



Charlton Baptist Church
MINISTRY & BUDGET
REPORTS

**2025 ANNUAL
BUSINESS
MEETING**

MAY 30, 2025

WWW.CHARLTONBAPTIST.ORG

 50 HAMMOND HILL RD, CHARLTON, MA 01507

Table of Contents

Section One : Old Meeting Minutes

2024 Annual meeting Minutes	1-3
Special Meeting Minutes; Elder Consideration	4
Special Meeting Minutes; By-law / Constitution Change	5

Section Two : Ministry Reports

Elders Report	6
Servants Report	7
Human Resources Committee Report	8
Building & Grounds Report	9
GriefShare Report	10
Outreach & Evangelism Report	11
Fellowship Committee Report	11
Women's Ministry Report	12-13
Mission's Report	14
Senior Ministry Report	15
Children's Ministry Report	15-19
Youth Ministry Report	19
Worship Ministry Report	20
Lead Pastoral Report	21-24

Section Three: Financial Reports

Treasurer's Report	25-28
Audit Report	29
2025 Proposed Budget	30-31

CHARLTON BAPTIST CHURCH

Unapproved minutes of the ANNUAL BUSINESS MEETING of Charlton Baptist Church, 60 Hammond Hill Road, Charlton, held Friday, May 31, 2024, 6:30 p.m.

I. Welcome, Moderator

Active Members: 144

24% Quorum: 36

Moderator Bob Barbour pronounced the presence of a quorum, and the meeting opened at 6:35 p.m.

II. Walk through of the Agenda, Moderator

III. Opening Prayer and comments, Pastor Matt

In his prayer, Pastor Matt said the information presented this evening is evidence that there are some exciting things going on at CBC. We seek God's continued work in and through us going forward.

IV. Minutes of 2023 CBC Annual Meeting, Sandra Sullivan

The minutes of the 2023 Annual Business Meeting of Friday, May 19, 2023, were read aloud to those in attendance. With no discussion following, a motion was made and seconded to approve, and this was approved by unanimous vote.

V. Ministry Reports (written and oral), Ministry Leaders

Those who did not submit a report for inclusion in the booklet were given an opportunity to report. The Missions' report was not included but distributed this evening.

VI. By-law Committee Update, David Doe

As suggested throughout the Ministry Mapping process the by-laws have been rewritten by Committee members Cindy Cooper, David Doe, Peter Plumb, and Bill Sullivan Sr., who have submitted a draft to address any confusing language, and clear up organizational issues. Servants and elders will work over the next several months to review the separation of duties between the two groups, as determined in the Ministry Mapping process.

A motion was made and seconded to accept all the ministry reports as presented, and this was approved unanimously.

VII. Treasurer's Report (2023-24), Melodie Hanks

Cash on hand equals \$81,975.27. Treasurer Hanks reported this is a level balance as expenses are down due to the time without a paid administrative assistant on staff, as well as reduced staff hours. If this had been a full budget, the year would have started with a \$50,000 deficit.

Expenses

The church renewed its CD at 4.75% interest for 7 months. The church also received two large one-time gifts in the offerings this year.

The Treasurer said she is encouraged by upward trends in giving as offerings averaged \$41,000 per month, or a 4.76% increase above last year.

Expense Highlights included an increase to support hiring the full time Lead Pastor, a part-time custodian, and an iPad for Streaming.

As reported by the treasurer, actual expenses for 2023-2024 totaled \$488,142.

Office expenses have continued to increase in such areas as QuickBooks, streaming services, credit card fees for those who pay via credit card (\$1,400 per year), copier lease and fees, \$5000 per year.

A motion was made and seconded to accept The Treasurer's Report, and this was approved by unanimous vote.

VIII. 2024-25 Missions Budget proposal, Joy Coleman

The committee requested a small increase in its budget from \$88,000 to \$90,500, to support the Catheys in Bulgaria. Mrs. Coleman reported the budget was lowered in other areas such as WARM, and short-term missions

A motion was made and seconded to accept the 2024-2025 Missions Budget as presented, and this was approved by unanimous vote.

IX. 2024-25 Operating and Capital Budget Proposal, Melodie Hanks

A motion was made and seconded to accept the 2024-25 Operating Budget in the amount of \$546,198 and approved by unanimous vote following questions.

Mrs. Hanks said this budget represents a \$50,000 deficit and it is expected that we will expend this entire budget.

This budget is also a 4.4% decrease from last year's revised budget and includes an increase in payroll.

Mrs. Hanks asked the congregation to be in prayer and trust that God will provide.

All ministry lines have been approved by the advisory committee.

Capital:

Building and Grounds: \$3,500 to repair and replace front sign

Children's Ministry Director: purchase new laptop

AV: \$4,000 for new keyboard, and other equipment needed to support ministries.

Youth Group: \$500 for equipment.

The treasurer noted the budget for Sunday School was transferred to the Children's Church line item.

Bryan Coleman asked if there has been discussion about increasing the Children's Ministry budget, and the treasurer replied that this is not needed now. The ministry director's budget request was fully funded.

X. Nominating Committee Report, ballot vote, Moderator

A motion was made and seconded to accept the ballot as presented, and ballots were distributed to all members in attendance. The count revealed that the ballot as presented was approved by majority vote.

Elected to terms were Bob Barbour, Moderator, Sue Hughes, Financial Secretary, Sandra Sullivan, Church Clerk, Peter Plumb, Assistant Treasurer, Sandy Bluyus, Assistant Financial Secretary; Servants: Bill Sullivan Jr., Mike Barrows, Cheryl Somers, Paul Wagner; Missions: Scott McNally, Melanie Plumb, Chris Hanks; Building and Grounds: Phil Lavalley, Zac Taylor, Josh Somers; Auditing Committee: Guy Somers, Curtis Renner; Fellowship Committee: Russell St. George, Polly Cleveland.

Prayer requests and praises were submitted during the counting of votes.

XI. Other new business (open for items from floor)

Servant Scott McNally thanked Sue Renner and April Foster for their leadership of the Fellowship Committee. Their terms have ended, and they are stepping down after many years. Mr. McNally said this committee can use additional volunteers, and he noted that two non-members recently agreed to volunteer.

XII. Motion to Adjourn

A motion to adjourn was made and seconded and approved by unanimous vote at 7:44 p.m.

XIII. Closing Remarks and Prayer, Bill Sullivan Sr.

Bill Sullivan announced that it is by a strong conviction of the Holy Spirit that he will be stepping down from the Board of Elders. He expressed gratitude to the Lord and to the church body for giving him the privilege to serve. He said he will continue to trust that the Lord will provide new opportunities.

Respectfully submitted, Sandra Sullivan, Church Clerk

CHARLTON BAPTIST CHURCH

Minutes of the Special Meeting of Sunday, October 27, 2024, to consider election of elder.

The meeting was called to consider the nomination of Daniel Kirschner as Elder of Charlton Baptist Church. A 50% quorum of membership is needed to approve the candidate.

The Church Clerk determined there are 137 members, with 69 needed to approve the ballot question.

Moderator Bob Barbour said there are 80 members present.

The meeting was called to order at 11:30 a.m. Paper ballots were distributed.

I. Summary of Process

Elder Reed Cleveland said the process began nine months ago as the Board of Elders considered the names of possible candidates. Dan Kirschner rose to the top as he was interviewed first by the elders and then by the servants before being presented to the congregation. Mr. Kirschner preached a sermon to the congregation in September and underwent a Q and A session.

II. Prayer

The meeting opened in prayer.

III. Motion to Call Elder of Charlton Baptist Church

A motion was made and seconded to call Mr. Kirschner as Elder of Charlton Baptist Church.

IV. Questions and Answers

Several questions were asked regarding Mr. Kirschner's qualifications and experience.

V. Elder Board Update

Elder David Doe offered an update on recent actions and discussions by the Board of Elders. A recent elder retreat resulted in work to complete elements of the Ministry Mapping process of several years ago.

- a. A Ministry Audit was completed via a questionnaire sent to ministry leaders.
- b. The Constitution and Bylaws are being rewritten and will be presented to the congregation later.

VI. Vote Results

Dan Kirschner was approved as an elder by an overwhelming majority of votes.

VII. Adjourn

A motion was made and seconded to adjourn the meeting was approved at 11:47 a.m.

VIII. Closing Prayer

Elder Todd VandeMark closed the meeting in prayer.

Respectfully submitted, Sandra Sullivan, Church Clerk

CHARLTON BAPTIST CHURCH
Meeting Minutes Sunday, April 6, 2025
Consideration of Amendments to Church Bylaws and Constitution

The meeting came to order at 11:38 AM. Moderator Bob Barbour said a higher quorum is needed for this article and pronounced that there are sufficient members present.

Ballots were distributed by the elders, with Elder Trevor Berg opening the meeting with prayer. Elder David Doe said this document is not the final draft as some minor corrections are needed. The changes are presented for approval after three town hall meetings with the congregation, and with a favorable vote, the bylaws will be taken out of abeyance. The moderator thanked the Review Committee members David Doe, Bill Sullivan, Peter Plum and Cindy Cooper.

A motion was made and seconded to approve the amendments to the Charlton Baptist Church Constitution.

A motion was made and seconded to approve the amendments to the Charlton Baptist Church Bylaws.

There was no discussion or questions among the members, and the motions were moved to a ballot vote. The ballots were collected.

The moderator said a majority vote is needed to approve the amended Constitution and 75% of the majority needed to approve the amended bylaws.

Both articles passed with the necessary votes.

The meeting was adjourned at 11:52 AM.

Respectfully submitted,
Sandra Sullivan, Church Clerk

Elders Report

The past fiscal year may be called a year of alignment as the Elders aligned around and began to implement the strategies recommended by the Ministry Mapping team and reframed during the intentional interim pastorate of Pastor George Kohl. The ideas from these two evaluations provided the church and the Elders clear direction.

In the past year, with strong support and thoughtful leadership from Pastor Matt Larkin, the Elders recognized that we could not and should not implement all the ideas all at once if we want to do them well. We intentionally wanted to allow our new pastor time to assimilate into the congregation to understand the relationships, ministries, and challenges of our congregation. We wanted to follow Pastor Kohl's advice that if our plans are the color red, the new pastor's ideas are the color blue, then our implementation may be colored purple. That is, we should integrate Pastor Larkin's ideas with CBC ideas to form our future plans.

Our September Elder retreat was very successful in melding our ideas together. Recognizing that both the Ministry Mapping team and Pastor Kohl noted that CBC is "complex", we prepared by reading Simple Church by Thom Rainer & Eric Geiger. We agreed with these authors that the Mission Statement – "to make and grow fully devoted followers of Jesus Christ" - should frame all our decisions as we design a clear, straightforward process focused on spiritual growth. Even the Vision Statement begins with the phrase "To make and grow disciples." This renewed focus was discussed with ministry leaders in two Advisory Board meetings, which we hope to hold 2-4 times a year to improve communications from, to, and between ministries and leadership.

With the implementation of the new Bylaws, the Elders agreed that members would roll off in the order in which they joined the Elders unless another Elder steps down prematurely. I will be the first in that rotation, so let me offer my thanks to the congregation for the privilege of serving as an Elder at CBC for the past 14 years (minus a short sabbatical in 2020). Across three pastors and many changes in the congregation, it has

been an honor to serve in this capacity. Your prayers, encouragement, insights, and sometime even critiques have been a blessing to me and the other Elders in serving the congregation.

Below is an incomplete, alphabetically ordered list of the many ways the Elders are serving CBC. There are many things we can be doing and choosing which to address with the limited time and resources available is a great and ongoing challenge. Let's pray for the discernment and wisdom that CBC Elders desire.

For God's glory and by His grace, David Doe

- AdultLife Hebrews Study (ongoing)
- Advisory Meetings
- Budget Committee
- Constitution & Bylaws – multiple reviews (Elders, Servants, Congregation)
- Elder Candidate Search (leading to Dan Kirshner replacing Bill Sullivan Sr)
- Elder Retreat (Sept, 2024)
- Intern Program Approved
- Joint Elder/Servant Training
- Lead Pastor Evaluations (100-day and annual)
- Meeting with individual ministries
- Ministry Questionnaire #1 (Summer 2024) and #2 (May 2025)
- Nominating Committee
- Pulpit Supply during Pastor Matt's vacations
- Week of Prayer (2025 focus on CBC Vision Statement)
- Worship Leader Replacement
- Worship Team Guidelines

Servants Report

The Servant board is comprised of church 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. Monthly Treasurer report review - Monitor the financial health of the church on a monthly basis by analysis of the monthly Treasurer reports.

6. Budget changes - Review, evaluate and recommend all mid-year changes to the annual budget. Provide authorization for all non-budgeted expenditures.

7. 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.

8. 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.

9. CBC staffing - Review staffing needs or adjustments in consultation with the Lead Pastor in the matters of hiring and termination of non-ministerial paid position. Approve cost to hire and coordinate with treasurer for budget adjustments.

10. As needed - Meet with the Elder board as required to discuss matters that could potentially overlap and affect both boards. Monitoring of Church attendance and offering to identify patterns of concern. Review and promote all church outreach activities. Thanks to Cheryl Somers, Bill Clark, Paul Wagner for their years of service on the Servant Board.

Respectfully Submitted,

The Servants,

Mike Barrows, Dan Barrows, Bill Sullivan Jr.,
Scott McNally, Aileen Dellana, Mark Stevens

H.R Committee Report

To Our Brothers And Sisters At Charlton Baptist Church,

This Committee Began Unofficially In 2017 As A Group Of Five Individuals Who Were Asked To Begin To Look Into Establishing A Process Of Evaluation For Staff. The Theme For The Group Was:” We Are God’s Church And We Need To Be The Best Employer We Can Be To Bring Honor And Praise To God”. These Individuals Were Committed To Serving God With Respect, Understanding, Encouragement And Compassion For Staff.

Through The Years, Individual Changes Were Made To The Team, But They Continued To Trust God, Moved Forward Through The Ups And Downs To Remain Vigilant And Committed To Put Into Place Pieces That Would Work For Our Staff.

In 2021, Somewhat Subtly, This Group Took On And Became Known As The H.R. Committee And Began To Function As Such. Each Member Took On A Role With Specific Responsibilities, Met Regularly With Minutes Being Taken And At Times Establishing And Conducting Interviews For Non-Ministerial Staff. The Committee Upon A Recommendation, Brought In A Consultant To Help Assist And Guide The Committee Through The Process Of Writing A Staff Manual Which Over Time And Reviews, Was Finalized And Approved.

Presently, We Are Proud To Have Established Two Major Accomplishments With Elder And Servant Approval.

1. A Policy For Performance Review And Pay Raises.
2. An Official Staff Manual.

The Official Purpose Of This Committee Is As Follows: The H.R. Committee At Charlton Baptist Church Is To Provide Direction And Recommendations For Employee Policies, Compensation, Benefits, Legal Compliance, Performance Management And Furthering Education And Training For Staff.

As A Committee, We Are Thrilled To See This Committee Listed In The By – Laws And Approved By The Church As An Official Committee With Individual’s Now Being Nominated And Voted On By The Church.

We Give Our God All The Praise And Honor For His Guidance And Direction Despite Some Challenges And Difficulties Along The Way, These Goals Have Been Attained.

In His Name,
Chairman: William Sullivan Sr.

Building & Grounds Ministry Report

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 Greg Shaw. 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 Lead Custodian and Custodial Assistant. 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. The committee holds two 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 2024–2025:

- Replace heating element on rooftop unit
- Replace baptismal water heater
- Repair floor drain upstairs Men's room
- Hired new Lead Custodian
- Replace outside missing fascia and soffit vent of front foyer
- Clean out attic and other storage areas throughout the church
- Design/Install Celebration board in foyer
- Repair holes and repaint entire building outdoor trim to extend the life of trim boards
- Install several tv wall mounts in Children's wing and office area
- Phil LaVallee updated class room décor in Children's wing

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
- Purchase new door matting
- Sealcoat and re-stripe the paved parking lots
- Repair water damage/re-paint Choir room
- Paint front foyer

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, Phil LaVallee, Kathy Berg, Bryan Coleman, Jacob Kirschner, Zach Taylor, Josh Somers, Mark Lindblom. Special Contributor: JC Davis

Greg Shaw and Todd Lundstrom are coming off the committee in fiscal 2026. Phil LaVallee has agreed to take over the Chairman position for B&G committee. Also, a special thank you to our former custodian Rick Payne and current Lead Custodian, Mike Manske and Assistant Custodian, Guy Somers, for all the maintenance and set up they do for all the various groups who use the facility. It is important to recognize that Paul Wagner worked on the lawn care last summer and also donated some of his time. Mark Lindblom's company performed the snow plowing and shoveling activities through the winter and Dan Lindblom's company will take over lawn care this summer.

In His Service,
The Building and Grounds Committee

GriefShare Ministry Report

The Sunday night GriefShare is led by Michelle Adams and her assistant, Sandy Torres. Their group consists of between 9 and 20 participants. This group is generally working people. Very few are from our church, definitely an 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. Members of this group this year have become close to each other, going out for Chinese food after the meeting, or other times they choose an activity during the week such as yoga and bowling to get together. This is a first!

The Wednesday group is led by Susan Jorritsma. Since February the group has doubled, numbering from 8 to 13, mostly retired individuals, more able to come in the morning. Some people come once or twice and we don't see them again. We had 3 "graduate" from our group this year. That means that they have been through the program at least twice and 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. This encourages the others to stay with the program, IT WORKS! This gives the new people, still suffering badly, 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 have one new lady, eager to heal and eager to learn about the Bible, join the Women's Bible Study and attend services. Her husband came right away to the Men's Bible Study.

We gained 9 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 "move on" and leave that person behind. Six of them have strong Faith, which brings more of God into the discussions.

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! It is so exciting to see a person come out of his or her shell, speak up, and/or accomplish a task that he or she has not been able to do. Thank you Lord! What a joy it is!

If we 3 leaders come across something too scary for us we seek help from Pastor Matt, Pastor Trevor, 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

Outreach & Evangelism Report

The O & E Team facilitated 2 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 Third Annual car show was an exciting event as show cars began arriving at the church at 9:00 A.M., an hour before the start time. While we were not prepared for the early arrival of attendees, they were met with enthusiasm and greeted with warm welcoming volunteers. 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.

Old Home Day was a success this last year and connections were made by handing out free waters because God's Love is Free. This year it was decided not to have the Christmas Nativity Drive Thru but to host a Christmas play instead. The O&E team provided support as needed to those coordinating the event. Volunteers at this event passed out Postcards inviting the community to the Christmas Play. Children's ministry joined us enabling connections being made with parents/grandparents while promoting KidVenture.

The Charlton Old Home Day was held again on Sunday rather than Labor Day. The rationale was if it rained on Sunday they could have the rain date on Labor Day. CBC again had a church service in our booth area on the common enabling volunteers to still attend church. We had one person attend from the common. New this year to our booth was a Prayer Station that was hosted by different volunteers in shifts. This was a great addition as we had people who utilized it by asking for prayer and prayed with and for in the moment.

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 Even though the events are for just a few hours, the outreach does not end, both before and after the event as the Holy Spirit directs.

EVENTS 2025-2026

- 1 CBC ANNUAL CAR SHOW- June 14, 2025**
- 2 OLD HOME DAY- August 31, 2025**
- 3 CHRISTMAS NATIVITY DRIVE THRU- December 6th and December 7th.**

Fellowship Ministry Report

The year began in May 2024 with the election of two new members: Polly Cleveland and Russ St. George. Paulla Davis soon stepped forward to volunteer with the team.

More recently, two additional volunteers have joined the team: Peter and Pam Bruder. We are grateful for their willingness to serve. As new members came on board, of course that meant that other members were leaving the team. April Foster, Sue Renner and Kristen VanDeMark stepped down after serving so long and so tirelessly. They were the behind-the-scenes organizers of many church picnics, soup nights and other special events as well as Sunday Fellowship hours.

We thank them for their dedication to the team and to the congregation and know that they are lending their talents to other teams and filling needs within the church body. The team regrouped and devised a schedule for the Fellowship Sundays. Members also organized two collations following memorial services held at CBC and provided desserts after the January week of prayer.

Members are Liz Adams, Sheila Benway, Tisha Bond, Pam Bruder, Pete Bruder, Polly Cleveland, Paulla Davis, Andy Dylewicz, Nancy Dylewicz, Chris Grubert, Russ St. George.

Respectfully submitted, Sandra Sullivan, chair

Women's Ministry Report

Our Women's Ministry team continues to try and plan gatherings that foster social connections while also deepening each other's 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 coming alongside the children's ministry to serve dinner to the children and families of Kidventure in June. This is such an exciting monthly event that brings so many families to CBC, most of whom do not attend our Sunday services. Thank you, Erin Kirschner and your monthly volunteers for this amazing program!

On June 28th, we hosted a kick-off to summer fire at Kim Shaw's house. This was a relaxing evening full of great food, laughter and love.

In the beginning of July, the ministry hosted a "Pizza and Prep" night in the church foyer. We invited the women of CBC to come and help prepare craft kits for the upcoming Vacation Bible School.

On September 20th, we hosted an end of summer fire at Linda Barrows' home. This was a smaller than usual turnout, but that led to some meaningful conversation that maybe wouldn't have happened with a bigger group. We always know that God's hand is in the details and his purposes will be met.

Our annual retreat was held over the weekend of October 18-20 at Monadnock Bible Conference in Jaffrey, NH. This was a change for us from previous years, as we were all simply attendants and not planners of a retreat. We found ourselves a number of 22 among hundreds of women in attendance and this seemed to promote a desire in our hearts to find each other and be together. Some of our most precious moments were when we all spontaneously gathered together on a sunny hill to relax and talk, or in an intentional time of prayer for each other. Bonds were formed in this atmosphere that wouldn't necessarily have formed in another setting.

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

This was also the evening when our "Secret Sisters", 6 months in the making, were revealed. Cathie Sullivan was single-handedly instrumental in making this Secret Sisters program so successful. Thank you, Cathie, for your creativity, gentle spirit and willingness to run such a complex and lengthy event!

On February 22, Beth Larkin opened her home for a ministry hosted "Open House with the Pastor's Spouse". This was such a sweet event with a gluttonous amount of food, coffee and such great conversation! We'd gotten a lot of ice just prior, so thank you Beth and Matt for spending so much time de-icing that giant driveway!

In April, the team helped make breakfast for the Children's Ministry hosted pancake breakfast and Easter party. This is always a fun event and so well planned by Erin Kirschner and the Children's ministry.

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.

We were sad to have Kristen Lundstrom step down from her service with our ministry, as she had many obligations that pulled her in other directions. Kristen, we miss your heart for women and your passion to make Jesus known to the lost. We were blessed, however, to welcome Beth Larkin to our number. Beth, your wisdom and vast experience in leading women's ministry has already strengthened us and led us in exciting new directions in service of women who are lost, hurting and alone.

As we come to the end of this year, we sadly must say goodbye to our dear sister and fellow servant Jackie Wiggin. Jackie has been a member of our women's ministry for many years and her passion to serve women in general and specifically those who are hurting, has been such a blessing to us. Jackie, we love you and we will miss you deeply. We pray that God walks with you and your family in this new season of your lives in service of Jesus.

Women's Ministry Report Continued...

Our prayer is that we continue to glorify God in all that we do to serve the women of CBC and the surrounding area. We also are in the middle of planning a trafficking awareness event scheduled for October 5, 2025. We request your prayer as we delve into this sensitive, heart-breaking endeavor. We pray for God's leading, wherever that may take us.

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

"The Lord bless you and keep you; the Lord make his face shine on you and be gracious to you; The Lord turn his face toward you and give you peace." ~ Numbers 6:24-26

Women's Bible Study Ministry Report

We kicked off the fall session on Thursday September 19th. The morning began with coffee and fellowship at 9:30am. At 10am we began studying our chosen book entitled "Esther: The Hidden Hand of God" by Lydia Brownback. We broke off into prayer groups at 11:30am and ended at approximately 12pm. We had approximately 30 women signed up with 5 women needing childcare. We were able to provide childcare with the help of Joanne Lavallee, Hannah Cooper, and Ellie Wiggin. We are so grateful to have them and be able to support the young moms. This study was led by Kim Shaw, Susan Doe, and Liz Adams. We had a few women step in to try out leading as well. This session ended December 5th.

The winter study began on January 23rd with a potluck brunch to reconnect and welcome the new year. The leaders chose to study the book of Romans from the "Knowing the Bible" series by Jared C. Wilson. This was a 12 week study that officially began on January 30th. This session was led by Kim Shaw, Susan

Doe, Liz Adams, Sandra Sullivan, Audrey Johnson, and Eileen Bouchard. We had about 30 women sign up with 5 women needing childcare. With the help of Joanne Lavallee and Hannah Cooper, we were able to continue providing childcare. It has been such a blessing! With some cancellations due to weather and some lessons leading to deeper discussions, this study will last longer than 12 weeks. We will wrap up this study on May 29th with a potluck brunch and fellowship.

It has been a wonderful year for the women's bible study. There have been lots of deeper connections made, great discussions, and new friendships. We look forward to what God has in store for us this next year!

Respectfully submitted by,
Amber Barrows

Mission's Ministry Report

Members include: Scott McNally, Julie Dostie, Abby Cleveland, Sheila Benway, George Dellana, Sarah Kirschner, Jordan Taylor, Melanie Plum, and Chris Hanks

It was a privilege to participate in the Great Commission of Jesus Christ through prayer, encouragement, special offerings, and regular support. We are blessed to be a blessing!

- **Hurricane Relief-** In the aftermath of Hurricane Helene we took a special offering and raised \$3,315 to help meet the needs of those dealing with this awful disaster.
- **International Day of Prayer for the Persecuted Church-** We took time out of the service on November 3rd to talk about and pray for our persecuted brothers and sisters around the world.
- **Operation Christmas Child-** We collected 70 gift filled boxes to be distributed around the world.
- **Local Christmas Gifts-** In addition to the international support given through OCC the members of our congregation were able to assist with some local needs as well. After receiving last minute information, we were able to provide 4 children in the Charlton school system with an overwhelming amount of Christmas presents! The school was so surprised by the amount of gifts that were brought in and it was all due to the generosity of the church body.
- **Missions Weekend-** This year our missions weekend took place on March 1st and 2nd. During the potluck dinner on Saturday evening we had over 60 people in attendance and we got to hear from our missionary Peter Noonan while he and his wife were home on leave. On Sunday morning Peter preached the sermon and following the service we held a luncheon seminar that was led by Peter and Audrey Johnson regarding their time working with

Mercy Ships. All three portions of the weekend were well attended and we were given great feedback about each event!

- **WARM Update-** In April, Natasha Bradford gave a special report during the service, outlining some of what WARM does in the community and encouraging the members of CBC to get involved with this ministry. This year there were 2 Friends of Refugees teams that regularly met with refugees, helping them learn English, and assisting them in whatever ways they could.
- **Special Offering-** In April we took a special offering to help meet some of the needs of our missionaries Tom and Sherri Luksha and we raised over \$4,000.
- **Missions Policy-** Throughout the year we have been reviewing a portion of the missions policy at each meeting in order to make sure it is fully in line with our Mission and Vision statements.
- **New Subcommittee-** We started a subcommittee which consists of Pastor Matt, Julie Dostie, Dan Kirschner, Nancy Roberts, and Scott McNally to create a vetting process and perform an assessment of our individual missionaries and their respective sending agencies to ensure that they align with CBC's Mission and Vision. This subcommittee will continue on into the 2025-2026

Adjustments made to the 2025 / 2026 MISSIONS BUDGET:

- Reduced the total overall budget from \$90,500 to \$83,500
- The key reason for this reduction was Val Nordbye's retirement from Campus One80 and a decision by the committee to not take on a new missionary in her place at this time.
- After the removal of Val's Salary the committee opted to give a 2% increase as a Cost of Living Allowance to all missionaries not receiving Social Security.

Senior Ministry Report

Heading into the 2025 church year finds the Sr. Ministry struggling for an identity. I have been praying that God would lead this ministry according to His will, as this ministry belongs to Him. Our strength is supported by Pam Bruder and Annis LeGrow. These two ladies are very dedicated to sending well, birthday and thinking of you cards, that remind people that we really care for them. Also our visits to the shut ins and lonely are hit and miss, however, I pray that we will improve on this. God has taught me , during the time of my accident that it can be very lonely, and I am very grateful for the people who came to visit and serve me. We need to make more visits for the shut-ins, both saved and unsaved. Also our

line of communication needs much improvement. My prayers also include people that attend Grief share would connect with our Ministry. Although it is called The Sr. Ministry, I have proposed that we rename our Ministry to CBC We Care. In doing so, I am in hopes that this will expand our Ministry to all ages, supported by the Seniors. Please pray for this Ministry that God will give us direction on how to move forward according to His will.

Paul E Wagner
Team Leader
Ambassador For Jesus Christ

Children's Ministry Report - Erin Kirschner



GENERAL CHILDREN'S MINISTRIES:

"I praise You for I am fearfully and wonderfully made; Your works are wonderful, I know that full well." Psalm 139:14

Our children's ministries are growing and it's been wonderful to see the various programs under "KidVenture Children's Ministries" working together to serve families. There is consistency in programming across the ministries, which is so beneficial. We've also been blessed to see that involvement in one ministry has led children and families into deeper involvement across our programs. One of my goals as children's ministry director is to align our programs in vision and purpose, so I love to see the children's ministry as a whole operating in harmony. We are truly striving to accomplish our main vision of "nurturing families", while also working toward "renewing our communities" and "supporting the hurting".

Special Events:

We have had lots of fun in our children's programs this year! We put out a schedule for

the year back in September, which has been beneficial to families as they plan for involvement in our programs. We kicked off the school year with a "**Family Fall Kick- Off**" and enjoyed working in collaboration with Venture Youth Ministries to provide a fun afternoon for families. The weather didn't cooperate with our plans, but we were able to move most of our activities indoors and still had fun with the families who attended.

Our next big children's event was our "**Christmas Storytime with the Author**". This was a very well attended event, with over 60 people in attendance. We hosted the author of "Bethlehem Barn", Debra Westgate-Silva. She read her book, did an activity with the children, and provided her book to families. This event came about as a result of the previous year's "Countdown to Christmas Storytime" on our YouTube channel. Debra found the reading of her book online, reached out to me with positive feedback, and offered a live reading in the future. We were excited to make this happen this past Christmas! Our church gave

Children's Ministry Report - Continued

Debra a monetary "honorarium", which she then used to donate to the Our Daily Bread ministry. According to their website, the amount donated helped them reach 1,800 people! What a great way to work together with fellow believers to reach people for Christ!

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 hosted an "**Easter Pancake Party**", which was attended by over 75 people! It was such a fun event! Some of the women's ministry team helped prepare the food and it's always a blessing to work in collaboration with other ministries. We played family games, had some photo areas, and did some Easter crafts. My favorite part was sharing the story, "The Garden, the Curtain, and the Cross" which is a great children's book that shares the gospel message in a meaningful and poignant way. Sharing Jesus with these children is my ultimate goal, so I love finding ways to accomplish this at each event.

On Palm Sunday, our children participated in the worship service by joining the worship team for the final song. They entered waving palm branches and singing "Hosanna", which was a great visual reminder of the Palm Sunday celebration. On Good Friday, we provided childcare for our nursery age children and the older children joined us for our service. We provided them with age appropriate activity books, but most of them just enjoyed being a part of the corporate worship experience. On Easter, we baptized 2 members of our children's ministry, Mallory Larkin and Mayaih Kirschner! It was wonderful to see these young ones take this step of faith. We also handed out Easter goodie bags to all children who attended our Easter service with an invitation to VBS.

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 and set up a kid's table at Old Home Day. It's great to be able to work together to reach our community with the Gospel! I recently ran a "Bible Drive" to replenish our supply of children's Bibles. We regularly provide age-appropriate Bibles for our visitors and children who don't have them. Thanks to the generosity of many of our church members, the supply is re-stocked!

Children's Wing/Building: We have been slowly working on updating the children's wing. We now have a jungle themed classroom for toddlers, a mountain themed room designed for older elementary students, and we transformed our "blue rug room" into our ocean themed classroom, which is suitable for preschoolers. Our final classroom remodel took place in the green tree room and was designed with a forest theme, suitable for younger elementary students. 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 are 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

Children's Ministry Report - Continued

the higher mission 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. 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. With the arrival of a new little one, Jess Mick-Evans has stepped out of her role as children's church leader. Sarah Bowler has graciously taken over the digital distribution of lesson plans each month, which has been a life-saver!

This past year, we were able to roll out a safer digital check-in process which we hope will simplify and speed up our children's church check-in procedures.

We average between 20 and 30 children attending children's church each week. As our numbers have increased, we have been thrilled to be able to divide the kids into two

different groups and classrooms. This is important, not only because the room was overflowing, but because we wanted to minister to the varying age groups in more age-appropriate ways. We are so grateful to all who have volunteered to help make this happen! Please be in prayer for the growth of this ministry!

Nursery:

Our nursery ministry is growing, one little baby at a time! Susan Hughes has been the leader in charge of this program, but has stepped

back over the last several months due to medical procedures. As she recovers, I look forward to continuing to work together on scheduling and making sure the nursery has what is needed. In the past few months, I purchased some new nursery equipment, cleaned out, and reorganized the nursery to better serve our little ones. We've also implemented our new digital check-in process which was a vital need for this area. We plan to purchase an iPad specifically for the nursery to better accomplish our goals. We also plan to replace our old rocking chairs sometime this year as they are in desperate need of replacement.

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 80 children in attendance, most of whom are non-church members. We foresee this program growing even larger next year as we already have over 100 children signed up to join us! 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 start attending our church and attend our other children's ministry events!

Our FW board consists of myself (Erin Kirschner), Linda Barrows, Ali Doe, and Tina Spencer. We work together to establish

Children's Ministry Report - Continued

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. This year, we formed a "VBS Team", which consists of Kathy and myself, Amber Barrows, Beth Larkin, and Lauren Berg. Each member has taken charge of different aspects of VBS planning and we are all working together to prep for this awesome summer week!

Last year, in 2024, we hosted about 120 kids for VBS! We had about 14 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 "Discovering the Bigness of God in the Smallest of Things" based on Psalm 34:3. The theme is "Magnified" 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. We can't wait to share the Biblical truths of the gospel message with the children who will attend this year!

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 14 th -18 th , 2025. We are in need of many volunteers to make this program happen, so

please be praying about that!

KidVenture Fun Club:

I am thrilled to report that KidVenture Fun Club, our weekday program, is growing and thriving! We meet the first Thursday evening of each month and serve between 40-50 children each time. We've really enjoyed having fun with these kiddos, teaching them about Jesus, and striving to bring the learning home with the use of devotionals and monthly scripture memorization.

We begin each meeting with a family dinner at 5:30pm, which has been so great for the parents. I believe having this option has made attendance much easier for families. Joanne Lavalle 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! On average, we feed about 60-70 people each time.

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.

This year, we were thrilled to add a third age group to our program! We now have groups for "Explorers" who are Pre-K-1 st graders, "Voyagers" who are 2 nd and 3 rd graders, and "Trail Blazers" who are 4 th -6 th graders. The older kids have been able to enjoy their own

Children's Ministry Report - Continued

age appropriate activities and dig even deeper into scripture. Thank you to Jess Jerome for heading up that age group!

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 are specifically in need of someone to be our official "gym teacher" and lead the kids in fun gym games. If this is something you are willing and able to do, please let me know. 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. I thoroughly enjoy working with CBC to accomplish our vision and mission! There is nothing more exciting to me than sharing Jesus with these little ones and their families. 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 Kirschner
For His glory

Venture Youth Ministry Report - Pastor Trevor

Thinking back on this year I feel like it was marked by next steps. Several students stepped up as leaders, opening up in discussion time, leading by example, and encouraging others to be involved. Our leaders connected with students and encouraged them to take Next Steps, which just happened to be the theme of our winter retreat. That resulted in friends being invited, decisions to follow Jesus being made, and a student being baptized. Our group grew as friends were added and got a little smaller this May when we said goodbye to graduating seniors. We also have two leaders stepping down. Kathy Berg, who served the youth of this church for well over a decade, and Kari Nordbye, who has served for several years. Both connected with students, prayed for them, cared for them, encouraged them, and taught them. Their work in Venture Youth Ministry, like all our leaders, was monumental in helping to form the Church of tomorrow. Join me in thanking them for their work and praying for a season of rest and fulfillment in whatever comes next in their ministry service.

Speaking of leaders, our Youth Ministry intern Katrina Somers was a huge add this year. Not only has she been a great leader to share the

work load but she easily found her spot in the leader team and connected with students. Her passion for student ministry is obvious and her desire to see students thrive in their faith fits in perfectly with what Venture Youth Ministry has always strived to be.

Please be in prayer for our students. Those involved now, those who just graduated, and those who are yet to come. Pray for leaders. Our already small leader team dropped by over half and we need new youth leaders committed to pouring into students and helping them to grow as disciples of Jesus. We know God will bring those people forward so please pray for them. Lastly, pray for God's guidance. The ministry will be changing a lot over the next couple of years and some of those changes are right around the corner. It's a daunting task to make big changes to a ministry and we want each change to be purposeful, focused, and God led.

Gratefully,
Trevor Berg
Associate Pastor

Worship Ministry Report - Jordan Heersink

It has been such a privilege to begin serving in the worship ministry since October 2024. Over these past months, I've had the joy of getting to know the incredible team that makes up our worship ministry here at CBC. We are truly blessed with a group of talented musicians and singers who have a heart for bringing honor and glory to God.

At the start of this year, the worship team gathered after church for a time of fellowship over pizza. Each person shared their story and what led them to serve on the worship team, and it was a powerful and moving experience. Hearing how God's faithfulness has shaped their lives was both inspiring and encouraging. It was a reminder of how beautiful it is to serve alongside people who are committed to glorifying God through their gifts.

Behind the scenes, there have been several updates taking place, such as refreshing our music library, experimenting with different service structures, and forming a core team to help guide the future of the ministry. This team will also focus on creating better resources for both the worship team and our congregation.

Looking ahead to the second half of 2025, I'm particularly excited about our emphasis on resource development and training. Here's what you can expect to see:

- Specialized training sessions for singers and musicians.
- Sound and AV training to enhance our technical capabilities.

- Dedicated times for team building and worshipping together as a team.
- Opportunities for the entire congregation to deepen our understanding of what the Bible teaches about worship.

As we continue to move forward, I ask for your prayers in the following areas:

- 1 **Spiritual health:** It's vital that our worship flows from a genuine and vibrant relationship with God. Please pray for the spiritual well-being of everyone involved in this ministry.
- 2 **New volunteers:** We are in need of more singers, musicians, and A/V volunteers. Pray that God would raise up new people to serve and that we would create a space where no one feels overwhelmed. We want to ensure everyone has the chance to serve while also being able to attend services with their families.
- 3 **Growth in skill and understanding:** Pray for continued growth in both the technical and spiritual aspects of worship, as we strive to give God our best while seeking worship that is pleasing to Him.

To God be the glory!

Jordan Heersink

Lead Pastor Report - Dr. Matthew Larkin

February marked one year since my family arrived in Massachusetts with our moving trucks and the team sent to Maine by CBC, only to be greeted by around 40 of you who came to unload and help us get settled into our new home. As I write this report, I am about 15 months into my time as your Lead Pastor and I am excited to offer my perspective on the things the Lord has done over the last year, as well as the way He is leading us into the future. My report can be broken up into four parts. They include:

1. Highlights From the Year
2. Current & Upcoming Teaching Series
3. Current Progress
4. Vision Casting & the Future

HIGHLIGHTS FROM THE YEAR

I spent a good portion of the last year seeking to get acclimated to my new ministry environment and to the people God has called us to. This has been an exciting process, as I have learned how this church operates and how you, as members of the Body of Christ, interact together. Through that exploration, I have been able to find my footing and begin to prioritize the ways in which I can most effectively lead. This process has been significantly aided by the Elders and staff, as well as many others who have helped me to better understand the individual ministries they are a part of.

One highlight from the past year has come in the form of two staff hires. In May of 2024, we were privileged to welcome Robin Reynolds on to our team to serve as our Administrative Assistant. Since then, Robin has done amazing work in helping to get us better organized and improve both the quantity and quality of communication that flows from the church office. This was capped off by her efforts, in concert with Pastor Trevor, to overhaul our website. In October,

we were excited to have Jordan Heersink join our team as our new Worship Director. Jordan has already done some amazing work in bolstering our worship ministry, helping us in looking more critically at our worship services and in developing the worship team members who lead us from week-to-week.

Over the last year, we have also been able to participate in some exciting outreach opportunities. At the end of the summer, our Outreach Team led several volunteers into the community as we participated in Charlton Old Home Day. This gave us the opportunity to make countless connections in our community, sharing the love of Jesus, as well as information about upcoming ministries and programs. In addition, through our annual car show and Christmas production, we were able to welcome a great number of people to the CBC campus. The car show grew significantly from previous years and the Christmas production brought nearly 500 people to CBC to hear the message of the gospel. Through these outreaches and others, we have been able to welcome a significant number of new guests into our various programs and ministries, as well as into our Sunday morning worship service.

Another point of excitement I see is that there are also exciting signs of growth in discipleship happening in our midst. Over the last year, we have had four baptism services, through which twelve believers have gone through the waters of baptism. This is something to be extremely excited about! In addition, we have a growing percentage of our congregation participating in different Bible opportunities and mentoring relationships. These discipleship-driven ministries are central to our mission to make and grow fully devoted followers of Jesus Christ.

Lead Pastor Report - Continued

Many of these highlights represent significant growth in the execution of the mission and vision God has called us to. During the summer of 2024, we spent a great deal of time rolling out our new Vision Statement. This came in the form of a nine week teaching series and a celebration in early September led by our Elders. As an extension of our Mission Statement, which calls us to honor and glorify God by making and growing fully devoted followers of Jesus Christ; our Vision Statement calls us to make and grow disciples by supporting the hurting, nurturing families, and renewing our communities with the love and gospel of Jesus Christ.

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. After years working in other ministry areas, it has been exciting for me to return to the pulpit on a more regular basis. My goals in preaching are to always strive to place the whole counsel of God in front of you, and to make sure you can always see the greatness of God and His gospel each week.

In service to those goals, we have tackled five preaching series in the last year. We began with a study of Acts, exploring some of the key things that happened once the early church began to move in the wake of Jesus' death and resurrection. This was followed by our Vision CBC series, which explored the three tenets of our Vision Statement. Christmas brought us to the nativity story, with a series that explored some of the minor characters involved with the birth of Jesus. Easter gave us the opportunity to look at both Jesus' resurrection and our own promised resurrection through the lens of 1 Corinthians 15.

Since October, though, our primary focus has been the book of Genesis. On October 13, we began a series titled Woven: Gospel Threads in the Genesis Narrative. The goal of this study

can be found in the title. Put simply, I want us to see the many ways in which God was at work

from the beginning, bringing about his plan of redemption and, ultimately, the extinguishing of sin and death. I know that, for many, this may be a new way of looking at Scripture. However, it is important that we realize that all Scripture is meant to point us to Christ. He said as much, repeatedly, in the Gospels, and He meant it quite literally. We are approximately twenty weeks into this series right now; and I imagine that this series will carry us in to early 2026 (with a few breaks here and there). I know this is a long series, but I believe will all find it profitable as we learn to see the whole Bible as a cohesive book.

CURRENT PROGRESS

In addition to some of the broader church highlights I mentioned from the last year, I have been working with some personal goals which were set in collaboration with the Elders during my three month review last June. In addition to general acclimation, they include:

improving communication, implementing the mission and vision statement, developing a collaborative staff environment, and growing our leadership development efforts. While there is significant work to be done in some of the areas, I am excited about the

progress we have seen so far. In regard to communication, I have already mentioned Robin's efforts there. Over the last year, we have worked to develop the Messenger into a more effective tool for communication, while also bolstering our social media and general online presence. We have overhauled our website and made our teaching ministry more accessible through podcasting and the addition of a sermons section on our website.

Lead Pastor Report - Continued

Our mission and vision are something that have become much more front and center here at CBC. As already mentioned, we did a nine-week teaching series on our Vision last summer. This was accompanied by the development of significant visual branding, which includes banners, stickers and our celebration wall. This visual branding is designed to keep the vision in front of us and help us to celebrate the ways in which, by God's grace, we are accomplishing the vision He has called us to. In addition to this, the Elders and I have been actively working on a new discipleship framework that should help in more effectively achieving our mission to make and grow disciples.

As far as the staff environment goes, I feel strongly we have developed a cohesive and collaborative staff team that is serving the church well. My leadership approach hinges on team ministry, and I hope that is evident in a variety of ways throughout church life. As it relates to the staff, each member of our staff has participated in a lot of what you see happening here at CBC. They participate with me in planning for preaching series. We collaborate on various events and celebrations. We work together on follow up with new guests and we spend a great deal of time discussing how we can merge our own individual projects with other ministries happening in the church. One visible area from the last year where staff collaboration could be seen was Holy Week. From Palm Sunday and the prayer stations to Good Friday and Easter Sunday, every part of what we did represented a collaborative effort. Anything that you may have enjoyed from that week was a team effort

Finally, in the area of leadership development, we have made three significant strides. First, through the efforts of Bill Sullivan Sr., we were able to provide a four-week mentor training, which led to the training of fifteen new, fully trained mentors here at the church. This is

a significant boost to our discipleship efforts, and something we hope to continue to offer in the future. Second, a couple of months ago, we held the first of three Elder/Servant training sessions.

These sessions, which I led, are designed to help our Elders and Servants understand their roles more biblically and how we interpret the execution of these biblical roles here at CBC.

Third, we launched the first of what we hope will be a long string of internships here at the church. In January, we brought Katrina Somers on as a youth ministry intern. This will be a year-long Internship, which is designed to help her to learn and grow in youth ministry and give her exposure to what leadership looks like in a local church setting. I do know we have had internships here in the past. Our goal going forward, however, is that these internships will become far more regular, as our desire is to be a church that is regularly developing and even sending leaders. My hope is that these three leadership development efforts will become the foundation for more to come.

VISION CASTING & THE FUTURE

It is fair to say that I have already done a little bit of vision casting in this report. However, I do want to spend a little bit of time on placing some vision in front of you a little more clearly. As I mentioned earlier, our mission statement calls us to honor and glorify God by making and growing fully devoted followers of Jesus Christ. This is something we are probably already doing in various ways. But we can always improve. Over the last several months, the Elders have been pouring over this statement, collecting data and looking over data already collected from Ministry Mapping and from Pastor Kohl's time here.

Lead Pastor Report - Continued

Through this, we have been working to develop a more consistent and structured discipleship process for the church, which is something we will be inviting all our ministries to participate in in the coming months. This will help us to better serve every member of CBC, as well as those who are new and looking to connect.

In addition, as it relates to our vision, we are already in the process of inviting all ministries to examine how they align with our current vision statement and discussing how we may want to realign some of our efforts to become more centered on those things we believe God has called us to. We are already making progress in some ministry areas, and I think we are on track to see even more progress in the near future.

As you see some of these changes, know that our desire is not to do more. Our desire is not to pile mission and vision tasks on top of whatever ministries are already doing. Our desire is to become more focused as a church. We want to re-focus our efforts more consistently on those things we agreed God has called us to. In doing so, we will become more effective in reaching this community with the gospel. We will see disciples made and grown. We will see the hurting supported, families nurtured, and our

communities renewed; all of it with the love and gospel of Jesus Christ at the center.

CONCLUDING REMARKS

As I draw this report to a close, I want you to know how excited I am about where we are as a church. There is no doubt that God is actively using this church in significant ways. Many of those ways are highlighted in this report booklet. As we continue to focus ourselves on the mission and vision God has called us to, I really believe that we will continue to see gospel impact in our community in even bigger ways. We have a highly gifted church here on Hammond Hill Rd. As we continue to grow in those gifts together . . . as we continue to love one another and the community around us . . . as we lean into our mission to make and grow fully devoted followers of Jesus Christ, we will see God at work in some amazing ways. “For from him and through him and to him are all things. To him be glory forever. Amen.” (Rom. 11:36, ESV)

Finance Reports

**CHARLTON BAPTIST CHURCH
TREASURERS REPORT
04/30/25**

ACCOUNT BALANCES @ 4/30/25

OPERATING CASH ACCOUNTS:

GENERAL CORNERSTON	51,764.99
OFFERING CORNERSTON	592.20
DEBIT CORNERSTONE	2,000.00
	54,357.19

SAVINGS ACCOUNTS:

GENERAL SAVERS MM	57,200.28
SAVERS BANK CD	85,665.67
	142,865.95

TOTAL **197,223.14**

MCINTIRE CD *Interest only	6,403.52
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OTHER ACCOUNT BALANCES @4/30/2025

CHRISTIAN CARE ACCOUNT:

ENDING BALANCE	6,284.19
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COMMUNITY CARE ACCOUNT:

ENDING BALANCE	3,529.16
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ACCOUNTS PAYABLE @ 04/30/25

CURRENT @ 4/30/25	0.00
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SAVINGS DETAIL@4/30/2025

SAVERS MM ACCOUNT:

BEG BALANCE	57,113.35
INCOME	86.93
EXPENSES	
TRANSFERS	
	57,200.28

SAVERS CD ACCOUNT:

BEG BALANCE	81,975.27
INCOME	3,690.40
TRANSFERS	
	85,665.67

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%	
2024 - 2025 INCOME	524,684	6.21%	

OTHER INCOME/GRANT

TOTAL

BUILDING FUND INCOME ANALYSIS

		<u>CHANGE</u>	
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
			488,339
			471,585
DESIGNATED OFFERINGS:		1,700.00	495,716
DESIGNATED/INTERNSHIP OFFERING:		19,167.00	543,851

CHARLTON BAPTIST CHURCH

FULL YEAR EXPENSES

MAY 1, 2024 THRU APRIL 30, 2025

<u>Budget Category</u>	<u>CURRENT 2024-2025 BUDGET</u>	<u>FULL YEAR 2024-2025 EXPENSES</u>	<u>ABOVE/ (BELOW) BUDGET</u>
LEAD PASTOR SALARY	92,700	90,000	(2,700.00)
ASSOCIATE PASTOR SALARY	67,861	66,856	(1,005.00)
 HEALTH INSURANCE	 47,970	 46,744	 (1,226.00)
 TUITION REIMBURSEMENT	 1,000	 0	 (1,000.00)
PAYROLL TAXES	7,500	6,600	(900.00)
PROJECTED SALARY INCREASES	0	0	0.00
FINANCE / ADMINISTRATIVE ASSISTANT	31,781	32,703	922.00
WORSHIP DIRECTOR	13,400	13,977	577.00
CUSTODIAL PAYROLL	28,565	24,714	(3,851.00)
DIRECTOR OF CHILDRENS MINISTRY	20,800	20,680	(120.00)
INTERNSHIP	2,160	2,160	0.00
WORKMAN'S COMPENSATION INSURANCE	2,000	1,809	(191.00)
PASTOR REIMBURSEMENT FUND	3,600	60	(3,540.00)
ASSOC PASTOR REIMBURSEMENT FUND	200	129	(71.00)
SUB-TOTAL OTHER PAYROLL	<u>111,006</u>	<u>102,832</u>	<u>(8,174.00)</u>
 TOTAL PAYROLL	 319,537	 306,432	 (13,105.00)
 OFFICE EXPENSE:	 22,870	 26,413	 3,543.00
 <u>BUILDING :</u>			
UTILITIES	39,075	39,857	781.50
SECURITY	1,000	0	(1,000.00)
CUSTODIAL SUPPLIES	1,500	2,193	693.00
MAINTENANCE EXPENSE	15,120	16,958	1,838.00
LANDSCAPING	2,300	796	(1,504.00)
PLOWING / PARKING LOT MAINT	5,000	8,870	3,870.00
BUILDING INSURANCE	10,322	10,322	0.00
MAINTENANCE CONSTRUCTION	6,500	10,864	4,364.00
BUILDING EXPENSE OTHER	0	0	0.00
TOTAL	<u>80,817</u>	<u>89,860</u>	<u>9,042.50</u>
 <u>CAPITAL:</u>			
BUILDING & GROUNDS CAPITAL	11,524	11,524	0.00
NURSERY	0	0	0.00
CHILDREN'S MINISTRY	0	0	0.00
COMPUTER HARDWARE	2,271	2,271	0.00
AUDIO VISUAL	4,000	3,499	(501.00)
YOUTH GROUP	500	586	86.00
	<u>18,295</u>	<u>17,880</u>	<u>(415.00)</u>

CHARLTON BAPTIST CHURCH

FULL YEAR EXPENSES

MAY 1, 2024 THRU APRIL 30, 2025

BUDGET CATEGORY	CURRENT 2024-2025 BUDGET	FULL YEAR 2024-2025 EXPENSES	ABOVE/ (BELOW) BUDGET
<u>CHILDREN'S MINISTRY</u>			
GENERAL CHILDREN'S MINISTRY	2,906	2,903	(3.00)
GENERAL CHILDREN'S GIFT MONEY	1,550	1,550	(0.25)
CHILDREN'S CHURCH	1,800	1,792	(8.00)
NURSERY	800	797	(3.00)
KID VENTURE CLUB	1,534	1,534	0.00
VACATION BIBLE SCHOOL	2,562	2,562	0.00
FAITHWALKERS	800	785	(15.00)
TOTAL	11,952	11,923	(29.25)
<u>YOUTH MINISTRIES :</u>			
YOUTH GROUP	5,500	5,213	(287.00)
TOTAL	5,500	5,213	(287.00)
<u>MINISTRY EXPENSES:</u>			
ELDERS	400	160	(240.00)
OUTREACH	4,000	2,831	(1,169.00)
DISCIPLESHIP / SMALL GROUPS	500	0	(500.00)
-- YOUNG ADULTS	250	250	0.22
CHILDCARE	500	600	100.00
MINISTRY LEADER SEMINARS	1,800	1,800	0.00
MISSIONS	90,500	90,500	0.00
HOSPITALITY/BEREAVMENT MINISTRIES	1,000	0	(1,000.00)
SENIOR MINISTRY	500	288	(212.00)
WORSHIP	1,700	1,939	239.00
AUDIO VISUAL	1,100	643	(457.00)
WORSHIP Décor	1,000	724	(276.00)
FELLOWSHIP COMMITTEE	2,100	1,864	(236.00)
GRIEFSHARE	450	236	(214.00)
MEN'S MINISTRIES	200	-12	(212.00)
WOMEN'S MINISTRIES	1,000	689	(311.10)
MISC	0	158	158.00
TOTAL MINISTRY EXPENSE	107,000	102,670	-4329.88
TOTAL NON-PAYROLL	228,139	236,078	7,939
CAPITAL	18,295	17,880	(415)
EXPENSES FROM SAVINGS	0	0	0.00
GRAND TOTAL	565,971	560,390	(5,581)

CHARLTON BAPTIST CHURCH

FULL YEAR EXPENSES

MAY 1, 2024 THRU APRIL 30, 2025

BUDGET ADDITIONS BY SERVANTS

Building & Grounds	12,568
Children's Ministry	500
Computer Hardware	1,841
Internship	2,160
--- TOTAL	17,069

YEAR TO DATE PROFIT AND LOSS

INCOME (including interest & special offerings)	543,851
EXPENSES	560,390
DIFFERENCE	(16,539)

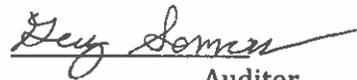
REPORT OF THE AUDIT COMMITTEE

Date: May 30, 2025

To: Charlton Baptist Church Membership and Leadership

We have reviewed the financial reports and records of Charlton Baptist Church for Fiscal Year 2024-2025. 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

CONTACT

CHARLTON BAPTIST CHURCH
ANNUAL MEETING
PROPOSED BUDGET
MAY 1, 2025 THRU APRIL 30, 2026

BUDGET CATEGORY	VOTED 2024-2025 BUDGET	CURRENT 2024-2025 BUDGET	PROPOSED 2025-2026 BUDGET	% CHANGE 24 - 25 CUR BUD TO 25 - 26 PROP BUD
LEAD PASTOR COMPENSATION	92,700	92,700	92,700	
TOTAL PASTOR	92,700	92,700	92,700	0.0%
ASSOCIATE PASTOR COMPENSATION	67,861	67,861	69,222	
TOTAL ASSOCIATE PASTOR	67,861	67,861	69,222	2.0%
HEALTH INSURANCE EXPENSE	47,970	47,970	50,000	4.2%
<u>PAYROLL EXPENSE</u>				
TUITION REIMBURSEMENT	1,000	1,000	0	0.0%
PAYROLL TAXES	7,500	7,500	8,900	18.7%
FINANCE / ADMINISTRATIVE ASSISTANT	29,285	31,781	34,127	7.4%
WORSHIP PAYROLL	13,400	13,400	22,000	64.2%
CUSTODIAL PAYROLL	28,565	28,565	28,565	0.0%
CHILDREN'S MINISTRY DIRECTOR	20,800	20,800	21,840	5.0%
INTERNSHIP	0	2,160	13,440	522.2%
WORKMAN'S COMPENSATION INSURANCE	2,000	2,000	2,000	0.0%
PASTOR AUTO / MINISTRY REIMBURSEMENT	3,600	3,600	1,000	-72.2%
ASSOC PASTOR / MINISTRY REIMBURSEMENT	200	200	200	0.0%
SUB-TOTAL OTHER PAYROLL	106,350	111,006	132,072	19.0%
TOTAL PAYROLL	314,881	319,537	343,994	7.7%
OFFICE EXPENSE	22,000	22,870	20,000	-12.5%
<u>BUILDING EXPENSE</u>				
UTILITIES	39,075	39,075	40,264	3.0%
SECURITY	1,000	1,000	250	-75.0%
CUSTODIAL SUPPLIES	1,500	1,500	1,500	0.0%
MAINTENANCE EXPENSE	15,120	15,120	15,120	0.0%
LANDSCAPING	2,300	2,300	2,900	26.1%
PLOWING / PARKING LOT MAINTENANCE	5,000	5,000	5,000	0.0%
BUILDING INSURANCE	10,322	10,322	12,274	18.9%
MAINTENANCE CONSTRUCTION	5,000	6,500	5,000	-23.1%
	0	0	1,900	100.0%
TOTAL BUILDING	79,317	80,817	84,208	4.2%
<u>CHILDREN'S MINISTRIES</u>				
CHILDREN'S GENERAL MINISTRY	2,500	2,906	2,600	
- Designated Gift Expenses	0	1,550	0	0.0%
CHILDREN'S CHURCH	1,800	1,800	1,800	0.0%
NURSERY	300	800	550	-31.3%
KID VENTURE	1,000	1,534	3,500	
VACATION BIBLE SCHOOL	2,500	2,562	3,000	
FAITH WALKERS	800	800	800	
TOTAL CHILDREN'S MINISTRIES	8,900	11,952	12,250	2.5%
<u>YOUTH MINISTRIES</u>				
YOUTH GROUPS	5,500	5,500	6,000	9.1%
TOTAL YOUTH MINISTRIES	5,500	5,500	6,000	9.1%

CHARLTON BAPTIST CHURCH
ANNUAL MEETING
PROPOSED BUDGET
MAY 1, 2025 THRU APRIL 30, 2026

BUDGET CATEGORY	VOTED 2024-2025 BUDGET	CURRENT 2024-2025 BUDGET	PROPOSED 2025-2026 BUDGET	% CHANGE 24 - 25 CUR BUD TO 25 - 26 PROP BUD
MINISTRY EXPENSE				
ELDERS	400	400	400	0.0%
EVANGELISM	4,000	4,000	4,000	0.0%
DISCIPLESHIP / SMALL GROUPS	500	500	500	0.0%
- YOUNG ADULTS	250	250	250	100.0%
CHILD CARE	500	500	800	60.0%
CONFERENCES	600	1,800	600	-66.7%
MISSIONS	90,500	90,500	83,500	-7.7%
HOSPITALITY/BEREAVEMENT MINISTRIES	1,000	1,000	400	-60.0%
SENIOR MINISTRY	500	500	300	-40.0%
WORSHIP	1,700	1,700	1,700	0.0%
Licenses & Software	0	0	620	100.0%
AUDIO VISUAL	1,100	1,100	1,100	0.0%
Software Online Fees	0	0	635	100.0%
WORSHIP / DÉCOR	1,000	1,000	1,000	0.0%
FELLOWSHIP COMMITTEE	2,100	2,100	1,800	-14.3%
GRIEFSHARE	450	450	200	-55.6%
MEN'S MINISTRY	200	200	400	100.0%
WOMEN'S MINISTRY	1,000	1,000	2,650	165.0%
MISC	0	0	0	0.0%
TOTAL MINISTRY EXPENSES	105,800	107,000	100,855	-5.7%
CAPITAL BUDGET	9,800	18,295	20,568	12.4%
TOTAL BUDGET (INCLUDING CAP)	546,198	565,971	587,875	3.9%
EXPENSES FROM SAVINGS				
-- Pastoral Search				
GRAND TOTAL	546,198	565,971	587,875	3.9%

BUDGET CATEGORY	VOTED 2024-2025 BUDGET	CURRENT 2024-2025 BUDGET	PROPOSED 2025-2026 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	3,500	11,524	20,568	
NURSERY	500	0	0	
CHILDREN'S MINISTRY	0	0	0	
COMPUTER HARDWARE	1,300	2,271	0	
AUDIO VISUAL/EQUIPMENT	4,000	4,000	0	
YOUTH GROUP	500	500	0	
	9,800	18,295	20,568	12.4%