



**FIRST  
BAPTIST  
CHURCH**  
OF MADISON

# FBC Spring Business Meeting

## SUNDAY, JUNE 8, 2025

### Agenda

1. Call to Order, Opening Prayer, and Overview of Procedures  
Paul Chotlos, Moderator, with Rev. Tim Schaefer
2. Consent Agenda

*Consent Agenda items are presented to inform the congregation. Any participant may request that an item in the Consent Agenda be moved to the Discussion Agenda. If there are no requests to move items to the Discussion Agenda, the items will be collectively accepted, approved, and not discussed.*

- A. Minutes of the February 9, 2025  
Winter Business Meeting
- B. Membership Clerk's Report
- C. Moderator's Report
- D. Racial Justice Team Report
- E. Diversity, Equity, Inclusion,  
and Belonging (DEIB) Task Force Report
- F. Board of Deacons Report
- G. Board of Christian Education Report
- H. Board of Christian Outreach Report
- I. Green Team Report
- J. Chinese Orphans Report
- K. Catalyst Project Report
- L. Board of Trustees Report
- M. Pastoral Relations Committee Report

3. Discussion Agenda

- A. Remembering Those Members Who Died,  
Janet Reinke, Membership Clerk
- B. Nominating Committee Report, Paul Chotlos, Moderator
- C. Board of Trustees Proposal Concerning the Operation  
of Endowment Fund, Wynn Davies, Investment &  
Planned Giving Sub-committee

4. Open Discussion Period

*During this time, members may raise concerns or ask questions on any topic relevant to the church.*

5. Thanks and Adjournment



***The Mission of  
First Baptist Church  
is to follow Jesus by  
doing justice,  
loving people,  
and advocating for equity.***

Virtual meeting Starts at 1:00 pm (**ONLINE ONLY**). Please login using the following link on your device:  
<https://us02web.zoom.us/j/84680489279?pwd=IAu6aDwxYcPgqlbYDpsbpECXgpl5YP.1>

You may also login by entering the information below:

Meeting ID—846 8048 9279 | Passcode—865613

Please have this report available during the congregational meeting.

**First Baptist Church of Madison, Wisconsin  
Spring Business Meeting, June 8, 2025**

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# **First Baptist Church of Madison**

## **Spring Business Meeting, June 8, 2025**

### **Minutes of the Winter Business Meeting**

#### **February 9, 2025**

**Carla Eakins, Church Clerk**

The meeting was hybrid using Zoom videoconferencing software in addition to having people present in Fellowship Hall.

Welcome: Moderator Paul Chotlos welcomed the congregation to the meeting.

Overview of Procedures: Paul invited Tim to explain how comments can be made by members of the congregation using the hand-raising mechanism in Zoom. He also explained how voting will be accomplished using Zoom polling. Tim commented that in order to give equal opportunities for comments, in-person and those on Zoom will be recognized alternately.

Call to Order: The meeting was called to order at 12:05 pm by Moderator Paul Chotlos.

Opening Prayer: Amanda Huff, Student Minister, opened the meeting with a prayer.

Presentation of Agenda: Paul called attention to the Consent Agenda, which includes: Minutes of the June 2, 2024, Mid-Year Annual Business Meeting; 2024 Financial Report; a Stewardship Report by Moderator Paul Chotlos; the Investment and Planned Giving Report; and a report by Pastor Tim Schaefer. Paul explained that if anyone had questions or concerns about any item on the Consent Agenda, that item could be moved to the Discussion Agenda. Since there were no requests to move any items to the Discussion Agenda, the Consent Agenda was accepted as presented.

Discussion Agenda: Paul called attention to “Motions from the Church Council” (page 26).

*Motion and Call for Approval of the Proposed 2025 Church Operating Budget:* Paul invited meeting participants to turn to page 21 in the meeting packet to view the proposed budget. He gave a brief overview of the budget, highlighting the income and expenditures as well as the dedicated accounts. He briefly reviewed the budget planning process, indicating that the draft budget was created by a small number of people and then presented to the Leadership Council in October, making an effort to create a realistic and balanced budget, similar to the 2024 budget. He reported that the surplus from the 2024 budget was \$19,500 and pledges for 2025 are \$231,000, which is an increase of \$10,000. Income from parking and use of facilities is very helpful in balancing the budget. Paul indicated that there has been some confusion about the proposed Outreach Budget, noting that the amounts proposed for 2025 are in some cases lower than the 2024 Actual Budget, although total amount proposed for 2025 is very similar to the 2024 Actual. He pointed out that the line item, budget adjustment, on page 21 resulted from the Board of Outreach deciding to use some of the funds collected for the Easter Offering to offset cuts made to the 2024 budget. Paul called attention to Page 23, the section entitled Office Staff, and explained that the administrative assistant, Blanca James, has decided to work part-time, 16 hours per week. It has been decided to use the salary savings from that to hire a part-time rental manager to deal with parking and building rentals. In response to a question of whether a candidate for the rental manager position has been chosen, Paul responded that the position is only funded for three quarters of the year. A job description has been prepared, but recruitment has not yet begun. In response to a

question about whether the rental manager will solicit additional renters, Paul responded that that is the hope, emphasizing the importance of only choosing renters who share the values of FBC. Paul read the motion, indicated that it doesn't need a second because it is a motion from a committee, and invited discussion. Jung Ja Lee raised a question about the difference in the salaries of the Music Director (\$9,819) and the Handbell Director (\$3,752). Paul responded that Tim and Bill Hausler met with all staff members, reviewing the number of hours per week they were working. Tim reported that the staff members are comfortable with their job descriptions and the number of hours they are working. Paul explained that although they are paid a monthly salary, the amount is based on the number of hours they work. Bill Hausler commented that what Tim and Paul have said is accurate, indicating that it could be revisited at some time in the future. Since Jung Ja was not comfortable with the explanation, Pastor Tim told her that he and Bill Hausler will meet with her to further discuss the issue.

Wynn Davies indicated that he had concerns with the Outreach section of the proposed budget, and while attending a gathering at Oakwood on Friday, it was apparent that others also have concerns. Wynn called attention to page 11 of the meeting handout, highlighting many accomplishments. He then called attention to a document, "The Outreach Mission Behind the Dollars," which he made available at the meeting and made sure that all participants had copies. He reviewed several aspects of the proposed Outreach Budget and indicated that he does not believe that the reporting of income and expenditures is appropriate and would not be approved in a financial audit. His concern is that the special offerings, such as the Holiday Special Offerings and the Denominational Special Offerings, are included as income and expenditures in the Operating Budget and are also included in the Financial Report under "Dedicated Accounts." Paul pointed out that the proposed Outreach budget was submitted to the Leadership Council by the Chair of the Board of Outreach, Dennis Ray. The purpose of listing the funds the way they are shown in the budget is to provide transparency of funds received and expended. Gil Emmert suggested that a possible solution might be to remove the special offerings from the "Dedicated Accounts" section of the Financial Report. Janet Reinke suggested that this issue should be dealt with by accounting experts and not at a Congregational meeting. Wynn's document contained two proposed motions for consideration by the congregation.

*Motion 1: I move that, after obtaining the advice of our Bookkeeper regarding Wynn Davies' concern about confusion resulting from recording income and expense from special offerings in both the Operating Budget Fund and the Dedicated Accounts Fund. And if she agrees that his concern is legitimate, that the 2024 financial records and 2025 and future budget and accounting documents be revised to cease recording income and expense from special offerings in the Operating Fund and Operating Budget.*

Paul read the motion and it was seconded by Lynette Miller and Paul invited further discussion. After a few more comments, Wynn expressed apologies for not putting forth his concerns about the issue earlier because he was involved in preparing the 2024 Operating Budget. Lynette commented that looking at the bottom line doesn't present a clear picture of how many things had to be cut. Gwen suggested that the motion might be to have a conversation with the bookkeeper to see if they could reassess; the motion would not have been passed on the vote here today, it would simply introduce the ability to have a discussion with the team and it wouldn't affect the motion to approve the budget today. She suggested that the motion be amended to reflect that the proposed budget is approved but it is determined that other practices need to be reviewed. Wynn did not accept the proposed amendment and Paul asked that voting be conducted without further discussion. **There were 13 votes in favor and 21 opposed, so the motion failed to pass.**

Wynn presented his second motion.

*Motion 2: I further move that the Boards of Outreach and Trustees explore the desirability of refocusing the Operating Budget so that it supports only the operation and maintenance of our church property, the compensation and functions of our pastor and staff and music and other worship related expenses. Outreach and other mission-related purposes should be funded through alternative mechanisms such as special offerings. The results of their exploration and recommendations should be reported to the Church Council and congregation for consideration and action.*

The motion was seconded by Gwen Abramson. Wynn explained that he proposed this motion because of the confusion that exists with the current budgeting process. He believes that it is time to separate the budget into two categories, operations and outreach/mission. He believes this would allow donors to choose how they would like their donations to be used. Discussion focused on whether it would be appropriate to remove Outreach from the budget, suggesting that people might choose to donate to specific causes at the expense of the necessity to pay utility bills. Diane Adams commented that it has been many years since a financial audit has been conducted because of the cost, and it might be time to allocate funds for that. After discussion, Paul read the motion and called for a vote. **There were 14 votes in favor and 20 opposed, so the motion failed to pass.**

Without further discussion, Paul called for a vote on the motion to approve the 2025 budget. **There were 39 votes in favor and none opposed, the motion passed unanimously.**

*Motion to call nominations from the congregation to serve on the Nominating Committee, 2025-2026 year. The Council submits the following names: Paul Chotlos, Chair; Jennifer Angelo, Board of Deacons; Bill Fiore, Board of Trustees; Deb Chotlos, Board of Education; Barbara Henning, Board of Outreach and Gil Emmert, Pastoral Relations.*

Paul invited additional nominations from the congregation but there were none. **The Nominating Committee was accepted unanimously with 39 positive votes.**

*Motion to call for approval of changes to Church Bylaws (Appendix A)*

Paul explained that the purpose of these bylaw changes is to just put into compliance the practice that we are currently doing by congregational vote. Many meetings ago, it was decided to make an exemption to the bylaw and allow board members to serve one-year terms. All this motion does is make it official. When Paul invited discussion, Amanda Huff pointed out that in the document, Appendix A, the revision date is listed as February 9, 2020, which needs to be changed to February 9, 2025. Paul indicated that this correction will be accepted as a friendly amendment and called for the vote. **The amended motion passed with 39 positive votes.**

*Motion to approve Visioning Process from the Affordable Housing Task Force Appendix B, page 16)*

Diane Adams reported that the Affordable Housing Task Force was formed about a year ago and has met every other week. She called attention to their report, which is Appendix B, and indicated that she will address why the Task Force was formed. Diane offered some history, indicating that in 1852, the congregation was about the size of our current congregation and it was proposed that a building be constructed for worship and perhaps renting space to other groups. The building was built and since then there has been much remodeling. The first congregational meeting was held in a remodeled room. Over the years, it has been demonstrated the church is not a building; it is the people in our community. She reported that the

Task Force has talked about needs in the community, housing needs, homelessness, affordable housing, and aggressive solutions. Jill Thomas reported that housing issues have been a priority of FBC for many years, with several members serving on boards that deal with housing issues and participating in fundraising for agencies that focus on housing, such as The Road Home, Habitat for Humanity. Our own Carmen Porco has led the Housing Ministries for Wisconsin, which has two housing projects, Northport and Packers, on the North side. She reported that the church has also worked with Porchlight and a few years ago sponsored five families, assisting with rent, furnishings and providing mentors. A few years ago, Sue and Anna Donohoe purchased a house which provides a home and services to needy families. Doug Haynes commented that the report is lengthy and he will not go into detail at this meeting. He suggested that the report be considered a guide that can help the church as it considers the possibility of developing affordable housing. He pointed out that there are three topics in the report: feasibility, options for housing, and next steps. Mat Gunshor addressed feasibility, indicating that it would answer the question of what we can and can't do, which is addressed in pages 3-6 of the report. He indicated that there are three topics of feasibility, financial, development and operations. He commented that in the development and planning stage, FBC money may be required, so there might need to be some fundraising activities; however, the development and operations stages would be financed separately. Mat pointed out that the development stage is likely to be a lengthy process. It is not anticipated that FBC would manage the operations; possibly some sort of an LLC that's associated with the church would own the property and management would be hired out. He commented that as a task force, they did not try to make decisions; they were simply exploring possibilities to help the congregation make decisions in the future. Doug Hayes pointed out that the report suggests a number of possibilities for the congregation to consider when making decisions. For example, the population to be served, the type of residence, possible income limitations, and whether additional services would be needed. Also, the best use of the available space would need to be considered. Finally, Doug stressed that this motion is simply to continue the process; it is not a commitment to do more than that. Bill Beaudreau commented that the Task Force has tried to be concise in preparing their document, but if anyone wants more detailed information, Doug has many documents that could be reviewed. Bill read the motion which is being considered.

*The Affordable Task Force is asking the church to vote on whether to initiate a visioning process which can lead to building affordable housing. The following steps are recommended:*

#### *Visioning Process*

*We recommend that the congregation discern a vision for the future of the church in relation to the question of building affordable housing. This process would narrow the options under consideration for affordable housing. In particular, decisions should be made regarding the population to serve and the location of the housing. When the options under consideration have been narrowed, the congregation could locate funding and hire a professional to confirm feasibility of those options. If the church has other issues which need a visioning process, it would make sense to combine those issues with the question of building affordable housing under the same process. The congregation should have full access to the information gathered by the Affordable Housing Task Force and the Affordable Housing Task Force members are willing to be a resource to the visioning process.*

Todd Andrews reported that the materials that were collected during the process have been organized, and Doug has collected them into a Google drive online folder, and anyone can review them. The folder contains a set of slides entitled "Overview of Our Work", which contains agendas and slides from each of the Task Force Meetings.

Paul indicated that since this motion was made by a committee, no second is required. He invited discussion. Marni Barron expressed appreciation to the Task Force members for their work and their very well thought

out report, pointing out that the work was done before the new presidential administration was in place. We now know that costs of many things are likely to rise, and she is wondering if this is a risky time to take on such a magnificent project. Jill Thomas suggested that as a church, we need to think about what our vision is for the future—what is our primary focus. She believes that the church should go ahead with a visioning process, realizing that it might involve a lengthy planning phase before exploring financing. Janet Reinke commented that she is also very concerned about the risks of the project, but she expressed great appreciation to the Task Force for their hard work and she is grateful that FBC has this opportunity. She reported that she is supportive of the motion. Linda Stamm asked Jill for clarification as to whether she thinks that there should be a separate overall visioning process before the visioning for affordable housing. Jill responded that today's motion is for visioning for affordable housing, but if it is decided that we don't want to get into affordable housing, what is it that we want to do as a church, since there are many areas of outreach. She agrees that affordable housing is a great need, but if it's decided that it isn't what we want to do right now, we still need a vision for where we want to focus. Morgen Abramson commented that she too has great appreciation for all of the work the Task Force has done and the history of FBC's efforts to help with housing needs. However, she has ethical concerns about landlords and housing, and she has some serious ethical concerns about division of church and state functions. In response to Rhiannon Tibbetts' question about whether this would eventually be a revenue stream, Doug Haynes responded that while he can't actually speak for the church, he believes that the main purpose of the project would be to do good and not to create a revenue stream. On the other hand, the Task Force did not see the project as being a drain on the finances of the church or a burden for church staff. Marni Barron commented on the importance of being extremely cautious in light of the current political climate, pointing out that we are living in a time that none of us has seen before and government funding is not likely to be sustainable. Tim invited Marni to introduce herself since many people might not know her, and she responded that she is the daughter of Linda Mintener and Bob Jones, and she grew up in First Baptist Church. Rhiannon Tibbetts raised a question about whether there has been an effort to discern how the neighborhood would feel about the proposed project, and Doug Haynes responded that that has not yet been done, but it would definitely be part of the process. Diane Adams commented that in order to get city permits, the project would have to be approved by the neighborhood, and Jill Thomas suggested that getting approval from the neighborhood should come after it has been decided what the church wants to do. Doug indicated that he also has concerns about the political climate. He reported that the Task Force has done their work with an abundance of caution, and he would encourage that same approach moving forward. He commented that while there is much uncertainty and caution is essential, the worries should not prevent things from moving forward, and FBC should continue to be a light in the community. Mat Gunshor briefly reviewed the process used by the Task Force, and referred to the timeline listed on pages 4 and 5 of the Task Force Report and indicated that it is a very aggressive timeline and things would not need to progress that quickly. He emphasized the importance of having a task force, a committee, or some other small group which would be committed to focusing and moving the process along; without that, it would be easy for the effort to fizzle out. Wynn Davies asked whether the current Task Force members were willing to continue, and their response was that new people need to get involved. Wynn asked for a show of hands of people who would be willing to participate, and a few hands were raised. Doug said that a visioning process would be much different than what the current Task Force did. He suggested that there might be meals after worship services and then meetings where decisions could be made and details could be worked out. Bill Hurst commented that if the church decides to focus on affordable housing, that would have to be the main focus of the church to the exclusion of other programs; it would be what the church does. Amanda Huff clarified that voting for the motion today only approves the visioning process and not approval of the affordable housing project; there would be a future vote for that. Morgen commented that the ramifications of the visioning process are significant and large, and she would feel more comfortable if there was a formal com-

mitment to address her ethical and political concerns in the process moving forward. Diane Adams responded to Bill Hurst's comments, stating that at this time, the church is involved in many small activities, and there are challenges because of the small number of people, and the resources must be maximized. She suggested challenging the Church Council to do the visioning process, since they are involved in many aspects of the church. Erica Kersten commented that she does not believe that this visioning process should be added to the already full plate of the Church Council. Diane suggested the possibility of scheduling another meeting in a month or two to provide additional information.

After reading the motion, Paul called for a vote. **The motion passed with 25 positive votes and 4 negative votes**

Because of the length of the meeting, Paul suggested dispensing with the open discussion session, and there were no objections. He thanked everyone for participating in the meeting and expressed appreciation to Pastor Tim for his technical support, Gil Emmert for agreeing to serve as parliamentarian, and all of the committed people serving on the church boards and teams, particularly the team that provided the awesome report. He thanked the Church Clerk, Carla Eakins for preparing minutes for Council and Congregational meetings, and Bill Hausler, who does so many things for the church behind the scenes. He expressed appreciation to those who served the lunch and will provide clean-up: Deb Chotlos, Carolyn Cross, Joan Turner and Carla Eakins. He expressed appreciation to the Leadership Council members and thanked Bill Fiore and Wynn Davies for their dedicated efforts in preparing the budget.

Adjournment: Paul closed the meeting with prayer, and the meeting was adjourned at 2:48 pm.

Respectfully submitted,

Carla Eakins, Church Clerk



**First Baptist Church of Madison  
Spring Business Meeting, June 8, 2025**

**Membership Report  
Janet W. Reinke, Membership Clerk  
May 31, 2024 through May 31, 2025**

**Members Received by Baptism:**

Jayden Andrews  
Emma Huff

**Members Received by Letter:**

Todd Andrews  
Amanda Huff

**Members Lost by Death:**

John Darling  
Doris Fuelle  
Katy Marty  
Joy Miller  
Harley Young

**Members Lost by Request:**

Brenna Kersten  
Jeanette Kersten  
Jeff Kersten  
Moirra Kersten  
Laurel Ravelo

**Membership by Category**

	May 31, 2024	May 31, 2025
<b>Residents</b>	<b>158</b>	<b>154</b>
<b>Non-Residents</b>	<b>37</b>	<b>36</b>
<b>Inactive</b>	<b><u>24</u></b>	<b><u>23</u></b>
<b>Total</b>	<b>219</b>	<b>213</b>

# **First Baptist Church of Madison**

## **Spring Business Meeting, June 8, 2025**

### **Moderator's Report** **Paul Chotlos, Moderator**

**“Faith is taking the first step even when you don’t see the whole staircase.”**  
***Dr. Martin Luther King Jr.***

Seen as a whole, the congregation of First Baptist Church of Madison is a thoughtful group, unafraid of looking ahead and considering what the future holds. Placed in the context of the new national politics, and the exhausting news cycle, it seems like our general willingness to look ahead has become a very important skill. Many groups in the church seem to be focused on what God is calling us to do. With the help of God, how do we cope with the present times and move towards a better future?

During the past twelve months, your Church Council has spent considerable time discussing what makes an effective church and how to plan for the future. We approved bylaw changes standardizing one year church board terms, which were sent to the congregation for approval. We discussed ways to help the congregation understand the dangers posed by Christian Nationalism and Project 2025. We welcomed Amanda Huff as a Student Pastor. We developed a balanced 2025 church budget and funded it with a successful stewardship campaign using the theme “Grounded and Growing.” We developed a plan of response in the event that ICE agents come to the Sunday morning worship service. We supported the work of the Affordable Housing Task Force as it finalized and presented a report. We now have a bold proposal for a housing ministry and the outline of a pathway for our consideration. The Council also supported the DEIB Task Force as it continues its work and will be developing recommendations.

Pastor Tim and I recently held the first in a series of Visioning Conversations. We listened while a small group of FBC folks talked about the church’s strengths, challenges and aspirations. People had encouraging things to say:

*We strive to be a welcoming church where no one is excluded. We are LGBTQ+ affirming. There is equity for women. We enjoy music in worship, but are seeking spiritual growth, not entertainment. We appreciate our Pastor’s fresh interpretation of scriptures, and the freedom we have to interpret the Bible and think for ourselves. We worry about small church financial challenges that may become more dramatic in the future. We need to continue to find ways to reach out to people that haven’t heard of us and are in need of hope and affirmation.*

Our mission of doing justice, loving people and advocating for equity is a guidepost in these turbulent times as we seek God’s will for the future of the church.

God Bless You,

Paul Chotlos

# First Baptist Church of Madison

## Spring Business Meeting, June 8, 2025

### Racial Justice Team Report Racial Justice Team

The work of the Racial Justice Team is often apparent, but sometimes it is “behind the scenes.” However, we always strive to be guided by our goals and **Micah 6:8**, “...*What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.*” This scripture is not only a call to action—it is a daily compass that shapes our goals and motivates our work. Here are some of our goals and work done:

- **Educate our community about racial injustice and system racism to not only expand our knowledge and awareness, but to foster individual and corporate (FBC) change in the ways we engage around race.**
  - We have provided the Little Free Justice Library in the Gathering Space. It contains books on topics of race and racism for adults and children. Please take a book to read or share. You can return it to our Little Free Justice Library or another Free Library.
  - There is also a Little Free Justice Library in the front of the church that is stocked with books during the warmer weather. The books available include at least an adult book and a children’s book on justice topics.
  - Four times a year, we provide a one-page email newsletter that has an update on what the RJT is engaged in, a book review, community activities and something to reflect on.
- **Incorporate continuous assessment and improvement of the church’s policies and practices so that racial equity, diversity and inclusion are embedded in the church’s day-to-day functioning and worship.**
  - We continue to support the work of the Diversity, Equity, Inclusion and Belonging Task Force (DEIBTF) by having a RJT member serve on the TF. That member also represents the RJT on the Church Leadership Council (CLC). It is critical that we have a voice as we work to embed racial equity, diversity and inclusion in the functioning of the church.
  - The RJT provided feedback to the pastor regarding the notation that is in our church bulletin now. That notation highlights the inclusion of elements of our service from someone known to be a member of a historically marginalized community.
- **Make a long term commitment to build a racial justice infrastructure that enables us to grow and sustain our call to racial justice.**
  - We are affiliated with the Alliance of Baptists because we share their values that include “combining progressive inquiry, contemplative prayer and prophetic action to bring about justice and healing in a changing world.” We had a presence in this spring’s Alliance Annual Gathering.
  - Our Thrive Grant (Churches That Thrive for Racial Justice) through the Alliance is nearing an end. However, the grant has been extended and the RJT will apply for the extended grant. We want to continue the work of the grant in our church which is to “...actively confront structures of racism to remove a crucial obstacle to thriving, one that spiritually and materially affects people of color...”
- **Foster the growth of our own Beloved Community where, like Jesus, we resist evil, strive for justice and peace as well as respect and dignity for all.**
  - In January and April, we held special church services focused on providing a safe space and a sense of community in these times of uncertainty and fear. We wanted to provide comfort, nourishment for our souls and a place for hope. The feedback we received was that the services were meaningful. Our RJT rep to the Annual Gathering shared info about our services at the Gathering and later

- received word that an Annual Gathering participant created a similar service for her church.
- In the April service, the participants engaged in some artwork that will be finalized into a piece that fits a theme, “Naming Our Hands of Hope.” The participants were asked to reflect on how they will use their hands for hope. An additional question was, “How will you ‘be’ or what will you ‘do’ to demonstrate your hope?”

Even in these “times of uncertainty and fear,” the Racial Justice Team wants all of us to see things as they have been and are as well as to see things in the light of hope. We cannot do this work without YOU! because we need YOU! Please join us. Ask questions. Get involved. Talk to any of us—we would love to share more about how you can walk alongside us.

The Racial Justice Team

Anna Donahoe, Beth Gunshor, Katherine Moore, Tim Schaefer, Linda Stamm

### **Diversity, Equity, Inclusion, and Belonging (DEIB) Task Force Report**

The DEIB Task Force continues to meet regularly and is actively engaged in work to help our church better reflect its vision of being a diverse and inclusive community.

Recently, we conducted a congregation-wide survey that received approximately 80 responses. We are currently in the process of analyzing the survey results, which will inform the development of our final report. This analysis will also guide the creation of follow-up questions designed for small group discussions, focusing on specific, targeted groups within the congregation. In addition to these small group discussions, we are planning a general session open to the entire congregation.

Our final report is expected to be completed and shared later in 2025. As we look ahead, it is likely that a second DEIB Task Force will be needed to help determine the next steps and develop calls to action that align with our church’s vision and values.

We invite you to consider whether you feel called to serve on this next phase of the DEIB Task Force. Your voice and perspective are vital as we work together to build a more inclusive and welcoming church community.

DEIB Team:

Amanda Huff, Barry Kita, Barry Trepczyk, Beth Gunshor, Bryn Abramson, Jill Thomas, Sara Kelm

# **First Baptist Church of Madison**

## **Spring Business Meeting, June 8, 2025**

### **Board of Deacons Report**

#### **Jennifer Angelo, Deacon Chair**

Our Board of Deacons is currently composed of five dedicated members: Jennifer Angelo (Chair), Carla Eakins (Secretary), Rebecca Hebblewhite, Katie Dean, and Susan Dean. We are pleased to welcome Mary Fiore, who will officially join us in June 2025. Additionally, we are grateful for the ongoing pastoral support of Pastor Tim.

The primary role of each deacon is to support FBC members, with each deacon connected to approximately 20 members. Beyond this, deacons continue to:

- Welcome visitors and serve as weekly greeters
- Assist with funeral services and hospitality events
- Administer funds through the Communion Fund

For the upcoming year, we are excited to embrace two new responsibilities:

1. Reviewing our membership roles, with the assistance of Janet Reinke
2. Developing a self-care program, including introductions to topics such as meditation, mindfulness walking, and nutrition for self-care. We are developing this program with the Board of Education.

Being a part of a church with a dedicated Board of Deacons is both a privilege and a responsibility. We are committed to supporting not only our congregation but also those outside our church family. We continue to embody Christ's love through action and service. We encourage our members to consider joining us as a "deacon supporter." Your involvement allows us to better meet the special needs of our congregation.

Submitted by:

Jennifer Angelo, Deacon Chair

# **First Baptist Church of Madison**

## **Spring Business Meeting, June 8, 2025**

### **Board of Christian Education, Deb Chotlos, Chair**

Our programming is ever evolving and changing with the needs of the congregation and community. We offer educational opportunities as well as fellowship gatherings. Currently, we have the following groups for adults that meet on a regular basis: The Hour Glass Bible Study, Spiritual Renewal Groups 1 & 2, the Young Adult group, FBC Oakwood residents, and Thursday prayer times. For children attending worship, we continue to provide lessons, and a safe place to explore spiritual, Biblical, and social questions. Over the past year, 2 children have attended regularly. During holidays and on Sundays when volunteers are not available or when children wish to remain with their parents, activity baskets with coloring books, fidget toys, and quiet activities are available in the Gathering Space for use during worship. We assembled special holiday gift bags for Christmas and Easter which the children were able to take home.

The 3<sup>rd</sup> Wednesday Potlucks continued each month through January when the committee decided to replace those gatherings with other fellowship opportunities and activities. The Board of Education hosted the following fellowship events throughout this past year: Bad Faith movie screening in September sponsored by the Wisconsin Council of Churches (50-60 people in attendance), Fun on the Farm potluck and corn maze at Treinen Farms on October 5 (19 people in attendance), Trunk or Treat with fun games and a cake walk open to the community on October 27 (30-40 attendees), Christmas Caroling and delivery of cookies to homebound on December 7, a Spring Potluck and BINGO Night in March (25 attendees), an Easter Egg Hunt followed by egg-ceptional games for the families in our community held April 12 (12 children attending). We welcome your suggestions for gatherings and classes. Please contact the Board of Education.

Make sure you stroll through the Poetry Display just outside the sanctuary. Brenda Lempp has framed poetry that church members have written over the years. Poems are rotated throughout the seasons, so stop by to read new selections.

Our church family honored four college graduates in May, including Anna Chotlos, Christopher Evans, Olivia Hebblewhite, and Shelly Jain. Jayden Andrews, Beni Lara, and Sophie Herndon were our high school graduates this year. Congratulations to all our graduates! Know that FBC will always be here to support you on your journey.

In response to the turmoil in our world, the Deacons and Board of Education are organizing a series of self-care classes this fall. The program will include topics such as mindfulness, meditation, journaling, nutrition and sleep hygiene, and nature walks/forest bathing to name a few.

Our dedicated team on the Board of Education this past year included Susan Donahoe, Brenda Lempp, and Pastor Tim Schaefer. Thank you, team, for providing your support and expertise for this year's programming. A huge thank you to Brenda Lempp for taking the lead and coordinating the Trunk or Treat and the Easter Egg Hunt; and thank you to all the volunteers who worked to make these events a success. Thank you to Susan Donahoe, Anna Donahoe Pinzke, Brenda Lempp, and Carolyn Cross who volunteer their time on Sunday mornings to support children attending worship. Thank you to Amanda Huff and Katherine Moore for organizing fun activities and fellowship for the Young Adult group. Thank you to ALL the individuals in our congregation who facilitate educational opportunities and fellowship for adults.

We look forward to continuing our efforts to support our mission statement and nurture our faith.

# **First Baptist Church of Madison**

## **Spring Business Meeting, June 8, 2025**

### **2024-2025 Board of Christian Outreach Annual Report**

**Dennis Ray (Chair), Barb Henning (Vice Chair),  
Cheryl Castillo (Secretary), Wynn Davies, Russell Novkov**

The Board of Christian Outreach expresses its thanks to First Baptist's members and friends who contributed their time and financial resources in support of local, state, national and international ministries this year. As such, the report includes work not only of the Board members, but also of others in the First Baptist community. Our church's ministry support and social justice advocacy has advanced our church's mission to follow Jesus by doing justice, loving people, and advocating for equity.

The Board of Outreach's budget supports a broad array of ministries in almost 30 denominational, student, and local organizations, such as:

- Homelessness, affordable housing, emergency housing, particularly for families
- Family, children, youth ministries
- Incarcerated individuals and their families
- ABC-USA United Mission Fund: regional and nationwide missions, study resources, faith formation materials, and church building
- Affiliations with various faith communities advancing social justice at the community, state, and national levels
- The Crossing student ministry
- Advocacy for social and racial justice for vulnerable communities, such as LGBTQIA+, Latinx, Blacks, and immigrants
- Environmental action to mitigate climate change.

Examples of FBC volunteering activities include:

- Providing two meals quarterly at the Healing House, a JustDane Initiative supporting homeless individuals recuperating from childbirth or hospitalization
- Participating in the Magic Pride Festival
- Monthly work at Second Harvest Foodbank by some 10-15 FBC volunteers
- Providing occasional meals for students worshipping at The Crossing
- Collecting winter clothing for released prisoners from the Dane County jail
- Helping deliver Christmas gifts to Allied Drive families
- Purchasing and installing a washer and dryer needed by an Afghan family with 8 children including a baby born in November. Donating beds and bedding as they relocate to a home in Sun Prairie. Donating a sewing machine from the former FBC Women's Ministry.
- Providing Know Your Rights cards to immigrant families
- Assisting an Haitian extended family trying to resettle while navigating the vagaries of the US immigration system
- Providing technical assistance to the Dane Sanctuary Coalition; providing rides for immigrants through Open Doors for Refugees and the Dane Sanctuary Coalition
- Delivering driver's training through Allied Dr. Partners
- Forming a rapid response team and plan should ICE agents enter the church
- On-going financial support of the Chinese orphan project

- Leadership Volunteering: MLK Celebration, Allied Drive Board, Housing Ministries of Wisconsin Board, Wayland Foundation Board, Church Women United Board, Chinese Orphans Program, ABC-WI Board, The Crossing Board, The Catalyst Project.
- Volunteering work of the Green Team is reported separately.

The Board of Outreach used the Special Opportunities Budget and Outreach Dedicated Funds to:

- Donate to Open Doors for Refugees as they try to help immigrants/refugees resettle
- Donate to the Nehemiah Community Development Corporation for its Back 2 Skool program
- Redirected unused funds in the Meals Ministry account to the Allied Drive Essentials Pantry
- Donate funds for sponsorship of the 2025 MLK celebration.

The LGBTQIA+ budget account in the Outreach Budget provided the resources to:

- Get an information table for FBC volunteers at the Magic Pride Festival
- Sponsor the Transgender Day of Remembrance Interfaith Service
- Donate to the FAIR Wisconsin Education Fund
- Provide supplemental support to the Alliance of Welcoming and Affirming Baptists (AWAB), and the Alliance of Baptists (provided materials for FBC's use).

Advocacy efforts included petitions, letters, an online system for communicating with political leaders, marches, press conferences, such as:

- Encouraging voting through the Wisconsin Interfaith Voter Engagement Committee. Providing hospitality at a polling center at FBC, conversing with voters in line
- In cooperation with other faith communities and Wisconsin Faith Voices for Justice, celebrated the service of Rabbi Bonnie Margulis, attended by several FBC friends and members
- Social justice events at FBC: July - panel discussion on violence and Christian Nationalism; September - screening of "Bad Faith" on Christian Nationalism (attended by about 50 people many of whom were from the community, having learned about the event through word of mouth and an email to the neighborhood association)
- Over the year, using the FBC Fast Action Interfaith Response (FAIR) platform to enable FBC members to send messages to their legislators about a range of issues. Also sent letters/emails to city alders about budget priorities.
- Submitting testimony against anti-transgender state legislation. Pastor Tim testified.
- Participating in the "Hands Off" March/Rally at the State Capitol on April 5
- Planning advocacy training (Advocacy Academy) in cooperation with other churches
- Distributing updates on immigration/refugee policies affecting our friends and neighbors.

There were seven special offerings this year.

- The four ABC-USA denominational offerings were the America for Christ (home missions), One Great Hour of Sharing (emergency relief), Retired Ministers and Missionaries (a thank you gift), and the World Mission Offering (Global Servants). This year FBC again gave about 60 percent of the World Mission Offering to two selected Global Servant families, one in Italy and the other in Thailand. The remainder went to International Ministries.
- The Christmas Offering went to support Second Harvest of SE Wisconsin (food ministry facing budget cuts from Dane County); and the Specialty Care Free Clinic (specialty medical assistance to low-income patients).



- The Easter Offering was for Operation Fresh Start (empowers emerging adults on a path to self-sufficiency through education, mentoring, and employment training).
- A special offering was collected in February and March for Jewish Social Service Resettlement Services after the federal government cut-off their financial support. There were some 50 households already in the queue for resettlement assistance.

Our basic funding for ABC-USA denominational work is through the United Mission Fund for mission and ministry that impacts the whole American Baptist family. About 60% of donations to United Mission remains in Wisconsin to help support our region's ministries, such as the Milwaukee Christian Center, Camp Tamarack, church and ministerial resourcing, advocacy, and education opportunities.

#### On-going Work of the Board:

- Developing a plan for future outreach ministry: Conversations with about 30 congregational members occurred in September. These conversations provided good background information for our on-going planning and budgeting efforts. Where is God calling us to minister now to meet the FBC mission?
- Informing the congregation on organizations receiving budget support. Pastor Tim has been allowing time during or after worship for presentations by such organizations. Blanca has been posting thank you letters on the bulletin board outside of the office.
- Deciding how to use the newly established Fuguitt Social Justice Fund over the next three years. What legacy can we leave from the use of the Fund?
- Developing recommendations for refocusing and reorganizing the work of the Board given the lower church size than when the traditional budgeting and ministry practices were put in place. For instance, consider one offering per year for all four denominational offerings which take Board time to advertise; and consider reducing the number of organizations supported by our outreach budget.

Need: Someone who would be willing to take the leadership in exploring ministry needs in our neighborhood. Interested helpers are sought, too.

# First Baptist Church of Madison

## Spring Business Meeting, June 8, 2025

### Board of Christian Outreach—Additional Reports

#### Green Team 2025 Report

A Water Treatment Plant Tour in April 2024 was attended by a group of FBC members. We saw firsthand how the process begins and ends. An informational tour in a surprisingly beautiful area.

The Trash Lab Event at First Baptist Church happened June 28 – 29, 2024. Along with touring the mobile Trash Lab, there were recycling information-tables, electric vehicles, children's games, facepainting, a photojournalist, ice-cream and popcorn. Neighbors and church members visited. A large group of church members volunteered to help setup and takedown, make popcorn, and enjoy fellowship time.

In October 2024, a group from First Baptist Church enjoyed a guided walking tour of the Pheasant Branch Conservancy in Middleton. The Friends of the Pheasant Branch Conservancy website says, "For 50 years, the Pheasant Branch area of Dane County has been a focus of environmental stewardship.

Earlier in 2025 Green Team members visited the First Unitarian Society Church in Shorewood. We toured the geo-thermal heating system, the solar powered electric system, and the green roof— covered with plantings. We also learned about Solar Share Wisconsin Cooperative – an investment opportunity.

Every day the Green Team sponsors a Green Table that promotes recycling, using green resources, and thinking green. Three categories of items that cannot be recycled at the Madison Recycling Center are deposited from our church members at the Green Table. Those items are then delivered to the United Methodist Church on Wisconsin Avenue in Madison. The Methodist Green Team processes those items and sends them off to agencies, such as TerraCycle, that recycle them. Items included are socks, toothbrushes, used pens and pencils.

The Green Team has possible future tours: Pellitteri Recycling Center and the Solar Panel farm.

One of the benefits of taking care of our earth is enjoying its great beauty—such as our recent yearly spring nature walk in the Oakwood nature Preserve.

First Baptist gardeners have added some native perennial plants in the church yard. New thermostats that can be programmed from a central location have replaced the old thermostats.

Laura Lane, Wisconsin Outreach Director from Faith In Place, a three-state environmental group, was invited to speak to our Green Team. She invited us to participate in the Empowering Faith Communities pilot program, which Paul Chotlos volunteered to do. There will be an energy audit of our church building with a report recommending energy efficiency upgrades and suggestions for funding that is available to assist with any improvements.

Green Team: Paul Chotlos, Wynn Davies, Gil Emmert, Barb Henning, Lynette Miller

## Chinese Orphans Project 2025 Report

Since FBC began the Chinese Orphans Project in 2005, we have sent more than 300 children to school, most of whom would not have been able to get such an education, and some would not have been able to go to school at all.

We currently have 54 orphans in school, the youngest is in 6<sup>th</sup> grade. Eighteen are now in high school with seven who will graduate and decide whether to go onto college or vocational/technical junior college or consider their education now finished and get a job. Most do choose to go on to get more education and a skill that can help them get a good job when they are finished. Fifteen of our children are currently in college. Three will graduate from 4-year colleges with bachelor's degrees this summer, and two will graduate from 3-year junior colleges and choose whether to continue for another 2 years for a bachelor's degree or get a job with the skills they have learned.

Our graduates are engineers, teachers, daycare providers, accountants, mechanics, a water quality specialist, machinists, computer specialists, a computer business owner, a fast train engineer, a beautician, retailers, a jade carver, nurses, etc. They support themselves and their elderly grandparents and are getting drivers' licenses, renting apartments, becoming involved in community activities, getting married, and having families. Our current college students have branched out more, studying subjects like math, physics, data science & big data technology, pesticides, veterinary medicine, medical imaging, massage therapy, law, finance, and a wide variety of other subjects.

All the orphans live with grandparents who are illiterate because they never had the opportunity to go to school. The same would have been true for most of those in our Orphans Project if they had not had FBC's support. What a shame that would have been. FBC's funds have given them a new life with promising futures.

Once a year, we get a school report, thank you notes, and a photo of each child from Amity Foundation, the Chinese charity we work with. Over the years, Linda Mintener, Bob Jones, and the Emmerts have joined Judy Sutterlin (a now-retired ABC missionary to China) to visit each child. Judy now lives in an ABC retirement center in California and continues her communications with Amity Foundation and helps with translations of the annual reports. Judy has continued her visits by traveling to China each summer (except in the COVID-19 years) and going into their village areas to see each of the children. She plans to go again this summer to bring back updated information and photos of the children which we will share with each sponsor.

Here are a few thank you notes from the children that tell you how FBC has changed their lives and lets you know how grateful they are for that.

From a 6<sup>th</sup> grader:

*Thank you for the help you've given to us, enabling us to see a bright light in the darkness and feel warm in the cold of winter. It is your selfless contribution and quiet actions that don't attract public attention that have moved me. I swear I will be a person like you when I grow up. It is because of your caring that we have gotten through the difficulties and have felt the warmth of the world. It is because of your caring that I have understood the meaning of the saying that there is true love everywhere in the world.*

From a high schooler:

*Thank you very much for your help. I was born in a remote small village. Because my father had a car accident, I now live with my grandparents. With no financial resources at home, life was difficult. I wanted to give up my study many times. Fortunately, with your help, I saw hope and could continue my study in school. Thank you for offering help to us poor children when we were suffering the most and were at a loss, helping us out of difficulties and giving us hope for life.*

From a college student:

*I am a 3rd year junior college student. My sincere thanks to you. It is with your care and support that I am able to continue my studies and strive to achieve my life goals. Your help is without a doubt a great encouragement and support for me. I know this help is not only financial support, but also a heavy responsibility. Thank you for outfitting me with wings so that I can soar in the sky of knowledge.*

Thank you FBC!



Linda Mintener  
Coordinator of FBC's Chinese Orphans Project

## **The Catalyst Project 2025 Report**

The past year at Catalyst has had its ups and downs, but we keep trending on the positive side and that is all one can really ask, isn't it?

The youngest children continue to express enthusiasm for school. School reports indicate quick resolution to behavior issues which surfaced early in the year. The ability to respond in a productive way to social conflict is a huge predictor of future school success.

Our association with Jamaal Eubanks of Eubanks Solutions with the older children did not proceed as we had hoped, although he agreed to keep consultation with us available should something work out in the future. However, against formidable odds, the eldest child at Catalyst has a June graduation with her high school class on the horizon. She did an amazing job of advocating for herself to address her individual circumstances and make this happen! Her family and her partners at Catalyst (and I'm sure at school) are very proud of her.

Co-founder, Barb Boyeson has focused on individualized children's activities this school year offering activities that reflect special interests/talents. Outings usually include lunch with Barb and whatever companions she has invited followed by the activity. Outings have included creating and painting pottery and visiting gymnastics and trampolining/tumbling gyms. Dates with Barb are greatly anticipated and appreciated.

As for the parents, one has a permanent job that provides a chance to build community with co-workers and pays for online classes to further develop her skills. Uncertainty and stress were created when the man she shares custody of her 4-year-old with was unexpectedly jailed for 6 months. Luckily, we were able to piece together care for the little girl during that time, but keeping her in good settings while mom worked full time took up a lot of collective energy. The professional childcare community had absolutely no space for her for the whole six months. It looked that way for summer too until recently. She will now have a fun and productive time at a local YMCA Day Camp.

The other mother continues taking a few classes at a time towards her R.N license while spinning the other two plates of parenting 6 children and making money. She can still smile.

Incredibly, we have only now just received the \$8000 grant from Madison Community Foundation that we were hoping for a year ago. It was written to develop the garage Wellness Center to more functional year round usage. We expect the actual repairs/refurbishments to the building to be completed this summer.

Susan Donahoe

*"All that you touch you change. All that you change changes you. ..."* —Octavia Butler

# First Baptist Church of Madison

## Spring Business Meeting, June 8, 2025

### Board of Trustees 2024-2025 Report

#### Bill Hausler, Chair

I would like to begin this report by thanking all the people that are connected to the tasks of the Trustees.

- **First, our pastor** – Tim Schaefer. Not only is he an ex-officio member of the board, but his wise counsel, computer and social media skills, and perspective have been invaluable. We were fortunate, also this year, to have our student minister – Amanda Huff. She joined us for a few meetings.
- **Second, our non-pastoral staff**: Administrative Assistant Blanca James, Bookkeeper Nancy Moore, Organist and Bell Choir director Ted Reinke, Music Director Youngjoo Hong, Worship Coordinator Beth Gunshor, and Livestream Worship Coordinator Morgen Anderson. All contribute to the quality and depth of our worship and church life, and we are grateful to have such dedicated people share their talents and skills with us!
- **Third, members of the Board of Trustees and associated individuals**: Your Trustees this year were Nancy Emmert, Wayne Bischel, Bill Fiore and Bill Hausler. In addition, our Investment and Planned Giving subcommittee members were Wynn Davies, Chris Blythe, as well as Trustee members Nancy and Bill H.; Jill Thomas and Paul Chotlos were consultants on Personnel issues, and yet another hat for Paul was his work with Building and Grounds.
- **Fourth, individuals who help make our church beautiful, our worship meaningful, and our paid staff happy**: Lynette Miller, Sylvia Lowell, Mary Fiore, Deb Chotlos, and Mary Ray who donate their time to keep the church gardens looking great! Gil Emmert, Dennis Ray, and Todd Andrews for coordinating our sound system needs. Nancy Emmert and Gil for coordinating the payroll each month.

**When you see these folks, be sure to thank them for all that they do for this church!**

This year saw some significant challenges/changes:

- Blanca James, our Administrative Assistant was on a **medical leave** for two months in the fall due to shoulder surgery. With advance planning, our pastor and church members were able to cover during this time.
- Over the past few years, we have been encouraging rental use of our building space to generate supplemental income. We discovered that this has become a significant part of the Administrative Assistant's position. As a result, there was a restructuring into two half-time positions – **Administrative Assistant and Rental Manager**. Blanca continues as the Administrative Assistant, and we have just finished the hiring process for Rental Manager.
- In January we changed **cleaning services**.
- After receiving a recommendation from our Investment and Planned Giving Committee, we are forwarding to the church for approval a change in the way **earnings from the Endowment Fund** can be used to supplement church income.
- In response to a significant increase in **insurance coverage**, we reduced coverage to reduce the premium. We no longer have full replacement coverage for the building – the thinking being that if the building were a total loss, at this time it would be unlikely that we would rebuild to our current situation.

There are, of course other actions that we have taken this year! Here is a partial list (I will spare you from the inspections, all the bids obtained, as well as minor building and heating repairs!):

- The **parking lot** was resurfaced and re-stripped.
- The **room air conditioners** were installed on the third floor (due to increased rental use year-round).
- The **Investment and Planned Giving subcommittee** met quarterly with our financial advisors and reported to the Trustees.
- The old hearth room has been refurbished and morphed into a **Community Room**
- 20 programmable **thermostats** were installed with remote access.
- For **increased security**, the outside access doors were re-keyed, the fob entry system was updated, and the third-floor room locks were replaced.
- Discussion and training related to **possible interactions with ICE** (Immigration and Customs Enforcement) agents occurred with guidance from ACLU-Wisconsin. (Note: the PRIVATE signs you may have noticed on some rooms that contain sensitive information is another result of the ACLU guidance).
- We have many **individuals and groups that rent/use our space**. Think everything from daily parking lot rentals to infrequent use as a polling location! If you come into church via the parking lot, look at the weekly listing of building use that is usually posted just before the steps.
- We installed an **ADA compliant door opener** at the main parking lot entrance thanks to discussions with the Board of Outreach and contributions from two individual donors and part of a bequest.

**Speaking of bequests...**We have been blessed this past year with a contribution from a donor advised fund and several bequests. People have remembered this church from the present (donor-advised funds) as well as from the past (bequests). These have, and will, support the church with a justice fund overseen by the Board of Outreach, financing our student minister, as well as the ADA door opener. Support like this helps with items that are not always easy – or possible – to include in a yearly budget. One possible use of some remaining funds is to update our church sound system to make it easier for folks to hear the full message of our church! (Expect to hear more...get it?).

Peace,

Bill Hausler, for the Trustees

**First Baptist Church of Madison**  
**Spring Business Meeting, June 8, 2025**

**Pastoral Relations Committee (PRC) Report**  
**Gil Emmert, Chair**

The charge of the Pastoral Relations Committee (PRC) is twofold: (1) foster communication between the membership and the pastoral staff, and (2) serve as the personnel committee for the pastoral staff. The committee has met regularly (usually monthly) with Pastor Tim Schaefer on issues and concerns he brought to the PRC.

The PRC has sponsored or promoted Let's Talk sessions during the year for the purpose of providing information to the congregation, and getting feedback from the congregation, on various issues facing the church. This year the Let's Talk session was held by the Affordable Housing Taskforce. There have been no changes in the pastoral staff personnel policy this year.

The committee make-up included Bill Hausler, Linda McCarroll Stamm, Bill Beaudreau, Todd Andrews, Gil Emmert, and Paul Chotlos representing the Church Leadership Council. Bill Hausler's term is ending; we are very appreciative of his five years of service and dedication.

At Pastor Tim's request, our student pastor, Amanda Huff, was invited to sit in on the PRC meetings as part of her seminary internship training.

Prepared by Gil Emmert, PRC Chair



# Spring Business Meeting, June 8, 2025

## Nominating Committee Report

### Election Slate—June 2025

**2025 Nominating Committee: Jennifer Angelo, Paul Chotlos,  
Gil Emmert, Bill Fiore, Barb Henning**

Nominee		Eligible to Serve Until June
<b>Officers (No Term Limit)</b>		
Moderator	Paul Chotlos	
Vice Moderator	Jill Thomas	
Treasurer	Bill Fiore	
Church Clerk	Carla Eakins	
Membership Clerk	Janet Reinke	
	<b>Pastoral Relations Committee</b>	
	Todd Andrews	2030
	Bill Beaudreau	2030
	Gil Emmert	2026
	Sara Kelm	2031
	Linda McCarroll Stamm	2029
	<b>Board of Trustees</b>	
	Marni Barron	2031
	Wayne Bischel	2028
	Paul Chotlos	2031
	Nancy Emmert	2029
	Bill Fiore	2026
	Bill Hausler	2026
	Emma Huff	2031
	Erica Kersten	2031
	<b>Board of Deacons</b>	
	Jennifer Angelo	2027
	Katie Dean	2029
	Susan Dean	2028
	Carla Eakins	2029
	Rebecca Hebblewhite	2030
	Mary Fiore	2031
	<b>Board of Christian Education</b>	
	Deb Chotlos	2026
	Susan Donahoe	2028
	Brenda Lempp	2030
	<b>Board of Christian Outreach</b>	
	Cheryl Castillo	2026
	Wynn Davies	2028
	Barbara Henning	2028
	Russell Novkov	2030
	Dennis Ray	2029

# Endowment Fund Policy approved by Congregation January 12, 2014

## First Baptist Endowment Fund Policy

Approved by Congregation, January 2014

### 1. Objective

The First Baptist Endowment Fund was established to enable members and friends of First Baptist to make financial gifts and estate plans that will provide a continuing source of funding to support the ongoing missions, ministries, and operations of First Baptist Church

### 2. Contributions to the Endowment Fund

All funds contributed to the Endowment Fund will be held in perpetuity as permanently restricted principal

3. Use of Endowment Income: Income from the Endowment Fund shall be used, subject to the policies which follow, to support the missions, ministries, and operations of First Baptist Church as determined by the Church Leadership Council and approved by a meeting of the congregation.

4. Management of the Endowment Fund: The board of trustees, through its Investment and Planned Giving Committee, shall oversee the investment and management of the Endowment Fund. It shall keep the congregation informed at least annually of the investment performance and other activities of the Fund. It shall also encourage the congregation to contribute to the Fund's principal.

Specific policies guiding the management of the Endowment Fund include:

- a. The Fund will include three separate accounts:
  - Principal Account: which will contain the gifts and contributions made to the Fund. This account will be treated as "permanently restricted" – meaning that it will be permanently invested and cannot be expended
  - Market Fluctuation Account: This account, containing earnings of the fund, will contain 15 % of the total assets in the Fund. Its purpose is to provide a reserve against negative fluctuations in the Fund's investments. This account will be adjusted quarterly.
  - Uncommitted Market Gain/Loss Account: This account contains the remainder of the accumulated earnings of the Endowment Fund. Its funds are available to support the missions, ministries, and operations of First Baptist Church upon approval of the Church Leadership Council and the congregation
- b. The Endowment Fund will be invested in equity markets exclusively through a diversified selection of mutual funds and not through investment in individual stocks
- c. The Investment and Planned Giving Committee will utilize a professional investment manager or management firm to manage the Endowment Fund investment portfolio.
- d. The Endowment Fund will be invested with attention to the social and ethical performance of companies within the investment portfolio. At least 20% of the assets in the Endowment Fund will be invested in socially screened and/or targeted investments
- e. Annual inflation adjustment: An annual inflationary adjustment will be made to the Principal Account. The adjustment will be the end of year consumer price index percentage plus 1% applied to the end of year balance in the Principal Account.
- f. The Investment and Planned Giving Committee will report annually to the congregation on the activities and performance of the Endowment Fund
- g. No more than 5% of the end of year balance in the Endowment Fund may be withdrawn from the Uncommitted Market Gain/Loss account to supplement the operating budget of the following year.

## Background for the Proposal to Revise First Baptist's Endowment Fund Policy May 2025

The Board of Trustees recommends to the congregation that some significant changes be made in the policies governing First Baptist's Endowment Fund. These changes were advised by our Investment and Planned Giving subcommittee and endorsed by the Board.

**What is the Endowment Fund?** The Endowment Fund was originally established by the congregation in January of 1996. Its intended purpose was to enable members and friends of First Baptist to contribute funds through gifts and memorial bequests that would be permanently invested and the proceeds of those investments used for "Ministries and Missions" of First Baptist beyond the ability of our annual operating budget to support.

As of the [end of 2024](#) the Endowment Fund totaled \$319,479.87. It is invested in a diversified portfolio of mutual funds under the management of Johnson Wealth Management, the professional securities management arm of Johnson Bank.

The Board of Trustees is responsible for managing the Endowment along with all other financial assets and property owned by First Baptist (over \$2 million at the end of 2025). The Investment and Planned Giving subcommittee of the Trustees oversees the investment aspect of its responsibility. This subcommittee meets quarterly with the Endowment manager to review investment strategies of the Endowment and other investments of First Baptist.

**What are we proposing to change and why?** A bit of history is important here: In the years since the Endowment was established First Baptist has experienced a decline in membership and increasing challenges in raising the "Pledge Income" needed to support the costs of maintaining and operating our church facility, compensating our pastor and other staff, as well as other expenses needed to carry out our mission. Language in the original Endowment Policy prohibited use of any Endowment earnings to support the operating budget. This language was modified by the congregation in January of 2014 to provide that a portion of Endowment earnings could be withdrawn and used to support the annual operating budget.

Continuing challenges to support the annual operating budget as well as other financial needs of First Baptist cause the Board of Trustees to come to the congregation with this proposal to further modify the Endowment Policy. Here are the changes that we are proposing:

**Policy Change 1: More flexibility to use Endowment earnings for annual Operating Budget and other immediate needs of First Baptist.** Current policy provides that no more than 5% of the balance in the Endowment at the end of each year may be used to supplement the operating budget of the following year. Under current policy no endowment funds could be used to support our current 2025 Operating Budget. Our proposed policy would have enabled us to draw on Endowment Earnings. Here's how it would work:

**First:** The average end of year Endowment balance for the last three years will be averaged as in this illustration using actual end of year Endowment balances:

2022 end of year balance	\$247,982
2023 end of year balance	\$283,788
2024 end of year balance	<u>\$319,480</u>
<b>Three-year average</b>	<b>\$283,750</b>

**Next:** A percentage not to exceed 4.5% may be removed from the Endowment's Earnings Account for purposes of supplementing the coming year's operating budget as well as any other purpose that the congregation approves.

**If this policy had been in effect at the beginning of 2025 there would have been \$12,769 of Endowment Earnings available to supplement the 2025 operating budget or other purposes approved by the congregation.**

**Policy Change 2:** Current policy provides that an annual “inflation adjustment “ equal to the prior year’s rate of inflation is withdrawn from Endowment earnings at the beginning of each year and redesignated as Principal . An additional one percent is withdrawn from Endowment earnings with the purpose of gradually increasing the amount of Principal so that , over time, the invested Principal will continue to grow and generate more substantial earnings. As a result of this policy , \$11,636 of Endowment earnings was reclassified to Principal at the beginning of 2025 ( 3.4% inflation adjustment plus 1%).

The Board of Trustees is proposing to eliminate these policies because their effect is to reduce the amount of Endowment Earnings available for use by the congregation. We feel that immediate current financial needs are a higher priority than long term efforts to build the invested Principal.

**We, therefore, propose that \$88,297 of inflation and other adjustments to Principal that have been made since this policy was established in 2014 be re-designated as “ Endowment Earnings”.** The purpose of this proposal is to further increase the amount of earnings that will be available for more immediate needs.

In developing these proposed Endowment Policy changes we have drawn on similar policies that were established for the Wayland Endowment that provides support for the Crossing Campus Ministry. Several members of First Baptist are familiar with those policies and feel that they have worked well to provide more immediate availability of operating funds as well as lessen the impact of investment market volatility.

We hope that we have been successful in making this complex set of financial policies and our reasons for changing them understandable to you. We will be available at the congregational meeting to respond to your questions and comments.

First Baptist Board of Trustees

## Proposed First Baptist Endowment Fund Policy

### Approved by the Congregation on June 8, 2025

(Note: items in red are changes from the 2014 Endowment policy)

1. Objective: The First Baptist Endowment Fund enables members and friends of First Baptist Church to make financial gifts and estate plans that will provide a continuing source of funding to support the ongoing missions, ministries, and operations of First Baptist Church.
2. Contributions to the Endowment Fund: All funds contributed to the Endowment Fund will be held in perpetuity as permanently restricted principal.
3. Use of Endowment Income: Income from the Endowment Fund shall be used, subject to the policies which follow, to support the missions, ministries, and operations of First Baptist Church as determined by the Church Leadership Council and approved by a meeting of the congregation.
4. Management of the Endowment Fund: The Board of Trustees, through its Investment and Planned Giving Committee, shall oversee the investment and management of the Endowment Fund. It shall keep the congregation informed at least annually of the investment performance and other activities of the Fund. It shall also encourage the congregation to contribute to the Fund's principal.

Specific policies guiding the management of the Endowment Fund include:

- a. The Fund will include two separate accounts:
  - Principal Account: which will contain the gifts and contributions to the Fund. This account will be treated as "permanently restricted" – meaning that it will be permanently invested and cannot be expended.
  - Earnings Account: which will contain the earnings of the Endowment Fund.
- b. The Endowment fund will be invested in equity markets exclusively through a diversified selection of mutual funds and not through investments in individual stocks or bonds
- c. The Investment and Planned Giving Subcommittee will utilize a professional investment manager or investment firm to manage the Endowment Fund portfolio.
- d. The Endowment Fund will be invested with attention to the social and ethical performance of companies within the investment portfolio. At least 20% of the assets in the Endowment Fund will be invested in socially screened or targeted investments.
- e. The Investment and Planned Giving Subcommittee will report annually to the congregation on the activities and performance of the Endowment Fund.
- (Note: Sections 4.e. and 4.g of the 2014 Endowment Policy are being deleted and Section 4.f. of the 2014 policy is relabeled as 4.e.)
- f. At the end of each calendar year the following calculation will be made to determine the amount of Endowment Earnings that can be used to carry out the operations and missions of First Baptist Church.

Step 1: The average end of year balance in the Endowment Fund for each of the current and prior two years will be calculated.

Step 2: Up to 4.5% of the three-year average may be withdrawn from the Earnings Account for use in the coming year. If the balance available in the Earnings Account is insufficient to enable this withdrawal, no withdrawals may be made from the Principal Account.

- g. A one-time transfer of \$88,297.00 shall be made from the Endowment Principal to the Endowment Earnings account. This represents prior earnings that have been added to principal under a policy that is here being discontinued.

## **Motions**

### **Spring Business Meeting, June 8, 2025**

1. **The Nominating Committee moves that the congregation accepts their recommendation for church officers and board members.**
2. **The Board of Trustees moves that the congregation approves the proposed First Baptist Endowment Fund Policy.**

