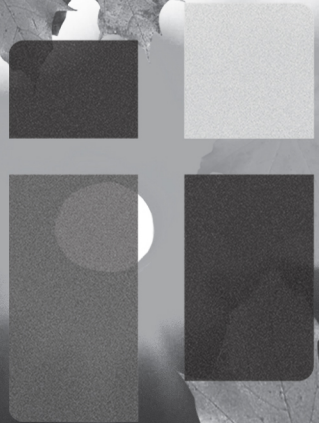


# ADVANCE

## FALL 2022

FIRST BAPTIST MONCTON



**Becoming a Revelation Church  
where people from all ethnicities,  
all generations, and all economic realities are challenged  
to be radically transformed by God!**



**Draft Agenda  
Fall Advance Meeting  
November 27, 2022**

1. Call to order
2. Opening Prayer
3. Establishment of quorum
4. Appointment of parliamentarian and conduct of meeting
5. Adoption of the agenda
6. Adoption of Minutes Spring Advance Meeting (March 20, 2022)
7. Membership: New Member Vote:
8. Strategic Initiative Update
9. Financial Update
10. Ministry Plan Update for 2022
11. Ministry Plan for 2023
12. Budget for 2023
13. Appointment of Accountant for 2023 financial statement review
14. Nominating Committee Report
15. Bylaw update – motion
16. Adjournment
17. Closing prayer



**Minutes**  
Spring Advance Meeting  
March 20, 2022

1. Call to Order: Heather Steeves, 11:50 AM
2. Establishment of Quorum: Scrutineer David Williston confirmed that quorum was achieved.
3. Prayer: Pastor Richard Jackson
4. Appointment of Parliamentarian and Conduct of Meeting: Greg Turner, MLA Moncton South.
5. Adoption of Agenda: Marg Dryden moved to adopt the agenda, seconded by Chris Burke; motion carried.
6. Adoption of Fall Advance Meeting Minutes - November 7, 2021: Gary Selig moved to adopt the minutes, seconded by Les Dryden; motion carried.
7. Acceptance of Annual Reports: Marg Dryden, as Chair of the nominating committee, advised of 2 minor typing errors in the dates of council member Bruce Peacock, term ending Dec 2025 and Bruce Peacock, member of the nominating committee, term ending December 2024. The Nominating Committee has filled the empty position on the council, Beverley Robart has agreed to fill this position. The committee is still working on filling other positions and Marg Dryden is asking for prayers that people will come forward when asked and offer to serve.  
  
Sharon Geldart moved to accept the Annual Report, seconded by Doug Horsman; motion carried.
8. Acceptance of Financial Statements: Linda Smith reviewed the 2021 Financial Statement which was audited by TC Jones. Also reviewed were the finances for the first 2 months of 2022. Revenue is down and expenses are up. It is shaping up to be a challenging year. Prayers needed for our church financial situation and for improved giving. Linda Smith moved to accept the Financial Statement, seconded by Heather Burke; motion carried.
9. Granting of Authority to Council to Appoint Delegates to Oasis and/or other CBAC Business Meetings: Moved by Chris Burke, seconded by Gary Selig; motion carried.
10. Membership Report: Sonia Miller provided the membership report. We did not have any baptisms in 2021 due to Covid: We have welcomed some new members and other have left. Several members passed away over the past year. Prayer by Pastor Richard over the loss of members of our congregation.
11. Update on Ministry Plan:  
  
**Pastor Richard Jackson** provided an update on the 2022 ministry plan. Areas working on are:
  - continuing to build "A Bigger Table".
  - Preaching has been on Covid, the Holy Spirit, Social Justice and will be doing a series on Beatitudes of Jesus.
  - Another book club is upcoming

- International ministry is a focus, putting together a team to working in international ministry,
- English conversation Cafes in helping learning English skills.

**John Ferguson** spoke regarding growth as an online virtual church, to look beyond the Sunday worship. What does it mean to be on online church? He spoke of:

- Developing a team of people to help carry this online ministry.
- Growing online groups to provide fellowship times
- Engaging newcomers, clear & consistent newcomers follow-up strategy
- Working with Amanda Wilson with regard to youth ministries.
- Looking at new space for children ministries
- Introduced a plan for Core Ministry Teams which is now in the development phase.

**Amanda Wilson:** Spoke on Children's ministries which included:

- Design for a welcoming area at the top of the stairs for Sunday morning greeting.
- First Kids Moments recorded every week. These are also being used by another church on Sunday mornings.
- Planning to start recording First Parent moments.
- First Youth is now combined middle & high school students, meeting Sunday nights 6:30 – 8 and they are seeing growth.
- Activity bags were delivered over March break.
- Needs: 2 big targets - space and people. We don't have enough people. Asking to prayerfully consider working with children.

**Sonia Miller:** The focus is on stewarding relationships, being intentional in spending time and getting to know people, congregational care, community outreach, how we can help and serve them. The community meal is helping in this area, people are sharing their needs. We are investing in people and who they are. Every month there will be a different focus. People are recognising that they can come out of the cold, out of the weather and be welcomed here. Sonia combines this with the Administrative Assistant role.

12. Report from Constitution and Bylaw Committee: Heather Steeves first spoke about the constitution and bylaws and their importance to our church. An invitation was given to the congregation to bring forward any needs they feel have to be addressed in the Bylaws for this Committee to review. Heather provided information about the members of the Bylaw committee detailing education, work history and church commitment, which showed the vastness of knowledge and experience that they are bringing to this committee. Dr Brian MacArthur, David Campbell and Paul Short.

David Campbell: presented the recommended amendments by first reading the motion from the Fall Advance and process of breaking this down for a full review. It was the view of the committee that we did need a review of these bylaws. The outcome was as follows:

#### Constitution

**Moved** that Constitution **Article XI -REVISING THE CONSTITUTION** be amended by adding the following text as a second paragraph:

Whenever a duly authorized change to the By-Laws of First Moncton United Baptist Church is made that alters references to the By-Laws included in this constitution, the references will be updated automatically without need of further approval. Moved by David Campbell, seconded by Rick Thomas. Motion carried

### **By-Laws**

**Moved that By-Law XVIII - REVISING THE BY-LAWS AND MEMBERSHIP COVENANT** be amended by adding the following text as a second paragraph:

Whenever a duly authorized change to the By-Laws is made that alters cross-references within the By-Laws, such references will be updated automatically without need of further approval. Moved by David Campbell, seconded by Chris Burke, motion carried

**Moved that By-Law IX-B-1** be amended to read

Are employed under the authority of the senior pastor, who will act upon approval of the council. The senior pastor will utilize a "Staff Search Team" to bring recommendation(s) for filling a staff position. The Staff Search Team will consist of the senior pastor, a member of the Deacons, and at least two other ad hoc members of the Church congregation as determined by the senior pastor in consultation with the council. Ad hoc appointees to the Staff Search Team should have expertise and/or background appropriate to the position being filled. The senior pastor must appoint employees within the confines of the approved annual budget, approved annual plan for ministry, and the direction of the council. Moved by David Campbell, seconded by Sharon Geldart; motion carried. (56 voted 45 Yay, 11 Nay; 80% motion carried)

**Moved that By-Law IX-A-3** be amended to read

Have a job description that has been approved by the council. Prior to final approval of the job description, council will make the proposed job description available to the congregation and invite comment and input from members of the congregation up to the time of the next council meeting, normally being a period of around four weeks. Moved David Campbell, seconded Doug Horsman; motion carried. (55 voted: 48 Yay, 7 Nay; 87% motion carried)

**Moved that By-Law IX-B-2** be amended to read

Have a job description that has been approved by the council. Prior to final approval of the job description, council will make the proposed job description available to the congregation and invite comment and input from members of the congregation up to the time of the next council meeting, normally being a period of around four weeks. Moved by David Campbell, seconded by Chris Burke; motion carried. (51 voted: 46 Yay, 5 Nay; 90% motion carried)

Discussion was had surrounding the latter 3 bylaw changes, after which the vote by ballot was had on each individually. Each motion was passed as noted above.

Motion to have the ballots destroyed by Laura Selig, seconded by Catherine Burke; motion carried.

13. Adjournment: Motion to adjourn Lisa Parker, seconded by Beverly Robert,

Rick Thomas closed in prayer





**First Moncton United Baptist Church  
Operating Fund**

	2021 Budget	to Sept 30 2022 Actual	2022 Budget	2023 Budget
<b>Evangelism and Mission</b>				
Missions	66,800	50,100	66,800	<b>66,800</b>
Local community outreach and engagement	6,000	1,467	4,000	<b>7,200</b>
Media	6,150	920	6,500	<b>6,500</b>
International ministries	6,500	-	1,000	<b>1,000</b>
	<u>85,450</u>	<u>52,487</u>	<u>78,300</u>	<u><b>81,500</b></u>
<b>Financial and Administration</b>				
Computer equipment	3,000	5,116	3,000	<b>4,000</b>
Insurance	17,500	14,092	19,500	<b>20,500</b>
Office supplies	10,500	11,421	10,500	<b>10,500</b>
Telephone	4,500	2,608	4,500	<b>4,500</b>
Offering envelopes	800	-	800	<b>800</b>
Bank charges	4,000	2,344	4,000	<b>4,000</b>
Miscellaneous	1,000	572	1,000	<b>1,000</b>
	<u>41,300</u>	<u>36,153</u>	<u>43,300</u>	<u><b>45,300</b></u>
<b>Church Property</b>				
Capital and general repairs	31,000	7,710	19,000	<b>19,000</b>
Maintenance and cleaning	18,000	12,440	18,000	<b>18,000</b>
Electricity	10,500	8,667	11,000	<b>12,000</b>
Water and sewer	4,000	3,160	4,500	<b>4,500</b>
Snow clearing	5,000	7,469	5,000	<b>6,000</b>
Heating	54,000	34,062	50,000	<b>50,000</b>
Miscellaneous	500	-	500	<b>-</b>
	<u>123,000</u>	<u>73,508</u>	<u>108,000</u>	<u><b>109,500</b></u>
<b>Promissory Note Payments</b>	13,320	9,549	13,320	<b>13,320</b>
<b>Additional debt repayment</b>	15,170	-	-	<b>-</b>
	<u>675,000</u>	<u>422,408</u>	<u>673,730</u>	<u><b>661,730</b></u>
<b>Net Surplus (Deficit)</b>	\$ -	-\$ 63,250	\$ -	\$ -

**First Moncton United Baptist Church  
Operating Fund**

	2021 Budget	to Sept 30 2022 Actual	2022 Budget	2023 Budget
<b>Revenue</b>				
Envelopes	\$ 613,000	\$ 337,480	\$ 621,730	\$ 618,730
Special offerings	38,500	4,853	28,000	20,000
Memorial donations	7,000	1,905	7,000	4,000
Investment income	1,500	-	2,000	2,000
Recovery Miracles at First Daycare	13,000	14,745	13,000	15,000
Other	2,000	175	2,000	2,000
<b>Total revenue</b>	<b>675,000</b>	<b>359,158</b>	<b>673,730</b>	<b>661,730</b>
<b>Expenditures</b>				
<b>Salaries and Benefits</b>				
Salaries	280,500	205,677	311,500	308,700
Employee Benefits	35,000	31,411	38,000	39,000
Annuities	8,300	3,292	8,500	8,500
Allowances	5,960	2,189	5,960	5,960
Ministry and Service	1,350	2,054	1,350	1,350
	<b>331,110</b>	<b>244,623</b>	<b>365,310</b>	<b>363,510</b>
<b>Worship</b>				
Worship	12,000	385	12,000	7,000
Online ministries	6,000	-	6,500	-
Technical support/equipment	2,600	998	5,600	5,500
	<b>20,600</b>	<b>1,383</b>	<b>24,100</b>	<b>12,500</b>
<b>Discipleship and Fellowship</b>				
Transportation	6,000	17	2,000	2,000
Leadership development	2,500	838	2,500	2,500
Adult ministries	11,000	280	9,200	8,000
Welcoming	500	-	500	500
	<b>20,000</b>	<b>1,135</b>	<b>14,200</b>	<b>13,000</b>
<b>Children, Youth and Young Adults</b>				
Mission opportunities	2,000	-	4,000	4,000
Summer students	5,000	1,382	-	-
FirstKids and families ministries	7,000	3,297	8,500	7,200
FirstYouth ministries	3,850	401	9,500	7,000
Special events	2,300	-	2,300	2,000
Summer program	2,500	1,254	2,500	2,500
Crandall youth interns	2,000	-	-	-
Christian camp sponsorship	400	-	400	400
	<b>25,050</b>	<b>3,570</b>	<b>27,200</b>	<b>23,100</b>

**First Moncton United Baptist Church**  
**Operating Fund**

	2021 Budget	2022 Budget	Sept 2022 Actual	2023 Budget
<b>Revenue</b>	<u>\$ 675,000</u>	<u>\$ 673,730</u>	<u>\$ 359,158</u>	<u>\$ 661,730</u>
<b>Expenses</b>				
Pastoral Ministries	331,110	365,310	244,623	<b>363,510</b>
Worship & Service	20,600	24,100	1,383	<b>12,500</b>
Discipleship and Fellowship	20,000	14,200	1,135	<b>13,000</b>
Youth and Young Adults	25,050	27,200	3,570	<b>23,100</b>
Evangelism and Mission	85,450	78,300	52,487	<b>81,500</b>
Financial and Administration	41,300	43,300	36,153	<b>45,300</b>
Promissory Note pmts	28,490	13,320	9,549	<b>13,320</b>
Church Property	<u>123,000</u>	<u>108,000</u>	<u>73,508</u>	<u><b>109,500</b></u>
<b>Total Expenses</b>	<u>675,000</u>	<u>673,730</u>	<u>422,408</u>	<u><b>661,730</b></u>
<b>Net</b>	<u>\$ -</u>	<u>\$ -</u>	<u>-\$ 63,250</u>	<u>\$ -</u>

## First Moncton United Baptist Church Denominational and Mission Funds

	2021 Budget	2022 Budget	2023 Budget
<b>Expenditures</b>			
<b>CBAC Fund</b>	<u>\$ 46,500</u>	<u>\$ 46,500</u>	<u>\$ 46,500</u>
<b>Westmorland Kent Association</b>			
Association support	500	500	<b>500</b>
Camp Wildwood	1,500	1,500	<b>1,500</b>
	<u>2,000</u>	<u>2,000</u>	<u><b>2,000</b></u>
<b>Canadian Baptist Ministries</b>			
The Sharing Way	1,500	1,500	<b>1,500</b>
Special Partners in Mission	4,000	4,000	<b>4,000</b>
	<u>5,500</u>	<u>5,500</u>	<u><b>5,500</b></u>
<b>Educational Institutions</b>			
ADC Operating Fund	3,000	3,000	<b>3,000</b>
Crandall University Operating Fund	3,000	3,000	<b>3,000</b>
	<u>6,000</u>	<u>6,000</u>	<u><b>6,000</b></u>
<b>Para-Church Organizations</b>			
Pregnancy and Wellness Center	750	750	<b>750</b>
Emmanuel International Canada	2,000	2,000	<b>2,000</b>
Inter Varsity Christian Fellowship	750	750	<b>750</b>
	<u>3,500</u>	<u>3,500</u>	<u><b>3,500</b></u>
<b>Scholarships</b>			
W. Davis Memorial Scholarship	600	600	<b>600</b>
Dr. Hinson West Memorial Scholarship	100	100	<b>100</b>
Glendinning Memorial Scholarship	100	100	<b>100</b>
D.D. Mitton Memorial Scholarship	600	600	<b>600</b>
Flora Clarke Memorial Scholarship	150	150	<b>150</b>
	<u>1,550</u>	<u>1,550</u>	<u><b>1,550</b></u>
<b>Other</b>	1,750	1,750	<b>1,750</b>
	<u>\$ 66,800</u>	<u>\$ 66,800</u>	<u>\$ 66,800</u>

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<b>Net</b>	<u>\$ -</u>	<u>\$ -</u>	<u>-\$ 63,250</u>	<u>\$ -</u>

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The Sharing Way	1,500	1,500	1,500
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<b>Educational Institutions</b>			
ADC Operating Fund	3,000	3,000	3,000
Crandall University Operating Fund	3,000	3,000	3,000
	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>
<b>Para-Church Organizations</b>			
Pregnancy and Wellness Center	750	750	750
Emmanuel International Canada	2,000	2,000	2,000
Inter Varsity Christian Fellowship	750	750	750
	<u>3,500</u>	<u>3,500</u>	<u>3,500</u>
<b>Scholarships</b>			
W. Davis Memorial Scholarship	600	600	600
Dr. Hinson West Memorial Scholarship	100	100	100
Glendinning Memorial Scholarship	100	100	100
D.D. Mitton Memorial Scholarship	600	600	600
Flora Clarke Memorial Scholarship	150	150	150
	<u>1,550</u>	<u>1,550</u>	<u>1,550</u>
<b>Other</b>	1,750	1,750	1,750
	<u>\$ 66,800</u>	<u>\$ 66,800</u>	<u>\$ 66,800</u>



## NOMINATING COMMITTEE REPORT

### The Council

The Council will consist of nine (9) elected persons both male and female, nineteen (19) years or older drawn from the membership of the Church. One of the elected members must be nominated from the Deacons.

2023:

Members	Year of Service	Term	Name
*1	1 <sup>st</sup> year	Jan. 1, 2023 – Dec. 31, 2026	<b>*Sheila Thomas</b>
*2	1 <sup>st</sup> year	Jan. 1, 2023 – Dec. 31, 2026	<b>*Joanne Steen</b>
3	2 <sup>nd</sup> year	Jan. 1, 2022 – Dec. 31, 2025	Bruce Peacock
4	2 <sup>nd</sup> year	Jan. 1, 2022 – Dec. 31, 2025	David Campbell
5	3 <sup>rd</sup> year	Jan. 1, 2021 – Dec. 31, 2024	Beverley Robart
6	3 <sup>rd</sup> year	Jan. 1, 2021 – Dec. 31, 2024	Nancy Robb
7	4 <sup>th</sup> year	Jan. 1, 2020 – Dec. 31, 2023	JM DeJoya
8	4 <sup>th</sup> year	Jan. 1, 2020 – Dec. 31, 2023	Heather Steeves
9	Deacon	Jan. 1, 2023 – Dec. 31, 2023	To be in place by Jan 1, 2023 and ratified at the Annual Meeting **

\*To be voted in

\*\* Deacon to be nominated by the Deacons will serve one year terms. Each term is renewable by Church vote as long as he or she serves as a Deacon.

## DEACONS

The Deacons will consist of twelve (12) persons, both male and female, nineteen (19) years of age or older, drawn from the membership of the Church.

Deacons Emeriti: Ralph Taylor, Ellard Griffin, Marg Ryan

### 2023:

Members	Year of Service	Term	Name
*1	1 <sup>st</sup> year	Jan 1, 2023– Dec 31, 2026	
*2	1 <sup>st</sup> year	Jan 1, 2023 – Dec 31, 2026	<b>*Kim Robinson</b>
*3	1 <sup>st</sup> year	Jan 1, 2023 – Dec 31, 2026	<b>*Margaret Dryden</b>
4	2 <sup>nd</sup> year	Jan 1, 2022– Dec 31, 2025	Joy Martel
5	2 <sup>nd</sup> year	Jan 1, 2022 – Dec 31, 2025	Grant Steeves
6	2 <sup>nd</sup> year	Jan 1, 2022 – Dec 31, 2025	Lynn Ritchie
7	3 <sup>rd</sup> year	Jan 1, 2021 – Dec 31, 2024	Barbara Tremble
8	3 <sup>rd</sup> year	Jan 1, 2021 – Dec 31, 2024	Art Lam
9	3 <sup>rd</sup> year	Jan 1, 2021 – Dec 31, 2024	Sheila Horsman
10	4 <sup>th</sup> year	Jan 1, 2020 – Dec 31, 2023	Sharon Geldart
11	4 <sup>th</sup> year	Jan 1, 2020 – Dec 31, 2023	Lisa Parker
12	4 <sup>th</sup> year	Jan 1, 2020 – Dec 31, 2023	Divina Garcia

\* To be voted in

## NOMINATING COMMITTEE

The Nominating Committee will consist of eight (8) elected members of the Church, as well as one (1) member of the board, who will serve as chair, and one (1) deacon.

### 2023 Committee:

Members	Year of Service	Term	Name
*1	1 <sup>st</sup> year	Jan 1, 2023 – Dec 31, 2026	<b>*Linda Broad</b>
*2	1 <sup>st</sup> year	Jan 1, 2023 – Dec 31, 2026	<b>*Cathy Burke</b>
3	2 <sup>nd</sup> year	Jan 1, 2022 – Dec 31, 2025	Gordon Locke
4	2 <sup>nd</sup> year	Jan 1, 2022 – Dec 31, 2025	Elizabeth Chute
5	3 <sup>rd</sup> year	Jan 1, 2021 – Dec 31, 2024	Bruce Peacock
6	3 <sup>rd</sup> year	Jan 1, 2021 – Dec 31, 2024	Laura Parker
7	4 <sup>th</sup> year	Jan 1, 2020 – Dec 31, 2023	Chris Burke
8	4 <sup>th</sup> year	Jan 1, 2020 – Dec 31, 2023	Carol Murray
9	Council member**	Beginning Jan 1, 2023	To be in place by Jan 1, 2023 and ratified at the Annual Meeting
10	Deacon***	Beginning Jan 1, 202.	To be in place by Jan 1, 2023 and ratified at the Annual Meeting

\* To be voted in

\*\* Board member to be nominated by the Board will serve one year terms. Each term is renewable by Church vote as long as he or she serves as a Board member.

\*\*\* Deacon to be nominated by the Deacons will serve one year terms. Each term is renewable by Church vote as long as he or she serves as a Deacon.

## MIRACLES AT FIRST CHILD CARE CENTRE BOARD

Members must be nineteen (19) years of age or older. The board of the First Moncton United Baptist Child Care Centre Inc. will have eleven (11) directors, appointed as follows:

- Six (6) Church members.
- One (1) each from the Church board and the deacons.
- Three (3) members appointed by the Board of the First Baptist Childcare Center Inc., two (2) of which must be parents of the children, and one (1) other interested person from within or without the Church.

### 2023 Board:

Church Members	Term and Year of Service		Two Terms	Names
*1	First Term	1st year	Jan 1, 2023 – Dec 31, 2025	<b>*Mary Jane Haley</b> <b>*Julia Steeves</b>
2		2nd year	Jan 1, 2022 – Dec 31, 2027	
3		3rd year	Jan 1, 2010 – Dec 31, 2026	
4	Second Term	1st year	Jan 1, 2020 – Dec 31, 2025	
5		2nd year	Jan 1, 2019 – Dec 31, 2024	Heather Burke
6		3rd year	Jan 1, 2018 – Dec 31, 2023	Nancy Fitch
7	Council member**		Beginning Jan 1, 2023	To be in place by Jan 1, 2023 and ratified at the Annual Meeting
8	Deacon***		Beginning Jan 1, 2023	To be in place by Jan 1, 2023 and ratified at the Annual Meeting

\* To be voted in

\*\* Board member to be nominated by the Board will serve one year terms. Each term is renewable by Church vote as long as he or she serves as a Board member.

\*\*\* Deacon to be nominated by the Deacons will serve one year terms. Each term is renewable by Church vote as long as he or she serves as a Deacon.

**MIRACLES AT FIRST CHILD CARE CENTRE BOARD (Continued)**  
 (Provided for information purposes only not to be voted on by the church body)

**2023 Board:**

<b>Board Appointees</b>	<b>Term and Year of Service</b>		<b>Two Terms</b>	<b>Names</b>
--	First Term	1st year	Jan 1, 2023 – Dec 31, 2028	
--		2nd year	Jan 1, 2022 – Dec 31, 2027	Liz Fillmore (parent)
1		3rd year	Jan 1, 2021 – Dec 31, 2026	
2	Second Term	1st year	Jan 1, 2020 – Dec 31, 2025	Jamee Densmore (parent)*
--		2nd year	Jan 1, 2019 – Dec 31, 2024	
3		3rd year	Jan 1, 2018 – Dec 31, 2023	

\* Parent

\*\* Interested person

**Other Board Members by virtue of position (without vote)**

-Vanessa Golding (Executive Director)



# MINISTRY PLAN 2023 FIRST BAPTIST MONCTON

**Becoming a Revelation Church  
where people from all ethnicities,  
all generations, and all economic realities are challenged  
to be radically transformed by God!**







**2023**  
**MINISTRY**  
**PLAN**

# Growing in DISCIPLESHIP

- 1. DISCIPLESHIP OBJECTIVE:** Encourage every member to choose a spiritual discipline to pursue in 2023.

**Message:** *Spiritual disciplines are an essential aspect of spiritual growth. It is important for every believer to pursue growth in one or more spiritual disciplines.*

## **Methods:**

Each member of the congregation will be invited to choose one or two spiritual disciplines from a provided list. Resources will be made available to help our people to learn more about and grow in the chosen discipline(s).

## **Measurements:**

1. Number of people seeking to grow in at least one spiritual discipline.
2. Number of people who have read at least one book on a particular spiritual discipline.

## **Goals:**

1. 75 people practicing one or more spiritual disciplines.
2. 40 people who have read at least one book on a particular spiritual discipline.

**2. DISCIPLESHIP OBJECTIVE:** Lead every member to recognize and pursue emotional health and emotional intelligence as important elements of spiritual growth.

**Message:** *Every believer should recognize the importance of and intentionally foster a strategy for emotional growth.*

**Methods:**

The congregation will be invited to participate in an eight-week, church-wide, emotionally healthy discipleship emphasis. This emphasis will include the following elements:

1. Weekly, large-group gatherings that will include a small group component to encourage community building and accountability.
2. Weekly reading assignments on emotionally healthy spirituality.
3. Daily devotional and journaling opportunities for between-sessions personal study.
4. Sermon series emphasis on emotionally healthy spirituality.

**Measurements:**

1. Number of people participating in the large-group gatherings.
2. Number of people participating in weekly reading assignments and daily devotional and journaling opportunities.
3. Completing the Emotionally Healthy Spirituality sermon series.

**Goals:**

1. 40 people participating in the large-group gatherings.
2. 75 people participating in weekly reading assignments and daily devotional and journaling opportunities.
3. Completed Emotionally Healthy Spirituality sermon series.

## CONNECTING to people/with people

### 3. CONNECTION OBJECTIVE:

**Message:** *One of our community's and church's fastest growing demographics is the international community. We need to be intentional in focusing on reaching out to this community in Moncton and encouraging fellowship with internationals within our congregation.*

*In October 2022, an information session was held to talk to interested individuals about international ministry. This was followed later in the month by a visioning/brainstorming time where we looked at potential ministries to and with internationals both within and without our church family.*

#### **Methods:**

1. Growing out of the visioning/brainstorming time, prioritize 1-2 ministries to/with internationals within our church family. In addition, prioritize 1-2 ministries to the broader international community in Moncton.

#### **Measurements:**

1. Number of new ministries to/with congregational community initiated.
2. Number of new ministries to the broader international community in Moncton initiated.

#### **Goals:**

1. 1-2 new ministries to/with congregational community initiated.
2. 1-2 new ministries to the broader international community in Moncton initiated.

**4. CONNECTION OBJECTIVE:** Encourage every believer to *stretch* beyond their comfort zone to discover and perhaps come to appreciate views, perspectives, and life experiences different from their own.

**Message:** *To realize our vision of becoming a “Revelation Church” that connects with all generations, all ethnicities, and all economic realities, we must continually and intentionally build a bigger table.*

**Methods:**

1. Continue to “Stretch” our congregation through the Zoom book club.
2. Preach a three-part message series on the theme, *You Had One Job*.

**Measurements:**

1. Number of people in the book club.
2. Completing the preaching series.

**Goals:**

1. 15 people participating in the book club.
2. Completed preaching series.

**5. CONNECTION OBJECTIVE:** Encourage every believer to discover the joy of “*the priesthood of all believers*” as we support, encourage, and care for one another.

**Message:** Caring for one another is a biblical principle; every believer has a responsibility to look out for the wellbeing of others.

**Methods:**

Each member of our congregation will be invited to care for and encourage members of our church community in practical ways. Resources and education on congregational care will be provided.

**Measurements:**

1. Resources and education on congregational care provided to congregation.
2. Number of people intentionally connecting with others each week through phone calls, written notes, conversations, and prayer.

**Goals:**

1. Resources and education provided.
2. 25 people committing to intentionally connect with others each week.

**6. CONNECTION OBJECTIVE:** Lead every believer to discover that caring for *the least of these* is an integral part of their vocation as believers.

**Message:** Part of our congregation's vision is to connect with *all economic realities*. This vision grew out of Jesus' command to "‘*Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind;*’ and, ‘*Love your neighbor as yourself.*’" (Luke 10:27)

**Methods:**

1. Continue to provide a monthly community meal.
2. Restart a weekly fellowship time for our community friends.
3. Encourage our congregation to donate items to our clothes closet.
4. Continue to connect with St. George's Anglican Church, *Reconnect*, and other church and community organizations as we work with provincial and municipal representatives in seeking long-term, sustainable solutions to chronic and acute homelessness.

**Measurements:**

1. Number of monthly community meals served.
2. Number of weekly fellowship times offered.
3. Number of people donating items to our clothes closet.
4. Number of organizations met with and meetings held.

**Goals:**

1. 12 monthly meals served.
2. 40 weekly fellowship times offered.
3. 20 people donating items to our clothes closet.
4. 8 meetings with 6 churches/community organizations to discuss/strategize around homelessness in Moncton.

**7. CONNECTION OBJECTIVE:** Enable the children of our congregation to grow in their faith and to connect with other Christian children as well as the broader congregation.

**Message:** Coming out of Covid, establishing and re-establishing relationships with children is as critical as it is with adults. Of course, connecting with children means connecting as well with their parents/guardians.

**Methods:**

1. Continue to actively recruit Sunday morning volunteers so we can offer better, age-specific learning.
2. Facilitate training opportunities for volunteers.
3. Using tools such as video clips, special events, participation in worship and service projects, engage FirstKids with the rest of the congregation.

**Measurements:**

1. Number of volunteers recruited.
2. Number of training opportunities provided.
3. Number of engagement opportunities provided.

**Goals:**

1. 8 volunteers recruited.
5. 2 training opportunities provided.
6. 6 engagement opportunities provided.



**8. CONNECTION OBJECTIVE:** Equip our youth to use their gifts in service, discipleship, and evangelistic ministries. Partner with parents in the important task of raising the next generation of Christ followers.

**Message:** Contrary to popular opinion, Christian youth don't just want to *have fun*; they find great joy and fulfillment in using their gifts for the growth of God's Kingdom.

**Methods:**

1. Engage with FirstYouth parents/guardians through involving parents in the youth program.
2. Provide youth with opportunities to serve in ministry here at First Baptist and out in the community through Tidal Impact 2023.
3. Facilitate training opportunities for our adult volunteers.
4. Facilitate peer leadership opportunities for youth.

**Measurements:**

1. Number of parent meetings per year.
2. Number of parents involved in the youth program.
3. Number of youth volunteering at First Baptist.
4. Number of youth participating in Tidal Impact.
5. Number of training opportunities for adult volunteers.
6. Number of youth participating in peer leadership opportunities.

**Goals:**

1. 2 parent meetings per year.
2. 6 parents involved in the youth program.
3. 15 youth volunteering at First Baptist.
4. 12 youth participating in Tidal Impact.
5. 2 training opportunities for adult volunteers.
6. 4 youth participating in peer leadership opportunities.

## **9. CONNECTION OBJECTIVE: Foster an environment where organic engagement occurs naturally and regularly.**

**Message:** What is “organic engagement”? Organic engagement occurs when connection and community happen naturally—or, more specifically, at the prompting of a single person or group.

Example: An individual has an idea for a connection event/ministry. They share the idea with others who become excited about it. The idea is then shared with the Pastor of Engagement. If the event/ministry fits within the church’s vision and seems “doable,” the church leadership will offer support/encouragement in implementing the idea.

### **Methods:**

1. Lead a two-part teaching/preaching series on organic growth.
2. Provide a clear “path” for people with ministry/event ideas to follow in order to make these events happen.

### **Measurements:**

1. Completing the teaching/preaching series.
2. Completing the “path” document.
3. Speed of responses to initial inquiry, initial meeting, and decision on ministry initiative.
4. Number of events/ministries that begin organically.

### **Goals:**

1. Teaching series held.
2. “Path” document created.
3. 3 events/ministries that grow organically.
4. Responding to initial inquiries within 24 hours (workdays) and 48 hours (days off).
5. Meeting to discuss ministry initiative potential within 2 weeks of initial inquiry.
6. Decision on ministry initiative within 4 weeks of initial inquiry.

**10. CONNECTION OBJECTIVE:** Provide support and encouragement to those involved in the three areas of our church's vision: *"all generations, all ethnicities, and all economic realities."*

**Message:** Coming out of Covid, it is important for church leadership to offer support and encouragement to leaders of ministries that are central to our church's vision. Central to our focus will be our growing young adult ministry, the International Team building a strong ministry to and with our growing international community, our older adult ministries, our children and youth ministries, and our outreach ministries.

**Methods:**

1. Meet with ministry leaders in order to discover how their ministry is going, what the challenges are they're facing, and how we can support and encourage them.
2. Work with ministry leaders to get information about their ministries on our website.
3. Develop updated contact lists for all of our existing ministries.
4. Help ministry leaders to articulate goals for their ministries and strategies for achieving those goals.

**Measurements:**

1. Number of individual meetings with ministry leaders held.
2. Number of ministries highlighted on website.
3. Number of updated contact lists developed.
4. Number of ministries with clearly articulated goals and accompanying strategies.

**Goals:**

1. 15 individual meetings held.
2. 15 ministries highlighted on website.
3. 20 updated contact lists.
4. 3 ministries with goals/strategies.

## **11. CONNECTION OBJECTIVE: Provide monthly communication to inform, encourage, and support ministry leaders.**

**Message:** Ministry can only take place effectively when leaders are connecting and communicating with one another. Connecting provides opportunities for support, encouragement, vision sharing, and communication of what is happening within the larger church community. Connecting also helps each individual leader to feel a part of a larger, church-wide ministry team that is working together towards a common vision.

### **Methods:**

1. Email a monthly newsletter to all ministry leaders. The newsletter will include such items as updates on the overall church vision, individual ministry updates, celebratory items, a leadership devotional thought, a calendar of important dates, and introductions of ministry leaders.
2. Two larger church leadership gatherings per year for ministry leaders as well as Council members, deacons, and church staff.

### **Measurements:**

1. Number of monthly newsletters emailed out.
2. Number of church leadership gatherings held.

### **Goals:**

1. 10 monthly newsletters emailed out.
2. 2 church leadership gatherings held.

**12. CONNECTION OBJECTIVE:** Provide monthly communication to the larger congregation in order to support the church's larger vision.

**Message:** Congregational members can only feel a part of the larger vision and support and celebrate victories around that vision when they are kept informed of what is happening in the broader church. Vision communication will encourage unity around vision and ministries.

**Methods:**

Email (and make physical copies available) a quarterly newsletter to the congregation. The foci of each quarterly communication will be updates on church initiatives, celebratory items around the church's vision and ministry accomplishments, information sharing around church-wide initiatives, encouragement, and introductions of ministry leaders.

**Measurements:**

Number of quarterly newsletters sent out.

**Goals:**

4 quarterly newsletters sent out.