

A black and white photograph of a church building with a prominent steeple and a large cross on the front facade. The church is set against a cloudy sky. The image is partially obscured by a white diagonal shape on the left and a blue diagonal shape on the right.

CHARLTON
BAPTIST CHURCH

MINISTRY & BUDGET REPORT

2024 ANNUAL BUSINESS MEETING

MAY 31, 2024

*Charlton
Baptist Church
exists to honor
and glorify God
by making and
growing fully
devoted followers
of Jesus Christ.*

REPORT OF THE AUDIT COMMITTEE

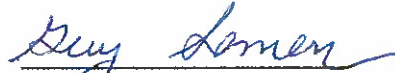
Date: May 22, 2024

To: Charlton Baptist Church Membership and Leadership

We have reviewed the financial reports and records of Charlton Baptist Church for Fiscal Year 2023-2024. While our review was limited to testing the transactions and balance and would not necessarily disclose all errors or inconsistencies, we found no evidence of errors or inconsistencies. In our opinion, the financial reports and records mentioned above are fairly stated.



Auditor



Auditor

**CHARLTON BAPTIST CHURCH
TREASURERS REPORT
04/30/24**

ACCOUNT BALANCES @ 4/30/24

OPERATING CASH ACCOUNTS:

GENERAL CORNERSTON	76,058.60
OFFERING CORNERSTOI	592.22
DEBIT CORNERSTONE	1,000.00
	77,650.82

SAVINGS ACCOUNTS:

GENERAL SAVERS MM	57,113.35
SAVERS BANK CD	81,975.27
MCINTIRE CD	6,403.52
	145,492.14

TOTAL **223,142.96**

OTHER ACCOUNT BALANCES @4/30/2024

CHRISTIAN CARE ACCOUNT:

ENDING BALANCE 7,205.09

COMMUNITY CARE ACCOUNT:

ENDING BALANCE 4,162.66

ACCOUNTS PAYABLE @ 04/30/24

CURRENT @ 4/30/24 0.00

SAVINGS DETAIL @4/30/2024

SAVERS MM ACCOUNT:

BEG BALANCE	136,968.54
INCOME	144.81
EXPENSES	
TRANSFERS	<u>-80,000.00</u>
	57,113.35

SAVERS CD ACCOUNT:

BEG BALANCE	80,000.00
INCOME	1,975.27
TRANSFERS	<u>81,975.27</u>

GENERAL FUND INCOME ANALYSIS

** includes interest earned and building use donations

		<u>CHANGE</u>
1986 - 1987 INCOME	56,870	
1987 - 1988 INCOME	85,267	49.93%
1988 - 1989 INCOME	97,373	14.20%
1989 - 1990 INCOME	112,307	15.34%
1990 - 1991 INCOME	114,984	2.38%
1991 - 1992 INCOME	113,592	-1.21%
1992 - 1993 INCOME	123,207	8.46%
1993 - 1994 INCOME	125,732	2.05%
1994 - 1995 INCOME	136,058	8.21%
1995 - 1996 INCOME	142,179	4.50%
1996 - 1997 INCOME	146,560	3.08%
1997 - 1998 INCOME	168,490	14.96%
1998 - 1999 INCOME	176,030	4.48%
1999 - 2000 INCOME	181,456	3.08%
2000 - 2001 INCOME	183,370	1.05%
2001 - 2002 INCOME	216,552	18.10%
2002 - 2003 INCOME	240,876	11.23%
2003 - 2004 INCOME	249,280	3.49%
2004 - 2005 INCOME	263,149	5.56%
2005 - 2006 INCOME	359,381	36.57%
2006 - 2007 INCOME	396,110	10.22%
2007 - 2008 INCOME	441,387	11.43%
2008 - 2009 INCOME	467,099	5.83%
2009 - 2010 INCOME	486,111	4.07%
2010 - 2011 INCOME	484,064	-0.42%
2011 - 2012 INCOME	482,590	-0.30%
2012 - 2013 INCOME	483,869	0.27%
2013 - 2014 INCOME	493,085	1.90%
2014 - 2015 INCOME	485,012	-1.64%
2015 - 2016 INCOME	479,916	-1.05%
2016 - 2017 INCOME	482,286	0.49%
2017 - 2018 INCOME	513,416	6.45%
2018 - 2019 INCOME	526,963	2.64%
2019 - 2020 INCOME	538,121	2.12%
2020 - 2021 INCOME	506,066	-5.96%
2021 - 2022 INCOME	488,339	-3.50%
2022 - 2023 INCOME	471,585	-3.43%
2023 - 2024 INCOME	494,016	4.76%

OTHER INCOME/GRANT

TOTAL

BUILDING FUND INCOME ANALYSIS

1997 -1998	79,412		247,902
1998 -1999	109,676	38.11%	285,706
1999 -2000	76,544	-30.21%	258,000
2000 -2001	114,961	50.19%	298,331
2001 -2002	66,573	-42.09%	283,125
2002 -2003	105,370	58.28%	346,246
2003 - 2004	56,528	-46.35%	305,808
2004 - 2005	57,393	1.53%	320,542

**SBA PPP GRANT - ONE TIME GRANT DURING
COVID 19 SHUTDOWN**

2020-2021 43,800.00 549,866

DESIGNATED OFFERINGS: 1,700.00 495,716

CHARLTON BAPTIST CHURCH
ANNUAL MEETING
PROPOSED BUDGET
MAY 1, 2024 THRU APRIL 30, 2025

BUDGET CATEGORY	VOTED 2023-2024 BUDGET	CURRENT 2023-2024 BUDGET	PROPOSED 2024-2025 BUDGET	% CHANGE 23 - 24 CUR BUD TO 24 - 25 PROP BUD
INTERIM/LEAD PASTOR COMPENSATION	78,800	81,600	92,700	
TOTAL PASTOR	78,800	81,600	92,700	13.6%
ASSOCIATE PASTOR COMPENSATION	66,856	66,856	67,861	
TOTAL ASSOCIATE PASTOR	66,856	66,856	67,861	1.5%
HEALTH INSURANCE EXPENSE	35,000	50,000	47,970	-4.1%
<u>PAYROLL EXPENSE</u>				
TUITION REIMBURSEMENT	500	500	1,000	100.0%
PAYROLL TAXES	8,000	8,000	7,500	-6.3%
PROJECTED SALARY INCREASES	3,364	3,600	0	100.0%
FINANCE / ADMINISTRATIVE ASSISTANT	28,844	28,844	29,285	1.5%
WORSHIP PAYROLL	22,000	22,000	13,400	-39.1%
CUSTODIAL PAYROLL	21,846	21,846	28,565	30.8%
CHILDREN'S MINISTRY DIRECTOR	15,912	15,912	20,800	30.7%
WORKMAN'S COMPENSATION INSURANCE	2,000	2,000	2,000	0.0%
PASTOR AUTO / MINISTRY REIMBURSEMENT	1,500	2,000	3,600	80.0%
ASSOC PASTOR / MINISTRY REIMBURSEMENT	200	200	200	0.0%
SUB-TOTAL OTHER PAYROLL	104,166	104,902	106,350	1.4%
TOTAL PAYROLL	284,822	303,358	314,881	3.8%
OFFICE EXPENSE	13,500	13,500	22,000	63.0%
<u>BUILDING EXPENSE</u>				
UTILITIES	36,000	36,000	39,075	8.5%
SECURITY	1,500	1,500	1,000	-33.3%
CUSTODIAL SUPPLIES	1,500	1,500	1,500	0.0%
MAINTENANCE EXPENSE	17,500	17,500	15,120	-13.6%
LANDSCAPING	2,300	2,300	2,300	0.0%
PLOWING / PARKING LOT MAINTENANCE	5,000	5,000	5,000	0.0%
BUILDING INSURANCE	9,875	9,875	10,322	4.5%
MAINTENANCE CONSTRUCTION	5,800	5,800	5,000	-13.8%
TOTAL BUILDING	79,475	79,475	79,317	-0.2%
<u>CHILDREN'S MINISTRIES</u>				
CHILDREN'S GENERAL MINISTRY	2,500	2,500	2,500	
SUNDAY SCHOOL	500	500	0	0.0%
CHILDREN'S CHURCH	1,200	1,200	1,800	50.0%
NURSERY	300	300	300	0.0%
KID VENTURE	500	500	1,000	
VACATION BIBLE SCHOOL	2,500	2,500	2,500	
FAITH WALKERS	800	800	800	
TOTAL CHILDREN'S MINSTRIES	8,300	8,300	8,900	7.2%
<u>YOUTH MINISTRIES</u>				
YOUTH GROUPS	5,500	5,500	5,500	0.0%
TOTAL YOUTH MINISTRIES	5,500	5,500	5,500	0.0%

CHARLTON BAPTIST CHURCH
ANNUAL MEETING
PROPOSED BUDGET
MAY 1, 2024 THRU APRIL 30, 2025

BUDGET CATEGORY	VOTED 2023-2024 BUDGET	CURRENT 2023-2024 BUDGET	PROPOSED 2024-2025 BUDGET	% CHANGE 23 - 24 CUR BUD TO 24 - 25 PROP BUD
MINISTRY EXPENSE				
ELDERS	500	500	400	-20.0%
EVANGELISM	4,000	4,000	4,000	0.0%
DISCIPLESHIP / SMALL GROUPS	500	500	500	0.0%
- YOUNG ADULTS	350	350	250	-28.6%
CHILD CARE	2,800	2,800	500	-82.1%
MINISTRY LEADER SEMINARS	500	500	600	20.0%
MISSIONS	88,039	88,039	90,500	2.8%
FOOD / HOSPITALITY MINISTRIES	2,800	2,800	1,000	-64.3%
SENIOR MINISTRY	500	500	500	0.0%
WORSHIP	1,700	1,700	1,700	0.0%
AUDIO VISUAL	700	700	1,100	57.1%
WORSHIP / DÉCOR	1,000	1,000	1,000	0.0%
FELLOWSHIP COMMITTEE	2,100	2,100	2,100	0.0%
GRIEFSHARE	700	700	450	-35.7%
MEN'S MINISTRY	250	250	200	-20.0%
WOMEN'S MINISTRY	2,000	2,000	1,000	-50.0%
MOMS AND TOTS MINISTRY	300	300	0	0.0%
MISC	0	0	0	0.0%
TOTAL MINISTRY EXPENSES	108,739	108,739	105,800	-2.7%
CAPITAL BUDGET	9,300	9,300	9,800	5.4%
TOTAL BUDGET (INCLUDING CAP)	509,636	528,172	546,198	3.4%
EXPENSES FROM SAVINGS	20,000	20,000	0	
-- Pastoral Search				
GRAND TOTAL	529,636	548,172	546,198	-0.4%

BUDGET CATEGORY	VOTED 2023-2024 BUDGET	CURRENT 2023-2024 BUDGET	PROPOSED 2024-2025 BUDGET	% CHANGE 23 - 24 CUR BUD TO 24 - 25 PROP BUD
CAPITAL EXPENSES DETAIL				
BUILDING & GROUNDS CAPITAL				
-- Miscellaneous projects \$1500 and Replace/repair front sign \$2000	1,500	1,500	3,500	
PARENTS ROOM/NURSERY	1,200	1,200	500	
CHILDREN'S MINISTRY	3,300	3,300	0	
COMPUTER HARDWARE	1,000	1,000	1,300	
AUDIO VISUAL/EQUIPMENT	2,300	2,300	4,000	
YOUTH GROUP			500	
	9,300	9,300	9,800	5.4%

CHARLTON BAPTIST CHURCH

FULL YEAR EXPENSES

MAY 1, 2023 THRU APRIL 30, 2024

<u>Budget Category</u>	<u>CURRENT 2023-2024 BUDGET</u>	<u>2023-2024 EXPENSES</u>	<u>ABOVE/ (BELOW) BUDGET</u>
INTERIM/LEAD PASTOR SALARY	81,600	80,739	(861.50)
ASSOCIATE PASTOR SALARY	66,856	68,607	1,751.15
 HEALTH INSURANCE	 50,000	 25,680	 (24,319.92)
 TUITION REIMBURSEMENT	 500	 0	 (500.00)
PAYROLL TAXES	8,000	4,790	(3,210.12)
PROJECTED SALARY INCREASES	3,600	0	(3,600.00)
FINANCE / ADMINISTRATIVE ASSISTANT	28,844	24,462	(4,382.34)
WORSHIP DIRECTOR	22,000	20,600	(1,399.84)
CUSTODIAL PAYROLL	21,846	21,326	(519.67)
DIRECTOR OF CHILDRENS MINISTRY	15,912	16,825	913.00
WORKMAN'S COMPENSATION INSURANCE	2,000	1,757	(243.00)
PASTOR AUTO / MINISTRY	2,000	1,243	(757.28)
ASSOC PASTOR AUTO / MINISTRY	200	202	1.58
SUB-TOTAL OTHER PAYROLL	<u>104,902</u>	<u>91,204</u>	<u>(13,697.67)</u>
 TOTAL PAYROLL	 303,358	 266,230	 (37,127.94)
 OFFICE EXPENSE:	 13,500	 22,281	 8,781.00
 <u>BUILDING :</u>			
UTILITIES	36,000	36,271	271.07
SECURITY	1,500	567	(932.70)
CUSTODIAL SUPPLIES	1,500	2,563	1,063.08
MAINTENANCE EXPENSE	17,500	11,260	(6,239.61)
LANDSCAPING	2,300	60	(2,240.03)
PLOWING / PARKING LOT MAINT	5,000	4,925	(75.00)
BUILDING INSURANCE	9,875	9,875	0.00
MAINTENANCE CONSTRUCTION	5,800	5,585	(214.72)
BUILDING EXPENSE OTHER	0	0	0.00
TOTAL	<u>79,475</u>	<u>71,107</u>	<u>(8,367.91)</u>

CHARLTON BAPTIST CHURCH

FULL YEAR EXPENSES

MAY 1, 2023 THRU APRIL 30, 2024

<u>BUDGET CATEGORY</u>	<u>CURRENT 2023-2024 BUDGET</u>	<u>2023-2024 EXPENSES</u>	<u>ABOVE/ (BELOW) BUDGET</u>
<u>CHILDREN'S MINISTRY</u>			
GENERAL CHILDREN'S MINISTRY	2,500	2,500	0.00
SUNDAY SCHOOL	500	497	(2.58)
CHILDREN'S CHURCH	1,200	1,200	0.00
NURSERY	300	299	(0.51)
KID VENTURE CLUB	500	499	(0.80)
VACATION BIBLE SCHOOL	2,500	2,490	(10.14)
FAITHWALKERS	800	799	(0.82)
TOTAL	8,300	8,285	(14.85)
<u>YOUTH MINISTRIES :</u>			
YOUTH GROUP	5,500	5,327	(173.09)
TOTAL	5,500	5,327	(173.09)
<u>MINISTRY EXPENSES:</u>			
ELDERS	500	0	(500.00)
EVANGELISM	4,000	3,795	(204.82)
DISCIPLESHIP / SMALL GROUPS	500	0	(500.00)
-- YOUNG ADULTS	350	0	(350.00)
CHILDCARE	2,800	300	(2,500.00)
MINISTRY LEADER SEMINARS	500	0	(500.00)
MISSIONS	88,039	88,047	7.95
FOOD / HOSPITALITY MINISTRIES	2,800	570	(2,230.12)
SENIOR MINISTRY	500	177	(323.27)
WORSHIP	1,700	1,863	162.78
AUDIO VISUAL	700	701	0.74
WORSHIP Décor	1,000	1,139	139.00
FELLOWSHIP COMMITTEE	2,100	1,666	(434.22)
GRIEFSHARE	700	727	26.50
MEN'S MINISTRIES	250	150	(100.00)
WOMEN'S MINISTRIES	2,000	1,839	(161.28)
MOM'S & TOT'S	300	0	(300.00)
MISC	0	0	0.00
TOTAL MINISTRY EXPENSE	108,739	100,972	(7,766.74)
TOTAL NON-PAYROLL	215,514	207,972	-7,542
CAPITAL	9,300	8,544	-756
EXPENSES FROM SAVINGS	20,000	5,395	(14,604.76)
GRAND TOTAL	548,172	488,142	-60,030
		-60,030	

CHARLTON BAPTIST CHURCH
FULL YEAR EXPENSES
MAY 1, 2023 THRU APRIL 30, 2024

<u>BUDGET CATEGORY</u>	<u>CURRENT 2023-2024 BUDGET</u>	<u>2023-2024 EXPENSES</u>	<u>ABOVE/ (BELOW) BUDGET</u>
BUILDING & GROUNDS CAPITAL	1,500	1,250	(250.00)
PARENTS ROOM	1,200	1,200	0.00
CHILDREN'S MINISTRY	3,300	3,334	34.21
COMPUTER HARDWARE	1,000	0	(1,000.00)
AUDIO VISUAL	2,300	2,760	460.00
YOUTH GROUP	0	0	0.00
	<u>9,300</u>	<u>8,544</u>	<u>(755.79)</u>

BUDGET ADDITIONS BY SERVANTS

Building & Grounds	610
Pastor Salary	2,800
Worship	1,300
Other payroll	500
 --- TOTAL	 5,210

INCOME (including interest & special offerings)	497,610
EXPENSES	488,142
DIFFERENCE	9,468

Charlton Baptist Church Missions Budget 2024-2025 (proposed)

Missionary/Ministry	Organization	Location	2024-2025
U.S.A.			
Tom and Sheri Luksha	Missionary Companion Ministries	Montana	\$ 7,350.00
Neal and Tisha Hadaway	N. American Mission Board	Clarkston, GA	\$ 3,500.00
Torli Krua	Young-Africa, Inc	Boston	\$ 6,000.00
Val Nordbye	Campus One80	U.S. Campuses	\$ 8,150.00
Zach Jorritsma	Missions Door	CT Campuses	\$ 4,200.00
Jennifer Layte	Build a Better Us	World Wide Web	\$ 3,000.00
General Fund	Venture Church Network	New England & NY	\$ 500.00
Central America and the Caribbean			
Susan Grosser	Christ for the City	Costa Rica	\$ 2,500.00
↳ La Carpio camp	Christ for the City	Costa Rica	\$ 1,000.00
Noel and Penie Antoine	Word of Life	St Lucia	\$ 3,500.00
Peter Morgan	ABWE	St Lucia	\$ 4,500.00
Africa, Asia and Pacific			
Matt and Elizabeth Van Wart	WorldVenture	Uganda	\$ 6,500.00
Peter and Rachel Noonan	Frontiers	Middle East	\$ 6,500.00
Robinson Thomson	BEMA	India	\$ 6,500.00
Tim and Sarah Downs	WorldVenture	Ivory Coast	\$ 4,000.00
Rob and Jodi Herman	WorldVenture	Indonesia	\$ 6,850.00
↳ Indo field workers	WorldVenture 6477-902	Indonesia	\$ 850.00
Justin and Johanna Cathey	Donor Fund #3195	Bulgaria	\$ 4,000.00
Local Ministries			
The Q 90.1	Radio	Local	\$ 2,000.00
Friends of Refugees	Reimbursement of Exp.	Worcester	\$ 500.00
WARM		Worcester	\$ 4,000.00
Charlton Baptist Church Missions			
Short-term Missions			\$ 2,250.00
Missions Speakers/Festival			\$ 2,000.00
Missions Resources			\$ 200.00
Undesignated			\$150
BUDGET TOTAL			\$ 90,500.00

CHARLTON BAPTIST CHURCH

Unapproved minutes of the ANNUAL BUSINESS MEETING of Charlton Baptist Church held Friday, May 19, 2023, at 50 Hammond Hill Road, Charlton. The meeting was also streamed online but members viewing the meeting online could not vote.

1. Welcome, Moderator, Bob Barbour

The moderator called the meeting to order at 6:40 pm, stating the annual meeting is an opportunity to celebrate as we look back at the last year. Charlton Baptist Church can see how God has blessed us with Pastor Kohl and the seamless transition. We have renewed children's ministries and have seen the completion of the work of the Transition Team. We can look forward to the work of the Pastoral Search Committee and how God will provide.

2. Walk-through of agenda, Moderator

The moderator explained the agenda for this evening's meeting.

3. Opening prayer, Todd VanDeMark

4. Approval of Minutes of Annual Business Meeting, May 19, 2022, Sandra Sullivan

The minutes were read aloud by the church clerk.

A motion was made and seconded to approve the minutes of Friday, May 19, 2022, as read, and this was approved by unanimous vote.

5. Ministry reports (written & oral) Ministry Leaders

The ministry reports were emailed to members during the week prior to the meeting. A motion to accept the reports as printed was made and seconded and approved by unanimous vote.

6. Treasurer's Report, (2022-2023), Melodie Hanks

The treasurer thanked those who assisted her through the past year. She said CBC is a loving, giving and supportive church and reviewed the current budget.

Current income expenses: The cash on hand totals is 235,739.08 as of April 23, 2023.

The Savers Money Market Account shows a balance of \$136,968.54 due to a transfer of \$100,000 from available cash.

Offerings: Mrs. Hanks said offerings are flat, averaging \$38,800 per month, or \$21,000 less than last year. Mrs. Hanks said this is due to attrition, a decrease in giving, or no giving altogether.

The total income of \$471,585 includes interest and other funds.

Expenses: Expenses for 2022-2023 total \$455,999. The budget increased to \$488,997 throughout the year to meet the costs of security, the hiring of a director of children's ministries and elevator repair.

Mrs. Hanks said salaries decreased due to staff working fewer hours than planned. Also, health insurance for two pastors was budgeted, but only one pastor took that benefit. Office expenses were over budget due mostly to the costs of copy paper and toner. The cost is between \$5,000 to \$6,000. We are looking for ways to reduce this cost. Another big line item is for the fees for online software at \$7,000 per year.

The building and grounds budget was affected by the increased utilities costs. Most of the church's ministries spent below budget and many others are not running.

Expenses also include the support for the missions' budget of \$88,039.

A motion was made and seconded to accept the report on the 2022-2023 budget, and this was approved by unanimous vote.

7. 2023-2024 Missions Budget Proposal

Missions Co-chair Patty Barrows said the committee has voted to request a level funded budget for 2023-2024 in the amount of \$88,039. There are many changes. Roger and Dawna have come off the mission field, while missionary Paul Bothwell has retired. The committee has fulfilled its pledge to support St. Lucia by \$500 for three years. The committee has added a new missionary to its roster. Tim and Sarah Downs will serve the Ivory Coast. The committee will add another new missionary. The result of these changes netted \$3,500, which was distributed among the existing missionaries.

A motion was made and seconded to accept the proposed 2023-24 and this was approved by unanimous vote.

8. 2023-2024 Operating Budget Proposal

Mrs. Hanks highlighted areas of significant change in recommending for approval a proposed budget of \$509,636. This figure will change as staff raises are approved. The treasurer also budgeted \$20,000 to support the pastoral search committee.

This budget recommendation has been approved by the Advisory Committee comprised of ministry leaders. The FY24 budget shows a net increase of 8.3% over last year. While Mrs. Hanks said this is a fairly large increase, it reflects the added costs of utilities, and fully engaged ministries.

Mrs. Hanks cautioned that spending this entire budget will result in a \$43,000 deficit. She said she anticipates \$467,000 in offerings.

9. 2023-2024 Capital Budget Proposal

The following items are proposed capital projects totaling \$9,300:

- Paint sanctuary
- parking lot work
- Childrens' ministry projects
- Parents' room renovations and purchases
- AV equipment to fix issues happening during the service.

A motion was made and seconded to approve the operating and capital budget for 2023-2024 was presented and approved by unanimous vote.

Mr. Barbour thanked Mrs. Hanks for her work as treasurer and all that she does throughout the year.

10. Committee Report and Ballot Vote, Moderator

A motion was made and seconded to accept the ballot as presented by the Nominating Committee, and this was approved by unanimous vote.

The following candidates were presented by the Nominating Committee to elect to first year terms except as noted by an asterisk. These candidates are presented for reelection to an additional one-year term:

Servants: Scott McNally, Aileen Dellana, Dan Barrows, Lori Johnson*

Missions: Jim Faust. One more member is needed and can be elected at another time.

Buildings and Grounds: Jacob Kirschner

Fellowship: Kristen VanDeMark*, April Foster*, Sheila Benway. Tisha Bond has accepted a nomination to serve on this committee and Mr. Barbour noted she can be approved as a write-in vote.

11. Prayer requests (during counting of votes), Pastor Kohl

Pastor Kohl asked members to pray for this new budget that is above forecasted revenues. He asked for prayer to fill this gap. Do we increase giving, or decrease spending? Let's boldly ask the Lord to give us our Daily Bread.

The moderator shared that the ballot was approved as proposed with the additional candidate for fellowship team.

The moderator directed the clerk to correct the Report of the Auditors, which featured the wrong date.

12. Elder Update, Reed Cleveland

Mr. Cleveland said the focus over the next month will be to develop a visitor survey, establishing a ministry review to determine whether each ministry is engaged in completing the mission of CBC, and to promote the Vision statement that was approved in the Special Business Meeting in March. The body must move it into practice for the settled pastor. Elders will promote this list seeking prayer among the members.

Questions included the status of rewriting the bylaws. Elder David Doe said this subcommittee has completed a draft and will begin the vetting process between the elders and servants prior to presenting to the membership.

There are no current plans to search for a worship director.

David Doe is stepping down as elder chair, and Mike Manske will assume the role.

13. Pastoral Search Committee Update, Rich Wiggin

Mr. Wiggin reported the committee has discussed and been trained in the search process. An ad has been posted on Christian recruiting sites, as well as on the church's own website. Multiple applications have been received and are being reviewed. The committee has established a timeline of 30-40 days in which to accept applications and to respond to those by mid-June.

The committee asked for prayer as members seek wisdom in reviewing the applicants, discernment as members process and make confident and concrete decisions. The committee seeks unity, energy and common availability and that God will find the right candidate to fill this role.

Timeline with Pastor Kohl: June will mark 18 months since Pastor Kohl's arrival. Pastor Kohl said this has been the usual length of his stay as he has worked in other interim capacities. He said additional time can be negotiated, but it is in the best interest of the church that he leaves sooner rather than later.

14. Other new business

No new business was brought forward.

15. Adjourn

A motion was made and seconded to adjourn the meeting, and this was approved by unanimous vote at 7:51 pm.

16. Closing Prayer, Bill Sullivan Sr.

Voting Members: **147**; Present: **51**; Quorum: **37**

Respectfully submitted by Sandra Sullivan, Church Clerk

CHARLTON BAPTIST CHURCH
Special Business Meeting
Sunday, December 17, 2023

The meeting was called to order at 11:21 a.m.

Moderator Bob Barbour pronounced the presence of a quorum.

The meeting came to order at 2 pm.

For only the second time in the 43-year history of the church, members will vote to call a full-time pastor.

1. Mr. Barbour said 50% of the membership is needed for a quorum, and 75% of those in attendance are needed to approve the motion.
2. A motion was made by Cathie Sullivan, seconded by Bud Cleveland to accept Matthew Larkin as pastor of Charlton Baptist Church. This is a ballot vote. There were no questions or comments, and the motion received overwhelming approval.
3. A motion was made by David Doe, seconded by Bud Cleveland to accept the financial package as presented by Treasurer Melody Hanks, featuring a salary of \$90,000 with \$2,700 in retirement benefits, and \$25,000 in health benefits, for a total of \$117,700. The motion was approved by a unanimous voice vote. Mrs. Hanks said the pastor's salary represents a 0.6% increase to the FY 24.

It was noted that the current FY 24 budget was approved last May with a \$40,000 shortfall. Members were reminded of God's amazing provision throughout the history of this church.

The moderator recognized the members of the Pastoral Search Committee: Dan Barrows, Richard Wiggin, Cheryl Somers, Cathie Sullivan, Audrey Clark, Todd VandeMark, and David Doe. The group has been meeting since last spring to review resumes, select candidates and conduct interviews. It was noted that Pastor George Kohl contributed greatly to this process. The members in attendance offered a round of applause.

David Doe said the next step is for the Search Committee to meet to make the call to Pastor Larkin and offer the financial package.

Prayer was offered for Mr. Larkin as he reflects on this call.

The meeting adjourned at 12:03 p.m.

Respectfully submitted by Sandra Sullivan, Clerk

BUILDING & GROUNDS MINISTRY REPORT

May 2024

Mission: To bring glory to God by being good stewards of the physical facilities and enabling God's people to minister more effectively to the community.

Ministry Overview: Building and grounds consist of a committee of church members headed currently by co-chairpersons. The common bond for the members is their love of God and their desire to serve the church body by caring for the church facilities. The committee works with and oversees a single part time custodian. They also volunteer their time and energy to maintain the church building and the church grounds apart from the custodian's responsibilities. They oversee the hiring of outside help in areas of work that they cannot do themselves, or that require special licensing. They will typically hold special workdays for the church where the church family can help maintain God's house of worship. Meetings are held each year as necessary to discuss both ongoing projects and upcoming projects and events.

Noteworthy Projects Completed 2023–2024:

- Remodel downstairs bathrooms (by office)
- Replace cap shingles on all roofs
- Upgrades to Mother's room
- Repair wheelchair ramp and paint front hand railing
- Replace emergency lights downstairs
- Seal cracks in both parking lots and new line striping
- Remodel Lead Pastor office
- Replace baptismal water heater
- Paint room 18 (tomb room)
- Installed new security camera's around building

This list is a very small representation of the **many** additional projects which were completed during the year. With a facility this large and with the amount of use that it gets, the projects and work never end. The B&G committee should be commended for their diligence in addressing pressing concerns in a timely manner and working together to keep the facility in a welcoming state.

Upcoming Projects/Needs:

- Paint and re-stencil the front sign/replace posts
- Purchase new door matting
- New flooring & paint Associate Pastor office
- Repair water damage/re-paint Choir room
- Repair fascia trim on front of original building
- Repair fascia trim on the Gym from woodpecker damage

Reminder:

- It is everyone's responsibility who either hosts groups at the church, or has a key to the church, to ensure **all** lights are turned off and **all** doors are locked prior to vacating the premises. It would also help tremendously if groups would please clean up after themselves when their activities are complete.

Anyone interested in becoming a member of Building and Grounds should contact any member of the B&G Committee

Members: Greg Shaw, Todd Lundstrom, Kathy Berg, Nathan & Lauren Hand, Phil LaVallee, Bryan Coleman, Chris Grupert, Jeremy Shawver (moved), Tim Goodell, Jacob Kirschner, Mark Lindblum

A special Thank You Nathan & Lauren Hand and Chris Grubert, who are coming off the committee in fiscal 2025, as they helped on many projects! Also, a special Thank you to our custodian Rick Payne, for all the maintenance and set up he does for all the various groups who use the facility. It is important to recognize that Brad Howard worked on the lawn care last summer and donated his time. Paul Wagner performed the snow shoveling activities through the winter and will take over lawn care this summer.

In His Service,
The Building and Grounds Committee

OUTREACH AND EVANGELISM TEAM

The O & E Team facilitated 4 outreach events this year enabling CBC to join arm in arm reaching our world.

The **CBC Car Show** was created to be a family event strategically held on the Saturday before Father's Day. CBC family continues to embrace this event with excitement while welcoming the opportunity to host. Our Second annual car show was a bit different in 2023 due to the threat of rain and eventual downpour toward the end. Despite the weather a few cars braved the elements. A free lunch was provided and connections were made. Children's ministry partnered with the event and the Kid Zone was a great success! We have learned by going to other car shows in the area prior to promoting our event the outreach far exceeds that of the car show. It is our hope for next year we can have teams of 2 to 4 people from CBC attend various car shows in our identified outreach area according to the established towns from the transition team.

Old Home Day was a success this last year and connections were made by handing out free waters because God's Love is Free. Caesar from the Christmas Nativity Drive Thru was there and passed out save the date postcards for the Drive Thru Nativity. Many people this year commented saying they have been to the Christmas Nativity Drive Thru or had heard about it and were looking forward to coming. This was met with great excitement and enthusiasm by those we connected with. It was such an encouragement to the volunteers listening to the comments of those who received the postcards. Children's ministry joined us enabling connections being made with parents/grandparents while beginning to promote KidVenture.

This year the Charlton Old Home Day Committee decided to have the event on Sunday rather than Labor Day. The rationale was if it rained on Sunday they could have the rain date on Labor Day. This presented us at CBC with a decision to make around whether CBC would still participate or how given the event was being held on Sunday. The Outreach and Evangelism team prayed while seeking the counsel of the Elders. It was decided that CBC would still participate in Old Home Day and would have a church service for any of the CBC volunteers who wanted to attend. The team is currently brainstorming different or alternate ideas for this year.

The **Christmas Nativity Drive Thru** welcomed 176 cars, 585 guests, young and old. The blessings were continuous throughout between guests being grateful for the experience and the oneness our church family experienced reaching out to our community. By Sunday evening volunteers expressed their weariness of the weekend but still looking forward to being part next year. While we may not be able to speak with people personally at this event, the evidence of how people are touched by the Drive Thru was experienced at Old Home with connections made there. Essentially connecting one event/experience to another reaching out world for Christ.

Easter Walk Thru is a self guided experience set up for Palm Sunday through Easter where the community can stroll through and reflect on all that Jesus did for us from the time of his birth to his death on the cross to his resurrection. Since this is an unmanned we have no data to determine who or how many walk through, but know some from the community have been observed from a distance walking and driving through.

While most of you are probably familiar with the events that take place at CBC what you may not realize is the outreach that occurs prior and after an event. Long before the actual events the team and members of CBC are connecting with the community on different levels, e.g. asking to hang posters, resulting in conversations and questions, personal invitations made, seeking prayer requests from those we are connecting with, building relationships ongoing with Joyful Farm throughout the year. Even though the events are for just a few hours, the outreach does not end, both before and after the event.

Lastly, the O & E Team would like to extend an invitation to any who feel led by the Holy Spirit to join us as this is not a nominated committee, all are welcome.

After a lengthy period of evaluating the church we had become and considering the church we were called and hoped to be, this past ministry year has seen Charlton Baptist Church complete a considerable transition phase and begin a new season. Having called and welcomed Pastor Matt Larkin as our new lead elder, we enter our next year of ministry prayerfully trusting that our Lord will direct and strengthen us to live and work together as a body of believers who “honor and glorify God by making and growing fully devoted followers of Jesus Christ.”

Throughout our period of transition, the elders recognize that our attention and efforts have necessarily been in the areas of management, administration, and church leadership and polity. Please pray for us as it is our desire that we can now focus our efforts more fully on our Biblical call to lead, teach, protect, and care for the church body. Also, it is appropriate that we recognize and give thanks to God for the leadership and service of both Pastor George Kohl as our interim pastor and Bill Sullivan Sr. who has stepped down from the elder board after years of service to our church in that capacity.

We are thankful to our gracious Lord as He has blessed Charlton Baptist Church in many and varied ways this year. Among many positives we have seen increased efforts in welcoming and hospitality ministries, much energy and growth in our children's ministries under Erin's leadership, the addition of Christian counseling services in our building, some meaningful gatherings for creating and growing personal relationships through Breaking Bread meals, more than a few marriages and babies born within our church family, the addition of several new church members and numerous baptisms, renewed efforts with our seniors ministry, and the addition of an experienced administrative assistant to our staff.

Please join us in prayer that our church body would continue to grow in love and grace as a caring family of believers. We ask also that you would pray for the elder board and all ministry leaders at CBC that we would seek and follow the Lord's will. Finally, pray that CBC would be a place where God's love and mercy would be shared with many in Charlton and the surrounding communities.

Servants Annual Report – May 2024

The Servant board is comprised of 9 members who are accountable to all ministries and committees within CBC in providing direction, coordination and support. To honor Christ and bring him glory we gather to pray for and advance administrative issues concerning our church. The Servant Board meets minimally monthly and is joined by the Lead Pastor or an Elder of our church. In a humble and spiritual manner, we strive to understand and address the practical needs of our church body and surrounding community. The primary responsibilities of the Servant board are as follows:

1. **Servant Liaison** - Each servant is assigned to one or more ministry leader/ leaders to provide ongoing support as their servant liaison. This is supplied by bringing their issues/ concerns to the servant board for assistance, supporting their ministry in prayer, staying in touch in order to understand and communicate their needs or challenges to others and making ourselves available for support.
2. **Care fund distributions** - To review, evaluate and administer financial need requests of people through the Christian Care and Community Care funds.
 - a. Christian care fund is used to demonstrate the love of God in attempting to relieve some financial hardship of a CBC attendee through short term assistance. The assistance is primarily in the form of the payment of a bill directly to the payee. Example - a utility bill from National Grid. A monetary gift has been used on an exception basis.
 - b. Community Care fund's purpose is similar to that of the Christian Care except that it addresses the needs of people outside of CBC (non-attending members). The assistance is in the form of bill payment directly to the payee (similar to the above).
3. **Communion** - To assist in the preparation/administration of communion during Sunday and Special Services.
4. **Baptism** - To help with the setup and cleanup surrounding the baptismal process.
5. **New member interview** – Conduct new member interviews in coordination with the Elders and vote on the candidate for membership.
6. **Monthly Treasurer report review** - Monitor the financial health of the church on a monthly basis by analysis of the monthly Treasurer reports.
7. **Budget changes** - Review, evaluate and recommend all mid-year changes to the annual budget. Provide authorization for all non-budgeted expenditures.
8. **CBC Building use requests** - To oversee the care and use of the physical facility and material assets of the church. To review and evaluate requests from individuals external to our church that want to use our building. We view this in terms as an outreach effort to our surrounding community.
9. **Servant Approval of the Annual budget** - Work with the church Treasurer to evaluate and approve the annual budget for presentation to the church community at the annual business meeting.

10. **CBC staffing** - Review staffing needs or adjustments proposed by the HR group or other committees. Make recommendations or authorize to hire, terminate or suspend depending on the situation. Approve cost to hire and coordinate with treasurer for budget adjustments.

11. **As needed** - Meet with the Elder board as required to discuss matters that could potentially overlap and affect both boards.

Other non-standard activities performed through the servant board this past year include:

- Monitoring of Church attendance and offering to identify patterns of concern.
- Review and promote all church outreach activities.
- Continuing to review building security concerns.
- Participating in the review of the Constitution and By-Law Rewrite

Thanks to Rich Wiggin and Lori Johnson for their years of service on the Servant Board.

Respectfully Submitted,

The Servants,

Mike Barrows, Dan Barrows, Bill Clark, Cheryl Somers, Bill Sullivan Jr., Paul Wagner, Scott McNally, Aileen Dellana, Mark Stevens

Ministry Report 2023

The Fall Study began on September 14th with the book entitled “The Discipline of Grace” by Jerry Bridges. We met on Thursday mornings continuing with our original study schedule. We had fellowship and coffee at 9:30am and began diving into the book at 10am. We broke off into prayer groups at 11:30am and ended at approximately 12pm. We had 25 women signed up with a mom needing child care. We were able to provide child care with one volunteer and help from some of the attending women graciously stepping in. The study was led by Kim Shaw, Sue Doe, and Liz Adams. This session ended before Christmas.

We started the winter study later than usual with a start date on February 1st. We decided to kick off this session with a potluck brunch to reconnect and look over the introduction of the book. The book we used was “1&2 Peter: Living Hope in a Hard World” by Lydia Brownback. This session was led by Kim Shaw, Sue Doe, and Liz Adams. This study will lead us up to summer in which we will take a break until the fall. We have had some amazing discussions during this study which has caused us to spend more time on some of the lessons. We have 24 women signed up and attending this study. Unfortunately, we were unable to offer child care because we didn't have transportation for one volunteer and unable to find any other volunteers.

This year has been filled with great studies, fellowship, and amazing discussions. Our prayer for the fall is that we will be able to welcome young moms back into the study.

Respectfully submitted by:
Amber Barrows

Women's Ministry Annual Report

Our Women's Ministry team continues to try and plan gatherings that foster social connections while also deepening each others' relationships with Jesus. In the planning of those events we also desire to reach past our CBC walls to serve and minister to the women and families of this area.

We began this year with an informal fire at Jackie Wiggin's house in June. Amanda Bellisario and a few ladies from Living Word Charlton joined us. Amanda shared a brief, biblically grounded message as we enjoyed the fire, some music led by Coleen Overly, and (as always) good food.

At the end of June, we hosted a "Pizza and Prep" night. We invited the ladies of the church to come and eat with us and we all helped prepare craft supplies for the VBS outreach scheduled for July.

Along with many others from CBC, the team participated in Charlton Old Home Day on Labor Day. Cathie Sullivan created beautiful scripture bookmarks that we passed out to women in attendance. These bookmarks displayed "What God says about the Worth of a Woman" with applicable bible references.

Our annual retreat took place at Prindle Pond Conference Center in Charlton the weekend of September 29-October 1. Our speaker was Amanda Bellisario of Living Word Charlton. She filled the weekend with 4 sessions on being Rooted in Christ, based on Jeremiah 17:7-8. Our worship was led by Erin Kirschner, Sarah Kirschner and Suzanne Kaitbenski of Faith Baptist in Southbridge. As an outreach project, the ladies participated in creating "SonLight" bags to pass out to women going through difficult times. This has been a source of comfort and encouragement to ladies throughout the year. An exciting side note to our weekend was that we had seven churches in attendance. This is just so encouraging! One woman even called our church office and asked if we had a retreat she could attend! We watched God move and bring women together to worship Him.

In November, we hosted a Friendsgiving potluck. Of course, we ate loads of good food and furthered bonds of friendship.

In February, we hosted a soup and bread lunch and invited Leslie Reichert, founder of the Blackstone Valley Emergency Shelter to come and share about her ministry to the homeless of the Blackstone Valley area. She was certainly a blessing to us as she shared her heart for the most vulnerable. We pray that we were a blessing to her and her ministry.

We were so excited to host a welcome lunch for our newest sister, Pastor Larkin's wife, Beth in early April! We were thankful to have so many women come to welcome Beth and to hear as she shared a bit of herself with us. We are blessed to have this Godly woman a part of our family and can't wait to get to know her better!

This lunch kicked off our "Secret Sister" adventure. From now until November, anyone who desires to participate will bless their chosen secret sister with periodic kindnesses...gifts, notes, prayers. We pray that this will be a time to get to know, bless and build a bond with a woman you may not have known well to this point.

Throughout the year, Lori Johnson leads an online ladies' bible study on Sunday morning at 8am. On Monday evenings at 6:30pm, there is another ladies' study at Kim Shaw's house, led by Kim and Lori. If these interest you, please feel free to reach out to either Lori or Kim for details.

Our prayer would be that we learn how to better and more tangibly foster deeper relationships with Jesus among our body. Social activities are wonderful, but our deepest desire is to know Jesus better, encourage the women of CBC to know Him better, and that we all bring Him glory and honor.

This report is respectfully submitted by your Womens' Ministry team:
Amber Barrows, Cathie Sullivan, Erin Kirschner, Jackie Wiggin, Jamie Rudert, Kari Nordbye, Kim Shaw, Kristen Lundstrom, Linda Barrows, Lori Johnson, Nancy Manske.

CHARLTON BAPTIST CHURCH
Annual Business Meeting
Report of the Senior Ministry

After the retirement of its longtime leader, Joann Boulay, the CBC Senior Ministry lay dormant for a season, but beginning in October 2023, rebooted and established its mission to serve the elder citizens among our church family.

The Leadership Team of Nancy Dylewicz, Sandra Sullivan, and Paul Wagner prioritized a list of possibilities as suggested by those who attended both the Senior Ministry Summit held October 2, at the CBC Ministry Fair held October 22. The team agreed the social element is important as we keep track of each other, especially in times of need, as well as a time for Bible-based devotion and prayer.

The team identified four areas of immediate focus:

1. Fellowship (e.g. quarterly events with lunch, prayer, and topics of discussion)
2. Establish a ride share list
3. Visitations
4. Bible Topics (Devotions)

The senior set enjoyed its first luncheon on Tuesday, December 12 with a brief business meeting designed to gauge interest in and accountability for the focus areas. We are pleased that so many stepped forward in love to serve our senior population. The team seeks the support of the whole church in providing names of those who could benefit from a ride, visitation, or a card. We welcome those who would like to share a talent, be a guest speaker, offer a devotion, music, or lunch for our fellowship gatherings.

Please contact Nancy, Sandra, Paul and the church office if you have any questions, suggestions, and needs.

To Pastors Larkin, and Berg, Elders, Servants, and Members,

The Sunday night GriefShare is led by Michelle Adams and her assistant, Sandy Torres. Their group has grown substantially, topping out this week with 26 participants. Other times it can be as few as 8. These people are generally working people and most of their losses have been within 6 months. Very few people are from our church, definitely and outreach program. When participants become comfortable with the group, some will pour out their hearts, and afterwards say that they could not do this in front of their families or friends. The people in GriefShare have become a new kind of family to them. God works across the table and keeps them coming. One lady felt confident enough to suggest a way for each person to say something special about his or her lost love and dropping a small stone in a vase half filled with water. Every time a stone is dropped the water level rises. They continue to pass the vase around the room and it becomes filled with water to the top. This will happen next week. They have moved to the church library because they need more room than the conference room.

The Wednesday group is led by Susan Jorritsma. It is very small, 3 to 8 people, mostly retired individuals, more able to come in the morning. Generally their losses go back 2 to 3 years. We had 3 “graduate” from our group this year. That means that they have recovered well enough to step confidently into their “new normal”. We ask them to formally say that they are graduating, what they were like when they first came to us, and explain how they were helped by the group. They encourage the others to stay with the program, IT WORKS! This gives the new people, still suffering badly, that there is hope for them to get through this terrible time. Occasionally the “alumni” come back for a visit, sometimes bringing a sorrowful person for his or her first visit.

We gained 4 new people this year and have seen progress in their grieving. This means they are encouraged to move forward in their new lives and carry that lost person WITH them, not leave that person behind.

Both groups like the new 13 video series very much. Shorter and packed with helpful information. Thank you CBC for purchasing it for us. Each video discusses a different aspect of grieving, such as: “Am I normal?”, financial situations, changing family dynamics, loss of friends, self care, when and how to deal with belongings, anger, anger with God, “what next?”, etc. These subjects spark the discussion afterwards. People talk about their situations. God works across the table, and we are so thankful!

We do not charge people to join the group, only a \$15. fee for the workbook if they choose by buy it. The church paid \$20. each.

If we 3 leaders come across something too scary for us we seek help from Pastor Larkin, Pastor Berg and Elder Bill Sullivan, Sr., who lead the original group and has experience counseling in the school system.

Thank you CBC for sponsoring these groups!

Sincerely, Susan Jorritsma



MINISTRY REPORTS:

GENERAL CHILDREN'S MINISTRIES:

Children's Ministry Rebrand:

This past year, we have successfully “branded” our children’s ministry department! Lauren Hand worked with me on a logo for our Children’s Ministries. I am very grateful for her help! Our children’s ministry department is now called “KidVenture Children’s Ministries”.

Our theme verse is Psalm 139:14 “I praise You for I am fearfully and wonderfully made; Your works are wonderful, I know that full well.”

Our initial idea for a **mission and vision** is as follows:

Join us on an epic adventure as we explore the truths of God’s Word, admire the amazing world He created, learn about His abundant love for us, and discover that we are most treasured among his creation!

God tells us that we are fearfully and wonderfully made! He loves us so much that he sent Jesus to save us so that He can be with us for all of eternity.

When you join us for children’s ministry adventures, you will come to know the God who is a Master Creator, Loving Father, and Faithful Friend. We praise Him for all that He is and all He has done!

At Charlton Baptist Church, we cherish God’s children and strive to fulfill our mission of making and growing followers of Jesus Christ. This growth begins with our littlest ones. We seek to minister to the children of our church family while striving to reach beyond our walls to share the love of Christ with families and children in our community. KidVenture Children’s Ministries will aim to prepare children for Venture Youth Ministries and then beyond into leading a life devoted to Christ.

Please continue to pray for our children’s ministries as we seek to align our vision with the vision of Charlton Baptist Church and with the truths of God’s Word.

Special Events:

We have had lots of fun in our children's programs this year! We hosted a "**Back to School Pool Party**" for anyone going back to school, children and adults! That Sunday, we used a part of our service to recognize students and school leaders, honor them, and pray for them. We also collected school supplies in advance and were able to help families with the expense of back to school time.

Our next big children's event was our "**Countdown to Christmas Storytime**". This was an online adventure for the 7 days leading up to Christmas. I was able to share the true meaning of Christmas through stories and had craft kits prepared for our church children. Some of our stories had thousands of public views which was really exciting! Here's another fun fact about this story time adventure....an author of one of the books we posted reached out to me with positive feedback and a request to share my craft idea! That was really exciting, and there's a chance she'll host a live story time someday for our church!

In February, we hosted another "**Parents Night Out**", which was a great success and enjoyed by many. We love being able to give parents the opportunity for a night out. The kids had a blast too!

For Easter this year, we gave out Resurrection Eggs and we shared an online puppet show "**Resurrection Eggs with Bonkers the Easter Monkey**". We were able to share the true meaning of Easter with many children! It's exciting to be able to utilize technology to reach even more children and families with the gospel.

Next Generation Sundays:

Our first "Next Gen" Sunday took place on June 11th, 2023. We were so thrilled to get the kids and youth more involved and for the church to be able to see them serving in different ways. Since that Sunday, more and more children and youth have gotten involved in new ways, from greeting to the AV booth! Next Gen Sunday was an awesome opportunity to worship with our younger generation and we plan to do this more regularly going forward.

Other Outreach Opportunities:

I have teamed up with the Outreach and Evangelism committee to help with the children's portions of their events. I was able to run a Kid Zone area during the annual Car Show, set up a kid's table at Old Home Day, and lead a group of angels at the Drive Thru Nativity event. It's great to be able to work together to reach our community with the Gospel!

Children's Ministry Team:

I established a "Children's Ministry Team" several months ago. This team currently consists of Jess Mick-Evans, Susan Hughes, Leonie Howard, Abby Cleveland, and Amber Barrows. I have a few others who are interested in joining. Our team has met several times to plan different events and has been an integral part of the running of our KidVenture Fun Club. I am so thankful for them!

Children's Wing/Building:

We have been slowly working on updating the children's wing. We began by creating a jungle themed classroom for toddlers in the last room of the hallway. We then moved on to the yellow classroom and created a mountain themed room designed for older elementary students. Our most recent remodel was in the "blue rug room". This room has been transformed into our ocean themed classroom and is suitable for preschoolers. Our final classroom remodel will take place in the green tree room and will be designed with a forest theme, suitable for younger elementary students. This project will be completed in the next few months. All the classrooms are designed to fit into part of our KidVenture Children's Ministry vision to "...admire the amazing world God created...".

This year, we will be working on a plan to redesign our children's/youth foyer and hallways in an attempt to make the space more usable and appropriate for check-ins and more visually appealing as a children's/youth wing.

The look of a children's wing and rooms has been proven to increase the possibility of parents and children returning to a church. If they see that we care about their children enough to appeal to them in this way, they are more likely to believe that we care for them in deeper ways. Bringing them in, and keeping them coming, gives us the opportunity to share the gospel and Christ's love in the future. Please pray as we attempt to accomplish this visual goal, which will aid in the higher vision of our church family "to honor and glorify God by making and growing fully devoted followers of Jesus Christ".

SPECIFIC CHILDREN'S MINISTRIES:

Children's Church:

Children's church has been running smoothly. Jess Mick-Evans is the leader of this program and we work together to coordinate our volunteers and curriculum. We use the Think Orange curriculum, which our church has used for many years. It has improved greatly over time, and we have been able to incorporate many of the digital aspects of the curriculum, which has been helpful. The curriculum purchase is a large part of our budget, but I've been able to use it across several children's ministries this year. I love being able to create consistency across our ministries and teach the children valuable Biblical lessons in a more focused way.

This past year, we were able to start using Planning Center for our scheduling, which has been very helpful. We plan to roll out a new digital check in process in the near future which we hope will simplify and speed up our children's church check in process.

We average about 12-20 attending children's church each week and were shocked to host 37 children on Easter Sunday! As our numbers increase, we see a desperate need to divide the class into two age groups. This is important, not only because the room is overflowing, but because we want to minister to the varying age groups in appropriate ways. Currently, we have preschoolers through 5th graders together, which is too large of an age span to properly minister.

We are so grateful to all who have volunteered to help make Children's Church happen! At this time, our biggest need is for more volunteers so our teaching rotations can remain feasible for people when we divide into two classes. Please be in prayer for the growth of this ministry, children and volunteers, so we can separate the children more appropriately.

Nursery:

Our nursery ministry is growing, one little baby (or two) at a time! Susan Hughes took over as the leader in charge of this program and we work together on scheduling and making sure the nursery has what is needed.

This past year, we started utilizing Planning Center for our scheduling, which makes things easier. We also tackled the parent's room makeover. I'm thrilled with how it turned out and hope that it is not only more visually appealing and comfortable, but that it serves our young parents more appropriately.

There are a few things we plan to tackle in regard to nursery in the near future. We will be assessing the current layout and making appropriate changes, dividing the little ones by ages between the two sides, and upgrading some of our equipment to be more appropriate for our little ones. We also plan to roll out a new digital check-in process for nursery, which will streamline things and help with safety and communication. We will also be establishing more consistent policies and safety procedures and plan to train all of our volunteers in these areas.

Please continue to pray for the growth of this ministry and for more volunteers. This is an absolutely vital ministry of our church. Thank you to all those who volunteer with our babies and toddlers!

Faithwalkers:

This program has grown considerably this year, with over 75 children in attendance, most of whom are non-church members. We foresee this program growing even larger next year. We hosted an open house this spring and have many new families interested. More parents are homeschooling than ever before, and they are looking for places to help support their children educationally and socially. FW is a well-organized program with much to offer these families. This is a great opportunity for our church to minister. I begin each Friday morning with a large group devotion and Bible memory verse of the month. I've been able to utilize our "Think Orange" curriculum at FW as well. Some of these families may not hear the gospel anywhere else, so we make sure they hear it at Faithwalkers! We have even had some of the families who attend Faithwalkers visit our church and attend our other children's ministry events!

Our FW board consists of myself (Erin Kirschner), Jackie Wiggin, Linda Barrows, Ali Doe, and Tina Spencer. We work together to establish guidelines, remedy issues that arise, and minister to these families with Christian love and support. Please pray that we will do this all in a Christlike manner and for His glory.

Kid's Week: VBS and Sports Camp:

VBS planning and sports camp planning are well underway! We have started purchasing supplies, recruiting volunteers, and publicizing these events. Kathy Berg and I (Erin Kirschner) direct VBS together, while Bill Sullivan Sr. leads the sports camp portion of the week.

Last year, in 2023, we hosted about 115 kids for VBS! This was a huge increase from our 2022 number of 56 kids. We are so excited to see this program growing again! We had about 17 children in our sports camp program, which is always tons of fun with Mr. Sullivan! We were blessed to have about 42 volunteers last summer who helped to make this program a success. We couldn't do this without your willing hearts and desire to serve, so thank you!

We are excited about this year's VBS theme from Lifeway. We will be focusing on "God's Rock-Solid Truth in a World of Shifting Sands" based on Romans 12:2. The theme is "Breaker Rock Beach" and is sure to be a fun one! As we research different publishing companies and themes, our main focus is always consistent. We strive to choose a Biblically solid curriculum that meets the needs of our program and ministers to children with the love of Jesus and the Gospel message. This theme really resonated with us as directors this year, as we live in an ever-changing world of "shifting sands". But, God's rock-solid truth remains the same and we can't wait to share it with the children who will attend!

We are excited about Kid's Week already, and pray we will reach even more children than last year! This week of fun will take place July 15th-19th, 2024. We are in need of many volunteers to make this program happen, so please be praying about that!

KidVenture Fun Club:

This program took the place of our old Awana program. While Awana can be a tremendous program in churches, it had reached a point where a revamp was necessary. While I am not opposed to going back to the Awana program someday, we needed to add some new life to our weekday children's program and get kids excited about coming again.

I am thrilled to report that I believe we have accomplished this with the launch of KidVenture Fun Club! We meet the first Thursday evening of each month and

our numbers have consistently grown throughout the year. The children are truly enjoying this program and we often get reports from parents and kids about this! We plan to continue this program, once a month, in the coming year, with the option to expand it in the future.

We begin each meeting with a family dinner at 5:30pm, which has been so great for the parents. I believe adding this option has made attendance much easier for families. Joanne Lavallo and April and Gary Goodell have taken charge of the dinner portion of the night and have been invaluable to this program! Several other people have pitched in to help with dinner throughout the year and we truly appreciate it! At our last meeting, we fed about 75 people and had about 35 children stay for the program!

After dinner, we meet upstairs with the kids and use our "Think Orange" digital curriculum to share the Biblical theme, scripture verse, and Bible story of the month. We then break into aged groups for a time of discussion. After that, the groups rotate through gym time and craft time, all themed according to the month's theme and virtue. Each child is sent home with a themed devotional booklet to work through during the month and turn in for ticket rewards at the next meeting. The goal of these devotional booklets is to help continue the Biblical lesson at home, learn the scripture verse, and work on memorizing the books of the Bible.

We are so excited to continue with this program and look forward to how God will use it and change it according to His will. If you'd like to be a part of this, we are always looking for more volunteers! We will also be trying to recruit more helpers for dinner next year, so please pray about that!

All in all, I'm thrilled to see what is happening in our children's ministries. Obviously, I have not been able to accomplish ALL of the goals I had for the year, but it's been a good start! I'm excited to see what the Lord has in store for our children and family ministries here at CBC. I thank the Lord for each one of you, who have given of yourselves to serve the children that God has allowed us to influence. May we continue to work together for His glory!

Your sister in Christ & Children's Ministry Director,

Erin Kinschner

Venture Youth Ministry Annual Report

2023 - 2024

2023-2024 has been a wonderful year for Venture Youth Ministry. With a smaller youth group than in years past, this school year seemed to naturally take on a more intimate and relational feel. Our Sunday night youth groups could be as high as 18 or as low as 3. Those low nights, while very different, provided some amazing opportunities to build relationships between leaders and students. One of my favorite Sunday nights this year was with three students. We scrapped the game ideas, postponed the lesson, ate snacks, and shared stories for two hours. Leaving that night not only did the leaders and I know the students better but they had connected with us. Those kinds of moments highlighted this year as students opened up and leaders got a chance to pour into them while creating and strengthening connections.

We also had plenty of events and service opportunities throughout the year. Those included a service project with Overlook in Charlton, a couple of worship nights, Reverb in Providence, our annual winter retreat, a lock-in, and others. Many of our events also included other churches in the area as myself and other pastors look to bring our students together not only to have fun but to bring awareness to our students of the number of young believers right here in Worcester County and to be an example of the Church worshipping together.

I would like to thank Kathy Berg and Kari Nordbye, my only leaders this year, for stepping up to make 2023-2024 a success. At least half of the events were their ideas and many were planned by them. On top of that, we have a youth group that is almost entirely girls so they have stepped in to connect and come alongside those students in wonderful ways. Pile on prayers of blessing and rest for those two women because they have sacrificed a lot of time to minister to the young women of our church.

Lastly, I ask for prayers for Venture as a whole. Our ministry is in a place of change and adjustment even now, and God's direction and guidance are desperately needed. Please pray for our youth leaders that they will find rest this summer as our youth ministry schedule lessens. Most of all pray for our students. They are in a time of life where important decisions are made and the pull and pressure of the world around them is strong. Pray for Godly men and women in their lives to encourage them, pray for strength of conviction to stand strong in their faith, and pray for endurance as they finish school and for rest over the summer. School and activities are relentless and rest in the summers is vital to withstand the mental, emotional, and spiritual test of a teenage school year.

Gratefully,

Trevor Berg
Associate Pastor

**Report of the Lead Pastor
Dr. Matthew Larkin
May 2024**

It's been about three and a half months since my family and I arrived here in Massachusetts with two moving trucks full of stuff and a house full of people ready to help us unload. Since that time, it has been a whirlwind as we have begun to meet new people and get acclimated to all that is going on here at Charlton Baptist Church (CBC). We are very thankful for the reception we have received, and the efforts made by many to help establish our home here in the area. This report will probably be more brief than future reports, as I have only been in the role a few months. My activities to this point have been fairly consistent and focused and I am just now beginning to think about vision and the future. With that in mind, I will approach this report from four angles:

1. My Process of Acclimation.
2. Current & Upcoming Teaching Series
3. Current Progress
4. Vision Casting & the Future

MY PROCESS OF ACCLIMATION

Over the last few months, with help and guidance of the staff and the Elders, I have sought to get acclimated to the ministries of CBC in a few different ways.

First, since my arrival I have spent a great deal of time with the ministry staff and Elders surveying all that is going on here at the church. Pastor Trevor and Erin have subjected themselves to countless hours of conversation about the various ministries of the church and have helped me to understand church operations. As you may be aware, every church operates differently, so understanding the different structures and systems in place have been vital if I am going to be able to lead well in my position now and in the future. Part of this has also been acclimating myself to the financial end of our operations; something that our treasurer, Melodie Hanks, has been very helpful in walking me through.

In addition to this, the Elders have given me some valuable guidance, and have worked hard to help me engage with the various issues that have been part of their responsibilities through the transition and areas we will be working on together going forward. They have also been helpful, as I've mapped out a strategy for interacting with the various ministry leaders of the church, something that has been a big part of my acclimation process.

To that end, I have been very thankful for the help I have received from the various heads of our ministries, who have welcomed me into their meetings and planning sessions. This has helped me greatly as I have sought to learn what each individual ministry does and how they fit within the broader ministry of CBC.

CURRENT & UPCOMING TEACHING SERIES

As is the case for any Lead Pastor, a large part of my role is the teaching/preaching ministry of the church. This has been an area where I have been able to jump in with both feet. Coming into the church with Easter just over the horizon, I was able to begin my time with all of you by working through a resurrection themed series from the Gospel of Mark, titled *Approaching an Empty Tomb*. That series dealt with passages where Jesus' death and/or resurrection were foreshadowed and culminated with a sermon on the resurrection on Easter Sunday.

Since then, we have been working through the Book of Acts, in a series titled *What's Next*. This series has explored several key steps that the Early Church took as they sought to move forward with Jesus' charge to be His witnesses in Jerusalem, Judea and Samaria, and to the end of the earth. It has also offered us a picture of just what happened with many key players we looked at in the Gospel of Mark (particularly Peter) after Jesus' death, resurrection and ascension. This series will wrap up on June 23.

Two more teaching series will fill out the remainder of 2024, as we will do a more topical series, looking at the vision and mission statements of our church through the summer. This will likely be followed by a series exploring some of the redemptive themes in Genesis starting in September.

CURRENT PROGRESS

Shifting gears a little bit, even with my arrival being very recent, I am excited about some early progress we are seeing in a variety of areas. One item of particular note is our recent hire of a new Administrative Assistant. Robin Reynolds began serving with us in that role on May 6 and has been immediately impactful right from the start. She is already well acclimated to the role and has immediately tackled several large projects for us. We are very thankful to have her and are very thankful for the efforts of Cheryl Somers, who helped us keep things running in the office during the interim.

In addition to this hire, the office staff has been working on ways in which we as a church can improve communication and cooperation across ministries. As we move forward and grow as a church, good communication and strong cooperation will be vital. To that end, we have already worked to clean up the ministry walls found in the main foyer, ensuring that all information found on those walls is current and relevant. In the coming weeks, we will be soliciting information from additional church ministries to include on those walls to ensure that the information found in the foyer is as complete and useful as possible.

One request we have on the communication end for ministry leaders is quite simple. We are asking you get all information on upcoming events into the church office as early as possible. The ideal timeframe for this would be at least three months out. This will allow us to get on top any potential scheduling conflicts and ensure that we can begin to announce/advertise upcoming events more effectively. This will be extremely important to us as we welcome new guests into our midst in the weeks, months and years to come.

To that end, I have been very excited in these first three months, to see a consistent flow of new guests joining us, both on Sunday morning and through our various ministries. One area where we are consistently seeing guests enter from is our children's ministry. We are seeing a great deal of growth in all areas of our children's ministry: KidVenture Fun Club on Thursdays, Children's Church on Sundays, and Faith Walkers on Fridays. Many of the new families that have been with us on Sunday mornings have come to us through one or more of those ministries. This is truly an exciting development if it is our desire to be a church that is effectively reaching families.

VISION CASTING & THE FUTURE

In the coming months, you are likely to see and hear a lot more about the church's vision and mission statements. These statements were worked out during the transition and were put in place to help guide us to be the kind of church that God has called us to be. Our Elders have begun some significant conversations on, not only how we will more effectively communicate these statements, but how we will use them to guide us as we seek to serve the Lord effectively now and in the future.

As I have already mentioned, we will begin to roll out these statements this summer, beginning with a teaching series that will focus on the various pieces of these statements. There will also be time devoted to prayer around these areas, led by our Elders during morning worship. You will also begin to see visual representation of these statements beginning to appear around the church over the summer.

Beyond these things though, I would encourage you to be in prayer as we look toward greater implementation around our vision and mission going forward. It is one thing to have these statements in place. It is another to allow them to *truly* guide our ministry efforts. In the coming months, our Elders will be taking on a process of evaluation and assessment, where we will seek to better understand how our current ministries align with where we profess to be heading. From there, it will be important for all of us to be committed and willing to discuss how we may need to better focus ourselves as a church on those things that we believe God has called us to. Adaptability and flexibility will be key during this time as we work together to more effectively serve God and His redemptive plan here in the Charlton area and beyond.

CONCLUDING REMARKS

As I draw this report to a close, I do want to make clear how excited I am about how God is guiding us as a church. It is my belief that God has called my family and I here for a purpose, much like He has called all of you. With that in mind, though there may be challenging days along the way, I do believe that God has been preparing this church in recent years for significant Kingdom impact. It is my prayer that, as we seek Him together, we will be able to move forward united, both with Him and each other, as we continue this church's 40+ year legacy of service to the Lord and the Charlton community.