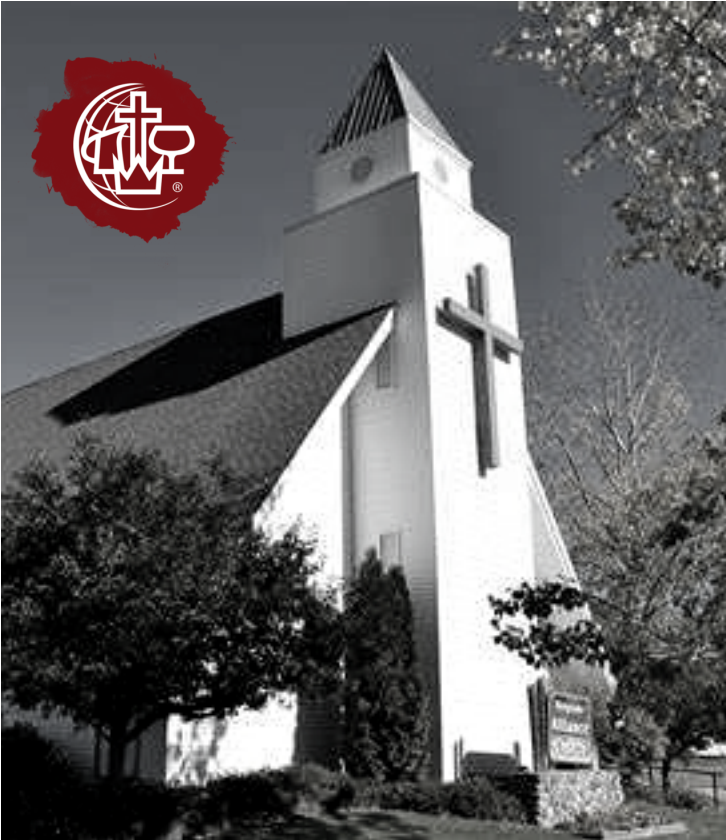
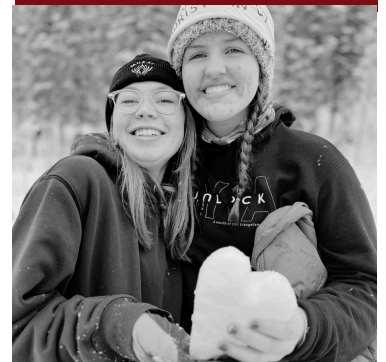


ANNUAL REPORT

20
25

Therefore, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and sin which clings so closely, and let us run with endurance the race that is set before us, looking unto Jesus, the founder and perfecter of our faith...

--Hebrews 12:1-2



BELGRADE ALLIANCE CHURCH - JANUARY 25, 2026

What we believe determines what we value. What we value we invest in. What we invest in defines how we live. Jesus commands us to make disciples. Making disciples means living together under the lordship of Jesus Christ and investing in each other's lives to cultivate the marks of a disciple who makes disciples.

Our **VISON** is to be fully devoted followers of Christ and come alongside others to help them become fully devoted followers of Christ.

Our **PURPOSE** and **CALLING** is to...

Live the **L.I.F.E.** Together



Loving God

passionately, intelligently and obediently through active faith in Christ by the transforming power of the Holy Spirit through the Word of God



Investing in People

by living in intentional community together in the study of the Word of God, dynamic prayer and regular friendship



Faithfully Serving

with joy by giving my resources of time, money and skills to actively participate in the ministries of the church often and reliably.



Engaging my World

by going to the unchurched and unreached in my neighborhood, my community and throughout the world.

TABLE OF CONTENTS

01 PASTOR'S REPORT

03 YEAR IN REVIEW

Partnering with God in Ministry - Generosity in Action (Giving).....	03
We Have Lived the LIFE Together	05
Kids Ministry - By the Numbers	07

09 MINISTRY HIGHLIGHTS

Worship & Technology	09
Nursery	10
Next Generation Ministry	11
Youth Ministry	13
Women's Ministry	15
Deaconess Ministry	16
Iron Men - Men's Ministry	18
Celebrate Recovery	19
Missions Mobilization	20

21 APPENDIX A

2026 Proposed Budget

25 APPENDIX B

Nominating Ballot for 2026 Officers

27 APPENDIX C

2026 Proposed Changes to Constitution & By-Laws.....	27
Current Approved Constitution & By-Laws (adopted January 2025) ...	29

35 APPENDIX D

Minutes from 2025 Annual Congregational Meeting - 01.26.2025



CELEBRATE WHAT GOD HAS DONE IN 2025



It is with great pleasure, we pause and reflect on what the Lord has accomplished this year at Belgrade Alliance Church. We also begin a year of celebration. This year our Diamond Jubilee begins. Seventy-five years ago, a small group from Churchill, Manhattan, and Belgrade met for the first time. They greeted each other, sang together, laughed, prayed, and listened with their Bibles open, pondering what they were reading. Together, could this be His plan?" Praises be to Him; it was!

And here we are, seventy-five years later, looking back in great gratitude for the things He has done-and is still doing! During the passing of these years, so many lives have been reached and transformed through faith in the Lord Jesus Christ. Through untold hours of preaching and mentoring, teaching and training, counseling, encouraging, serving, sacrificing, and providing magnificent music ... always making room for those of different backgrounds, religious experiences, and cultures, we have not stopped leading and loving ... learning and growing. It's been gratifying to see so many cultivating their spiritual gifts in so many ways: reaching out to those who are lost or addicted, confused or depressed, heartbroken or grief-stricken, as they model the compassion of Christ week after week, year after year.

I should add that it has remained our desire to be ambassadors of reconciliation, as well as instruments of grace and peace through acts of mercy and the sharing of the Good News of Christ, both within our church and among those in our community. Modeling the love of the Savior to our neighbors here in our city and beyond through deeds of care and compassion has remained a priority. None of what's been accomplished could have been possible without qualified elders, pastors, and staff members working in harmony and praying fervently with faithful volunteers. I give

thanks regularly for each gifted servant-leader and every willing volunteer who serves with diligence and dedication. Each individual fills a position that is vitally important in keeping our church an attractive, wholesome, joyful, healthy, and safe place of worship and service. In the pages that follow, you will read of specific areas of interest to you. Among them, you will learn of our previous and present ministry involvements, get an overview of our activities in cross-cultural missions, view a report on our growth and current demographic status, and receive a detailed and carefully arranged financial accounting. You will also find ways we can be involved in a stronger, more generous support of the ministry God has called us to, as we continue serving together.

Finally, I want to thank you for your ongoing confidence in and commitment to the preaching of God's Word from one Sunday to the next. As an expositor of the Scriptures, I take my calling seriously. I deliver every message passionately as I remain committed to the declaration of the whole counsel of God for His greater glory. You are an encouragement to me as you faithfully attend the worship services, as you bring your Bible and participate each Lord's Day with such keen interest, and as you pray that the truth will touch our hearts, change our lives, and lead us into paths of obedience to our Lord Jesus Christ until He returns.

My love for our Lord, for you, and for our church knows no bounds. What a demonstration of grace from God as He allows me to serve as your pastor!

Overflowing with gratitude,

Ron M. Lotz, servant

PARTNERING WITH GOD IN MINISTRY

YOUR GENEROSITY IN ACTION

\$39,641

Growing
Together
Building Fund
Giving 2025

Growing
Together
Building Fund
Balance
\$222,745

\$14,719

LIFE
Conference
Giving 2025



\$11,628

Great Commission
Fund Giving 2025

\$2699 Other Missions



\$377,679

General Fund
Giving 2025

\$20,239

Benevolent Funds
Distributed in 2025

\$22,320 Benevolent Funds
Given 2025

\$468,686

Total Given
in 2025



BELGRADE ALLIANCE CHURCH - 2025

*Giving year-to-date as of 01.22.2026



LIVING THE L.I.F.E. TOGETHER

DECISIONS FOR CHRIST

6 Adults Gave
Their Lives
to Christ

7 Baptisms



MISSIONS MOBILIZATION

3 Short-Term
Mission
Trips

Outreach
Events **4**

2 Missions
Conferences



COMMUNITY IMPACT

Celebrate Recovery
2 Home School Groups
Truck Parade
Harvest Party
Welcome Back Picnic
Easter Outreach
Church Trap Shooting

4 Small
Groups

3 Concerts
of Prayer

7 Bible Study
Groups

165 Average Sunday
Attendance



**GATHER
TOGETHER**

Kids Ministry Highlights

By the Numbers...

6 Decisions for Christ

- 1 Salvation
- 1 Desire for Baptism
- 2 Child Dedication - Age 4+
- 2 Recommitment to Christ



Generosity in Action

\$3,527 VerseATHon Giving for Envision Cleveland

100+ Items Given to LOVE INC Personal Care Pantry

163 Hours of Pier 56 Student Community Service

40+ Toys & Coats Given to Northern Cheyenne

17 Angel Tree Christmas Gifts

LOVING OUR
NEIGHBORS



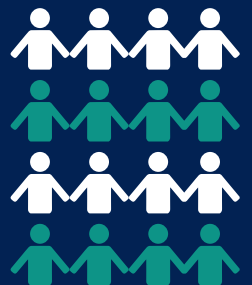
6 Families Loved at Thanksgiving

66 Kids at Awana

40 Kids at Kids Church

13 Kids at Pier 56

165 at Family Events



39 Volunteers



MINISTRY HIGHLIGHTS

Worship and Technology

Psalm 34 reminds us, *"Oh, magnify the Lord with me, and let us exalt His name together"*. Colossians 3:16 tells us to *"Let the word o/Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God."*



Those verses drive the heart of our worship and tech ministry. Everything we do, whether singing, playing, running sound, cameras, or presentation software, or preparing during the week-is about helping our church worship God together with clarity, unity, and joy.

This past year has been encouraging. We've been thankful to add new leaders, musicians, and tech team members, and it's been exciting to watch people grow as they serve. Having more people involved has helped strengthen our teams. One of our ongoing goals is to continue adding new, theologically sound songs to our corporate worship. We love singing familiar songs together, but we also want to introduce biblically rich, singable music that helps shape our faith and points us clearly to Christ. We're being intentional about choosing songs that will serve our church well for years to come.

Behind the scenes, there are some technology upgrades and improvements that are needed to keep things running smoothly. To help with that, we're planning a couple of tech work days to organize, repair,



and update our systems. These days will be hands-on training opportunities and a chance to build community. If you've ever been curious about serving on the tech team, no experience is required and training is provided, and anyone can learn. We're also always happy to connect with new musicians and singers who are interested in helping lead our church in worship. If you're interested in serving or want to learn more, please reach out to Billy Dutton or email worship@belgradealliance.com. We'd love to talk & help you find a place to serve.

Billy Dutton
Worship & Technology Ministry Leader

Nursery

Our Lord said, "Suffer the little children to come unto me, and forbid them not: for of such is the kingdom of God." The Nursery is one of the most important departments of the local church. It not only offers a safe place for parents to leave their young ones while they are spiritually feed, but it is here that the young ones first learn that they are loved by not only their parents, but by the workers, and more importantly by God Himself. With this in mind, I would like to thank all the volunteers who have contributed to the "Nursery." It is through their sacrifices that we can offer this service, a service of love, to the parents and to our Lord. In Psalm 127, it is stated that children are an heritage of the Lord, and happy is the man that has his quiver full of them. May I take the liberty to change that statement to, happy is the church that has its quiver full. This past year we have continued to welcome new infants and toddlers to Belgrade Alliance Church. In the nursery itself, we have seen numbers ranging from 1 to 9 children, and with an average attendance of 4. It is the continuing goal of the nursery workers to create a safe and fun environment for your child. We would love for you to come and join our team in this service to our young children. Thank you for the opportunity to serve.



Cecelia Lotz
Nursery Ministry Leader

Next Generation Ministry



In 2025, Next Generation Ministry, grew not only in participation, but in spiritual maturity and intentional discipleship. Grounded in our mission to be a gospel-centered, disciple-making community partnering with parents, we saw more children and students **CONNECT** with Christ and His family, **GROW** in character and spiritual maturity, and **GO** equipped to serve & share the Good News as they live out the Great Commission.

We saw an increase in volunteer involvement in all our key ministry areas, allowing us to serve more families with greater consistency and care.

Key moments included events like the Awana Grand Prix, Pier 56 Destination Unknown, 24 Encounter, a missions and poverty awareness experience, and a serve trip to the Northern Cheyenne Reservation. Reaching out into the community our kids and families loved our community through tangible service projects, including our thanksgiving food drive, angel tree gift giving and donations to the personal care pantry, and toys for kids on the Northern Cheyenne Reservation. We made meals, helped with yard work and more, giving our kids a foundation to put loving others (and Jesus) first in our lives. Over



the past year, kids have heard the Gospel presentation in countless ways, inspiring some to take the next step in their walk with the Lord, including salvation, baptism and recommitment.

Looking ahead to 2026, we are preparing to expand impact by adding a dedicated preschool class to Kids Church, exploring out-of-school care and ministry options (including preschool,

PIR/holiday care, and afterschool programming), working toward hosting a Kids Camp in summer 2026, and increasing involvement with Yellowstone Alliance Adventures. We are also making equipping and loving our volunteers well, by creating opportunities for training, fellowship and connection among our members. If you love Jesus and love kids, we would love to talk about opportunities for you to get involved. We have places for all gifts, abilities and availability.



Above all else, our desire is to know God more, developing a deeper relationship with our Lord and Savior, so that out of an abundance of grace, our kids and their families see Jesus in us, overflowing with His living water.

Whoever believes in me, as the Scripture has said, "Out of his heart will flow rivers of living water." --John 7:38

Millie Veltkamp
Next Generation Ministry Director



Youth Ministry

Greetings Belgrade Alliance church family! In the report below are some highlights from 2025 and goals we as a ministry are looking forward to in the future.



Highlights

The gospel has continued to be proclaimed to both middle school and high school students. In the spring, our middle school leaders grew in teaching and sharing lessons on important aspects of the Christian life (ex: relating to God as our father and having a thankful heart). In the summer the high school ministry transitioned to meeting on Friday nights, beginning the fall with discussion on the main points of the gospel.

In July of 2025 we took 4 high school students to Indianapolis for the Life conference. Once again, we saw God work in their lives in mighty ways! A few of the girl students received a call from the Lord into mission's work. We as a team are excited to see where God takes each of these students in the years to come.



Many of the students who attended the high school ministry in the fall are from the public high school. The Lord has been opening a lot of doors to the public schools for the ministry, primarily with laying it on Charles' heart to begin Friday church lunch again (Church). Charles and his wife Shaina started this up again, and they saw students from the ministry bring a few of their friends!

Goals for the Future

- To continue to share the good news of Jesus.
- Strengthening and building connection with parents.
- Providing service opportunities for students in and outside the church.
- Reaching the Belgrade school district even more.
- Building an inter-generational leadership team.
- Learning to love and live as Christ.

God remains faithful in every way. I will be honest; there have been a lot of difficult situations this past year. The Lord is doing work in my heart in realigning my priorities to be His. May He continue His work in me and in all these students. My hope and prayer for 2026 is for every student, parent, and family to find their ultimate joy and boast in the Lord Jesus Christ. Please feel free to reach out to me to hear more of what God has been doing in the Belgrade Alliance Youth Ministries!

"Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God."

-- 1 John 4:7

Charles Bergevin
Youth Pastor



Women's Ministry



Hello! This year I gladly and humbly accepted the role of Women's ministry leader. This year went by so quickly and the ladies in our church have been so wonderful to work with and serve. They have ministered to me in so many ways, bringing me joy and friendships I will always treasure! Here is a summary of 2025 for our Women's events and ministry opportunities:

Bible Study Fellowship This study has been meeting at our church and is a wonderful part of our outreach ministry for ladies not only who attend BAC but also from all over the Gallatin Valley. On any given Tuesday evening, we have between 50-60 women attending! Praise the Lord!

Vintage Ladies Lunches This year, ladies 60 years (and beyond) were given a new and fun opportunity to gather and fellowship once a month on Wednesdays, with about 20+ women attending on average. What a blessing!

Mary Heinrichs has an ongoing **Ladies Bible study** she leads on Tuesday mornings. In March, some of our ladies attended the **District Women's Retreat** in Billings and experienced a deeper connection with Christ and came away refreshed in their walk.

Game Nights (March, April and May of this year): We introduced an opportunity for fellowship and fun (along with fundraising for Ladies Retreat). We played Bunco and Mexican Train. These events were well attended and we had positive feedback going forward. **Saturday Hike Days** Once a month on Saturdays in the summer we had scheduled 3 different opportunities.

Ladies Camping Trip In August, we had a 3-day camping trip up to Spire Rock. We had 10 ladies attend. We sang, ate, fellowshiped around the open fire and enjoyed God's Word together.



Ladies Retreat in the fall was an amazing time of Fellowship & being with God in a beautiful place (Mountaintop Retreat). We had about 50 women attend and 10 ladies on our team headed up by Kayla Marks. (Being on the team was so much fun, highly recommend!)

Christmas Brunch was a wonderful time of gathering with the ladies and sharing a meal, fun games, and ministry. We had about 45 women attend.

I anticipate (and pray) these events and ministry opportunities will continue in the next year. As our community continues to grow and our church has more people attend. These events, Bible Studies and ministry opportunities become increasingly important to provide us all the chance to connect, fellowship with others and grow in our knowledge and love of Christ. Thank you for the opportunity to serve our church in this role this year!

Linda Freitas
Women's Ministry Leader

Deaconess Ministry

Our purpose as a deaconess of Belgrade Alliance Church is to serve the Lord through serving the needs of the church, its members and the community. 1 Peter 4:10-11 are key verses for those called to serve others. "If anyone serves, they should do so with the strength God provides...".

Our Deaconess Jessica Steele has done an outstanding job heading up all of our bridal

showers and baby showers. We had several this last year and each one was very well attended and the celebration was truly fun.

Miki Thompson was the lead on helping with Baptisms. She got nice curtains to hang up in the changing rooms downstairs. She made sure we had towels, and a handkerchief for each participant. Margo Mosely is our beloved visitation and card maker. She used her own cards and creativity to give each individual she visited a part of herself. Margo is a deaconess with much heart, love and affection for those who need encouragement while recovering from illness, surgery, or a bad day.

Deborah Vroom joined us this year as a deaconess and has been truly an asset in helping with serving communion, helping with showers, etc. Her gift of hospitality is to be commended.

Last but not least, Vonnie Sayers served as head Deaconess. I took responsibility for the meal train which was to help families with meals. There were several families and individuals that our church family blessed one another through the comfort of food. Thanks to everyone who participated.

This year the deaconesses also honored all dads on Father's Day with Ice cream sundaes and root beer floats. Also, the kitchen was finally repainted and looks fresh. As I step down from being head Deaconess, it has been my privilege and honor to serve with these ladies who are my sisters in Christ. As well as our family of Belgrade Alliance Church.

Looking forward, it is my prayer that the deaconesses of tomorrow will be just as dedicated to serving our Lord at Belgrade Alliance Church.

Vonnie Sayers
Head Deaconess

Iron Men Men's Ministry

Proverbs 27:17-"As iron sharpens iron so a man sharpens his friend"

Iron Men is the men's fellowship of the church. We meet monthly for breakfast on the second Saturday of the month for fun and fellowship as well as a good meal. Indeed, we met each month of 2025 with each meal accompanied by a thoughtful discussion provoking devotion or at times just a question regarding men and their lives in today's society.



The last weekend of April, 11 men joined 70 others at the Alliance Rocky Mountain District Men's Retreat at Camp Bethel in Shell Wyoming. The men enjoyed the comradery of new friends and the beauty of the Big Horn Mountains. The Greybull Alliance Church has sponsored this event for many years. The last three years they have utilized an up graded former guest ranch in the foothills of the Big Horns having moved Camp Bethel from much more primitive facilities higher on the mountains. They bring in speakers from around the "Alliance" to provide fun and inspiring devotions and prayer time. A highlight of the weekend is a raffle where everyone gets to take home a "man gift." Two decks of cards are torn in half and each person attending gets one half and the other half is put in a hat and throughout the weekend



cards are drawn and the winner gets to pick an item that each attendee has brought to the weekend. The last drawing of the weekend is for a hunting rifle. Great fun and a time to draw closer to God in a masculine environment. Fishing and hiking are part of the weekend also. Men mark your calendar, last

weekend in April and plan to attend the 2026 Men's retreat. April 24,25,26.

We had tentatively planned to have quarterly one day or weekend "Men's events" i.e., campouts, picnics, bowling, shooting, movies to build fellowship. However, we are still working on it. While not formally a part of Iron Men, Marty Bailey has invited any men of the church who are interested, to a monthly trap shoot followed by a BBQ at his home. Reach out if you are interested in getting connected! kierfwh@gmail.com
520-409-4085

Fred Heinrichs
Iron Men Ministry Leader

Celebrate Recovery

We have seen many faces come and go this past year. We were beginning to question if we should continue the recovery program. Four of the five leaders attended the CR Summit last July at Saddleback Church. God worked in our hearts while we were there. We were encouraged and reminded of what our mission is, and all came back refreshed and renewed with strength to carry on. At the summit we made crucial contacts and were able to successfully get added to CR's official meeting finder on their website. This has brought several new people to our meetings.

Ministry Leader, Nicole Ramos also made connections and a commitment to become the southern Montana regional leader for CR with the opportunity to grow CR outside of Belgrade. As a group, we continue to meet weekly for fellowship, lessons and testimonies. We plan fellowship opportunities outside of our weekly meeting. We have held several game nights, movie night and our annual camping trip. We truly appreciate BAC's commitment to allowing our mission to continue and know that even if one person has been impacted by this ministry, it is worth it.

We have seen many relationships restored and addictions overcome only by the grace of God and the ability to call Jesus our Savior. We may only see a small piece of what God is doing through us, but He has the whole picture. One drop creates many ripples.

Thank you for allowing us to continue our ministry at BAC. Blessings!

Randy & Elisa Bruce
Celebrate Recovery Ministry Leaders

Missions Mobilization

Belgrade Alliance Family, I have been your Missions Mobilizer for just over a year now. It has been a year where I have had to learn new ways of doing ministry. I started out this role by taking Perspectives USA to help mobilize myself. And leading my very own Missions Conference. While leading a night of Prayer with a mission emphasis. Which led me to go on my first mission trip. But it has also led to new and exciting adventures ahead, such as working with the Perspectives Bozeman team to bring/host a class in Belgrade Spring 2027 and now having an adult-led missions trip to Indonesia. But also allowing me to look into partnerships with missionaries such as the Grays going to Spain. I would give three ideas on what to do looking forward:

1. Pray earnestly for Missions locally here at BAC
2. Get involved even in the smallest tasks at the church.
3. Ask what it will take to launch something crazy good for 2027 from the Spirit?

Alec Dorcheus
Missions Mobilization Director

Appendix A

Belgrade Alliance Church 2026 Proposed Budget

Acct #	Account Name	2025 Proposed Budget	2025 Actual (Year to Date)	2026 Proposed Budget
Revenue				
4100	General Fund Income		350,634.52	
4150	Revenue Allocated to Supsplash Fees		1,425.12	
4200	General Designated Giving		578.15	
4210	Worship Arts		-	
4220	Church Discipleship		36.00	
4221	Coffee & Donuts		576.05	
4222	AWANA		6,941.10	
4223	Pier 56		875.71	
4230	Church Outreach		153.00	
4800	Building Use Fee		3,400.00	
Total Revenue		\$ -	\$ 364,619.65	\$ -
Expenses				
General Operating Expenses				
5100	Support Ministries			
5110	RM District Support	17,451.00	15,661.98	\$ 19,400.00
Total Giving		\$ 17,451.00	\$ 15,661.98	\$ 19,400.00
5200	Administrative		20.00	
5210	Accounting Fees	1,360.00	4,077.08	\$ 1,670.00
5220	Advertising	120.00	-	\$ 120.00
5230	Background Checks	300.00	207.03	\$ 300.00
5240	Bank Fees	-	1.25	
5245	SubSplash Fees	400.00	4,117.84	\$ 4,750.00
5250	Copier Lease	2,400.00	2,272.76	\$ 2,500.00
5260	Software Licensing	2,500.00	3,468.64	\$ 3,600.00
5270	Ministry Technology	500.00	-	\$ 500.00
5275	Website & Mobile App	2,700.00	957.34	\$ 1,200.00
5280	Office Equipment	500.00	70.00	\$ 300.00
5290	Office Supplies	1,000.00	1,695.27	\$ 1,200.00
5295	Postage	200.00	-	\$ 200.00
Total Administrative		\$ 11,980.00	\$ 16,887.21	\$ 16,340.00

Acct #	Account Name	2025 Proposed Budget	2025 Actual (Year to Date)	2026 Proposed Budget
5300	Utilities			
5310	Gas & Electric	10,800.00	9,288.89	\$ 10,600.00
5320	Water & Sewer	7,500.00	3,489.25	\$ 4,000.00
5340	Telephone & Internet	2,600.00	2,353.80	\$ 2,600.00
5350	Garbage	2,800.00	1,756.55	\$ 2,175.00
	Total Utilities	\$ 23,700.00	\$ 16,888.49	\$ 19,375.00
5400	Facilities			
5410	Property Insurance	9,590.00	10,083.00	\$ 10,600.00
5415	Property Assessments	500.00	589.38	\$ 680.00
5420	Building Repair & Maintenance	5,000.00	5,471.96	\$ 6,600.00
5430	Lawn Care	800.00	105.09	\$ 500.00
5435	Lawn Mower Maintenance	800.00	-	\$ 500.00
5437	Snow Removal	6,000.00	5,085.00	\$ 7,500.00
5440	Custodial Supplies	600.00	922.86	\$ 1,000.00
5445	Custodial Equipment	600.00	-	\$ 600.00
5447	Carpet Cleaning	2,000.00	-	\$ 2,000.00
5448	Door Mat Service	475.00	533.96	\$ 600.00
	Total Facilities	\$ 26,365.00	\$ 22,791.25	\$ 30,580.00
5500	Vehicles			
5510	Van Fuel & Oil	200.00	-	\$ 200.00
5520	Van Maintenance	1,000.00	-	\$ 1,000.00
5530	Van Insurance	550.00	534.00	\$ 550.00
	Total Vehicles	\$ 1,750.00	\$ 534.00	\$ 1,750.00
5600	Other Operations			
5610	Kitchen Supplies	3,000.00	1,897.22	\$ 2,400.00
5620	Kitchen Equipment	200.00	-	\$ 200.00
5630	Decorations	500.00	193.69	\$ 300.00
5640	Pulpit Supplies	-	164.44	\$ 200.00
5660	Miscellaneous	-	198.08	
	Total Other Operations	\$ 3,700.00	\$ 2,453.43	\$ 3,100.00
5700	Personnel			
5710	Senior Pastor			
5711	Sr Pastor Salary	121,171.00	49,148.36	\$ 121,171.00
5712	Sr Pastor Housing		33,000.00	
5715	Sr Pastor Health Insurance		22,019.25	
5716	Sr Pastor Retirement 403(b) - Church		11,374.61	
5717	Sr Pastor Vehicle Allowance	7,200.00	6,193.60	\$ 7,200.00

Sr Pastor Totals		\$ 128,371.00	\$ 121,735.82	\$ 128,371.00
Acct #	Account Name	2025 Proposed Budget	2025 Actual (Year to Date)	2026 Proposed Budget
5730	Custodian	10,400.00	12,078.00	\$ 15,600.00
5740	Tech & Music Director	10,660.00	8,883.31	\$ 10,660.00
5750	Admin. Assistant	18,720.00	15,631.01	\$ 18,720.00
5760	NextGen Ministry Director	34,320.00	28,600.00	\$ 34,320.00
5770	Youth Ministry Leader	31,200.00	26,000.00	\$ 31,200.00
5790	Church MT UI	1,600.00	1,057.91	\$ 1,600.00
5792	Church SS/Medicare	8,000.00	6,976.22	\$ 7,560.00
5795	Church Work Comp	2,000.00	1,969.38	\$ 2,000.00
Total Personnel		\$ 245,271.00	\$ 222,931.65	\$ 250,031.00
Total Operating Required		\$ 330,217.00	\$ 282,486.03	\$ 340,576.00
Average Monthly Required		\$ 27,518.08	\$ 25,680.55	\$ 28,381.33
5800 Worship Arts				
5810	Worship Technology	5,000.00	4,988.46	\$ 5,000.00
5820	Worship Licenses/Software	1,600.00	1,312.00	\$ 1,600.00
5830	Worship Materials	600.00	2.00	\$ 600.00
5840	Drama/Expressive Arts	200.00	-	\$ 200.00
Total Worship Arts		\$ 7,400.00	\$ 6,302.46	\$ 7,400.00
6000 Discipleship				
6010	Deaconess	1,200.00	813.19	\$ 1,200.00
6020	Deacon	80.00	-	-
6030	Nursery	400.00	27.88	\$ 400.00
6040	All Conference	1,000.00	2,396.78	\$ 1,000.00
6050	Leadership Development	320.00	23.98	\$ 300.00
6060	Guest Services	4,000.00	-	\$ 2,000.00
6110	Adult Discipleship	400.00	404.66	\$ 400.00
6120	Men's Ministry	100.00	-	\$ 100.00
6130	Women's Ministry		-	-
6131	Literature/Curriculum	80.00	-	\$ 80.00
6132	Events	160.00	579.83	\$ 160.00
6133	Discipleship/Outreach	80.00	-	\$ 80.00
6136	Christmas Brunch	200.00	-	\$ 200.00
6137	Leadership - District Retreat	-	-	-
6141	Group Leader Training	160.00	-	\$ 160.00
6142	Materials	120.00	-	\$ 120.00

Acct #	Account Name	2025 Proposed Budget	2025 Actual (Year to Date)	2026 Proposed Budget
6151	Children's Church	1,600.00	148.29	\$ 1,200.00
6152	CE Volunteer Develop.	640.00	-	\$ 500.00
6153	Pier 56	1,600.00	835.20	\$ 1,250.00
6154	Kid's Choir & Drama	80.00	-	\$ 80.00
6155	Trip Leader Expense	800.00	-	\$ 500.00
6160	BAC Youth		-	-
6161	Program Expense	1,280.00	-	\$ 1,200.00
6162	Leadership Development	800.00	-	\$ 500.00
6163	M/S Discipleship	960.00	88.62	\$ 850.00
6164	H/S Discipleship	960.00	88.63	\$ 600.00
	Total Discipleship	\$ 17,020.00	\$ 5,407.06	\$ 12,880.00
6200	Outreach			
6220	Community Events	500.00	170.43	\$ 500.00
6230	Family Fun Day	640.00	1,004.70	\$ 1,200.00
6240	Festival of Lights	80.00	-	\$ 80.00
6250	Harvest Party	500.00	907.92	\$ 500.00
6260	M/S Outreach	800.00	859.61	\$ 600.00
6270	H/S Outreach	800.00	875.48	\$ 600.00
	Total Outreach	\$ 3,320.00	\$ 3,818.14	\$ 3,480.00
6300	Missions			
6310	BAC Missions Conference	900.00	1,793.64	\$ 1,500.00
6320	Misc. Missions Activities	100.00	295.00	\$ 300.00
	Total Missions	\$ 1,000.00	\$ 2,088.64	\$ 1,800.00
7000	Designated Giving Funds			
7010	Coffee & Donuts	2,400.00	1,382.60	\$ 1,800.00
7020	AWANA	2,400.00	3,745.18	\$ 2,400.00
7030	Family Night	1,120.00	361.72	\$ -
7040	Children's Summer Ministry	1,600.00	-	\$ 1,600.00
	Total Designated Giving Funds	\$ 7,520.00	\$ 5,489.50	\$ 5,800.00
	Other			
9000	Ask My Accountant			
9100	Suspense			
	Grand Totals	\$ 366,477.00	\$ 321,253.81	\$ 371,936.00
	Monthly Requirement	\$ 30,539.75	\$ 29,204.89	\$ 30,994.67

Appendix B

Beglrade Alliance Church - Nominating Ballot for 2026 Officers						
2025 OFFICERS			NOMINATIONS FOR 2026			
Office:	Current Officer	Term	Term Ends	Office:	Nominee #1:	Nominee #2:
1st Year Elder	Richard Price	3 years	2029 Jan	1st Year Elder		Gary Marks
1st Year Elder	Rod Vanover	3 years	2029 Jan	1st Year Elder		Jakeh Nelson
2nd Year Elder	Aubrin Heinrichs	3 years	2028 Jan	2nd Year Elder	Richard Price	
2nd Year Elder	Don Galloway	3 years	2028 Jan	2nd Year Elder	Rod Vanover	
3rd Year Elder	Gary Marks	3 years	2027 Jan	3rd Year Elder	Aubrin Heinrichs	
3rd Year Elder	Brian Cade	3 years	2027 Jan	3rd Year Elder	Don Galloway	
Head Deacon		1 year	2027 Jan	Head Deacon		Ruey Barnett
Board Secretary	Sheryl Greenig	1 year	2027 Jan	Board Secretary		Sheryl Greenig
Treasurer	Marty Bailey	1 year	2027 Jan	Treasurer		Marty Bailey
Assistant Treasurer	LaDonna Lambert	1 year	2027 Jan	Assistant Treasurer		Ladonna Lambert
Iron Men Ministry Leader	Fred Heinrichs	1 year	2027 Jan	Honor Bound President		Fred Heinrichs
Women's Ministry Leader	Linda Freitas	1 year	2027 Jan	Alliance Women President		Linda Freitas
Head Deaconess	Vonnie Sayers	1 year	2027 Jan	Head Deaconess		Josephine Foster
Head Trustee	Josh Steele	1 year	2027 Jan	Head Trustee		Josh Steele
Trustee	Josh Gastineau	1 year	2026 Jan	Trustee		Stan Horst
Trustee		1 year	2027 Jan	Trustee		Gordan McGuire
Nominating Team	Brian Cade	1 year	2027 Jan	Nominating Team		Brian Cade
Nominating Team	Lori Bailey	1 year	2027 Jan	Nominating Team		Lori Bailey
ByLaws Team	Sandy Cade	1 year	2027 Jan	ByLaws Team		Sandy Cade
ByLaws Team	Anne Mobley	1 year	2027 Jan	ByLaws Team		Cecelia Lotz
Auditing Team	Lois Mears	1 year	2027 Jan	Auditing Team		Lois Mears
Auditing Team	Fred Heinrichs	1 year	2027 Jan	Auditing Team		Fred Heinrichs
Auditing Team		1 year	2027 Jan	Auditing Team		Rhonda Albertson

APPENDIX C

CONSTITUTION & BY-LAWS

Proposed Changes – January 25, 2026

ARTICLE III: THE CHURCH GOVERNING BOARD

1. The Governance Authority shall consist of the members of the Board of the Elders, the Senior Pastor, the Associate Pastor(s), ~~Director of Next Generation Ministries~~, Secretary, Treasurer, ~~Assistant Treasurer~~, and Head Trustee.
2. The Board of Elders shall consist of those men elected/appointed to the office of Elder, together with the Senior Pastor. ~~and Associate Pastor(s)~~. Members of the board of Elders shall be elected to a three-year term. The terms of the Elders shall be staggered such that one-third of the positions shall be up for election each year at the annual election.
3. Elders may serve for no more than six consecutive years (two 3-year terms), after which an Elder may be nominated again no earlier than 12 months after their second term ends.
4. Excluding the Senior Pastor, ~~Associate Pastor(s)~~, and ~~Director of Next Generation Ministries~~, the term of office for Governance Authority shall commence February 1, following their election by the membership of the congregation at the Annual Election.
5. Excluding the Senior Pastor, ~~the Associate Pastor(s)~~, and the Board of Elders, ~~and the Director of Next Generation Ministries~~ the Governance Authority shall be elected to a one-year term, nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year.
6. The position of vice-chairman of the Governance Board will be chosen from one of the Elders. The vice-chairman will be elected by majority vote of the Governance Board. In the absence of the senior pastor, the vice chairman will fulfill the duties of the Senior Pastor with respect to Board meetings, membership meetings, and positions on committees.

CONSTITUTION & BY-LAWS

Updated & Approved January 26, 2025

NAME:

This church shall be known as the Belgrade Alliance Church of the Christian and Missionary Alliance.

RELATIONSHIP:

This church is connected to and subordinate to the Christian and Missionary Alliance, the parent religious denomination. Should this church cease to exist as a corporate body, or cease to be subject to the purposes, usages, doctrines, and teachings of the Christian and Missionary Alliance, then all properties, appurtenances, and effects then owned or held by it shall revert to the benefit of, and become the property of the District Corporation of the Christian and Missionary Alliance within which jurisdiction this church is located or which it is affiliated by law. The district shall approve the church's Charter of Incorporation Executive Committee.

ARTICLE I: MEMBERSHIP

1. A majority vote of the Board of Elders shall cause membership to become effective immediately for an applicant.
2. The Board of Elders shall semi-annually review the Membership list of the congregation during the months of April and October. At these times, one of four actions shall be taken regarding each member.
 - a. The name may stand in present status.
 - b. The name may be transferred to the Inactive Membership list after three months' absence from the church's regular services.
 - c. The name may be transferred to the Honorary Membership list.
 - d. The name may be dropped from the Membership list after six months absence from the church's regular services.
3. Persons to be transferred to the Inactive or Honorary Membership lists, or dropped from the Membership list, shall have an elder attempt to contact them to determine their intent, prior to finalizing such actions. In the event such contact is not possible, the Board of Elders, after reasonable attempt, shall have the authority to take such action without determination of the person's intent.
4. Once a person has been placed on the Inactive or Honorary Membership lists, or has been dropped from the Membership list, loss of voting privileges and eligibility to hold church office shall accrue to them with such action.
5. Honorary Membership list is defined as containing the names of such persons, formerly on the Active Membership list, but now perpetually absent from the church services due to involvement in full-time Christian service.

ARTICLE II: GOVERNMENT

1. The Annual Business Meeting of the Membership of the Congregation shall be held during the month of January, at the time selected by the Governance Authority. All congregational business meetings must be announced both orally and written two consecutive Sundays prior to the meeting.
2. In the event of necessary postponement of a congregational business meeting, due to lack of a quorum or emergency measures arising from schedule conflicts, weather conditions, and the like; such meeting will be understood to be held at the same period of time, one week later, until such time as the meeting may be officially conducted.
3. The Governance Authority shall prepare a budget for presentation to, and approval by vote of, the membership of the congregation at the Annual business meeting. Until such approval, the Governance Authority shall continue to operate at the level of the previously adopted budget. Any expenditure from the general fund in excess of \$5,000.00 over any line item or item not in the budget requires congregational approval. The church fiscal year shall run February 1 – January 31.
4. Reports from the various officers of all church-sponsored committees and organizations shall be prepared and received in the church office two weeks prior to the Annual Business meeting. Such reports shall then be published in a compendium report and made available to the membership to the Congregation on the Sunday prior to the Annual Business meeting.
5. A quorum at any congregational business meeting shall consist of the active members at said meeting.
6. A quorum for all boards and committees of and sponsored by the church, shall be required to transact their business, and shall consist of a simple majority of the members of such a Board or Committee.
7. On any vote at a church Governance Authority meeting, a majority of the members of the church Governance Authority is necessary on the prevailing side, not just a majority of those present.

ARTICLE III: THE CHURCH GOVERNING BOARD

1. The Governance Authority shall consist of the members of the Board of the Elders, the Senior Pastor, the Associate Pastor(s), Director of Next Generation Ministries, Secretary, Treasurer, Assistant Treasurer, and Head Trustee.
2. The Board of Elders shall consist of those men elected/appointed to the office of Elder, together with the Senior Pastor and Associate Pastor(s). Members of the board of Elders shall be elected to a three-year term. The terms of the Elders shall be staggered such that one-third of the positions shall be up for election each year at the annual election.
3. Elders may serve for no more than six consecutive years (two 3-year terms), after which an Elder may be nominated again no earlier than 12 months after their second term ends.
4. Excluding the Senior Pastor, Associate Pastor(s), and Director of Next Generation Ministries, the term of office for Governance Authority shall commence February 1, following their election by the membership of the congregation at the Annual Election.
5. Excluding the Senior Pastor, the Associate Pastor(s), the Board of Elders, and the Director of Next Generation Ministries the Governance Authority shall be elected to a

- one-year term, nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year.
6. The position of vice-chairman of the Governance Board will be chosen from one of the Elders. The vice-chairman will be elected by majority vote of the Governance Board. In the absence of the senior pastor, the vice chairman will fulfill the duties of the Senior Pastor with respect to Board meetings, membership meetings, and positions on committees.

ARTICLE IV: OFFICERS

The members of the Governance Authority shall be considered the officers/directors of the church, with the Senior Pastor serving as executive officer and chairman of the board.

ARTICLE V: COMMITTEES AND ORGANIZATIONS:

Deacons: The Deacons are responsible for the physical welfare of the congregation, and in particular the administration of benevolence ministries, usher, and greeter teams. Specific duties for each role are outlined in the Deacon Ministry Profile. The Deacon team is led by a Head Deacon, who will be nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year. Members of the Deacon team are selected by the Head Deacon and are male, active members in good standing of Belgrade Alliance Church who meet scriptural qualifications for leadership and are approved by the Governance Board.

Trustees: The Trustees' chief responsibility shall lie with the oversight of the maintenance of the church buildings, equipment, and properties. The Trustees are led by a Head Trustee, who will be nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year. Two trustees are nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year.

Deaconesses: The Deaconesses are responsible for the care and concern for those experiencing illness or surgery, departing, bereaved, or welcoming a new baby, and are connected with the church. Deaconess shall also supervise the preparation of the Communion elements for the celebration of the Lord's Supper and oversee the kitchen at the church. Specific duties for each role are outlined in the Deaconess Ministry Profile. The Deaconess team is led by a Head Deaconess who will be nominated by the Nominating Committee, affirmed by congregational vote, and serve in that role one (1) year. Members of the Deaconess team are selected by the Head Deaconess, are female, active members in good standing of Belgrade Alliance Church who meet scriptural qualifications for leadership and are approved by the Governance Board.

ARTICLE VI: PROPERTY AND RECORDS:

1. No member of the Governance Authority, nor their spouse, may be a member of the Auditing Committee.

2. Should a change in the office of Treasurer or any of the church's organizations or committees take place prior to the annual audit, the Governance Authority shall call for an audit of said books and records prior to their being turned over to a new Treasurer.

ARTICLE VII: ELECTIONS:

1. Those positions/committees which shall be filled from among the Membership of the congregation, and elected at the Annual Election held by the congregation, are as follows:
 - A. Board of Elders
 - B. Other Board Members
 - C. Head Trustee
 - D. Trustees (two persons)
 - E. Alliance Men's Leader
 - F. Alliance Women's Leader
 - G. Head Deaconess
 - H. Head Deacon
 - I. Nominating Committee (two persons)
 - J. Bylaws Committee (two persons)
 - K. Auditing Committee (two persons)
2. All other position/committees shall be appointed and/or approved by the Governance Authority at their last regular meeting of the year, or as becomes necessary.
3. The Annual Elections by the membership of the congregation shall be held during the month of January in conjunction with the Annual Business Meeting at a time selected by the Governance Authority and announced at least two Sundays in advance of the meeting. The Governance Authority shall notify the Nominating Committee of the date of the elections to be held at least four weeks in advance of the meeting.
4. Those who are elected shall assume their office and duties effective the first of February following their election.
5. Those who are appointed by the Governance Authority shall assume their office and duties the first of the month following their appointment.
6. The Governance Authority shall have the power to approve/appoint persons to fulfill any unexpired terms for positions or offices which are deemed necessary.
7. Any elected position to which a person has been appointed for the fulfilling of an unexpired term shall be open for election at the next Annual Elections.
8. Any election to fulfill an unexpired term shall be only for the periods remaining on said term.

ARTICLE VIII: NOMINATING COMMITTEE:

1. The Nominating Committee will consist of the Senior Pastor and two members of the church membership as stipulated by the church Bylaws. The two members are to be selected by the church Governance Authority.
2. The congregational representatives on this committee shall be elected at the Annual Business Meeting by the membership of the congregation.

3. This committee shall meet annually during the month of September.
4. The committee's nominations shall be posted on the Sunday preceding the Annual Elections

ARTICLE IX: BYLAWS:

1. There shall be two persons elected at the Annual Elections by the membership of the congregation, to serve for the coming year for purpose of reviewing, updating, and suggesting bylaws.
2. The Bylaws Committee shall report to the congregation at the Annual Business Meeting in January.
3. The two persons elected to the Bylaws Committee, along with the Senior Pastor, shall comprise the Bylaws Committee.

APPENDIX D

Belgrade Alliance Church Annual Business Meeting January 26, 2025

The meeting was called to order at 12:53 pm, Sunday, January 26, 2025, by Pasto Ron Lotz, Chairman. Pastor Ron Lotz opened the meeting with prayer. Sam Lane made a motion to accept the reports as presented in the Annual Report 2024 seriatim. Billy Dutton seconded the motion. Fred Heinrichs noted that the Iron Men Report included in the Annual Report 2024 was actually the 2023 report, which was inserted in error. A copy of the current year's report is available in the foyer. The motion carried.

Treasurer's Report: The Treasurer's report submitted was reviewed. Vonnie Sayers made a motion to accept the Treasurer's Report and Marvin Brown seconded it. The motion carried.

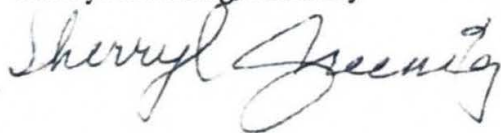
2025-2026 Proposed Budget: The Belgrade Alliance Church Governing Board approved a proposed budget submitted by the Budget Committee and is recommending it to the membership for the fiscal year 2025-2026. It is included in the Annual Report 2024 booklet. Robert Foster made a motion to accept the budget as proposed and recommended. Richard Price seconded the motion. The motion carried.

2025-2026 Proposed By-Law Changes: The proposed changes were submitted in the 2024 Annual Report booklet. Sherryl Greenig made a motion to accept the noted changes in the by-laws per the submitted report. Billy Dutton seconded the motion. The motion carried.

2025-2026 Nominations: The Offices to be filled were submitted by the Nominating Committee and are listed in the 2024 Annual Report. Randy Bruce made a motion to accept the nominees as recommended by the Nominating Committee to fill the designated offices for the 2025-2026 fiscal year. Elisa Bruce seconded the motion. The motion carried.

The members were given an opportunity to speak about those who have served. A special thanks was given for those who have served this past year and those who are stepping down at this time. Of special note was the service of Bob Coggins as Associate Pastor who retired as of December 31, 2024. His contributions have been innumerable. A motion to adjourn the meeting was made by Elisa Bruce and seconded by Vonnie Sayers.

Respectfully submitted
Sherryl Greening, Secretary



LOOKING TO THE NEXT 75 YEARS

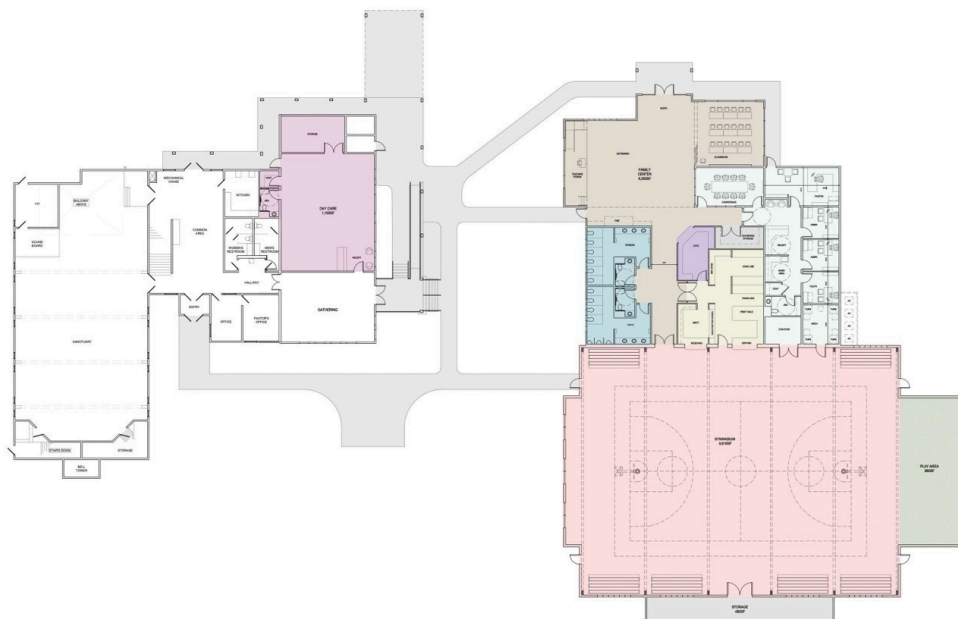


2024 Faith Initiative
GOAL = \$500,000



Where We Are 2026
\$222,745

BAC Family Center Floor Plan



January 25, 2026

Belgrade Alliance Church
205 W Cameron Ave - Belgrade, MT
belgradealliance.com - 406.388.6030