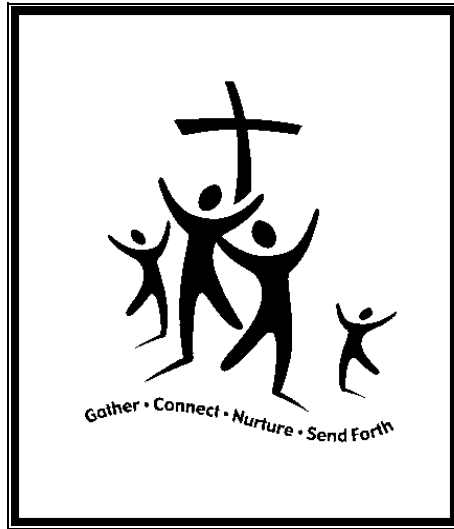


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The Church On Northland

First Baptist Church-Church of the Brethren

Vision Statement

To be committed to being a dynamic, diverse, loving community of followers of Jesus Christ, driven by the Holy Spirit to gather and purposefully connect, nurture, empower and send forth disciples into our neighborhoods, our communities, our nation and our world.

Senior Pastor

The Reverend James Goodrich

Pastor

The Reverend Tammy Buseman

Church Secretary

Nancy Hurmence

2009 Governing Board

Officers

Moderator	Andrew Morf
Clerk	Dorothy Gee
Treasurer	Steve Elliott
Financial Secretary	Liz Oliphant

Committees

Christian Education

Mike Martin – Co-Chairperson
 Toby Bartlett – Co-Chairperson
 Greg Arundale – Secretary

Toby Bartlett	(2009)
Mike Martin	(2009)
Greg Arundale	(2010)
Katie Busch	(2010)

Property and Finance

Jerry Juett – Co-Chairperson
 Dick Farmer – Co-Chairperson
 Al Jones – Secretary

Jerry Juett	(2009)
Randy Hazewinkel	(2009)
Dick Farmer	(2010)
Al Jones	(2010)

Fellowship

Peggy Brake – Chairperson
 Stan Pauls – Secretary

Peggy Brake	(2009)
Perry Valdez	(2009)
Stan Pauls	(2010)
Diane VanPraag	(2010)

Worship

Margaret Greene – Chairperson
 Robin Johnson – Secretary

Tim Hicks	(2009)
Margaret Greene	(2009)
Robin Johnson	(2010)
Darrell Morf	(2010)

Mission and Outreach

Martin Dwyer – Chairperson
 Brooke Kriegel – Secretary

Brooke Lukes	(2009)
Angie Hicks	(2010)
Martin Dwyer	(2011)
Rose Elton	(2011)

Nominating

Kim Pauls – Chairperson
 Velda Chapman – Secretary

Tammy Ulrich	(2009)
Velda Chapman	(2010)
Kim Pauls	(2011)

Nurture and Care

Vicki Ulrich – Chairperson
 Angie Dvorak – Secretary

Ann Harris	(2009)
Nadine Hazewinkel	(2009)
Angie Dvorak	(2010)
Vicki Ulrich	(2010)

Pastoral/Staff Relations

Middie Morf – Chairperson
 Secretary

Ronnie Stange	(2009)
Middie Morf	(2010)
Carla McMillan	(2011)
Bryan Busch	(2011)

2009 Dates to Remember

<p><u>January</u></p> <p>1 – New Year’s Day – Office Closed 18 – Governing Board 25 – Annual Meeting Part II</p>	<p><u>February</u></p> <p>6 through 8 – MS / HS Ski & Shopping Weekend 15 – Cabinet Meeting</p>	<p><u>March</u></p> <p>8 – All Church Birthday 15 – Governing Board</p>
<p><u>April</u></p> <p>5 through 12 – Holy Week 12 – Easter Sunday Easter Breakfast 13 – Office Closed 19 – Cabinet Meeting</p>	<p><u>May</u></p> <p>10 – Mother’s Day 17 – FBCCOB Graduate Reception 17 – Governing Board 25 – Memorial Day - Office Closed</p>	<p><u>June</u></p> <p>21 – Father’s Day 21 – Cabinet Meeting</p>
<p><u>July</u></p> <p>4 – Independence Day – Office Closed 13 through 17 – Sports Life Camp 19 – Governing Board</p>	<p><u>August</u></p> <p><i>2010 Budget Planning</i> 16 – Cabinet Meeting 30 – Fall Kick Off</p>	<p><u>September</u></p> <p><i>Budgets, Officer & Standing Committee nominations due</i> 7 – Labor Day – Office closed 20 – Governing Board 25 through 27 – Green Lake Clean up Weekend</p>
<p><u>October</u></p> <p>18 – Cabinet Meeting 25 – Annual Meeting Part I</p>	<p><u>November</u></p> <p>9 – Thanksgiving Dinner 15 – Governing Board 22 – C Avenue Churches Thanksgiving Service 26 – Thanksgiving Day – Office Closed 27 – Office Closed</p>	<p><u>December</u></p> <p>14 – Christmas Dinner 20 – Cabinet Meeting 24 – Christmas Eve Service – Office Closed 25 – Christmas – Office Closed 31 – New Year’s Eve – Office Closed</p>

First Baptist Church - Church of the Brethren

Budget

<u>Description</u>	<u>2006 Budget</u>	<u>2007 Budget</u>	<u>2007 Revised</u>	<u>2008 Budget</u>	<u>2009 Budget</u>
PASTORAL/STAFF RELATIONS					
Senior Pastor Salary					
Senior Pastor Cash Salary	24,960.00	25,709.00		51,000.00	30,000.00
Senior Pastor Housing	22,214.00	22,880.00			20,000.00
Social Security Offset	3,609.00	3,717.00			3,825.00
Total Senior Pastor Salary	50,783.00	52,306.00		51,000.00	53,825.00
Senior Pastor Benefits					
M&M Benefits for Life	6,771.00	8,369.00			8,612.00
Health Insurance Offset	13,798.00	13,651.00			13,295.00
Total Senior Pastor Benefits	20,569.00	22,881.00			21,907.00
Senior Pastor Reimbursements					
Senior Pastor Convention Expense					1,000.00
Senior Pastor Continuing Education					1,000.00
Mileage Reimbursement	2,600.00	2,600.00			2,600.00
Professional Reimbursement	1,797.00	1,797.00			1,800.00
Total Senior Pastor Reimbursements	4,397.00	4,397.00			6,400.00
Total Senior Pastor Salary Package	75,749.00	79,584.00		51,000.00	82,132.00
Assoc. Pastor Salary					
Assoc. Pastor Cash Salary	29,525.00	31,470.00	24,790.00	26,382.00	6,725.00
Assoc. Pastor Housing	8,320.00	8,320.00	5,000.00	15,000.00	15,000.00
Social Security Offset	2,895.00	3,044.00	3,044.00	3,166.00	1,662.00
Total Assoc. Pastor Salary	40,740.00	42,834.00	42,834.00	44,548.00	23,387.00
Assoc. Pastor Benefits					
M&M Benefits for Life	6,518.00	6,853.00	6,853.00	7,128.00	3,742.00
Health Insurance Offset	3,418.00	3,379.00	3,379.00	3,674.00	1,393.00
Total Assoc. Pastor Benefits	9,936.00	10,781.00	10,648.00	11,218.00	5,135.00
Assoc. Pastor Reimbursements					
Assoc. Pastor Convention Expense	1,000.00	1,000.00		1,000.00	1,000.00
Assoc. Pastor Continuing Education	1,000.00	1,000.00		1,000.00	1,000.00
Mileage Reimbursement	1,440.00	1,440.00	1,440.00	1,440.00	2,100.00
Professional Reimbursement	1,800.00	1,800.00			1,800.00
Total Assoc. Pastor Reimbursements	5,240.00	5,240.00	1,440.00	3,440.00	5,900.00
Total Assoc. Pastor Salary Package	55,916.00	58,855.00	54,922.00	59,206.00	34,422.00
Church Secretary Salary					
Church Secretary Cash Salary (1 week of vacation added for 2009 in lieu of salary increase)	22,000.00	25,000.00	25,000.00	24,576.00	24,576.00
Social Security Tax @ 7.65%	2,049.00	1,913.00	1,913.00	1,880.00	1,880.00
Total Church Secretary Salary	24,049.00	26,913.00	26,913.00	26,456.00	26,456.00
Church Secretary Benefits					
M&M Pension in lieu of Medical Ins.	8,400.00	4,027.00	4,027.00	3,000.00	3,000.00
Total Church Secretary Benefits	8,400.00	4,633.00	4,500.00	3,473.00	3,000.00
Church Secretary Reimbursements					
Church Secretary Continuing Education					500.00
Mileage Reimbursement					300.00
Total Church Secretary Reimbursement	-	-	-	-	800.00
Total Church Secretary Salary	32,449.00	31,546.00	31,413.00	29,929.00	30,256.00

Organist/Pianist Salary					
Organist	3,000.00	3,900.00		6,500.00	6,500.00
Social Security Tax @ 7.65%					500.00
Total Organist/Pianist Salary Package	3,000.00	33,900.00	-	6,500.00	7,000.00
Total Pastoral/Staff Relations	167,114.00	173,885.00	86,335.00	146,635.00	153,810.00

CHRISTIAN EDUCATION

Sunday Education Ministries	3,500.00	3,500.00	3,500.00	2,500.00	1,750.00
Camp Scholarships	1,000.00	1,000.00	-	1,000.00	1,000.00
Recognitions	500.00	500.00	-	250.00	250.00
Scholarships Education & Conferences	500.00	500.00	-	250.00	250.00
Library	175.00	175.00	-	250.00	250.00
Nursery Attendant	3,800.00	4,500.00	4,500.00	3,500.00	6,650.00
Nursery Supplies	300.00	300.00	300.00	300.00	300.00
Sports Life Camp	1,800.00	1,000.00	500.00	1,000.00	2,000.00
Youth Ministries	2,500.00	2,500.00	2,500.00	1,000.00	1,000.00
Children Ministries	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
Small Group / Bible Studies	350.00	350.00	350.00	500.00	750.00
Transportation	2,000.00	2,500.00	-	2,500.00	2,000.00
Christian Education Total	17,425.00	17,825.00	12,650.00	14,050.00	17,200.00

MISSION AND OUTREACH

Membership Dues (LCAE & WCA)					300.00
Baptist Benevolence					
United Mission Program	18,000.00	18,000.00			5,040.00
American Baptist Homes	750.00	750.00			252.00
American Baptist Assembly	750.00	750.00			252.00
Region Camps (Forest Lake, Dayton Oaks)	600.00	600.00			252.00
Brethren Benevolence					
Brotherhood Fund	2,400.00	2,400.00			672.00
District Ministry	1,340.00	1,340.00			420.00
Miscellaneous	4,000.00	4,000.00			840.00
Outreach (Adv, Publicity, Promotions)	2,000.00	2,000.00			672.00
Mission and Outreach Total	29,990.00	30,140.00	-	10,000.00	8,700.00

Property and Finance

Lawn Care and Equipment	1,000.00	250.00	250.00	500.00	1,000.00
Snow Removal	1,600.00	400.00	-	-	2,500.00
Repairs, General - Building	4,000.00	3,000.00	3,000.00	3,500.00	3,500.00
Repairs - A/C Units				3,000.00	3,000.00
Repairs - Carpet				10,000.00	5,000.00
Repairs - Parking Lot				3,000.00	3,000.00
Repairs - Gym Ballast, Lighting				3,000.00	3,000.00
Copier Contract	4,500.00	7,000.00	7,000.00	4,500.00	6,000.00
Custodial Supplies	1,500.00	750.00	750.00	750.00	1,000.00
Janitorial Contract	30,579.00	21,800.00	16,800.00	18,000.00	12,000.00
Insurance	17,000.00	17,680.00	13,000.00	14,000.00	14,000.00
Office Supplies	3,200.00	3,500.00	3,500.00	2,500.00	2,500.00
Organ and Piano Maintenance	400.00	1,000.00	-	1,000.00	1,000.00
Postage	2,200.00	1,600.00	1,600.00	1,700.00	2,250.00
Commercial Printing	-	250.00	250.00	250.00	
Utilities	29,900.00	34,300.00	26,000.00	26,000.00	
Telephone					4,000.00

Electric					11,568.00
Gas					12,648.00
Water					1,000.00
Trash (\$150.00 per month)					1,800.00
Miscellaneous	2,250.00	2,500.00	1,500.00	1,500.00	1,500.00
Technical Equipment	4,000.00	4,000.00	2,000.00	2,000.00	2,000.00
Roof Repair Expenses	-	5,000.00	5,600.00	6,000.00	5,000.00
Mortgage Payment	84,180.00	79,000.00	79,000.00	80,000.00	59,222.00
Property and Finance Total	186,309.00	182,030.00	160,250.00	183,000.00	158,488.00
Worship					
Media-Presentation (CVLI)				50.00	300.00
Communion				180.00	180.00
Music (CCLI)	500.00	800.00		1,200.00	850.00
Pulpit Supply					200.00
Sanctuary Decorations & Misc.	300.00	300.00		200.00	400.00
Worship Total	2,300.00	2,300.00	-	1,755.00	1,930.00
Fellowship					
Fellowship Activities & Supplies	1,600.00	1,600.00	800.00	800.00	800.00
Fellowship Total	1,600.00	1,600.00	800.00	800.00	800.00
Nurture and Care					
Nurture and Care Working Fund	1,000.00	1,000.00	1,000.00	500.00	700.00
Misc.	200.00	-	-	-	100.00
Health Ministry Budget	700.00	700.00	700.00	200.00	200.00
Nurture and Care Total	1,900.00	1,700.00	1,700.00	700.00	1,000.00
Non-Salary/Volunteer Advisory					
Background checks	1,000.00	1,000.00			1,000.00
Grand Total	407,638.00	410,480.00	261,735.00	356,940.00	342,928.00
Totals Monthly				29,745.00	28,577.33
Totals Weekly				6,864.23	6,594.77

Treasurers Report
January 2008 through December 2008

Account Name	YTD Balance
Income	
General Tithes & Offering	263,007.41
Other Misc. Income	4,299.03
Checking: Interest Income	3.65
Cookbook Income	795.00
Pastoral Search	(463.74)
Other Designated Income	2,500.00
Moving Fund	6,298.82
Total General Income	276,440.17
Church Sign Income	500.00
Staff Appreciation Inc.	100.00
Bldg Mortgage	23,782.00
Interest Income	62.21
Rental Income	16,707.35
Property and Finance	41,151.56
Small Group/Study Materials	58.00
Vacation Bible School	130.00
Quest Camp	515.00
Youth Ministries Inc.	2,668.26
Youth Trips	499.20
Children's Activities	20.00
SportsLife Camp Income	4,233.66
Christian Education	8,124.12
Sanctuary Flower Income	200.00
General Memorial Income	1,978.33
Worship	2,178.33
Cafe' Contribution	742.66
Pancake Breakfast	789.65
Fellowship Dinner	1,150.22
Misc. Fellowship Income	303.00
Fellowship	2,985.53
Funeral Dinner	405.00
Nurture and Care	405.00
Benevolence (Fellow. Offering)	805.00
Flood Relief	500.00
Benevolence	1,305.00
Total Income	332,589.71

Expenses

Interim Pastor	2,000.00
Pulpit Supply	1,703.13
Mileage Reimbursement	1,540.01
Pastoral Assistant	1,000.00
Pastoral Assistant Reimbursement	22.00
Total Interim Pastor Expenses	6,265.14

Sr. Pastor Base Salary	12,500.00
Sr. Pastor Housing Allowance	8,333.40
Sr. Pastor Mileage Expense	1,125.82
Sr. Pastor M & M Pension	3,588.35
Sr. Pastor Medical Ins	7,692.64
Sr. Pastor Prof. Expenses	617.33
Sr. Pastor Continuing Ed	497.46
Sr. Pastor Convention Expense	243.16
Sr. Pastor Soc Sec	1,593.80
Total Sr. Pastor Salary Package	36,191.96

Pastor Base Salary	18,665.17
Pastor Mileage Reimburse	2,058.90
Pastor M & M Pension	6,491.72
Pastor Medical Ins	2,175.75
Pastor Prof Reimbursement	2,281.31
Pastor Convention Expense	150.52
Pastor Soc Sec Offset	2,491.64
Pastor Life/Disability Ins	242.76
Pastor Housing Allowance	15,000.00
Total Pastor Salary Package	49,557.77
Total Pastoral Salaries	92,014.87

Office Manager Salary	24,398.70
Office Mgr Continuing Ed	182.35
Office Mgr M & M Pension	3,019.24
Office Mgr Life/Disability Ins	470.68
Office Mgr Reimbursement	327.03
Total Office Manager Salary Package	28,398.00

Office Assistant	702.50
Total Office Assistant	702.50
Total Office Payroll	29,100.50

Payroll Taxes	1,994.01
Background Check	27.50
Misc. Expense	1,119.60
Total Office Payroll Expenses	3,141.11
Total Pastor/Staff Relations Exp.	124,256.48

Processing Fees	105.00
Telephone	3,141.40
Gas	7,943.00
Electric	7,380.99
Water	918.97
Trash	2,391.42
Cleaning Service	10,310.25
Mortgage Payment	14,638.09
Interest Expense	41,617.15
Property Insurance	11,063.00
Workers' Compensation	442.00
Bldg & Equip Repairs/Maintenance	2,379.68
Lawn Care/Equipment Maintenance	718.51
Snow Removal	2,532.50
Custodial Supplies	1,261.11
Kitchen Supplies	17.91
Misc. Office Expenses	87.24
Staff Cell Phones	97.83
Copy Machines	5,314.36
Postage	1,794.51
Postage Machine Rental	257.83
Office Supplies	1,593.20
Technology	574.01
Bank Fees	19.25
Organ & Piano Maintenance	320.00
Outsource Printing	24.81
Total Property & Finance Expenses	116,944.02
Youth Ministries Exp.	4,306.77
Youth Transportation	839.13
Youth Trip Expenses	207.61
Total Youth Expenses	5,353.51
Sunday School Supplies	98.24
Children's Worship	280.57
Children's Activities/Transportation	673.30
Sunday School Curriculum	811.23
Nursery Supplies	37.97
Childcare-Nursery/Toddler	3,137.00
Adult Education & Conference Scholarships	213.89
Library Exp.	154.43
Small Groups/Bible Study	2,024.74
Children's Ministries	306.18
Vacation Bible School Expenses	(62.14)
SportsLife Camp Expenses	5,223.08
Total Christian Education Expenses	18,252.00

Sanctuary Flowers	318.05
Sanctuary Misc.	236.33
Media-Presentation (slides)	120.00
Worship Misc.	191.05
Communion	91.63
Music Materials	1,316.12
Concerts	100.00
Service Supplies	443.92
Organist	6,300.00
General Memorial Expenses	3,264.00
Total Worship Expenses	12,381.10
Cafe Expense	1,350.13
Fellowship Dinner Expense	841.26
Staff Appreciation Exp.	41.34
Fellowship Misc.	48.93
Fellowship Activities	407.94
All Church Fellowship	129.99
Fellowship	2,819.59
Funeral Meals	154.18
Flowers/Plants/Cards	72.78
Nurture & Care Misc.	349.35
Nurture & Care	576.31
Region Camps	700.00
District Ministry	4,263.00
Advertising	405.41
Outreach Supplies/Promotional	16.57
Mission & Outreach	5,384.98
Special Requests (Benevolence)	1,373.79
Benevolence: Walk-in	4.00
Benevolence	1,377.79
Total Expenses	281,992.27
Difference (Income minus Expenses)	50,597.44

Fund Balances
As of December 2008

Benevolence Fund	
Beginning Balance as of January 1, 2008	1,922.24
Income	805.00
Expenses	<u>1,377.79</u>
Ending Balance as of December 31, 2008	1,349.45
Moving Fund	
Beginning Balance as of January 1, 2008	0.00
Income	7,930.00
Expenses	<u>1,631.18</u>
Ending Balance as of December 31, 2008	6,298.82
Disaster (Flood) Relief Fund	
Beginning Balance as of January 1, 2008	0.00
Income	4000.00
Expenses	<u>3500.00</u>
Ending Balance as of December 31, 2008	500.00
General Memorial Fund	
Beginning Balance as of January 1, 2008	11,509.08
Income	1,978.33
Expenses	<u>3,264.00</u>
Ending Balance as of December 31, 2008	10,223.41
Youth Fund	
Beginning Balance as of January 1, 2008	
Income	4,004.62
Expenses	<u>5,353.51</u>
Ending Balance as of December 31, 2008	(1,348.89)
Fellowship Fund	
Beginning Balance as of January 1, 2008	1,465.20
Income	3,085.53
Expenses	<u>2,819.59</u>
Ending Balance as of December 31, 2008	1,731.14
Sheldon Fund	
Beginning Balance as of January 1, 2008	6,481.05
Income	<u>11,340.36</u>
Ending Balance as of December 31, 2008	17,821.41
SportsLife Camp Fund (Vacation Bible School)	
Beginning Balance as of January 1, 2008	0.00
Income	4,456.12
Expenses (Includes \$1,000.00 payment for 2009)	<u>5,377.68</u>
Ending Balance as of December 31, 2008	(921.56)
Church Sign Fund	
Beginning Balance as of January 1, 2008	0.00
Income	500.00
Expenses	<u>0.00</u>
Ending Balance as of December 31, 2008	500.00
Building Fund	
Beginning Balance as of January 1, 2008	0.00
Income	23,782.00
Expenses	<u>0.00</u>
Ending Balance as of December 31, 2008	23,782.00

Clerk's Report
2008 Annual Report

Membership – 1/1/2008

Baptist	310	
Brethren	31	
Total		341

Deductions:

By Death	4	
By Request	0	
Discontinued	0	
Total		4

Additions:

By Reinstatement	0	
By Baptism	4	
By Letter	5	
By Statement of Faith	0	
Total		9

Membership – 12/31/2007

Baptist – Resident Active	298	
Non-Resident	20	
Brethren – Resident Active	25	
Non-Resident	3	
TOTAL MEMBERSHIP – 12/31/2008		346

BIRTHS

Peyton Anne, daughter of Bryan & Katie Busch 01/28/2008

MARRIAGES

Kim Busch and Junior Sparks 04/12/2008
 Sara Hurmence and Brad Gilson 06/07/2008
 Karlee Cooper and Garrett Hufford 07/05/2008

MEMBERS RECEIVED BY BAPTISM

Doug Brain 03/16/2008
 Dina Brake 03/16/2008
 Mike Martin 03/16/2008
 Mark Dwyer 04/12/2008

MEMBERS RECEIVED BY LETTER

Chelise Brain 02/22/2008
 Pat Weisenstine 02/22/2008
 Tom Weisenstine 02/22/2008
 Jim Goodrich 08/17/2008
 Karen Ann Brown 12/03/2008

MEMBERS RECEIVED BY STATEMENT OF CHRISTIAN FAITH	None
MEMBERS REINSTATED	None
MEMBERS DISCONTINUED	None
MEMBERSHIP TRANSFERS	None

NECROLOGY REPORT

Earl Elson (non-member)	03/04/2008
Madge Peterson (non-member)	03/09/2008
Barbara Fisher	08/05/2008
Emerald Fisher	08/31/2008
Lucille Jordan	09/23/2008
Lee Pavlicek (non-member)	10/11/2008
Margaret Weidel	10/29/2008

ANNUAL MEETING PART II
January 27, 2008

Moderator, Mark Bowden, opened the meeting and Pastor Tammy led us in prayer.

The congregation was instructed to read over the Annual Report 2007, which was handed out.

Mark called the congregation's attention to the handout proposing changes to the Constitution. Mark gave a brief explanation on the first change, which is in Section 2. *Salaried Staff Relations Advisory Committee* **Pastoral/Staff Relations Committee** (old wording in *italics* and the new wording is in **bold** letters). Kim Pauls came forward and added anything additional she felt needed mentioned. Margaret Greene made the motion to accept the first proposed constitutional change. John McDonell seconded and the motion carried.

The second constitutional change is in ARTICLE VIII. GOVERNING BOARD, Section 1. Organization and Responsibilities concerning the size of the standing committees which would make it easier to have a quorum. Peggy Brake made the motion to accept the recommendation to adopt the changes in the Constitution, Article VIII. Section I. Andrew Morf seconded and the motion carried.

NEW BUSINESS

Pastoral Search Update – Andrew Morf

Andrew reported the committee has conducted phone interviews with four people. All expressed interest in coming for a face-to-face interview with the committee.

The meeting was adjourned.

Respectfully submitted,

Dorothy Gee, Church Clerk

ANNUAL MEETING PART I
October 26, 2008

Moderator Andrew Morf called the meeting to order and Pastor Jim Goodrich lead the congregation in prayer.

Church Clerk, Dorothy Gee, read the minutes from Annual Meeting Part II held in January 2008.

John McDonell made the motion to approve the slate of officers as presented. Dina Brake seconded and the motion carried. See attachment for list of officers.

Treasurer Steve Elliott went over the budget being considered for 2009. The Pastor and Staff amounts are fixed items as stated. The mortgage is listed under the Property and Finance Committee and is a fixed item. Steve went over a 9-month analysis of our present budget. At the beginning of October the amount of money in the bank was \$13,545. The average amount needed in 2008 to meet the budget was \$23,313. The average amount of money coming in was \$21,908. The average amount needed per month to meet the 2009 budget is \$28,577. The total budget proposed for 2009 is \$342,928. The difference that was showing for the Property and Finance was because the committee refinanced the mortgage from 15-years to 25-years.

Bob Gee made the motion to accept the proposed 2009 budget and Buzz Brown seconded. The motion carried.

Andrew thanked all the board members past, present, and future for serving, and the congregation for all their support. Meeting was adjourned.

Respectfully submitted,
Dorothy Gee, Church Clerk

Pastor Jim Goodrich's
2008 Annual Report

Becoming A Great Church

The Denver Broncos won the Super Bowl twice under Coach Mike Shanahan. In his fourteen years with the Broncos, Shanahan had a 146-89 record. The only problem, the team has been stuck in neutral since 1999, winning only one playoff game since. Therefore, on December 30 the Denver Broncos announced that they had fired Shanahan.

A lot of churches are like the Denver Broncos in that they are stuck in neutral. Studies reveal that in the United States, 85% of churches are either plateaued or dying. Fifteen percent of churches are growing: fourteen percent through transfer growth, one percent by conversion. That is right, only one percent of the churches in America are actually growing by helping to change lives. Each year between 3500 and 4000 churches close their doors – about ten per day!

In the years between 1995 and 2000, the First Baptist Church – Church of the Brethren had a Decadal Growth Rate of 32%. Attendance grew from an average of 210 in 1995 to 277 in 2000. In the preceding years, the church had grown from an average attendance of 152 in 1989 to 210 in 1995. Good growth. Kind of like winning the Super Bowl. Then, like the Broncos, the FBC-COB team got stuck in neutral. From 2000 to 2007 attendance dropped from 277 to 170, a Decadal Growth Rate of negative 38%!

The good news is that God says in Isaiah 43:18, “Forget the former things; do not dwell on the past. See I am doing a new thing.” We are told in Philippians 3, “One thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.”

With God, The Future Is... Grand and Glorious! The best is yet to come! As we have already learned, there are four simple steps to follow according to Philippians 3:12-17:

1. Face Your Faults – in other words, evaluate. While you may have been doing a personal evaluation in light of the New Year, as a church we will be evaluating where we are (our reality) as we undertake the REVEAL Survey in January.
2. Forget The Former – let go of the past. Remember, Isaiah said, “Forget the former things; do not dwell on the past.” We must not dwell on our former failures or successes, in order that we might be ready for the new thing God is about to do.
3. Focus On The Future – often we are so busy doing good things that we lose sight of the great thing God has called us to. Light diffused is worthless, but when focused, light can become a laser able to slice through metal! As we focus on the future, we need to be concentrated on the vision God has for us... “Let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us,” (Hebrews 12:2 NIV)
4. Fight To The Finish – perseverance. Never give up, never give in. At the end of his life, Paul said, “I have fought the good fight, I have finished the race, I have kept the faith,” (2 Timothy 4:7 NIV). Though there may be times of discouragement, like Paul, we must keep the faith and persevere.

Those four steps will take us along the journey to a grand and glorious future. God's future for this church is that we become a great church. How do you measure greatness? What is a great church? Is a great church an active church? A growing church? A financially successful church? A large church? Just what is it that makes for a great church?

In the coming year it is my goal that together we learn what makes for a great church. More than simply acquiring head knowledge, it is my desire that we progress along the path towards becoming a great church. The sermon series beginning in January is just the beginning step. After that comes our 40 Days of Love, for you can never become a great church without love.

On February 15 we will begin 40 Days of Love, a series based on what Christ called the two great commands: Love God with all your heart and love your neighbor as yourself. With conflict, divorce, violence, prejudice, abuse, division, and polarization around us daily, it's obvious we all need some lessons in building healthy relationships, and that's what 40 Days of Love is all about.

We will learn about love during our worship celebrations, and then discover how to practically apply what we have learned in small groups. I know that this study of what the Bible says about love will bring a revival of love to our relationships! We were made for relationships. The more we learn how to love authentically, the more like Jesus we become.

Becoming a great church requires that we have great members. Therefore a pastor's class, *Becoming A Great Church: Becoming A Great Family* will also begin in February as a Sunday school elective and possibly offered at another time as well.

A great church is filled with the qualities of faith, hope and love. Those are the qualities which will lead us to discover God's grand and glorious future. Faith, hope and love are the qualities which will help us reach God's vision for ourselves and our church. In Joshua 3:5 we are told to "consecrate yourselves, for tomorrow the Lord will do amazing things among you." We may not win a Super Bowl ring, but a crown of glory awaits! The best is yet to come!

Becoming A Great Church by the power of His Spirit and for the Glory of His Son,
Pastor Jim

Pastor Tammy Buseman's
2008 Annual Report

In last year's report, I concluded with these scriptures:

"Be alert, be present. I'm about to do something brand-new. It's bursting out! Don't you see it?"

- Isaiah 43:19a (The Message)

*"May God, who puts all things together, makes all things whole,
Who made a lasting mark through the sacrifice of Jesus,
The sacrifice of blood that sealed the eternal covenant,
Who led Jesus, our Great Shepherd, up and alive from the dead,
Now put you together, provide you with everything you need to please him,
Make us into what gives him most pleasure, by means of the sacrifice of Jesus, the Messiah.
All glory to Jesus forever and always! Amen.*

- Hebrews 13:20-21 (The Message)

God has been so faithful this last year! It has been a great honor to be a part of God's work of renewal and transformation in making all things whole and brand-new in the lives of individuals and in the life of this congregation. I have enjoyed the opportunity to minister alongside each of you as we came to the conclusion of the Interim period and welcomed our new lead pastor, Jim Goodrich in August.

I am grateful to Pastor Robert Nelson who assisted during the Interim period, to the many pastors who preached on Sundays, to the Governing Board, church officers, and ministry leaders for their faithful service and insights, and to the Pastoral Search Committee who prayerfully and diligently followed the Lord's leading to Pastor Jim.

Truthfully, it is exciting to embark on this new leg of the journey together with Pastor Jim and all of you in getting acquainted and together seeking the Lord and His dreams for us in Becoming a Great Church. It has been a delight to begin anew the work of ministry and preparing for the birth of 'new life' in this congregation and in the community.

Beginning August 1, I transitioned to a part time pastoral role, which continues to be a work in progress. The fall was dedicated to learning a new role and beginning the process of assessment and building the ministry foundation. My attention was given to the leadership and development of the Praise Team; overseeing, resourcing, and working with the volunteer leaders of the "Next Generation Ministries" (Children and Youth); and finally to the teaching and leadership of a Sunday morning group study and a Monday night women's study.

Thanks to each and every one of you for your faithfulness, your support and your trust! I am so thankful for the opportunity to serve the Lord and serve each of you as one of the pastors of this congregation. Thank you ministry volunteers – throughout each and every ministry – for ALL that you do, for your excellence and dedication to the Lord. Special thanks to Pastor Jim, Nancy Hurmence, Diane Fulkner, and our paid nursery attendants for their faithfulness and excellence in serving. It is my great pleasure and privilege to grow with you and to live out the Lord's mission together with all of you! I look forward to new life and new ministry together in 2009.

"Anyone united with the Messiah gets a fresh start, is created new. The old life is gone; a new life burgeons! Look at it!" For God was in Christ, reconciling the world to himself, no longer counting people's sins against them. This is the wonderful message He has given us to tell others. We are Christ's ambassadors, and God is making His appeal through us. – 2 Corinthians 5:17, 19-20a (from The Message and The New Living Translation)

In His Service,
Tammy Buseman

Christian Education Committee
2008 Annual Report

The members for 2008 were Greg Arundale, Toby Bartlett, Katie Busch, Milt Hale, Bev Malooley, Mike Martin, Pastor Tammy Buseman and Pastor Jim Goodrich.

2008 has been a year that our group has worked to strengthen the **Childcare** provided for our church family. We are proud of the progress! We have two reliable attendants providing great care for the kids, they are Diane O'Brien and Lindsay Hepker. Cherie Hess and all the volunteers who have stepped in to help have been greatly appreciated. Our end of the year upgrade for childcare was the new pager system. We encourage any feedback and/or volunteer help in this important facet of our church.

Children's ministry has continued with our Sunday morning programs during the school year and the popular Sunday Surprise format during the summer months. Instead of the traditional VBS, Tammy took us "out on a limb" with **SportsLife Camp** in July . . . Dina Brake took the lead and the kids "Got excited about Jesus!" Jim Chapman was awarded the Earl Sandstrom Faith Education Award.

Youth ministry had yet another solid year. Sunday morning and evening activities were great venues for the kids as they continue to build the foundation in their relationship with our Lord and Savior. The Region Youth Event hosted in November was again well received thanks to both our facility and volunteers. Maybe that's why we've been asked to host again in 2009. Whether it's a ski trip to Minnesota or a Quest venture to Wisconsin we are proud of our youth leader's and the progress made each year.

Our adult education continued with opportunities for **direct study of scripture** and other reference material bible study options. In addition to our traditional study groups at the church, we are planning to expand our education outside our church walls and outside our membership with small group HOST family study.

Milt Hale . . . Your various life experiences in serving our Lord has been a blessing for our committee. Thank you!

Tammy . . . you point our committee in the right direction. At times we've strayed and you've been there to bring us back into the light. Paul's whole purpose in life was to speak out boldly for Christ and to become more like him. Thanks for following in his footsteps!

Jim . . . in working with you we are inspired by your faith . . . Hebrews 11:1 "Now faith is being sure of what we hope for and certain of what we do not see." . . . you trust that our God is sovereign . . . Thank you for your confidence and certainty, it is contagious!

Respectfully submitted,

Toby Bartlett
Mike Martin

Fellowship Committee
2008 Annual Report

What a year we've had here at First Baptist Church – Church of the Brethren. I know each of the committee's have worked very hard for you this year. Fellowship is just one component of your faith journey and we hope that you have taken the opportunities provided throughout the year to participate.

The year in review:

All Church Birthday Party – did you make it? If not, then you missed meeting those who share your birthday month, sharing a meal and a wonderful “birthday” dessert...about 75 people attended.

The Easter morning breakfast was provided and we enjoyed egg casserole dishes, rolls, and fruit ...Perry's “Shipwreck” was a big hit. I'm sure that is something we'll share again this year. About 80 people joined us for breakfast.

A potluck when Pastor Jim and family came for their visit in May. I do not know the attendance for this, but I do understand it was well attended and provided an informal way of meeting Pastor Jim and his family.

A Bar-B-Q the Friday following Sports Life Camp was held in July, about 75 attended. Pastor Jim arrived in August and we had a spaghetti dinner after his 1st Sunday service, about 100 were served.

In September some of us traveled to Green Lake, WI for our annual work weekend. While we might consider this mission work, it is also about the fellowship. It is a wonderful weekend to get to know folks you may only see on Sunday. Twenty two people attended.

The annual Thanksgiving Dinner was held on November 16th and we served about 130 people. Our final activity was the Christmas Dinner held prior to the Children's Christmas Program with 90 people enjoying the meal and program.

The Connectivity Café has just completed year #3 of providing a snack on Sunday mornings and the Men's Bible study group just completed their 2nd year of providing a hot breakfast at least one Sunday per month.

I would like to thank the members of the Fellowship committee: Perry Valdez (Kim), Stan Pauls (Kim), Dianne VanPragg (Jeff) and Kathy McDonell (John) who has completed her term. I include the spouses on this committee in my thank you as they stepped up and helped at each function and that is truly appreciated.

As 2009 unfolds, watch the Newsletter and the Sunday bulletins for upcoming Fellowship events. Please consider joining the activities, I think you'll really enjoy the variety we offer and the chance to become better acquainted with others here at First Baptist Church-Church of the Brethren.

God's Blessings to You,
Peggy Brake
Fellowship Chair

Mission and Outreach Committee
2008 Annual Report

SUMMARY OF 2008 ACTIONS FOR MISSIONS & OUTREACH COMMITTEE

- One blood drive done in conjunction with the American Red Cross during the spring
- Began making payments from budget (July) for monetary commitments from our church to Baptist and Brethren Benevolence Funds, as well as payments for outreach needs.
- The committee helped in the auction to raise funds for the Sports Life Camp, as well as having its members work during the camp. \$1000 was raised.
- Worked to coordinate and sign up members to help serve breakfast one morning a week for the HD Youth Center after it was displaced and moved to the Jane Boyd Center. The church's designated morning is Thursday, but other church members are helping on Mondays and Wednesdays as well.
- The committee is helping the HD Youth Center acquire toys for the 12/20/08 Christmas Celebration and gift giving event.
- The 2009 budget has been submitted to continue its giving started in 2008. The budget for 2009 is \$8700.

Tom Weisenstine
Mission & Outreach Chairman
12/14/08

Nurture and Care Committee
2008 Annual Report

The members of the Nurture and Care Committee were Ann Harris, Chair, Angie Dvorak, Nadine Hazewinkel, and Vicki Ulrich. Bobbie Bowden served until her move this summer. Pastors Tammy Buseman was our advisor through August. Pastor Jim Goodrich assumed that role in September.

The Committee has continued to;

- 1) Send cards to those who are ill and evaluate their need for follow up on the Watch Care List, those who experience bereavement and need encouragement. Over 300 cards have gone out in 2008. Nadine Hazewinkel is in charge of this ministry.
- 2) Follow up with calls for visiting those in hospital or shut in.
- 3) Welcoming visitors to the services and following up with information and further invitation to attend and consider membership.
- 4) Be available to assist the Pastor with calls or special needs.
- 5) Update and improve communication to improve services.

Special events:

- 1) A Welcome Dinner was held in April for new members and those who had visited our church to encourage them towards possible membership.
- 2) Olan Mills picture directory update.

The Committee will also be developing a list of resources for use when people have specific needs.

In His Service
Ann M. Harris, Chair

Property and Finance Committee
2008 Annual Report

The Property and Finance Committee has had a busy year and we have worked to find ways to save money so we can have more funds for other programming. Here are the highlights from 2008:

We refinanced the church property. By lowering the interest rate and lengthening the amortization, we were able to lower our payments by about \$20,000.00 per year.

We negotiated a new cleaning contract that has saved the church money and has proven to give us better service.

Our committee finalized both a member facility usage booklet with fees and an outside user booklet with fees.

The church entered into an agreement with the Montessori Preschool to use our facilities as their building was lost in the flood. Our committee voted to use the income generated from the preschool to lower the principal amount of our mortgage on a quarterly basis.

The church building was re-keyed with different levels of security and we would like to extend a special thank-you to Fred Madison with Fred's Lock and Key for donating his services in doing so. We developed a lock-up schedule with different volunteers each month taking responsibility for locking the church. We would also like to thank these people for donating their time.

The church organ has had general maintenance and tuning during this last year.

The church had a work day and several volunteers completed many tasks. We would like to extend a special thank-you to Jim Chapman for his many years of volunteer service mowing the church lawn. Jim has now retired and Randy Hazewinkel will be taking over Jim's position. We would also like to thank Bob Gee for his many hours of volunteer service with church maintenance work.

Cordless telephones were installed in the church nurseries and the Property and Finance Committee approved the purchase of a new paging system for the church nurseries using memorial money.

We still have on-going projects of parking lot coating and a new church sign.

Once again, we would like to thank the many volunteers that give their time and talents to the upkeep of our property.

Respectfully submitted,

Jerry Juett

Worship Committee
2008 Annual Report

First Baptist Church-Church of the Brethren
Worship Committee Annual Report – December 2008

The goal of the Worship committee for 2008 was to “make our worship service a more personal and meaningful experience, and to provide a friendly and welcoming atmosphere for our members and guests.” We have strived to do this in a number of ways:

1. The welcome center (with the help of the Nurture and Care committee) was moved into the café area, and staffed on Sunday mornings with members who greet and provide information to visitors and members.
2. A time of prayer request and praise time has been included in the morning service from time to time so that members can express joys and concerns.
3. Two special music opportunities were provided: a hymn sing, and a contemporary concert by Mitch McVicker (in conjunction with other churches, but hosted by First Baptist/Church of Brethren.)
4. A Love Feast was held during Lent with a meal (organized by Dee Brown and Bev Malooley), communion around the tables, and foot and hand washing afterward. This is in the Brethren tradition, and we hadn't done this for several years.
5. A Good Friday service was held in our church and we were joined by Noelridge Christian church for this event. There were combined choirs, and Pastor Tammy and Pastor Ron led the service.
6. Missionary Jim Wiedener spoke in the morning service on October 5, and brought us up to date on the American Baptist Missionary efforts in Chile.
7. C Avenue churches Thanksgiving service was held on November 23 at St. Mark's Family Life Center in Cedar Rapids. Pastor Jim was the speaker, and several choir members participated in the choir.
8. Church decorating was held November 23 after church, with a light lunch provided.
9. Christmas Eve service was held at 7 PM on December 24.

It was decided by the Governing Board last December not to continue with a full-time interim pastor, and under the leadership of Pastor Tammy, a preaching rotation was organized involving the following: Dr. Gary Grogan, Rev. Duane Gibson, Rev. Soozie Ford, Dr. Marshall Peters, Rev. Don Alden, and Rev. Robert Nelson. They continued until August when Pastor Jim Goodrich assumed the responsibilities of Senior Pastor.

No report is complete without expressing gratitude for all the people involved in creating, planning and implementing the work of the church:

- Pastor Jim has begun his ministry with us, and we are challenged by his messages, and guided by his leadership. We look forward to our future under his guidance.
- Pastor Tammy provided skilled and inspired leadership during (and since) the interim period. She not only “kept things together”, but inspired us to grow and deepen our spiritual awareness, and the church experienced a “revival” instead of a decline that frequently happens during that time. She continues to plan and implement the worship services. She has changed her responsibilities to part-time as of August.
- Thanks also to our guest speakers who challenged us with their words.
- Thanks to Diane as she shares her many talents every Sunday. She is an educator, and a fine musician, and a joy to work with.

- Thanks to Stan, Allen, and Toby for the valet parking.
- Thanks to Robin and Mike Johnson for preparing communion.
- Thanks to all the ushers and greeters for welcoming us, and making us feel at home.
- Thanks to the choir for bringing God's word in music every Sunday. We also appreciate those who share their talents in "solo" and small groups.
- Thanks to the praise team – Brooke, Dina, Robin, Toby, Paul, Buzz, Kristi, Aron, and Casey for their contributions to our music experience.
- Thanks to the audio techies – Rob, Doug, Jeff, who provide "sight and sound" experiences during worship.
- Thank you also, to the members of the Worship committee for 2008. They have been busy, and have worked hard to provide a meaningful worship experience for all our members. They are: Kristi Unash, Margaret Greene, Robin Johnson, Darrel Morf, Tim Hicks, and Kay Nelson. Many thanks to Kristi for her leadership and participation on the committee for the past 3 years. Continuing members for 2009 are: Margaret, Robin, Darrel, and Tim.

Respectfully submitted,
Kay Nelson, Chair

Dorcas Circle
2008 Annual Report

Dorcas Circle had a very busy year. We gave a total of 5 quilts, various sizes to Waypoint; 3 sleeping bags and 2 blankets to the Salvation Army; 7 pillows, 1 doll blanket to Waypoint and 1 quilt to Willis Dady. We thank everyone that contributed to our work.

Lavonne Hamilton
Chairperson

Library 2008 Annual Report

2008 was a busy year in the church library. More people are using the library materials, reserving books and wait oh-so patiently for their favorite author or favorite series selection.

A guess would be that around 95% of the library patrons are adults who are reading Adult Fiction selections.

We receive many donations each year and our shelves are overflowing. We do not catalog children's library materials or DVD's, cassettes etc,

The church library in its' present location near the entrance to the Family Life Center had its' beginning in January of 2002. Books were sorted, processed and cataloged several months before that date. The shelving was donated and Milton Hale and Don Gott installed that shelving for us. Book #1 was cataloged, Lifestyle Evangelism by Joseph C. Aldrich in 1992. As of November 13, 2008, book # 9044 has been cataloged.

Library materials are withdrawn from the library, when no one has checked them out within the last 5 years, unless they are written by a popular author or have been used extensively in the past. The withdrawn library materials are given to anyone wanting them, Good Will Industries or the Salvation Army.

COME "CHECK OUT" THE CHURCH LIBRARY!!

June Braaten, Madelin Gott, Karen Stange, Library Assistants

Northland Center
2008 Annual Report

Picture This:

Twenty five to thirty fun loving adult seniors gather the first Wednesday of each month. They anticipate the beautifully hand-crafted table decorations set up by Martha Sundberg (including door prizes). Merle Price is seated at the desk with name tags and his hand out for \$3.00 (a real bargain).

McMillan's have done the grocery shopping and lugged the supplies to the kitchen where Beverly Lentz and Darlene Brainard await, ready to help prepare the meal. (Marion Melsha and Madelin Gott are standby helpers).

Early arrivals soon gather around the game tables.

The dinner bell is a call to the dining tables where Grace is sung. All are served at the tables. After the meal Mary Achenbach and her crew take over for cleanup.

Programs enjoyed during 2008:

Travelogue and pictures "China before the Olympics" by Paul Rhine

Linn-Mar school Show Choir video

Violinist Andre Rieu and Vienna Symphony Orchestra video

"A Step Back In Time" with slides by Ann Harris (Historic Interpreter at Ushers Ferry Historic Village for 10 years) in costume

"Kwanza" (An African-American cultural festival) done with props and dialogue by Jack and Lucy Diesch

Christmas Organ Recital by Diane Fulknier (with printed programs and a sing-a-long)

Director: Doris McMillan
Coordinator: Ernest McMillan