

## **Business Meeting Agenda**

**6:15 p.m. — December 20, 2023— IG Space**

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## **Business Meeting Minutes** **September 27, 2023**

Susanne Dorsey, Moderator, called the meeting to order at 6:00 p.m. and opened with prayer. The church body approved the minutes of the March 29, 2023 business meeting and the membership statistics as presented following a brief explanation by the Pastor regarding archival of the inactive members on the 2010 list. [*See business meeting packet for additional details.*].

**Reports:** See page(s) 12-18 of the Business Meeting Packet

- Deacons: The moderator recognized Deacon Chair, Mike Dodson.  
In accordance with church bylaws, the Deacon Nomination Committee identified 4 individuals as potential deacon candidates to serve a 3-year term beginning January 1, 2024. After discussing the role of deacons with the pastor and/or deacon chair, these individuals have agreed to serve:
  - Marcella Clatterbuck
  - Jennifer (Jenn) Jenkins
  - Leis Steve
  - Beverly Sturm

There were no nominations from the floor. The deacon election will be held on a Sunday morning in November.

**Old Business:** None

**New Business:**

- Personnel Committee – Tom Heilman, Chair  
The Personnel Committee moved the church employ Lindsay Dean as a worship leader as defined below:
  - 30 hour work week
  - Responsibilities: [20 hrs. per week]
    - Lead 9:00 a.m. worship 42 times per yr., 10:30 a.m. service 12 times per year.
    - Participate in planning/leading worship nights, Holy Week, Young Adults and Converge.
    - Expand church ministry efforts involving vulnerable women and children in the Culpeper area (homelessness, domestic violence, unemployment, language barriers, addictions, etc.) [10 hrs. per week].

The church approved the motion by voice vote.
- Leadership Council – Mike Dodson, Presenter  
The Leadership Council Nominating Committee (consisting of the pastor, deacon chair, assistant deacon chair and chairs of the standing committee(s)) nominated Sally Napier and Jerry Morris for a three-year term beginning January 1, 2024. The church approved the motion by voice vote.

There being no further business to discuss, Brandi Warfield adjourned the meeting with prayer.

Respectfully submitted,

*Joyce Beales*

Joyce Beales, Clerk

**Culpeper Baptist Church**  
**Membership Statistical Report 2023**  
December 21, 2023

**Withdrew Membership:**

Cindy Hughes

**2023 Deaths:**

Mescal Burke  
Kitty Leavell  
Bob Rice

Ethel Mae Jenkins  
Edward L. Napier  
Mary Miller

Roger Corder  
Barbara Garr



**Remembering Those Who Live on in Our Hearts**

*Mescal Burke*

*Kitty Leavell*

*Bob Rice*

*Ethel Mae Jenkins*

*Edward Napier*

*Mary Miller*

*Roger Corder*

*Barbara Garr*

## Finance Committee Report

The Finance Committee recommends the adoption of the 2024 Ministry Budget. The Budget reflects all sources of income to include designated and non-designated donations. We will pay down our current loan balance of \$1,600,000 at the end of December – which we expect to move the balance to \$1,200,000 or less. We estimate the monthly payment on that to be \$9,500 a month. We plan to have \$200,000 in donations for debt relief which would give us the ability to pay down principal an additional \$85,000 in 2024. Our interest rate is 4.85% and our monthly loan payment before the sanctuary building renovation was \$8,736. The Personnel Committee has included some future staffing positions in the budget that may or may not be filled based on our income and the ability to find suitable candidates.

Ministry budgets stay fairly even. We did budget \$25,000 for the celebration of our 250<sup>th</sup> Anniversary.

Thank you for your generous giving in 2024.

## Culpeper Baptist Church

### 2024 Proposed Ministry Budget

Income	YTD	% of
Year to Date	Budget	Total

<b>Total Tithes and Offerings</b>	<b>\$715,000</b>	<b>62.1%</b>
<b>CDC/ADC Building Use Contributions</b>	<b>50,488</b>	<b>4.4%</b>
<b>Benevolence</b>	<b>12,000</b>	<b>1.0%</b>
<b>Designated Mission Offerings</b>	<b>75,000</b>	<b>6.5%</b>
<b>Memorial Gift Giving</b>	<b>3,500</b>	<b>0.3%</b>
<b>Premises Income</b>	<b>66,800</b>	<b>5.8%</b>
<b>Flower Team Income</b>	<b>3,480</b>	<b>0.3%</b>
<b>250th Anniversary Giving</b>	<b>10,000</b>	<b>0.9%</b>
<b>Debt Retirement</b>	<b>200,000</b>	<b>17.4%</b>
<b>Summer Camps</b>	<b>16,000</b>	<b>1.4%</b>
<b>YTD Total Budget Income</b>	<b>\$1,087,268</b>	<b>100.0%</b>

Expenses	YTD Budget	% of Total
Year to Date		
Staff Compensation Current Personnel	\$462,069	45.8%
Staff Compensation Future Personnel	\$56,762	5.6%
Administration	55,100	5.5%
Premises	226,474	22.5%
Ministries	105,900	10.5%
Designated Missions	90,000	8.9%
Benevolent Expenses	12,000	1.2%
<b>YTD Total Budgeted Expenses</b>	<b>\$1,051,365</b>	<b>100.0%</b>

<b>Net Operating Income</b>	<b>\$143,963</b>	
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## Proposed 2024 Leadership

Names in italics are being nominated by Leadership Council to serve the church in 2024.

<p><b><u>Church Officers</u></b>  <i>Susanne Dorsey, Moderator</i>  <i>Curtis Brooking, Assistant Moderator</i>  <i>Joyce Beales, Clerk</i>  <i>Robert Kinzer, Treasurer</i>  <i>Bob McCall, Assistant Treasurer</i></p> <p><b><u>Audit Committee</u></b>  2024 Patty Singleton  2025 Keri Nicholson  2026 <i>Janet Hastings</i></p> <p><b><u>Board of Trustees</u></b>  2024 Skip Price  2025 Bonnie Obenshain  2028 Mike Dodson</p> <p><b><u>Church Ministry Committee</u></b>  Ann Lucas  Liz Triplett  Faye Gray  Katie Ratcliffe  Judy Smith  Dottie Heilman  Vita McCall  Myrna Dunn</p> <p><b><u>Finance Committee</u></b>  2024 Terri McClure  2025 Dennis Dunn  2026 <i>Lou Price</i></p> <p><b><u>Leadership Council</u></b>  2024 Virginia Stillwell  2024 Charles Triplett  2025 John Rogers  2025 Margaret Williams  2026 Jerry Morris  2026 Sally Napier  Rep. – Personnel: TBD  Rep. – Finance: TBD</p>	<p><b><u>Personnel Committee</u></b>  2024 Susanne Dorsey  2024 Bob McCall  2025 Elizabeth Katt  2025 Tom Heilman  2026 <i>Brian Jones</i>  2026 <i>Lynn Gore</i></p> <p><b><u>Deacons</u></b>  2024 Steve Found  2024 Larry Lucas  2024 Karen Parkinson  2024 Brad Smith  2025 Anthony Aylor  2025 Marsha Edwards  2025 Jamie Jackson  2025 Skip Price  2025 Denise Smith  2025 Justin Warfield  2026 Marcella Clatterbuck  2026 Jennifer Jenkins  2026 Beverly Sturm  2026 Leis Steve</p>
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**Culpeper Baptist Church**  
**Church Ministries Committee Report**  
**December 21, 2023**

The Church Ministries Committee strives to be inclusive to our church family and members of our Culpeper community. Our purpose includes providing opportunities for interactions among different groups and providing support for our church and community. The following are the activities fostered and completed by this committee:

**Dinner Groups**

Sign-ups for Fall 2023 Dinner Groups were held during the month of September. The Church Ministries Committee randomly formed groups to begin meeting in October or November. These groups will continue to meet through January and February of 2024. Approximately 70 people signed up to participate. Sign-ups for spring 2024 groups will begin in March.

**Sharing Closet**

The Sharing Closet opened October 14 from 9:00 a.m. to 12:00 noon in the Church Courtyard. We collected gently used clothing from our church family and community during the week of October 8. Thank you for your generous donations. On October 11, Converge chipped in and helped us sort all the clothing into groups of children's, women's, and men's. These teenagers did an amazing job. Thanks so much. We had a good turnout for this free event.

**School Snacks**

Our church provided school snacks for the staff at our 12 public schools in Culpeper County to show our support for the work that is done at each school. This event began on October 24 and concluded on December 12. The snacks were distributed to 2 schools per week. The staff at each school very much appreciated this show of support for the work they do with our children.

**Book Club**

Our Ladies Book Club met most months this Fall. We hope to continue this club in January 2024 even though we did not meet in November nor December. We meet on the 4th Monday of the month in Courtyard Commons at 11:00 a.m. Our next meeting will be on January 22 at 11:00 a.m. The book we will discuss at this meeting is When Crickets Cry by Charles Martin. All are welcome to join us.

Church Ministries Committee  
Culpeper Baptist Church

**Culpeper Baptist Church Business Meeting**  
**Deacons Report**  
**December 21, 2023**

Our church elected the following slate of deacons on Sunday November 12<sup>th</sup> to serve a 3-year term beginning January 1, 2024.

Marcella Clatterbuck, Jennifer Jenkins, Beverly Sturm and Leis Steve

Mike Dodson  
Deacon Chair

## **Culpeper Baptist Church Heritage Committee Report December 21, 2023**

The Heritage Room has been very busy. I think the 250 Anniversary celebration started early! A lot of people have visited the room since it opened in its new location earlier in the fall. We are still working on a few items.

- Elizabeth Tripplett is making a skirt for the display case that covers the dolly and wheels it sits on, making a great improvement to the general aesthetics.
- A rail and balusters were installed in the hallway area protecting the furniture antique furniture we retrieved from the old church. In the future, we plan to have a photo display of previous church locations on the wall behind the furniture.
- I researched an inquiry on the baptism date of a previous member and responded accordingly.
- An inquiry for information on the life of John Hart, a prominent Baptist leader and educator in the Piedmont region (1827-1895) was researched and 15 pages of information from the church minutes was forwarded to that individual.
- I researched an inquiry for a picture of a previous member. Although I found her name listed in an earlier directory, I did not locate a photo.
- Further research into the shed location on the side of the old church on East and Davis Street revealed that it is *not* the location of the old Jail in which James Ireland was imprisoned. A review by Dr. Spencer on October 13, 2023, confirmed this. I was very disappointed, but more information has surfaced identifying a prison *beside* the church on an 1863 Civil War Map. Lou and Skip Price dedicated a copy of that map to the Heritage Room, and we displayed it on the wall therein. This may or may not be the James Ireland jail, but it would agree with Rev. E. W. Winfrey's comments that he believed the site was "*several yards west*" of the old church.
- I have made a portable *model* jail that we use to tell the connection of our church to religious freedom along with a flyer and story to go along with the display. The story, titled 'The Gaol,' emphasizes references from our church history regarding the location of the jail. We displayed the 'jail' at the October 21 Hops 'N Hog event held at the Depot beside the Museum of Culpeper who also did a display on Elijah Craig. Nearly 100 people visited the display.
  - The portable jail was also used in the "Trunk or Treat" on October 31<sup>st</sup>.
  - Children like to stand behind the portable jail and play with the old jail keys when they visit the Heritage Room with parents or other adults. Many people have told me they never knew "the story."

I imagine 2024 will be a busy year as we prepare to celebrate our 250<sup>th</sup> Anniversary!

Roger L. Clatterbuck, Chair

## **Culpeper Baptist Church Leadership Council Report December 21, 2023**

During the quarter, the Leadership Council worked closely with the various standing committees to identify and propose candidates for vacancies in 2024. Please refer to our report as we vote upon these candidates at during this meeting.

Working with the Finance Committee, the Leadership Council reviewed and supports the Proposed 2024 budget submitted for church action during this meeting.



The committee continues to work closely with Dan and other leaders to develop strategies for future Church operation and ways to meet future staffing needs.

**Culpeper Baptist Church  
Personnel Committee Report  
December 21, 2023**

The Personnel Committee worked on/approved the Personnel Budget as part of the 2024 Church Ministry Budget. There are several unfilled positions in the new budget, organist, choir director, youth director, young adult director and a newly created church administrator position. Those positions will be filled if we find attractive candidates and church giving can sustain the positions. We are excited to announce this week a partnership with Fellowship of Christian Athletes to hire a youth director. This would be a shared position with the person spending ½ their time with each organization. Recruiting for this position will begin in January with the hope of having someone in place by August.

We continue the search for a choir director and/or organist. We are continuing to explore options, but the reality is we will need to pay substantially more than in the past to provide adequate music for this potentially high growth service. In the interim, we will add to the number of pre-recorded hymns that can be played by a push of the organ button. Although this arrangement is inadequate, it is the best available for the immediate future.

The Personnel Committee and Leadership Council have begun to look at church staffing plans for the next 5-10 years. Many churches are dealing with the lack of qualified candidates, financial pressure, and fewer volunteers. We believe this will create opportunities to develop additional employment partnerships and even more co-vocational staff.

Tom Heilman, Chair  
Personnel Committee

**Culpeper Baptist Church  
Memorial Report  
December 21, 2023**

Memorial Gifts to date	\$ 75.00
Estate Gift	\$104,769.04
<b>Total:</b>	<b>\$104,844.04</b>

## **Culpeper Baptist Church Staff Report December 21, 2023**

We continue to grow together and in our understanding of our roles in serving our church and community. As recruiting church staff becomes more challenging we also model what it means to be bi-vocational or co-vocational as most of our staff have other jobs. This past year we welcomed 6 new staff members! Feel free to reach out to discuss this report or other ministry opportunities as we look to a new year.

### **250<sup>th</sup> Anniversary Plans**

We are looking forward to celebrating our 250<sup>th</sup> next year with LOTS of opportunities. In the near future, you will notice some changes to the front of the building to signify our anniversary year. Our first celebration event will be on Tuesday, January 16 – Religious Freedom Day. We will gather at the Davis Street church to read the presidential proclamation. We have invited Congresswoman Spanberger and Senator Kaine to join us. Once we know their schedule, we will announce a time for the event.

Dr. Bob Roberts, Jr., a well-known pastor and bridge builder dedicated to the promotion and advancement of religious freedom, peacemaking and civil engagement, will preach on Sunday morning, February 4 (one service at 10:00 a.m.) on Religious Liberty and Evangelism. That afternoon he will lead a session from 4:00-6:00 p.m. on the challenges and opportunities of religious liberty in our world.

Our historian, Brett Jones, is making progress writing our founding story - that will be available in the fall of 2024.

The 2024 Concert Series information is on the website – it will be an amazing year of incredible concerts!

### **Ministry**

Our youth ministry continues to grow. Caleb Bish, Meryln Alvarez, Danny Emery, Lindsay Dean and our volunteers provide leadership each week. We are averaging 25 a week. Our Converge Band led worship at the 9:00 a.m. service one Sunday recently! We will be talking about our summer youth trip in January. We are also excited about the partnership with FCA and look forward to having that staff position filled later in 2024.

Children's Ministry is growing on Sunday mornings, and we are expanding care for preschoolers. Our family seating areas/children's worship bags are regularly used, and it is good to see families together in worship. Unite continues to see new children. Jeanine is actively involved in the Child Development Center, and she, Lindsay and Christina were very involved in the CDC Christmas program.

Young Adults – Ten new young adults have attended during the past two months! Weekly attendance is consistent (low 20's). During November, we began a 3-week reading through the gospel of Mark. We had our first "Defining Decade" speaker with Dr. Phil Sturm. We will have a guest speaker every other month. This group has unlimited potential, and I am looking forward to seeing their progress in the months ahead.

Senior Adults – They remain busy and engaged with The Chosen discussion group on Tuesday morning, 1<sup>st</sup> and 3<sup>rd</sup> Wednesdays as well as Monday and Wednesday afternoons at The Culpeper. The USDA food distribution program is ongoing as well. We continue to have worship services at the Culpeper and the Arbors on Sunday mornings that have more than 50 people attending.

Worship – Christina and Lindsay continue to develop the band/musicians at the 9:00 a.m. service. Our folks regularly comment on the quality of the music ministry. Both worship nights and our Christmas Acoustic Café were received well. Look for more of these in the future. We continue to work with leadership on recruiting an organist/choir director for the 10:30 a.m. service.

Wednesday Nights – have gone well this fall. We look forward to expanding what we are doing and letting this be a springboard for small groups.

Missions – We continue to partner with Highlands Fellowship to support the ongoing work in Ukraine and Pakistan. Additionally, we will provide funding for relief in Israel and Gaza through Baptist World Aid. We are starting to explore short-term mission opportunities.

Men's Breakfast – we had over 40 men attend our first "speaker series" breakfast with Robbie Yeaman and Mark Lee. Look for more of these in the future. Men's breakfast is the 3<sup>rd</sup> Saturday of each month at 8:00 a.m.

## Conferences

Maria, Jeanine, Dan, Merlyn and Sergio attended the Orange Conference in Washington, DC in October. Orange focuses on family ministry, and it was a good day of learning.

We took a mission field trip to Casa Chiriligua in Alexandria in early December. Maria coordinated this trip that included folks from Maranatha. Casa is a dynamic non-profit that is making a huge difference with children in after school programs. We have also had conversations with the leader of the ESL program in Warrenton to glean additional information about their program. Our plan is to explore the creation of something similar to Casa and/or ESL that might eventually rebirth what we tried to do with PACT several years ago.

Christina, Lindsay and Danny attended a worship leaders' conference at the Bible Museum in October. It was a good day of inspiration and a time to connect to other worship leaders.

Joyce attended the dementia training conference held in Culpeper. We continue to explore ways we can support families who are going through this.

Dan and Hans are exploring a brain health program that supports individuals and families dealing with cognitive decline. We hope to start a "trial" group in 2024.

Winston and Lila represented CBC at the 4G3 Missions Conference in Atlanta. We will continue to explore ways to help 4G3 and Highlands Fellowship in the work they are doing in Ukraine, Pakistan and in other places where they are training pastors and church leaders.

We started working with GRACE (Godly Response to Abuse in the Christian Environment). They specialize in training and helping churches develop policies to keep children safe. We have a policy committee (Dan, Jeanine, Maria, Melanie Edwards, Habacuc Diaz, Keri Nicholson and Merlyn Alvarez) that will have a policy to the Leadership Council in early 2024. GRACE will also be providing training for our leadership and church in 2024.

## Community Engagement

Heat Shelter – The Heat Shelter opened at St. Lukes on November 27. This was an urgent need in our community and Dan was involved with a group to make sure the Heat Shelter was able to open this year. We are very grateful for the leadership of Encompass Community Services. The Heat Shelter is open 24/7 through the end of March and is staffed by Encompass employees and case managers. The church made a \$10,000 contribution from our benevolent fund to help with the cost of running the heat shelter this year (over \$350,000 total). We are responsible for covering meals the week of January 21-27 – contact the church office if you can help.

Christmas Gifts -we participated in Santa for Seniors – providing gifts to senior adults in our community, we have also worked with local groups to provide Christmas gifts to a lot of children – we are grateful for the generosity and time of people in the church to shop and provide money for these gifts.

Lindsay, Maria and Dan have been working with community agencies to explore how we can help families that are in vulnerable situations. Lindsay has just joined the Domestic Violence/Sexual Assault Task Force and will be helping to plan their annual Candlelight Vigil. We will also partner with local agencies to host some conversations on these issues in 2024.

Foster Care – Megan King continues to lead our group working to support Foster Care families. We will host some training events in 2024 and a community-wide event in May focused on Foster Care.

Grief Groups – Our leaders hosted a 6-week support group earlier in the fall and several one-off workshops to help individuals cope with the grief and stress of the holidays following the death of a loved one. These included two groups here and one at The Culpeper. Leaders will meet early next year to brainstorm possible off-site groups and/or online possibilities.

Sanctus Real Concert – Christina has been working for months building relationships with people in the music industry so we can host contemporary Christian Bands. While everything is not finalized yet, it looks as if we will host Sanctus Real in concert on Sunday, April 14! Stay tuned for more details.

This is such an exciting moment in the life of our church as we look toward the yearlong celebration of our founding as well as serving with you in the year ahead.