

**First Baptist Church of Beverly  
Midyear Meeting  
February 13, 2022**

**Welcome**

The hybrid in-person/ZOOM video conferencing meeting was called to order at 11:34 am by moderator Gloria Stoneham; 21 people were present in-person and 15 participants were on ZOOM video conferencing. Gloria reviewed the procedures for meetings, emphasizing the importance of being accurate, brief, and concise. Based on today's sermon, she reminded us to listen.

**Opening Prayer**

Rev. Cindy Maybeck led us in an opening prayer.

**Concerns and Celebrations & Opening Prayer**

Pam C. celebrated that \$275 was raised from soup sales this morning to support the Mission Committee. Barbara B. expressed concern for Meena, who had a fall and is recovering nicely. John T voiced concern about the potential for war in the Ukraine. Prayers were offered for Rick Harris, former interim minister, who is in the midst of health issues and surgery.

**Approval of the minutes from the Annual Meeting minutes**

After a motion made and duly seconded, it was unanimously

**VOTED:**

to approve the Annual Meeting minutes of 6/29/21

**Approval of November 7, 2021 All-Church Meeting minutes**

After a motion made and duly seconded, it was unanimously

**VOTED:**

to approve the Annual Meeting minutes of 11/7/21

**Music Director's Report**

Esther Chang gave a brief report on the music program. Since the beginning of time, music has given people a spirit of hope and has enriched their lives. There has not been a time in our recent history when the importance of music has been more evident than in the past two years. Esther is appreciative of all who have helped to make the music continue at FBC. She reflected on the way that music – as a tool – can complement our worship services. There are many loyal and committed people who are the backbone of the music ministry, and Esther wishes to pass on the compliments that she receives to all. While the past two years have certainly been a challenge, and quite difficult at times, it is rewarding to see how the music continues at FBC. As a final thought, Esther acknowledged that she is putting on her “thinking cap” of how to bring our music to those outside of our church community.

**Ministerial Team Report**

Rev. Cindy Maybeck spoke on behalf of the ministerial team. The staff team is a wonderful group, and they are working well together as they wrap up the planning for Lent. Cindy is in the office on Tuesdays and Thursdays; she is enjoying getting to know members of the congregation.

Rev. Jaimie Crumley's primary focus is improving our ministry to the members of our virtual congregation. A multigenerational group has been identified as an ad hoc communications committee to provide feedback on the website, social media, the Bulletin, and text message communications. The committee will meet monthly with Jaimie and Sherri Kohley, Communications Associate. All church members are encouraged to give feedback on these outlets via email ([jcrumley@fbcbeverly.org](mailto:jcrumley@fbcbeverly.org) or [bulletin@fbcbeverly.org](mailto:bulletin@fbcbeverly.org))

Jaimie is continuing to offer an online book study group and is creating a new worship podcast called “Come, Let Us Worship.” Generally, the goal is to make our “virtual campus” as vibrant and welcoming as our “in-person campus.”

In Dr. Daniel Johnson’s report, he noted that he is thrilled to be the point person for both Middle School and Senior High Fellowship groups during Julie’s sabbatical. He is enjoying getting to know the young people, as well as working and playing alongside the teams of dedicated youth advisors. While the omicron surge limited some opportunities for in-person programming, he has spent time extending the church’s reach into the community through partnerships (e.g., Amirah, Inc. and a food diversion program with Green Beverly). More details will be shared soon.

### **Search Committee Report**

Scott D. gave a report on behalf of the ministerial Search Committee, a group of seven individuals who are dedicated and motivated. The process began in the fall with coordination with TABCOM (The American Baptist Churches of Massachusetts). There are many tasks happening right now, most important of which is a “PROFILE” that potential candidates would read to learn more about FBC. The committee is receiving feedback from many people via congregational surveys that are underway. To capture how we are seen by others in our community, a survey has been sent to community leaders. An 11- minute video has been created by Pam Constantine, and a thorough compensation analysis is underway. Once all of the information has been consolidated into the profile, the position will be advertised through TABCOM and other spots. It will likely be posted by end of next month, with the goal of beginning interviews by the end of April. Julie’s input will be included in the process. Special thanks to the Committee: Gail Biancucci, Barbara Bran-Weir, Pam Constantine, Jack Hadley, Jerry Karaganis, Josh Sykes, and Scott D.

### **Proposed 2022 Operating Budget for Approval**

Tracey Armstrong and Pam Constantine represented Staff Administration Committee to begin the presentation of the draft operating budget. They explained the section of the budget on Pastoral Ministry Expenses. The goal is to have enough money available to meet our needs, yet have built-in flexibility. Fourteen people are employed by the Church; Rev. Cindy Maybeck , Rev Jaimie Crumley, and Dr. Daniel Johnson are all here on a temporary basis. The full staffing plan is not yet in this budget; this is only the financials to cover a plan that will meet our needs. In general terms, the budget is returning to the 2019 rates –with \$8369 increase. The new minister is in the budget for 6 months (which would be an aggressive timeline to meet). Julie Flowers’ salary will be \$95,000, based on compensation guidelines provided by TABCOM.

John Thomson presented the remainder of the draft operating budget for 2022, including a handout to compare budget amounts with 2019. This is a transitional budget, still impacted by both staffing transitions and the pandemic influence on programming; this budget reflects an attempt to get us back to our former pre-COVID activity levels. Church Council has already reviewed this, and has recommended it for approval.

On the “Sources” side, he noted that a huge percentage of our budget (66%) is from the endowment, and we have benefited from the recent performance of the funds; however, this not sustainable long term. We would have a healthier budget with more pledges, which currently fund only 21% of the budget. On the “Uses” or expense side of the budget, the largest categories are pastoral ministry (33%) and Church Home (22%). Our church home is expensive, and the budget also reflects significant increases in insurance. Christian education is level funded. Note that Social Concerns requests an additional \$1,500 for the dues to ECCO that is not yet included in this budget. There are some unknowns at this point; a potential lease by telecom is being explored, and John remains optimistic. In general, this budget projects a slight “surplus” again this year.

After a motion made and duly seconded, it was unanimously

#### **VOTED:**

to approve the 2022 operating budget as presented, including the Housing Allowance Allocations as indicated and an additional \$1,500 for Social Concerns.

### **Proposed 2022 Capital Budget for Approval**

The Draft Capital budget was presented by John Thomson. The total projected for capital is \$125,000; the Trustees of the Endowment provides the funds for this budget. Categories of funds for capital projects include church windows, carryover of gym HVAC system (already completed), landscaping, steeple lighting, chapel HVAC, fire door replacement, and prayground carpeting.

Pam Constantine expressed her opinion that we need to spend money on items that impact our mission/vision or are essential to health and safety. She is not advocating to amend this budget, but rather encourages Church Home to be conservative as they spend the money that is allocated. The example of Steeple Lighting is something that could wait, in her opinion. Her concern is related to fiscal responsibility and the fact that we continue to rely on the “surplus” in the budget each year. It was noted that the steeple lighting referenced in the capital budget does not affect the range light that is in use by the Coast Guard.

After a motion made and duly seconded, it was

**VOTED:**

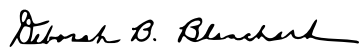
to approve the Capital Budget as presented.

### **Assistant Moderator position**

Gloria Stoneham noted that she is looking for an assistant

With thanks for everyone’s participation, Gloria Stoneham **adjourned** the meeting at 12:41pm.

Respectfully submitted,



Deborah B. Blanchard,  
Clerk