following the death of George Floyd in Minneapolis. A Zoom discussion was held on Wednesday, June 10, with 26 participants from First Baptist. Since First Baptist has a long history of advocating for social justice, it was proposed that a statement be posted on the website showing our support. The proposed statement is listed below.

*We've seen the news of the deaths of George Floyd in Minneapolis, Breonna Taylor in Louisville, KY, Tony McDade in Tallahassee, FL, Ahmaud Arbery in GA and countless others who have been victims of police brutality, white supremacy, and senseless acts of violence. We have seen the protests across the country demanding justice for these victims, their families, and Black people across the country and the globe. We have seen the effects of this pandemic disproportionately impact Black people and communities of color due to structural racism in our country and abroad.*

*In these times of grief, despair, and fear, we are reminded of our duties as Christians as Pastor Michael Newheart preached to us not too long ago: "what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" (Micah 6:8). We here at First Baptist want to dig into what it means to do these things in this moment that is exposing to all the deep and festering wounds of racial injustice in this country.*

*We recognize that our church has supported the mission of social justice for quite some time and celebrate that history and draw wisdom from our experiences, but we still have work to do. Racial inequity is still pervasive in our communities here in Dane County. We have seen police violence against Black people in this city too. What can we do to be a force of change in our own communities and around the world? What does it mean for us as Christians to commit to racial justice in this time and beyond? We are re-committing ourselves to this journey and recognize that we have work to do. We're starting with educating ourselves on systemic racism and its impacts on our communities, so we can be part of the solution in dismantling these systems. We then plan to share with the public our individual commitments and collective commitments as a church to racial justice. We feel that sharing these commitments better holds us accountable and inspires others to join us in the journey.*

After reading the statement, Victor commented that Article V, Sec. 5 (5) states that congregational members must

*Continued on next page*

approve public statements made in the name of the church. Therefore, Victor proposed a motion that the above statement be approved for publication on the First Baptist Church website. The motion was seconded by Janet Reinke and passed by unanimous vote. Beth Gunshor announced that she will also post the statement on Facebook and recommended that people like and/or share it.

Open Discussion: Comments focused on how well things have gone during the pandemic and gratitude to Gil for his technical skills in managing worship on Zoom.

Turn Over the Gavel to New Moderator: Gil recognized and thanked Council members for their service during the past year and indicated that he will be available to Victor for consultation during the coming year.

Closing Prayer: Michael offered a closing prayer.

Adjournment: The meeting was adjourned at 12:44 pm.

Respectfully submitted,  
Carla Eakins, Church Clerk

Minutes reviewed and approved by Gil Emmert and Victor Crentsil

# First Baptist Church Congregational Meeting

September 20, 2020

The meeting was held using Zoom video conferencing software.

Call to Order: The meeting was called to order at 11:20 am by Moderator Victor Crentsil.

Welcome: Victor welcomed everyone to the meeting and Rev. Dr. Marie Onwubuariri, Regional Executive Minister, opened the meeting with a prayer.

Review of Zoom Meeting Process: Gil Emmert reviewed the rules for conducting a meeting on Zoom and asked that participants follow the rules to keep the meeting running smoothly. He explained the process for raising a hand to request to speak.

Questions for Rev. Tim Schaefer:

Victor invited questions for Tim from the congregation.

**Rhiannon Tibbetts: What are your thoughts about reaching out and working with the congregation? Do you have any innovative ideas as far as reaching out to the community-at-large in order to kind of reinvigorate our church toward growth and positive possibilities? Any interesting ideas off the top of your head as we try to work together to move forward as a church?**

Rev. Tim Schaefer: This is one of the challenges that I think a lot of churches face, including the one I'm serving right now. One of the things that I think it is important for you to know about me is that I like to work collaboratively with people. What that means is that I work with other staff members but also with committees and groups of members of the congregation. That also means that I go and work with my counterparts in other congregations and we do work collaboratively. I seek out nonprofit leaders and leaders of other community organizations so that we can work collaboratively. I think building those relationships is really important because it is important for us to be seen as a force for good within the community. That is my goal when I build these relationships and when we partner on the work that is needed in our community, I'll give you a very quick example of one of the things that we're doing here is that four churches in the Dallas/Fort Worth area have gotten together. We are all predominantly White congregations, and we've decided that rather than doing social justice work individually, that we would come together and do it collaboratively. We started out with a book study and now have plans to do something similar to what you're doing, which is having conversations with faith leaders who are engaging in the work of social justice, learning what that actually means. After that learning takes place, what can we actually do in our community to make a difference? That is the kind of work that I'm interested in doing. The needs in every community are different, and I'm really eager to find out what those needs are in the Madison area, what are the biggest needs of the community, and how can we partner with others to get that done? I do think that being out in the community is important. We can't just talk about justice; we have to actually do justice.

**Russell Novkov: Will you focus on helping out the immigrant community?**

Rev. Tim Schaefer: I am interested in a lot of different types of social justice. One thing, if you have read the information about me, you will know that I was born in Germany and moved with my family to the United States at an early age. What that means is that I have a specific experience, which is, of course, shared by many other people. I was thrown into elementary school not speaking a word of English, learning new cultures, and being mocked for that really and feeling like an outsider because of my own immigrant status. Yet I do want to say that

I recognize that for a white immigrant, things are much easier than for immigrants of color. Because of those experiences that I have had, understanding that although America is known to be a country that welcomes immigrants, it doesn't always feel that welcoming for immigrants. So that is a big issue for me and something that I have personal experience with and that makes it an important issue for me. So, yes, I think that is a big part of doing social justice.

**Gil Emmert: What attracts you to First Baptist?**

Your Pulpit Committee did a fantastic job of putting together a church profile, which was very thorough, very informative, that was what first attracted me to First Baptist. Rich shared with me that I was one of the first, or maybe the first, to get my information in because I was very excited about what I saw in the church profile. Things that I saw in there were your dedication to justice, your dedication to missions work, and that you are definitely a community oriented congregation and that you really value fellowship and you value things like worship and music. Those are important to me as well. I felt from the beginning that First Baptist might be a good fit for me, and the more conversations I had with your Pulpit Committee and then conversations I had with members of your boards, and then eventually this past weekend with other members of the congregation, the more I realized that that is, in fact, true. You value many of the same things that I value. So that's what attracted me to First Baptist Church.

**Gloria Hawkins: You talked about your approach to working with community and social justice from a collaborative standpoint and you talked about that in response to Rhiannon's question. My question is sort of related to that, and it's about what experience you had, if any, in the Dallas area in your role as a youth minister reaching out and working with Black churches. We have two churches in particular that I'm thinking about—Mt. Zion Baptist Church, which is an American Baptist and National Baptist Church, and Christ The Solid Rock Baptist Church, which is a very social justice oriented church, and the minister so happens to be originally from Fort Worth, Texas. Could you just kind of share with us?**

Rev. Tim Schaefer: Some of the work that I do is specifically with the youth, but sometimes it is a bit broader, and I work with adults as well, and it isn't specifically youth programming. One of the things that we've done is that we've partnered with Cornerstone Baptist Church in Dallas, which is a Black Baptist church. They actually have some great programming that they already do, and they seek out churches in their area to help them with their mission. They are in south Dallas, a pretty poor neighborhood; some parts of south Dallas are pretty run down. What they do is purchase property and make it into apartment living that is low income; they will make it sometimes into a living situation that's almost like a halfway house or transitional housing for those who have been in prison. Because these are so inexpensive, they are rented out at cost to get people back on their feet. Part of the arrangement they have is then to get people who live in these apartments to help renovate some of these building they've purchased. We as a church have actually supported them with ministries like by going down and bringing materials with us, and we'll also take a small work force. We will go ahead and renovate some of those buildings they have purchased and make them much nicer so that people can live in a place where they feel like they have dignity and they are paying for where they are living. We have done that kind of work. Also, because housing in Dallas in particular, and I think this is maybe true in the south more generally, Dallas and Dallas County in terms of the living situation, are very much segregated. Another way that we've interacted with community members is that we work with a group called Faith in Texas, which is an ecumenical, actually interfaith group. We work with them to send clergy members to Dallas City Council meetings to advocate for more just housing laws because we think that through some rule changes, we can actually level the play-

ing field a bit for those who are living in poor neighborhoods, and those tend to be non-White neighborhoods. We've been doing work there as well. Those are a couple examples of the work that we're doing around racial justice specifically.

**Julie Blankenburg:** I very much enjoyed your sermon today, particularly when you help with interpretation and translation which you included in your sermon today. I wanted to find out if that's something that you do on a regular basis. I really enjoy learning that type of thing in sermons and I just wanted to find out if that is your normal operation or something that you just do on special occasions.

Rev. Tim Schaefer: Thank you for your feedback. That is something that I pretty commonly do. I think I have a preaching style that is probably not quite like a lecture but I think more of a teaching sermon. That might get really boring as we go along, so I have to mix it up sometimes so I don't do it all the time, but I do like to do that, especially if I'm going to ask somebody to think about a parable or a story that they interpret in a certain way and I ask them to interpret it in a slightly different way, then I do think it is important that I share some reasons why I'm bringing up a slightly different interpretation. I think it's really important then to go to the Greek. I do have some Greek; by no means am I a Greek expert, but I have some tools that help me and I have taken some Greek in seminary.

**Bill Fiore:** We've talked about a lot of things you do and ways you're involved and it's almost overwhelming when you're thinking about it all. I'm curious about what you do to take care of yourself.

Rev. Tim Schaefer: Part of the reason I can do a lot of these things is that I'm not the one doing all the planning work, of course. We have a lot of collaborative partners and that includes others on staff. Sometimes it's as simple as me plugging into something that's going on, but yes, you're right. It is overwhelming to do so many things, and I have to admit that I haven't always been so great at practicing self-care, to be honest. If any of you are familiar with Enneagram, I am 1 on Enneagram, a perfectionist, which means often I will probably put too much effort into something to get it really perfect. Over the past couple years in particular, I have worked with some of my mentors, including one who is also a 1 on the Enneagram, who has some insight on how to work through some of that and to draw some clear boundaries. That is an ongoing process and something that I need to do better at, and I recognize that that is something that I need to do better. I'm always open to suggestions on how to do boundaries better and how to do self-care better.

**Paul Chotlos:** I'm kind of curious about some of your reflection on your current position. What are things that you've enjoyed about being pastor in your present church and what do you feel most proud of?

Rev. Tim Schaefer: Two things I really appreciate. One thing I've already mentioned, but it bears mentioning again. I like to work in a place where folks are willing to work collaboratively because I think that lightens the load on everybody and we can get a whole lot more done when we're all moving in the same direction. I really do appreciate that. I think in terms of what I'm most proud of—my position gives me a lot of flexibility to do things pretty creatively so I've been grateful for that as well. One of the things that I like to do is incorporate education into things, as I sort of hinted about incorporating education into a sermon; a little bit of education in a sermon is good. One of the things that I think I'm proudest of, that my youth are most excited about, is that they did not do youth Sundays. They didn't really participate that much in worship at all when I first arrived. During the past five years, we have developed that, and that comes with some education. What that looked like was we started with about eight weeks of planning one single service. The reason we did that was because

we had to start at the very beginning, the foundations, talking about and teaching what are the parts of the service, why do we do them, why are they important, and what is the meaning behind them? Using that as a way to have our youth engage in worship, it became really clear to me that they didn't even understand what parts of the service were and what they really meant. How could they find them meaningful if they didn't understand what they meant to begin with? Now we're at the point where they're so excited to participate in Youth Sunday each year and our seniors are preaching and our congregation loves to see that participation in worship, which was not always the case. My hope is that that is meaningful and will keep them engaged in the church so when we pair that with also a focus on social justice, which they are very drawn to, my hope is that after they graduate from high school, it's not like previous years where they're essentially lost. They don't necessarily seek out a congregation to connect with. My hope is that they stay connected because it is an important thing to them.

**Alan Ferguson: You had mentioned a little bit earlier about the collaboration on the racial justice initiatives down in Texas. I'm wondering whether that includes any Black churches, or if not, was any thought given to that in how that collaboration evolved?**

Rev. Tim Schaefer: Mostly the churches that connected were mostly White churches. I sought out some of my colleagues from Brite Divinity School, two of whom are Black, one of whom is White, and I'm White, so it's a mix in terms of the leadership of the group, and there are a couple lay leaders in there as well. What we decided was that the most important thing for our congregation, and for the other three congregations who are predominantly White, that we need to make sure that we are continuing to teach, or in some instances starting to teach, about racism and White supremacy. We really found that we have to cover the basics and make sure they're at a certain level of understanding of what really is at stake and what's happening here before we can bring others into the conversation. That was really something that we agreed upon as a group. What I find so valuable about the first study that we did is that we were able to pair, we did it on a rotating basis. For six weeks, there were three sets of moderators, so we were really able, because of the diversity of the group, to pair up one male and one female, one White, one Black, one younger, one a little bit older. That helped I think to present things in a really balanced way. Because sometimes what happens, when you're starting out at least, and we found this to be the case with our congregation. There are certain things that are easier for White people to hear from other White people. I don't know why that is, but there is a bias already built in that it is sometimes easier to teach people in that way. At the same time, a person of color, particularly if you are Black, you have a very specific experience that you need to share with others, to say this is my experience. You may not experience this, but I want you to hear my story about a situation that I have been in and how I have experienced racism. Because that sometimes cuts through that denial that as White folks we engage in, because if we haven't experienced it, it most likely doesn't exist. It is a great question. As we build this work, one of the next steps upcoming would be to engage Black congregations, Latin congregations as well, and sort of broaden how we talk about racial justice. We thought if we did that early on with our congregation not being so knowledgeable, that we might actually do more harm than good. Maybe we're wrong, but that was sort of our calculation.

**Ann Nelson: Tim, I know that in your current church, you are working with youth a lot. My kids grew up in First Baptist and it was very thriving with programs for youth, and we always had a youth month where we would have a speaker from the outside and then the kids would participate in the services over a month's time. I've**

**really been extremely worried about the youth at First Baptist. It seems like there's not much going on, and I certainly would hope that you have lots of good ideas to have what little youth we do have to participate and be a part of the church.**

Rev. Tim Schaefer: From my experience in working with youth, there are a couple of things that cause them to sort of disconnect a little bit. Listening to them at first is really important, of course. That seems like a really basic idea. I don't know that every congregation necessarily follows that. Let me speak about my church and give you an example. Oftentimes youth are not asked to participate in a certain process at all. When I actually was hired, there was not a single youth on that committee. This was a decision that really affected them, and they were not asked to participate. That made them feel like outsiders in their own community of faith. When they are asked to participate, sometimes it's like an afterthought. They're asked to participate, but then when they're there and raise a question, it's quickly dismissed. Some of that is being really deliberate about asking their opinions. Sometimes they may want to do something a little bit differently. It may not be that we've done it the way we've done it for fifty years. They might have something that really inspires them or really excites them that would cause them to be passionate about coming to a church. So I think one good thing would be including that youth feedback, and frankly even from children. They often have really interesting feedback. They can be really deep thinkers. To look at that feedback and really take it seriously I think is really important. I do think there are some things, listening to that feedback, that immediately you could probably reconnect some of the youth who are still there—I know you do have a few—doing some activities that they enjoy, maybe some mission work. I know that my youth really like doing racial justice work and other types of social justice work. They really want to be out in the community doing something, so maybe that's a way to engage them.

**Ann Nelson: What I wish for the church is that we could bring in some younger families. It would be amazing if we could fill the church with lots of younger families.**

Rev. Tim Schaefer: I think that there are probably some things that can be done that would attract some younger families, who of course, would have children with them, and then the children grow up to be youth. There are also some ways to engage the college students. You have a lot of college students nearby who may want to interact with the church. That may not necessarily be worship, but maybe some other kinds of activities like social justice work. I'm aware of those things, and what I'm really excited about is that there seems to be an openness to new ideas and doing things differently at First Baptist. I'm excited to partner with the congregation and partner with the boards to see what that might look like.

**Rhiannon Tibbetts: I think a lot of folks think as they look at churches, and I'm wondering if this is your idea too, that a lot of the lifeblood of any church is to have a healthy group of small groups in individual ministries throughout the church. That's what builds the vitality of a church from within and from that strong vital help within, we have a better chance of reaching out to the community and building those connections. I wonder if you concur with it. I think it's great to have the idea of being collaborative and also just wonder if you have any ideas to concur with that view and also wonder if you have any innovative ideas of how to plug people in as they come to church and get them involved.**

Rev. Tim Schaefer: Interestingly enough, I think we have something to learn from our mega churches because they can seem in worship very impersonal, but I think part of their success is that they really embrace that idea of small groups. They're still providing, even though they are very large, a way for people to feel connected and

to feel like they matter. I think that is important for any size church, but I think we can look to that mega church model as proof that it really does work and that that is a really important thing for us to do. I do agree with you that small groups are very important. The trouble is sometimes how are those organized and how do we prevent them from becoming sort of exclusive cliques? Some smaller churches do experience that because they have folks who are very close and they form a small group, and then how easy is it for a newcomer to break into that group? If it's not, then that almost immediately makes them feel excluded. Churches do it different ways, sometimes by geography, or sometimes likes-based groups or sometimes more like affinity groups. There are many different models, and I'm excited to maybe try out some new ways of doing small groups and see what works, and maybe finding out what doesn't work. I'm the kind of person who will be willing to try something new. If that is something that the congregation is willing to do along with me, we can make that journey together, and then we can learn from that. We can learn some things that are best practices and maybe some things that just don't work that well, and then we'd avoid doing those things again.

#### Questions for the Pulpit Committee

Victor announced that questions are invited for the Pulpit Committee, and the process for asking questions will be the same as that used for questions for Tim. Victor thanked Tim for his thoughtful answers and requested that he excuse himself from the rest of the meeting.

**Janet Reinke: My question is that I understand that Pastor Tim's ordination is not American Baptist. Could you say a little more about that and how this is going to work.**

Richard Bishop: Tim has committed himself to seek ordination in the American Baptist Churches and Marie Onwubuariri, whom you saw in the opening prayer, has already connected with Tim and is working with Tim to explore that. We have every expectation that that will all work out and Tim will become an ordained American Baptist pastor.

**Diane Adams: My question relates to the overwhelming expectations when one starts a new job without some of those things being prescribed and others exploratory, and then you add ordination to it, I presume you are talking about full-time operation for him, full-time work and will he have office time in the church, whenever that's possible? There will also be a lot of community meetings and visitations and then time reflecting and designing things. Will you be expecting the same level of support and interaction with the Pastoral Relations Committee that we've had in the past?**

Richard Bishop: First of all, yes, we're hiring Tim to be full-time. You're right; there is an overwhelming list of things that he could do, so I think it's going to be a process. He talked about working collaboratively and since there is going to be only one pastor, I think there will have to be more of that. We are anticipating that the Pastoral Relations Committee will be the principal connection between Tim and the congregation, as specified by the bylaws. Some of us on the Pulpit Committee have also volunteered to work with Tim.

**Russell Novkov: How did Tim and his partner meet, and did they get together before he went to seminary or after seminary?**

Richard Bishop: Tim was working in the private sector for about nine years and also went to Boston University, and I think maybe it was at Boston University that he and John met. Gwen Abramson confirmed that they did meet at Boston University.

Gloria Hawkins: My question has two parts to it. First of all, do we know what the process is for ordination? How long will it take? I have just learned from Diane's question that he will be hired full-time. Has any thought been given to what the process of ordination is? The congregation not seeing those things that were spelled out by the Pulpit Committee, what is the congregation's expectation of Tim. Has any thought been given to delaying when he would come on board? I'm just saying that it can be overwhelming when you have all of these things and many times there are competing forces and those expectations are raised of people. I'm speaking from the standpoint of a PK (pastor's kid), and I remember when my father went to seminary. He was well established in his church, a teacher and a principal, but also had been at the church for a number of years. Accommodations were made for my father, but there were still people I'm sure who loved the idea of Rev. Hawkins and how he had improved after going to seminary, but still there were expectations. I just want us to think through this and be fair to Tim.

Marie Onwubuariri: Thanks to all of you for the various ways that you have already shared concerns about the wellbeing of Tim. I think that's very important, and we have shared on the Pulpit Committee various ways that we can strategize as we begin this journey together as you go from two pastors to one pastor, receive a new pastor and all that comes along with that. Thank you for the compassion that you are already sharing. In regards to ordination, Tim and I had a previous conversation during the interviewing stages. It will be some work. We still have to look at the details of it, and we were going to wait until we knew for sure whether he would be called to the church before going into detail. He has gone through ordination at a local church level, and it sounds like many of the things we would ask for he might have already gone through, so he would not have to go through every credentialing process. It would be just a matter of showing what he has already done. The pieces that may be involved in getting ABC recognition are looking at Baptist history and ABC orientation he has had. We do have an independent study program that we recommend to our candidates, and that typically is a nine-week process of some independent study, and he would work along with somebody from the region on doing that. If he has not gone through the Center for the Ministry, which is a sort of mental and emotional capacity for ministry, that process is often two to three months. There are some initial tests to be taken and then there is a series of interviews with the Center staff which usually takes two to three days. Those would be the two big pieces. He has his degree, and I imagine he has a statement of faith that he has developed. Depending on where he is, it would be a matter of interviews with our Commission and/or calling an Ordination Council of local churches. So those are just some details, but I would say all in all from start to finish, it may be a process of about six months. That's typical, but it's not something that he necessarily has to give a lot of time to on a week-to-week basis. As far as the timeline, the timeline is set by Tim and the church. There is no rush on our end. We go at the pace that the candidate goes, and the congregation initiates the process with us when you're ready.

Rhiannon Tibbetts: I guess this question is sort of generalized in nature, but I think it applies to our discussion today. I know as a church, we have a lot of high hopes and needs as we call a new pastor, and a lot of plans and interests as we go forward. Do we have mechanisms, as Tim said, to work collaboratively to move forward on things like growth and building the church within and reaching out on justice issues? Do we have ideas on how to build the structure within our church, whether it be a task force or whether it be through the Pastoral Relations Committee? Has there been thought along that line because I think it's going to be important to really consider a lot of these things moving forward if we're going to be able to fully support Tim going forward.

Richard Bishop: Tim is, I think, very interested in working with the boards and other committees such as the Pastoral Relations Committee on some of these things. I suspect as things evolve, he'll put together collaboration

with other churches and get us involved in that. He's very interested in our being involved in these things and not just him, so we'll hope that we can muster enough energy to follow through with that and follow him. I think in many ways what you're referring to he will have to work out as he goes, but he will have boards and committees to start with.

**Karen Fennema: I just thought of a question. I'm just wondering how Tim's current congregation is functioning with regards to COVID and if he has thoughts about opening up or working within this framework with COVID.**

Richard Bishop: I don't know a lot about the answer to this question as far as what his church is doing. One of the things I found interesting about our conversations as we got into this a little bit in the group I had Saturday morning on Zoom was learning from this experience so that we don't just try to go back to the old normal but that we try to capitalize on what we've learned during this period to expand our contacts with the congregation and maybe with people who are not able to get to church.

Dennis Ray: The worship services at Royal Lane are by video, so they are not worshipping in person. Nancy and I spoke with the senior pastor as part of our references check and the senior pastor mentioned that he spends much of his day on Zoom calls so I assume they are making heavy use of technology for conducting their business. We did not get into a discussion about when their church would go back to worshipping, but I have a sense that they're being very cautious about it, as we have been.

Beth Gunshor: I recall that Tim commented that because of the predominant age make-up of most churches, he does not understand why so many churches are driven to meet in person. He thinks it is the responsibility of the church to look out for the health and care of all of the congregants and he sees that as keeping them closed for the time being.

Victor thanked the Pulpit Committee for answering the questions.

#### Motion to Change Bylaws

Victor reported that the bylaws state that all voting must be done in person. He indicated that he has talked with several people who were involved in writing the bylaws, and it is his understanding that this clause was designed to prevent "proxy" voting, which would involve someone voting on behalf of someone else. The people who wrote the bylaws wanted everyone voting to be involved in the discussion before casting their ballots. Since obviously the folks who wrote the bylaws did not foresee a pandemic, Victor is introducing a motion that the bylaws be changed to accommodate our extraordinary circumstances. Jennifer Angelo read Article XI, Section 5.2 from the current bylaws and proposed a motion to amend that section.

Article XI, Section 5.2 Every member has the right to vote at a meeting. All voting shall be done in person.

Proposed Motion: *Every member has the right to vote at a meeting. Voting may be done "virtually" – (e.g. electronically using email, Zoom, Google Forms, etc. or via phone) as long as every voter is voting for themselves.*

The motion was seconded by Nancy Emmert. Victor invited discussion on the proposed motion, and since there was none, he invited Gil Emmert to put up the voting opportunity on the screen. The vote to approve the motion was unanimous with 54 positive votes.

#### Motion from the Pulpit Committee

Richard Bishop introduced a motion on behalf of the Pulpit Committee to call Rev. Tim Schaefer to be the pastor of

First Baptist Church. Since this motion is brought by a committee, no second is needed. Rich Bishop recognized the Pulpit Committee with appreciation for the good work they have done. The committee was chaired by Richard and included Gwen Abramson, Jennifer Angelo, Nancy Emmert, Beth Gunshor, Barry Kita and Dennis Ray. During the discussion, Gloria Hawkins expressed concerns about accommodations for Tim and unrealistic expectations. Bill Fiore asked whether nonmembers were allowed to vote, and Victor replied that only members are allowed to vote. Dennis Ray explained that a membership check will be done by Marie Onwubuariri; she has been provided with a membership list. In response to Gloria's concerns, Dennis explained that there definitely will be challenges with going from two pastors to one pastor and bringing on a totally new pastor. He indicated that a position description has been provided to Tim, and that can be reviewed and revised after the initial six-month review. He also commented that it will be important for boards and committees to be aware that there is only one pastor and time is limited. When Judy Craig raised a question about terms and conditions of the call, Richard responded that the position description is detailed and Tim has agreed that it is a good starting point for his ministry. Gwen Abramson commented that Tim has also received the recently developed Personnel Policies and Procedures Manual and has agreed to its terms. She also commented that the Pulpit Committee has discussed developing a covenant which would deal with the congregation's commitment to support Tim, should he be called, but that has not yet been developed. Since there was no further discussion, Victor explained the voting process, either online or by phone, and indicated that votes will be kept in confidence by Marie Onwubuariri, and her designee. Victor thanked everyone for their participation in today's meeting.

#### Adjournment

The meeting was adjourned at 12:50 pm.

Respectfully submitted,  
Carla Eakins, Church Clerk

At the end of the day, Victor sent an email message to the congregation reporting that the vote to call Rev. Tim Schaefer to be pastor of First Baptist Church was 77 yes and 1 no.

Minutes reviewed and approved by Victor Crentsil

# **2020 FINANCIAL REPORTS**

Statement of Activities

Dedicated Accounts

Statement of Financial Position

Special Offerings, Memorials, & Other Gifts

# Statement of Activities

December 31, 2020

Account Shortcut and Description	YTD Actual	Annual Budget	YTD as % of Annual Budget
<b>Income</b>			
<b>Income</b>			
223 Last Year's Surplus/Loss	(6,112.30)	(6,112.00)	100.00
1 Pledged Income	280,469.10	276,856.00	101.30
2 Previous Yr. Pledges	0.00	0.00	0.00
3 Unpledged Income	12,958.99	25,000.00	51.83
17 Use of Facilities	21,410.00	35,000.00	61.17
329 Transfer from Designated Earnings	511.00	511.00	100.00
19 Transfer from Endowment Earnings	0.00	14,500.00	0.00
328 Transfer from Building for Ministry	143.10	0.00	0.00
348 PPP Loan	29,972.50	0.00	0.00
Totals:	339,352.39	345,755.00	98.15
Income Totals:	339,352.39	345,755.00	98.15
Income Totals:	339,352.39	345,755.00	98.15

## Expense

### Christian Outreach

#### Denominational Support

7 ABC - Mission	10,250.00	10,250.00	100.00
9 Colgate Rochester	300.00	300.00	100.00
146 Central Baptist Seminary	300.00	300.00	100.00
142 Milwaukee Christian Ctr	600.00	600.00	100.00
114 Assn.Welc.&Affrm.Bpt	200.00	200.00	100.00
119 Alliance of Baptists	200.00	200.00	100.00
71 WI Counc of Churches	500.00	500.00	100.00
312 Camp Tamarack	200.00	200.00	100.00
Denominational Support Totals:	12,550.00	12,550.00	100.00

#### Campus Ministry

8 Crossing Campus Ministry	6,000.00	6,000.00	100.00
----------------------------	----------	----------	--------

#### Local Outreach

84 Porchlight	2,500.00	2,500.00	100.00
12 Northport/Packers Comm. Dev.	300.00	300.00	100.00
49 The Road Home/Second Chance	2,200.00	2,200.00	100.00
180 Homeless Shelter Meal Ministry	693.64	670.00	103.52
95 JustDane	600.00	600.00	100.00
161 Urban League of Gr M	400.00	400.00	100.00
97 Martin Luther King Celeb	100.00	100.00	100.00
103 Allied Partners	1,500.00	1,500.00	100.00

<b>Account Shortcut and Description</b>	<b>YTD Actual</b>	<b>Annual Budget</b>	<b>YTD as % of</b>
			<b>Annual Budget</b>
313 Special Opportunities	300.00	300.00	100.00
314 Centro Hispano	400.00	400.00	100.00
315 Habitat for Humanity	300.00	300.00	100.00
316 Catalyst	400.00	400.00	100.00
317 Triangle Ministry	300.00	300.00	100.00
318 BriarPatch	300.00	300.00	100.00
338 Youth Mission Trip	0.00	200.00	0.00
339 Dane Sanctuary Colalition	200.00	200.00	100.00
Local Outreach Totals:	10,493.64	10,670.00	98.35
Christian Outreach Totals:	29,043.64	29,220.00	99.40
<b>Min of Comm Programming</b>			
61 Min of Comm Programming	592.90	750.00	79.05
Min of Comm Programming Totals:	592.90	750.00	79.05
<b>Advertising</b>			
148 Communication and Promotion	516.59	1,000.00	51.65
Advertising Totals:	516.59	1,000.00	51.66
<b>Christian Education</b>			
<b>Program Expenses</b>			
30 Children's Ministry	43.50	500.00	8.70
31 Youth Ministry	222.57	1,000.00	22.25
32 Adult Ministry	0.00	100.00	0.00
33 All-Church Programs	1,000.00	250.00	400.00
105 Background Checks	149.00	250.00	59.60
Program Expenses Totals:	1,415.07	2,100.00	67.38
Christian Education Totals:	1,415.07	2,100.00	67.38
<b>Pastoral Leadership</b>			
<b>Pastor</b>			
166 Pastor - Salary	63,207.61	60,000.00	105.34
171 Pastor - Housing	23,250.00	21,000.00	110.71
172 Pastor - Auto Reimbursement	0.00	500.00	0.00
173 Pastor - Pension	1,440.00	0.00	0.00
154 Pastor - Hospitality	21.66	500.00	4.33
Pastor Totals:	87,919.27	82,000.00	107.22
<b>Minister of Community</b>			
98 Min of Community - Salary	9,663.40	15,193.00	63.60
100 Min of Community - Housing	15,735.40	25,177.00	62.49
118 Min of Comm - Auto Reimbursements	248.40	333.00	74.59
135 Min of Community - Pension	3,027.70	4,844.00	62.50
133 Min of Community - Hospitality	61.11	333.00	18.35
Minister of Community Totals:	28,736.01	45,880.00	62.63
<b>Guest Speakers</b>			

<b>Account Shortcut and Description</b>	<b>YTD Actual</b>	<b>Annual Budget</b>	<b>YTD as % of Annual Budget</b>
143 Guest Ministers	150.00	150.00	100.00
<b>Pastoral Development</b>			
228 ABC Meetings	0.00	350.00	0.00
234 Continuing Ed - Pastor	498.99	500.00	99.79
124 Continuing Ed - Min of Comm	500.00	500.00	100.00
Pastoral Development Totals:	998.99	1,350.00	74.00
Pastoral Leadership Totals:	117,804.27	129,380.00	91.05
<b>Board of Deacons</b>			
<b>Program Expenses</b>			
82 Bd of Deacons Expense	20.00	100.00	20.00
216 Bd of Deacons Hospitality	0.00	100.00	0.00
261 Fellowship/Dine-Ins	442.75	1,500.00	29.51
Program Expenses Totals:	462.75	1,700.00	27.22
Board of Deacons Totals:	462.75	1,700.00	27.22
<b>Music Ministries</b>			
<b>Staff Compensation</b>			
21 Music Director	11,415.28	15,773.00	72.37
24 Organist	7,574.70	5,812.00	130.32
25 Handbell Director	6,417.96	6,418.00	99.99
262 Guitar Musicians	6,896.43	7,023.00	98.19
43 Professional Dues	40.00	300.00	13.33
116 Music Payroll Taxes	2,471.34	2,679.00	92.24
Staff Compensation Totals:	34,815.71	38,005.00	91.61
<b>Program Expenses</b>			
64 Music & Materials-Adult	24.72	200.00	12.36
68 Handbell Equipment & Music	0.00	100.00	0.00
72 Guest Musicians	100.00	2,025.00	4.93
137 Piano/Organ Maint.	200.00	250.00	80.00
39 Copyright Release Ag	387.38	600.00	64.56
Program Expenses Totals:	712.10	3,175.00	22.43
Music Ministries Totals:	35,527.81	41,180.00	86.27
<b>Christian Ed Staff</b>			
<b>Staff Compensation</b>			
20 Nursery Care	1,957.50	3,000.00	65.25
112 CE Payroll Taxes	149.76	230.00	65.11
Staff Compensation Totals:	2,107.26	3,230.00	65.24
Christian Ed Staff Totals:	2,107.26	3,230.00	65.24
<b>Women's Ministries</b>			
28 AB Women's Ministries	1,100.00	1,100.00	100.00
Women's Ministries Totals:	1,100.00	1,100.00	100.00
<b>Church Operations</b>			

<b>Account Shortcut and Description</b>	<b>YTD Actual</b>	<b>Annual Budget</b>	<b>YTD as % of Annual Budget</b>
<b>Staff Compensation</b>			
27 Administrative Secretary	30,780.00	30,480.00	100.98
322 Secretary Health Ins	9,906.25	9,328.00	106.19
45 Clerical Assistance	494.00	1,250.00	39.52
104 Bookkeeper	6,770.00	6,500.00	104.15
53 Staff Auto Reimburs.	0.00	100.00	0.00
46 Payroll Taxes	2,910.36	2,925.00	99.49
Staff Compensation Totals:	50,860.61	50,583.00	100.55
<b>Program Expenses</b>			
89 Office Expenses	3,550.00	2,500.00	142.00
217 Worship & Ministry Expenses	591.76	900.00	65.75
221 Buildings & Operations Expense	645.18	1,200.00	53.76
91 Postage	511.50	1,000.00	51.15
Program Expenses Totals:	5,298.44	5,600.00	94.62
<b>Repairs &amp; Maintenance</b>			
75 Repairs & Maintenance	6,900.00	6,900.00	100.00
<b>Capital Reserve</b>			
158 Capital Reserve - Parking Lot	3,892.00	0.00	0.00
<b>Utilities</b>			
93 Telephone / Internet	4,343.74	4,300.00	101.01
76 Fuel	4,317.20	7,000.00	61.67
78 Electric	9,576.88	11,000.00	87.06
226 Water	2,745.23	2,400.00	114.38
Utilities Totals:	20,983.05	24,700.00	84.95
<b>Contracted Services</b>			
60 Custodial Services	12,000.00	12,000.00	100.00
83 Insurance	6,454.00	5,000.00	129.08
81 Snow Removal	3,225.00	7,000.00	46.07
245 Fire Alarm Monitoring	405.00	400.00	101.25
248 Heating Maintenance	950.49	1,500.00	63.36
253 Copying	1,164.34	2,800.00	41.58
254 Mowing	1,285.00	1,250.00	102.80
257 Furnace Water Treatment	800.00	300.00	266.66
258 Folding Machine	350.00	350.00	100.00
259 Fire Extinguisher Testing	102.40	233.00	43.94
260 Backflow Testing	0.00	120.00	0.00
141 Elevator	5,219.32	5,000.00	104.38
235 Computer Systems	685.00	1,000.00	68.50
109 Payroll Service	1,171.50	1,100.00	106.50
Contracted Services Totals:	33,812.05	38,053.00	88.86
Church Operations Totals:	121,746.15	125,836.00	96.75
Expense Totals:	310,316.44	335,496.00	92.49
<b>Income - Expense:</b>	29,035.95	10,259.00	

# Dedicated Accounts

December 31, 2020

<b>Account Shortcut and Description</b>	<b>Beginning Balance</b>	<b>Month Credits</b>	<b>Month Debits</b>	<b>YTD Credits</b>	<b>YTD Debits</b>	<b>Ending Balance</b>
<b>Designated Fund</b>						
<b>Regular Collections</b>						
164 One Great Hour	0.00	0.00	0.00	4,780.00	4,780.00	0.00
198 America for Christ	100.00	0.00	0.00	1,565.00	1,515.00	150.00
197 Retired M & M Offering	100.00	0.00	0.00	1,676.29	1,626.29	150.00
211 World Mission Offering	0.00	0.00	0.00	3,420.00	3,420.00	0.00
179 Easter Offering	150.00	0.00	0.00	2,918.00	2,918.00	150.00
194 Christmas Offering	4,042.30	9,708.10	0.00	9,964.10	4,148.30	9,858.10
106 Chinese Orphans	27,680.97	3,785.00	0.00	43,291.70	43,710.00	27,262.67
337 Chinese Corona Virus	0.00	0.00	0.00	695.00	695.00	0.00
346 Corona Virus	0.00	0.00	0.00	2,350.00	2,350.00	0.00
Totals:	32,073.27	13,493.10	0.00	70,660.09	65,162.59	37,570.77
Regular Collections Totals:	32,073.27	13,493.10	0.00	70,660.09	65,162.59	37,570.77
<b>Christian Education</b>						
79 Library Fund	4,067.89	0.00	0.00	0.00	0.00	4,067.89
Christian Education Totals:	4,067.89	0.00	0.00	0.00	0.00	4,067.89
<b>Children &amp; Youth Ministries</b>						
214 Youth Camps	1,136.40	0.00	0.00	0.00	270.00	866.40
308 Childrens Ministries including camp	3,591.76	0.00	0.00	0.00	0.00	3,591.76
Totals:	4,728.16	0.00	0.00	0.00	270.00	4,458.16
Children & Youth Ministries Totals:	4,728.16	0.00	0.00	0.00	270.00	4,458.16
<b>Outreach Ministries</b>						
301 Outreach Fund	1,791.31	0.00	0.00	0.00	817.50	973.81
Outreach Ministries Totals:	1,791.31	0.00	0.00	0.00	817.50	973.81
<b>Music Ministries</b>						
87 Children's Music	1,127.20	0.00	0.00	0.00	0.00	1,127.20
115 Organ Restoration	8,633.04	0.00	150.00	0.00	420.00	8,213.04
272 Choral Music	408.56	0.00	0.00	0.00	53.93	354.63
319 Handbell Fund	1,336.03	0.00	0.00	52.48	104.96	1,283.55
334 Music Ministries	3,469.00	0.00	0.00	16.00	0.00	3,485.00
Totals:	14,973.83	0.00	150.00	68.48	578.89	14,463.42
Music Ministries Totals:	14,973.83	0.00	150.00	68.48	578.89	14,463.42

<b>Account Shortcut and Description</b>	<b>Beginning Balance</b>	<b>Month Credits</b>	<b>Month Debits</b>	<b>YTD Credits</b>	<b>YTD Debits</b>	<b>Ending Balance</b>
<b>Staff</b>						
347 Gift for Jason	0.00	0.00	0.00	1,160.00	1,160.00	0.00
349 Gift for Chris	0.00	0.00	0.00	1,105.00	1,105.00	0.00
350 Gift for Michael	0.00	0.00	995.00	995.00	995.00	0.00
Totals:	0.00	0.00	995.00	3,260.00	3,260.00	0.00
Staff Totals:	0.00	0.00	995.00	3,260.00	3,260.00	0.00
<b>Church Council</b>						
120 Leadership Development	480.00	0.00	0.00	0.00	0.00	480.00
Church Council Totals:	480.00	0.00	0.00	0.00	0.00	480.00
<b>Board of Deacons</b>						
321 Deacon's Acct	2,378.35	0.00	50.00	0.00	50.00	2,328.35
Board of Deacons Totals:	2,378.35	0.00	50.00	0.00	50.00	2,328.35
<b>Other Designated Ministries</b>						
102 Flower Fund	510.71	0.00	0.00	0.00	214.98	295.73
199 Memorial & Other Gifts	4,735.07	700.00	0.00	1,395.00	216.00	5,914.07
123 Doris Weidemann Mem Peace Fund	1,108.54	0.00	0.00	0.00	0.00	1,108.54
232 Personal Sound System	96.50	0.00	0.00	0.00	0.00	96.50
50 Women's Ministries	1,026.70	0.00	0.00	1,100.00	750.00	1,376.70
149 Decorating Committee	3,734.22	0.00	0.00	0.00	0.00	3,734.22
239 Japanese School Deposit	261.60	0.00	0.00	0.00	0.00	261.60
209 Nursery Renovation	248.23	0.00	0.00	0.00	0.00	248.23
181 Cadorette Edvest Acct	4,082.56	0.00	0.00	604.09	4,686.65	0.00
332 Loan to Operating Acct	(3,076.00)	0.00	0.00	3,076.00	0.00	0.00
335 Peace Camp	460.00	0.00	0.00	0.00	0.00	460.00
336 Scholarship Account	12,001.87	0.00	2,555.00	30,500.00	27,785.00	14,716.87
345 Solar Project	0.00	0.00	0.00	5,200.00	5,200.00	0.00
Totals:	25,190.00	700.00	2,555.00	41,875.09	38,852.63	28,212.46
Other Designated Ministries Totals:	25,190.00	700.00	2,555.00	41,875.09	38,852.63	28,212.46
<b>Uncommitted Earnings-Designated</b>						
67 Designated Fund Uncommittd	511.29	222.94	0.00	518.25	511.00	518.54
Uncommitted Earnings-Designated Totals:	511.29	222.94	0.00	518.25	511.00	518.54
Designated Fund Totals:	86,194.10	14,416.04	3,750.00	116,381.91	109,502.61	93,073.40
<b>Endowment Fund</b>						
<b>ACS Portfolio</b>						
200 Endowment Principal	229,150.26	0.00	0.00	7,613.61	0.00	236,763.87
162 Endowmt - Mkt Fluctuation Rsv	43,502.70	2,076.04	0.00	15,883.63	9,943.95	49,442.38
63 Endowmt-Uncomm Earnings	17,365.03	11,764.19	0.00	90,007.27	63,962.71	43,409.59

<b>Account Shortcut and Description</b>	<b>Beginning Balance</b>	<b>Month Credits</b>	<b>Month Debits</b>	<b>YTD Credits</b>	<b>YTD Debits</b>	<b>Ending Balance</b>
Totals:	290,017.99	13,840.23	0.00	113,504.51	73,906.66	329,615.84
ACS Portfolio Totals:	290,017.99	13,840.23	0.00	113,504.51	73,906.66	329,615.84
Endowment Fund Totals:	290,017.99	13,840.23	0.00	113,504.51	73,906.66	329,615.84
<b>Capital Accounts</b>						
<b>Capital Reserve</b>						
213 Uncommitted Capital Res	5,016.23	294.86	0.00	5,179.97	3,892.00	6,304.20
230 Emergency Fund	4,450.00	0.00	0.00	0.00	0.00	4,450.00
231 Roof Repair	1,350.00	0.00	0.00	0.00	0.00	1,350.00
Totals:	10,816.23	294.86	0.00	5,179.97	3,892.00	12,104.20
Capital Reserve Totals:	10,816.23	294.86	0.00	5,179.97	3,892.00	12,104.20
Capital Accounts Totals:	10,816.23	294.86	0.00	5,179.97	3,892.00	12,104.20
<b>Communion Fund Activity</b>						
<b>Income</b>						
188 Communion	2,884.13	1,013.00	0.00	7,575.00	0.00	10,459.13
238 Gibson Mem Earnings Tfr	0.00	0.00	0.00	7,175.00	0.00	7,175.00
101 Communion in Oper. Fund	0.00	0.00	0.00	8,031.00	8,031.00	0.00
Totals:	2,884.13	1,013.00	0.00	22,781.00	8,031.00	17,634.13
Income Totals:	2,884.13	1,013.00	0.00	22,781.00	8,031.00	17,634.13
<b>Expenses</b>						
192 Housing	0.00	0.00	2,446.00	200.00	9,337.00	(9,137.00)
193 Food Vouchers	0.00	0.00	0.00	0.00	225.00	(225.00)
196 Transportation	0.00	0.00	0.00	0.00	160.00	(160.00)
202 Utilities	0.00	0.00	150.00	0.00	2,150.00	(2,150.00)
117 Medical	0.00	0.00	134.80	200.00	654.80	(454.80)
206 Miscellaneous	0.00	(5.86)	0.00	(6.71)	0.00	(6.71)
Totals:	0.00	(5.86)	2,730.80	393.29	12,526.80	(12,133.51)
Expenses Totals:	0.00	(5.86)	2,730.80	393.29	12,526.80	(12,133.51)
Communion Fund Activity Totals:	2,884.13	1,007.14	2,730.80	23,174.29	20,557.80	5,500.62
<b>Communion Investment</b>						
195 Gibson Communion Memorial	121,656.22	0.00	0.00	0.00	0.00	121,656.22
236 Gibson Communion Earnings	21,851.70	13,981.68	0.00	42,743.41	27,318.68	37,276.43
Totals:	143,507.92	13,981.68	0.00	42,743.41	27,318.68	158,932.65
Totals:	143,507.92	13,981.68	0.00	42,743.41	27,318.68	158,932.65
Communion Investment Totals:	143,507.92	13,981.68	0.00	42,743.41	27,318.68	158,932.65
<b>Total for selected dedicated accounts:</b>	<b>533,420.37</b>	<b>43,539.95</b>	<b>6,480.80</b>	<b>300,984.09</b>	<b>235,177.75</b>	<b>599,226.71</b>

# Statement of Financial Position

December 31, 2020

	<u>Year Begin Balance</u>	<u>Year to Date Balance</u>
<b>Assets</b>		
<b>Operating Fund</b>		
108 BMO Harris Bank	14,761.11	20,457.88
225 Operating - ABEC	12,190.18	27,508.32
121 Accounts Receivable	1,350.00	300.00
Operating Fund Totals:	<u>28,301.29</u>	<u>48,266.20</u>
<b>Capital Accounts</b>		
222 Capital Reserve - ABEC	10,816.23	12,104.20
<b>Endowment Fund</b>		
54 Endowment Fund - Principal	229,150.26	236,763.87
177 Endowment-Mkt Fluctuation Rsv	43,502.70	49,442.38
237 Endowmt-Uncomm Earnings	17,365.03	43,409.59
Endowment Fund Totals:	<u>290,017.99</u>	<u>329,615.84</u>
<b>Communion Fund</b>		
187 Communion Fund (BMO Harris)	2,884.13	5,500.62
191 Vanguard Grp-Communion	143,507.92	158,932.65
Communion Fund Totals:	<u>146,392.05</u>	<u>164,433.27</u>
<b>Designated Fund</b>		
55 Designated - ABEC	37,848.17	58,209.67
208 Forward Community Investments	10,000.00	10,000.00
4 BMO Harris Oper/Designated	28,187.37	21,863.73
58 WI Council of Churches Investm	3,000.00	3,000.00
175 Edvest College Savings Plan	4,082.56	0.00
331 Accts Receivable (from Oprtng)	3,076.00	0.00
Designated Fund Totals:	<u>86,194.10</u>	<u>93,073.40</u>
<b>Land &amp; Building</b>		
126 Land & Building Imp.	1,575,064.35	1,575,064.35
250 Equipment	9,173.00	9,173.00
251 Depreciation - Equipment	(9,173.00)	(9,173.00)
Land & Building Totals:	<u>1,575,064.35</u>	<u>1,575,064.35</u>
<b>Total Assets:</b>	<u><u>2,136,786.01</u></u>	<u><u>2,222,557.26</u></u>
<b>Liabilities</b>		
<b>Operating Fund</b>		
128 Accts/Payable Gen.	0.16	1,440.00
130 Payroll Taxes Fed.	0.00	(9.00)
131 Payroll Taxes State	0.00	55.21
218 Prepaid Pledges	30,988.91	26,150.00
153 Credit Card - Min of Community	49.52	0.00
320 Credit Card - Secretary	299.00	299.00

	<u>Year Begin Balance</u>	<u>Year to Date Balance</u>
94 Loan from Designated Fund	3,076.00	0.00
Operating Fund Totals:	<u>34,413.59</u>	<u>27,935.21</u>
<b>Designated Fund</b>		
344 Loan for Solar Project	0.00	5,200.00
<b>Total Liabilities:</b>	<u>34,413.59</u>	<u>33,135.21</u>
<b>Net Assets</b>		
<b>Operating Fund</b>		
139 Operating Fund	(6,112.30)	20,330.99
<b>Capital Accounts</b>		
163 Capital Accounts	10,816.23	12,104.20
<b>Endowment Fund</b>		
178 Endowment Fund	290,017.99	329,615.84
<b>Communion Fund</b>		
219 Communion Fund	146,392.05	164,433.27
<b>Designated Fund</b>		
170 Designated Fund	86,194.10	87,873.40
<b>Land &amp; Building</b>		
227 Land & Building Imp.	1,575,064.35	1,575,064.35
<b>Offsets of Amounts Below</b>		
52 Offset Designated Gifts	(533,420.37)	(599,226.71)
57 Offset Current Period Changes	0.00	(20,330.99)
Offsets of Amounts Below Totals:	<u>(533,420.37)</u>	<u>(619,557.70)</u>
<b>Dedicated Accounts</b>		
Without Donor Restrictions	0.00	0.00
With Donor Restrictions	533,420.37	599,226.71
Dedicated Accounts Totals:	<u>533,420.37</u>	<u>599,226.71</u>
Current Period Changes to Net Assets	0.00	20,330.99
<b>Total Net Assets:</b>	<u>2,102,372.42</u>	<u>2,189,422.05</u>
<b>Total Liabilities &amp; Net Assets:</b>	<u><u>2,136,786.01</u></u>	<u><u>2,222,557.26</u></u>

## Special Offerings, Memorials, and Other Gifts Received in 2020

<b>Denominational Offerings</b>		<b>11,441.29</b>
	America for Christ	1,565.00
	One Great Hour of Sharing	4,780.00
	Retired Ministers & Missionaries	1,676.29
	World Mission	3,420.00
<b>Special Offerings</b>		<b>59,218.80</b>
	2019 Christmas Offering	106.00
	Easter Offering	2,918.00
	Chinese Orphans	43,291.70
	Corona Virus (local & China)	3,045.00
	Christmas Offering	9,858.10
<b>Memorial and Other Gifts</b>		<b>31,895.00</b>
	Virginia May Kelso Memorial	100.00
	Marvin & Naomi Van Cleave Memorial	50.00
	African American Community	100.00
	Viola Serra Memorial	70.00
	Diana Long Memorial	75.00
	Palmer Haynes Memorial	100.00
	Glenn A Holder Memorial	50.00
	Scholarship Account	30,500.00
	Christy Clark_Pujara Event	850.00
<b>Communion Offering</b>		<b>7,575.00</b>
<b>Total Special Offerings, Memorials, and Other Gifts Received in 2019:</b>		<b>75,765.00</b>
<hr/>		
Outreach Budget		29,043.64
Denominational Offerings		11,441.29
Special Offerings		59,218.80
Scholarship Account		27,785.10
Communion Expenses		12,133.51
Women's Ministries		750.00
Outreach Fund		817.50
	<b>Total Outreach:</b>	<b>141,189.84</b>

# **FALL 2020 STEWARDSHIP CAMPAIGN**

Results of Campaign

**Results of the Fall Stewardship Campaign**

February 14, 2021

	<b># of Pledges</b>	<b>Pledged</b>
2021 Pledge Goal		\$ 285,000
2021 Pledge (Virtual/Online/US Mail)	59	\$ 238,950
YTD Deficit		(\$ 46,050)

# REPORTS

Minister, Rev. Tim Schaefer

Music Department, Jenny Yim

Investment & Planned Giving Committee, Wynn Davies

Pulpit Committee, Richard Bishop

## Minister Report

February 14, 2021

There is no doubt that 2020 was a year of changes and challenges. But it was also a year of hope and new beginnings. In March, the pandemic forced churches everywhere to cease in-person gatherings and adapt to changing conditions. The result was a fundamental shift in how we worship, pray, learn, and gather together. Together, as a congregation, you faced this challenge head-on and found creative ways to gather together virtually, expanding your reach beyond the greater Madison area. And while we continue to cope with our physical isolation and long for the ability to see (and hold) each other again, we celebrate the technology that keeps us connected.

Over the spring and summer, multiple acts of violence and police brutality against Black and Brown bodies once again highlighted the racism and white supremacy that are so deeply embedded in our nation's systems and structures. Guided by the newly formed Racial Justice Team, the congregation responded with a formal statement committing us to the difficult and necessary work of anti-racism.

In 2020, First Baptist also said goodbye to two beloved staff members—Minister of Community Jason Mack and Music Director Chris Boveroux. Their gifts and talents were a blessing to this faith community, and I know that their presence will be greatly missed. And yet, we recognize that God has called them to do new things, and we celebrate with them as they pursue new opportunities.

Finally, in mid-November, you concluded a nearly two year-long pastor search process when you welcomed me as your new pastor. This pastoral transition marks a new chapter in the life of First Baptist Church. It is an opportunity to re-envision our purpose as a faith community and to discern what God is calling us to do.

Over these next several months and years, we will undertake this work together. We will redefine our mission and vision, rethink our role in the community, and reimagine worship and fellowship to be more meaningful, relevant, and inclusive.

When I look toward the future, I am filled with hope and anticipation for this new thing we are doing together. And although our futures always hold some uncertainty, I am encouraged by your resilience and your love for each another, and I am grateful to be walking side-by-side with you on this journey.

Peace to you,

Pastor Tim Schaefer

## Music Department Report

February 14, 2021

The year 2020 has been an unprecedented time in the life of the world, and of First Baptist Church. As we transitioned our service from the sanctuary to online, the entire group of individual music staff was not hesitant to try the innovative systems available to us. Director of Music Chris Boveroux took the lead from March to October in creating music for “Zoom church.” He planned music offerings that worked with the sermon, scripture readings, and other elements of worship. Chris resigned in October, 2020 to go to live in Indiana. At that point, instrumental musician Jenny Yim was invited to apply and became the Interim Music Coordinator, picking up where Chris left off.

Matt DeBlass and Kelsey Miles, our two contemporary worship musicians, continued to enrich our worship service during the pandemic. With their knowledge of technology, we were able to provide high-quality sound to our congregation. Because of the setting we were in, we focused on more solo arrangements, but with their creativity, we were able to provide some collaboration between the musicians. We have also continued to be enriched by Matt’s wide array of instrumental talents.

With the ban on group gatherings, the Choir and the Handbell Choir were not able to get together to contribute music for the morning worship service. Ann Nelson’s long familiarity with the Handbell Choir enabled us to occasionally include pre-recorded works from that faithful group of musicians, as well as some adult Choir numbers. Thanks to Gil Emmert, we were able to incorporate these recordings in this year’s online worship (many members remarked at how nice it was to see the congregation as it used to be, singing or listening from the pews.) Linda Mintener, Mark Wurzelbacher, and Ted Reinke also dedicated their talents on their instruments (flute and organ) to enrich the music services from time to time.

In the upcoming year, when the society is able to get back to normal, I hope to see the Handbell Choir and the Choir gathering for rehearsals and worship participation. Our new Pastor Tim, along with the Pastoral Relations Committee and the Personnel Committee of Trustees is working on a plan to integrate organ and other instrumentalists live from the sanctuary, perhaps as early as the first quarter of 2021. There is a developing job description for a new Music Director/Worship Leader individual to be hired sometime before we go back into the church for worship and other musicians are reassigned specific roles. We will gradually transition into a unified worship plan, aided by paid musicians and talented volunteers from the congregation who will collaborate to provide live music as soon as it is possible.

I know Chris Boveroux is no longer with us, but I wish for his voice to be continually heard. Here are his words from last year’s annual report:

*Whatever successes the music at First Baptist have come from you, the congregation. Whether you sing with the choir, ring handbells, play an instrument, or simply sing on a chorus every now and again, you are a part of the musical life of this church. Remember, you are always welcome to get a larger slice of that pie!*

Jenny Yim, Interim Music Director

# Membership Report

February 14, 2021

Information for May 29, 2020 Through February 4, 2021

Janet W. Reinke, Deputy Membership Clerk

Members Received: None

Members Lost Through Death:

Kenneth Roger Arneson	February 3, 2021
Sheila Harrsch	December 19, 2020
Palmer R. Haynes	September 6, 2020
Diana Long	July 26, 2020
Sarah Jane Wilson	November 26, 2019

Removed by Request:

Geneva Cobb Moore	
Brooke Manthe Siddell	
Carl Siddell	
Carol McElroy Thompson	
James V. Thompson	

Membership by Category as of February 4, 2021

Residents	193
Non-Residents	36
Inactive	<u>19</u>
Total	248

# Investment & Planned Giving Committee Report 2020

February 14, 2021

The Investment and Planned Giving Committee is a subcommittee of the Board of Trustees. We oversee the investment of First Baptist's financial assets which totaled \$647,492.91 at the end of 2020 and advise the Board of Trustees on investment matters. We also help to manage the acceptance of memorial and other gifts to First Baptist. Following is our report to the Congregation on our activities in 2020.

## **The Endowment Fund : \$329,615.84 at end of 2020**

The Endowment Fund was established in 1996 to enable members and friends of First Baptist to make financial gifts and estate plans that will provide a continuing source of funding to support ongoing and new missions and ministries of First Baptist Church. Gifts to the Endowment are placed in its Principal Account and are "permanently restricted" -- meaning that they are permanently invested and only the earnings may be used. Current policy requires that no more than 5% of the endowment can be used to support the annual operating budget. The rest of the earnings must be used to support ministry and mission initiatives beyond those currently supported by the operating budget.

The Endowment Fund investments are managed by a professional investment manager from Johnson Wealth Management. Our investment portfolio is a balanced collection of mutual funds ( we do not invest in individual stocks). We follow a somewhat conservative investment strategy with 80% invested in a variety of stock funds and 20% in more conservative bond funds. Our committee meets quarterly with our investment manager to review the investment experience and strategy. Our investment policy also requires that at least 20% of the Endowment Fund must be invested in socially screened investments.

After a rocky start to 2020, in which investment markets suffered a serious downturn due to the economic impact of the Covid Pandemic, they came roaring back in late 2020 --- **resulting in investment earnings totaling \$43,409.59 at the end of 2020.** You will be asked , during our meeting, to allocate a portion of these earnings to support of this year's operating budget and another portion to fund initiatives beyond current operations that will be proposed by our new pastor and church leaders.

Over the last three years the Endowment Fund has averaged an 8.0% return. The five year return was 10.3%.

**Other First Baptist Investments:** While the Endowment Fund is our largest investment our subcommittee also oversees the following additional investment of our financial assets:

**The Operating Fund :** (\$48,266.20 at end of 2020) This is the money that has been set aside for the annual operating budget. A checking account at BMO Harris contains amounts needed to meet current obligations of the operating budget . An additional amount (\$27,508.32 at end of 2020) is invested with the American Baptist Extension Corporation where it earns .8 % interest. Operating fund money must be kept in short term , "liquid" investments that we can access readily when needed. Little interest earnings are available from such investments.

**The Communion Fund:** (\$164,433.27 at end of 2020) Money for the Communion Fund is maintained in two places. Funds to be used in the current year are placed in a separate BMO Harris checking account. A greater amount (\$158,932.65 at end of 2020) is invested in Vanguard Mutual Funds. The origin of this investment is a bequest from Marilyn Gibson's estate which has been invested so that its earnings will provide a continuing, significant source of income to the Communion Fund. Two "index funds" are used for this investment: 80% is invested in an index fund that tracks the performance of the Dow Jones 500 index of major American companies and 20% is invested in an index of intermediate bonds. These investments did very well in 2020 – generating earnings of \$22,598.76 . Performance of these Vanguard Funds has been excellent in recent years with the following annual returns:

Vanguard 500 stock Index Fund : Five year return : 15.18% Three year return: 14.14%

Vanguard Intermediate Bond Index Fund: Five year return : 5.22% Three year return: 6.49%

*Continued on next page*

**The Designated Fund:** (\$93,073.40 at end of 2020) Our Designated Fund is a collection of accounts that are set aside for various purposes. For example: Christmas and Easter offerings, Chinese Orphans contributions, and our four denominational offerings are gathered here until they are sent on to their destinations. Money donated to support various programs of our church (eg. music, outreach, children and youth ministries) are held in The Designated Fund until they are used. At end of 2020 the Designated Fund was invested as follows:

- \$58,209.67 in an American Baptist Extension “demand account” earning .8%: These funds need to be kept in short term, liquid investments that can be readily accessed when needed.
- \$28,863.73 in the same BMO Harris checking account as our Operating Funds. These funds also need to be kept in liquid investments.
- \$10,000 in a loan to Forward Investments -- earning 1% annually
- \$3,000 in a loan to the Wisconsin Council of Churches Community Investment Fund—earnings have ranged between 2.14% and 2.25% in recent years.

**Capital Accounts: (\$12,104.20 at end of 2020)** This is money that has been set aside as a reserve for major building expenses such as roof replacement or major unanticipated problems with our building such as a furnace or elevator breakdown. This money is also invested in an American Baptist Extension Corporation “demand account” earning .8%.

**Our Social Investment Policy – Doing good with our money.** First Baptist investment policy calls for us to have at least 20% of our financial assets invested in “socially screened” or “socially targeted” investments. For example, 21.2% of our Endowment Fund was invested in socially screened mutual funds at end of 2020. Our socially targeted investments include

\$97,822.19 --American Baptist Extension Corporation loans our money primarily to American Baptist churches and other organizations for building and remodeling projects

\$10,000 --Forward Community Investments is a Madison Based “community development financial institution” that provides low interest loans to Wisconsin organizations serving communities experiencing racial and social/economic disparities. Examples include our denomination’s Milwaukee Christian Center, The Dane County Housing Authority, and Lighthouse Church and Fountain of Life Church here in Madison. Did you know that FCI was founded here at First Baptist?

\$3,000 ---The Community Investment Fund of Wisconsin Council of Churches. \$3,000 of our money is invested in this fund which, in turn, loans it to a number of “community development financial institutions” including:

- Forward Community Investments
- CAP Services (which provides small business and affordable housing loans in Central Wisconsin)
- NiiJii Capital Partners (serving Native American communities in northern Wisconsin)
- Wisconsin Women’s Business Initiative Corp (helping low income women achieve economic success)
- Working Capital for Community Needs (which supports community development in low income communities in Nicaragua)

We have recently been exploring with the Board of Trustees a possible socially targeted investment to help the development of Black owned businesses in the Milwaukee area.

Members of the Investment and Planned Giving Subcommittee of Trustees:

Wynn Davies, Chair  
Nancy Emmert  
Chris Blythe

## The Pulpit Committee Report

February 14, 2021

The Pulpit Committee begins to wind down:

Now that Pastor Tim is onboard, your pulpit committee has two tasks remaining: 1) We need to archive files that may be helpful to the next pulpit committee, which we fervently hope will not be needed for many years. 2) We will be helping plan a special service to formally install Tim as our new pastor, possibly sometime in the spring or early summer.

Pulpit committee members were Gwen Abramson (elected by the congregation), Jennifer Angelo (Board of Christian Education), Nancy Emmert (Board of Trustees), Beth Gunshor (elected by the congregation), Barry Kita (Board of Deacons), Dennis Ray (Board of Outreach), and me (elected by the congregation).

I cannot find the words to convey to you what a wonderful team they were. There were more than 30 meetings, mostly weekly for two hours, and attendance was nearly perfect. In addition to meetings, long hours were devoted to placing ads for the position, reading files, listening to sermons or whole services available online, attending to record keeping, rating applicants, preparing and correcting meeting minutes, conducting interviews, etc. Some members of the committee held fulltime jobs operating from home because of the pandemic. Pulpit committee activities had to be shoehorned into busy family lives as well. Our discussions were always civil and, once we had talked things through, our choices were most often unanimous. This included our decision to recommend Pastor Tim to the church.

I chaired the committee, but mostly I just tried to stay out of the way. Working with these people made me optimistic about the future of our church. We of FBC owe them a big thank you.

Blessings,

Richard Bishop

# **MOTIONS FROM THE CHURCH COUNCIL**

Vacancies on boards and church officers

Call for nominations from the congregation to serve on the nominating committee for the 2021-2022 year.

Transfer endowment earnings to 2021 operating budget and for special projects.

Motion to approve the operating budget for 2021.

## Motions from the Church Council

February 14, 2021

### **Motions to fill vacancies on boards and church officers:**

For the Board of Christian Outreach, a motion to elect John W. Duncan to a one-year term beginning in 2021 and ending in 2022.

For Membership Chair, a motion to elect Janet Reinke to a term ending on June 15, 2021.

For Treasurer, a motion to elect Bill Fiore to a term ending on June 15, 2021.

### **Motion to call nominations from the congregation to serve on the nominating committee for the 2021-2022 year:**

Carolyn Cross (from the Board of Christian Education)

Wynn Davies (from the Board of Christian Outreach)

Mary Fiore (from the Board of Deacons)

Nancy Emmert (from the Board of Trustees)

Gil Emmert (from the Pastoral Relations Committee)

Paul Chotlos will chair the nominating committee as vice moderator.

### **Motion to transfer endowment earnings to be used in the 2021 operating budget and for special projects:**

The Board of Trustees and church council request congregational approval for the transfer of \$43,409.59 of investment earnings in our Endowment Fund as of the end of 2020. These funds will be used as follows:

\$16,481 will be allocated to the Operating Fund to provide income for our 2021 Operating Budget.

\$26,928.59 will be allocated to the Designated Fund where it will be available to support ministry initiatives to be identified by Pastor Tim and the church council. One Initiative involves enhancing our ability to broadcast our worship services more broadly.

Our endowment policy requires congregational approval of expenditures from the Endowment's earnings.

### **Motion to approve the operating budget for 2021.**

# **PROPOSED 2021 BUDGET**

## 2021 Budget Proposed Feb. 14, 2021

	2019		2020		2021
	Budget	Actual	Budget	Actual	Budget
<b>INCOME:</b>					
223 Last Year's Surplus/Loss	(35,721)	(35,721)	(6,112)	(6,112)	20,331
1 Pledged Income	261,180	265,290	276,856	280,469	238,650
2 Previous Yr. Pledges	3,214	3,249	0	0	1,325
3 Unpledged Income	40,880	24,042	25,000	12,959	12,500
17 Use of Facilities	42,420	35,035	35,000	21,410	12,500
Transfer from Designated Earnings	1,190	1,190	511	511	0
Loan from Designated Fund	3,076	3,076	0	0	0
Transfer from Endowment Earnings	3,694	3,694	14,500	0	16,481
Transfer from Building for Ministry	39,300	40,922	0	143	0
150 Transfer Other Funds	0		0	29,973	0
IRS Rebate		7,528			
<b>Total Income</b>	<b>359,233</b>	<b>348,305</b>	<b>345,755</b>	<b>339,352</b>	<b>301,787</b>
<b>EXPENSE:</b>					
<b>CHRISTIAN OUTREACH</b>					
<b>Denominational Support</b>					
7 Denominational General Fund	10,000	10,000	10,250	10,250	10,663
142 Milw Christian Center	600	600	600	600	600
114 Assn. Welc & Affrm. Bpt	200	200	200	200	150
119 Alliance of Baptists	200	200	200	200	200
Colgate Rochester Seminary	300	300	300	300	200
Central Baptist Seminary	300	300	300	300	200
Wisc. Council of Churches	500	500	500	500	500
Camp Tamarack	200	200	200	200	275
<b>Denominational Support Total</b>	<b>12,300</b>	<b>12,300</b>	<b>12,550</b>	<b>12,550</b>	<b>12,788</b>
<b>Campus Ministry</b>					
8 Crossing Campus Ministry	6,000	6,000	6,000	6,000	6,000
<b>Local Outreach</b>					
84 Porchlight	2,500	2,500	2,500	2,500	2,500
49 The Road Home/Second Chance	2,200	2,200	2,200	2,200	2,500
180 Homeless Shelter Meal Ministry	670	610	670	694	
12 Northport/Packers Comm. Dev.	300	300	300	300	300
Neighborhood Meals	850	452	0	0	0
95 Just Dane	400	400	600	600	600
161 Urban League of Gr M	400	400	400	400	500
97 Martin Luther King Celeb	100	100	100	100	125
103 Allied Partners	1,500	1,500	1,500	1,500	2,000

Continued on next page.

## 2021 Budget Proposed Feb. 14, 2021

	2019		2020		2021
	Budget	Actual	Budget	Actual	Budget
Special Opportunities-Board Discretion	500	500	300	300	125
Centro Hispano	400	400	400	400	500
Habitat for Humanity	300	300	300	300	500
Catalyst	200	200	400	400	550
Triangle Ministry	300	300	300	300	500
Briar Patch	300	300	300	300	500
Youth Mission Trip			200	0	
Dane Sanctuary Coalition			200	200	437
The Playground					500
Wisdom and Moses					875
Racial Justice Opportunities					1,077
<b>Local Outreach Total</b>	<b>10,920</b>	<b>10,462</b>	<b>10,670</b>	<b>10,494</b>	<b>14,089</b>
<b>Total Christian Outreach</b>	<b>29,220</b>	<b>28,762</b>	<b>29,220</b>	<b>29,044</b>	<b>32,877</b>
Minister of Community Programming	750	764	750	593	0
148 Communication and Promotion	1,000	1,244	1,000	517	3,000
<b>CHRISTIAN EDUCATION</b>					
<b>Program expenses</b>					
30 Children's Ministry	500	253	500	44	250
31 Youth Ministry	1,000	917	1,000	223	500
32 Adult Ministry	100	0	100	0	50
33 All Church Programs	250	252	250	1,000	250
105 Background Checks	250	192	250	149	125
<b>Total Christian Education</b>	<b>2,100</b>	<b>1,614</b>	<b>2,100</b>	<b>1,415</b>	<b>1,175</b>
<b>PASTORAL LEADERSHIP</b>					
<b>Pastor Schaefer</b>					
166 Salary/ABC Fee	60,000	60,200	60,000	63,208	30,883
171 Housing	20,400	20,400	21,000	23,250	36,000
Social Security Offset				0	5,117
172 Auto Allowance	1,500	399	500	0	1,000
173 Pension	0	0		1,440	11,520
174 Health and Dental	0	0			9,660
154 Hospitality	500	627	500	22	1,000
<b>Pastor Total</b>	<b>82,400</b>	<b>81,626</b>	<b>82,000</b>	<b>87,920</b>	<b>95,179</b>
<b>Minister of Community</b>					
98 Salary	22,430	22,430	15,193	9,663	0
100 Housing	37,170	37,170	25,177	15,735	0
118 Auto Allowance	500	897	333	248	0

Continued on next page.

## 2021 Budget Proposed Feb. 14, 2021

	2019		2020		2021
	Budget	Actual	Budget	Actual	Budget
Auto Allowance - Last year		492		0	
135 Pension	5,722	5,722	3,876	3,028	0
133 Hospitality	500	603	333	61	0
<b>Minister of Community Total</b>	<b>66,322</b>	<b>67,314</b>	<b>44,912</b>	<b>28,736</b>	<b>0</b>
143 Guest Ministers	150	300	150	150	600
<b>Pastoral Development</b>					
228.5 ABC/WI Mtg.	350	632	350	0	500
229 Sabbatical Pulpit Support				0	
234 Continuing Ed-Pastor	500	500	500	499	1,000
124 Continuing Ed- Min. of Com.	500	500	500	500	0
<b>Pastoral Development Total</b>	<b>1,350</b>	<b>1,632</b>	<b>1,350</b>	<b>999</b>	<b>1,500</b>
<b>Total Pastoral Leadership</b>	<b>150,222</b>	<b>150,872</b>	<b>128,412</b>	<b>117,805</b>	<b>97,279</b>
<b>Board of Deacons</b>					
82 Bd. of Deacons Expense	50	62	100	20	100
216 Bd. of Deacons Hospitality	50	16	100	0	100
Fellowship/Dine-ins	2,000	1,237	1,500	443	750
<b>Total Board of Deacons</b>	<b>2,100</b>	<b>1,315</b>	<b>1,700</b>	<b>463</b>	<b>950</b>
<b>Music Ministries</b>					
<b>Staff Compensation</b>					
Music Director	15,525	15,525	15,773	11,415	10,000
Organist/Accompanist	5,720	5,720	5,812	7,575	4,000
25 Handbell Director	6,316	6,316	6,418	6,418	6,500
Worship Musicians	6,920	6,236	7,023	6,896	7,000
116 Music Payroll Taxes	2,638	2,585	2,679	2,471	2,104
43 Dues & Conferences	150	0	300	40	300
<b>Music Staff Compensation Total</b>	<b>37,269</b>	<b>36,382</b>	<b>38,005</b>	<b>34,815</b>	<b>29,904</b>
<b>Program Expenses</b>					
64 Music & Materials - Adult	50	0	200	25	200
68 Handbell Equipment & Music	0		100	0	100
72 Guest Musicians	500	80	2,025	100	1,000
137 Piano/Organ Maint.	750	570	250	200	700
39 Copyright Release Ag	600	611	600	387	600
<b>Program Expenses Total</b>	<b>1,900</b>	<b>1,261</b>	<b>3,175</b>	<b>712</b>	<b>2,600</b>
<b>Total Music Ministry</b>	<b>39,169</b>	<b>37,643</b>	<b>41,180</b>	<b>35,527</b>	<b>32,504</b>
<b>Christian Ed Staff</b>					
249 Youth Leader	4,968	4,968	0	0	0

Continued on next page.

## 2021 Budget Proposed Feb. 14, 2021

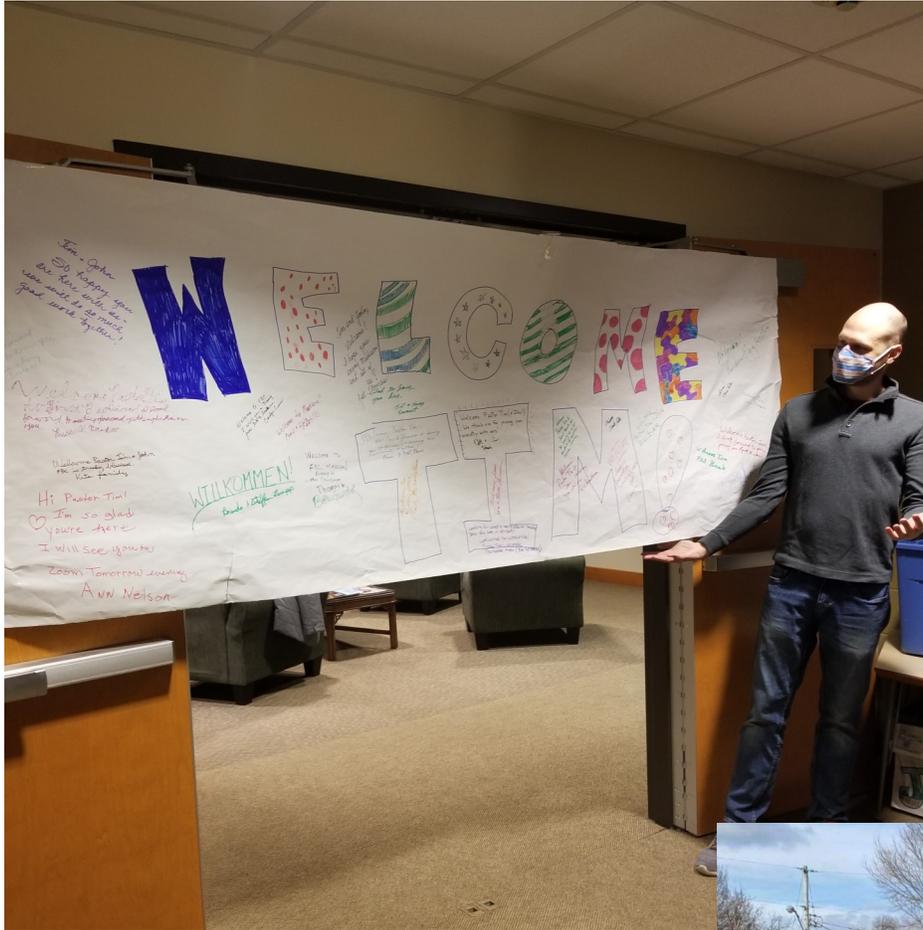
	2019		2020		2021
	Budget	Actual	Budget	Actual	Budget
20 Nursery Care	3,500	2,147	3,000	1,958	2,300
112 CE Payroll Taxes	648	544	230	148	176
<b>Christian Ed Staff Total</b>	<b>9,116</b>	<b>7,659</b>	<b>3,230</b>	<b>2,106</b>	<b>2,476</b>
<b>Church Council</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Women's Ministries</b>					
28 A B Women's Ministries	<b>1,100</b>	<b>1,100</b>	<b>1,100</b>	<b>1,100</b>	<b>1,100</b>
<b>Church Operations</b>					
<b>Staff Compensation</b>					
27 Administrative Secretary	30,000	30,000	30,480	30,780	30,500
44 Secretary Health Ins	9,500	9,382	9,328	9,906	10,300
Bookkeeping Services	2,300	3,218	6,500	6,770	6,500
45 Clerical Assistance	1,250	1,116	1,250	494	1,200
53 Staff Auto Reimbursement			100	0	100
46 Payroll Taxes	2,567	2,627	2,925	2,910	2,922
<b>Staff Compensation Total</b>	<b>45,617</b>	<b>46,343</b>	<b>50,583</b>	<b>50,860</b>	<b>51,522</b>
<b>Program Expense</b>					
89 Office Expenses	3,000	1,300	2,500	3,550	3,500
217 Worship & Ministry Expenses	800	909	900	592	450
221 Building Supplies	1,200	919	1,200	645	1,200
91 Postage	2,000	1,050	1,000	512	700
<b>Program Expense Total</b>	<b>7,000</b>	<b>4,178</b>	<b>5,600</b>	<b>5,299</b>	<b>5,850</b>
75 Repairs & Maintenance	10,000	10,000	6,900	6,900	10,000
158 capital reserve parking Lot				3,892	
<b>Utilities</b>					
93 Telephone/Internet/Zoom	4,300	4,699	4,300	4,344	4,500
76 Fuel	7,000	7,790	7,000	4,317	7,000
78 Electric	11,000	10,844	11,000	9,577	8,500
226 Water	2,400	2,720	2,400	2,745	2,400
<b>Utilities Total</b>	<b>24,700</b>	<b>26,053</b>	<b>24,700</b>	<b>20,983</b>	<b>22,400</b>
<b>Contracted Services</b>					
60 Custodial Services	12,300	12,075	12,000	12,000	12,000
Payroll Service	1,000	693	1,100	1,172	1,200
83 Insurance	8,500	4,962	5,000	6,454	7,000
81 Snow Removal	3,500	6,905	7,000	3,225	7,000
245 Fire Alarm Monitoring	400	405	400	405	400
248 Heating Maintenance	1,400	1,441	1,500	951	1,500
253 Copying	2,800	2,311	2,800	1,165	2,000

## 2021 Budget Proposed Feb. 14, 2021

	2019		2020		2021
	Budget	Actual	Budget	Actual	Budget
254 Mowing	1,250	1,430	1,250	1,285	1,250
257 Furnace Water Treatment	300	0	300	800	400
258 Folding Machine	350	391	350	350	350
259 Fire Extinguisher Testing	220	233	233	102	230
260 Backflow Testing	120	0	120	0	120
141 Elevator Inspection/Service	4,000	4,913	5,000	5,219	5,000
235 Computer Systems	1,000	1,093	1,000	685	1,000
<b>Contracted Services Total</b>	<b>37,140</b>	<b>36,851</b>	<b>38,053</b>	<b>33,813</b>	<b>39,450</b>
Parking Lot Income Tax			200	852	300
<b>Total Church Operations</b>	<b>124,457</b>	<b>123,425</b>	<b>126,036</b>	<b>122,600</b>	<b>129,522</b>
Repay Loan from Dedicated Accounts			3,076	3,076	0
Pulpit Committee			10,000	4,777	0
<b>Total Expenses</b>	<b>359,233</b>	<b>354,418</b>	<b>347,803</b>	<b>319,023</b>	<b>300,883</b>
<b>Net Income (Loss)</b>	<b>(0)</b>	<b>(6,113)</b>	<b>(2,048)</b>	<b>20,329</b>	<b>904</b>

**WELCOMING PASTOR TIM SCHAEFER  
AND JOHN W. DUNCAN**

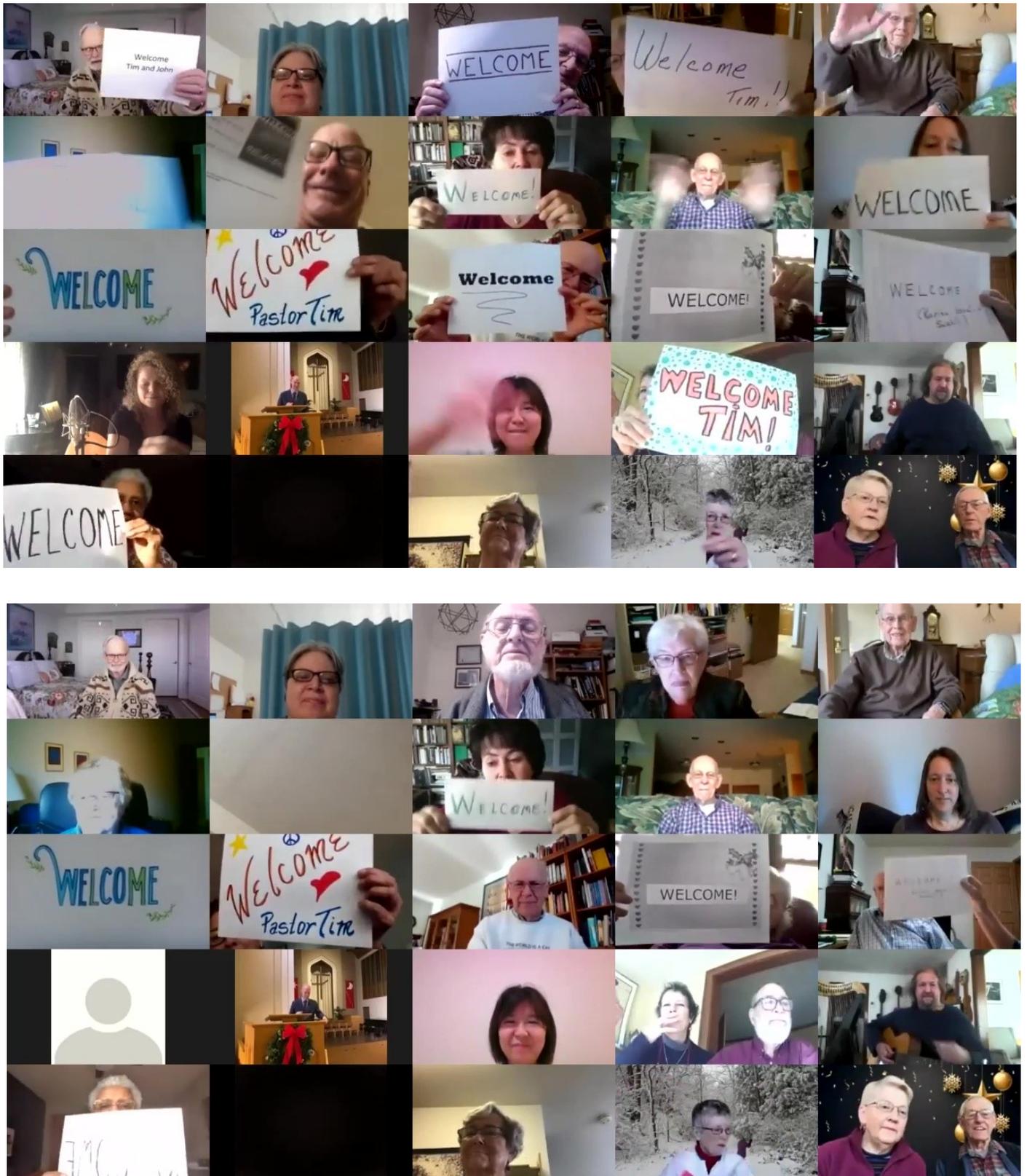
Welcome to FBC during Covid.



N  
O  
V  
E  
M  
B  
E  
R  
2020



# WELCOME PASTOR TIM AND JOHN



# Christmas Eve 2020

## Lessons and Carols



# JANUARY 2021—PICNIC POINT EVENT

