



Faith Family “Business” Meeting
Wednesday, November 19, 2025
6:00 PM

Bob LaDeur – Moderator
Marc Whitt – Ast. Moderator

Lee Dale Gibbons – Clerk
Brenda Clapper – Ast. Clerk

Steve Atkins – Parliamentarian
Keith Daniel – Ast. Parliamentarian

*Note: Business Meetings are limited to 1.5 hours unless a motion is made and approved to extend the meeting.
When speaking on a matter, a name must first be given.*

Worship & Prayer

Opening Business

- Review of agenda. **Revise and/or approve** the agenda as presented
- Review of Minutes of 08/20/2025 Regularly Scheduled Faith Family Business Meeting
- Lead Pastors Update – Dr. Travis Farris, *Lead Pastor*
- Finance Committee – Justin Moore, *Chair*
 - Finance Report: January – September 2025
Complete Finance Reports are available at the Business Meeting & FBC Office
- Written Reports
 - Committee Reports
 - Missions Committee Report
 - Nominating Committee 2026 Roster
 - Personnel Committee Report
 - Grow Group Attendance
 - Membership Transfer(s)
- **Unfinished Business**
 - No Unfinished Business
- **New Business**
 - 2026 Proposed Budget – Justin Moore, *Chair of Finance Committee*
The Proposed Budget is available at the Business Meeting & FBC Office
 - Building Expansion & Capital Campaign– Brandon Powell, *Chair of Vision Planning Committee*, Jonah Pack, *Executive Pastor*, Jessica Bevins, *Secretary of Vision Committee*, Travis Farris, *Lead Pastor*
 - Committee Organizational Manual Update – Margaret Hurt, *Chair of Nominating Committee*
- **Adjournment**

2026 Scheduled Faith Family “Business” Meetings, Wednesdays, 6:00 PM:
February 25, 2026 - May 20, 2026 - August 26, 2026 - December 2, 2026 (2027 Budget Meeting)

Faith Family Business Meeting Agenda as of 11.18.25 – Subject to change as written reports are still being submitted.

FAITH FAMILY “BUSINESS” MEETING RULES OF ORDER

I. REMINDERS

- We are called to love one another according to Matthew 22:37-39.
- ³⁷And He said to him, “‘YOU SHALL LOVE THE LORD YOUR GOD WITH ALL YOUR HEART, AND WITH ALL YOUR SOUL, AND WITH ALL YOUR MIND.’ ³⁸This is the great and foremost commandment. ³⁹The second is like it, ‘YOU SHALL LOVE YOUR NEIGHBOR AS YOURSELF.’ ⁴⁰On these two commandments depend on the whole Law and the Prophets.”
- We must therefore treat each other with respect.
- Please refrain from ill talk or hateful behavior.
- Every member has a right to their opinion, but we must respect opposing opinions.

II. MOTIONS

1. Any motion coming from a committee does not require a second.
2. Motions made by committees will be open to discussion.
3. If a motion is made by an individual, it will require a second before discussion on the motion may proceed.
4. If a motion made by an individual does not receive a second, the motion will not be taken to a vote or discussion.
5. A motion will be carried by majority vote.
6. *Members of First Baptist Church Richmond can only make motions.*

III. DISCUSSION OF MOTION

1. Discussion on motions must first receive a second before proceeding. The only exception is when a committee makes the motion(s).
2. Members must obtain the floor and be recognized by the presiding officer before beginning to speak. You must approach the microphone and state your name.
3. All speakers must be courteous and never attack other members or question the motives of the members.
4. A member can speak twice to the motion, but he or she can only take a second turn after everyone who wishes to speak the first time has spoken.
5. When speaking to a motion, it is important for the member to first let the assembly know which side of the issue he or she is on. Discussion will follow the rule of:
 - a. 3 minutes **FOR** the motion
 - b. 3 minutes **AGAINST** the motion
6. Discussion will end in one of the following ways.
 - a. There is no other discussion **FOR** or **AGAINST** the motion.
 - b. The Moderator calls for a vote.
 - c. Any member during discussion can “Call the question.”
 - i. A second will be required.
 - ii. If a second is received, the motion will be immediately called to vote without further discussion.

FIRST BAPTIST CHURCH

Richmond, Kentucky

MINUTES OF THE CHURCH BUSINESS MEETING

August 20, 2025

Opening Business:

Bob LaDeur called the meeting to order at 6:14 pm. A motion to approve the agenda was made by Ron Hunt and seconded by Bob Seifert. The motion carried unanimously. There were 91 people in attendance at the meeting.

Minutes from the 5/21/25 business meeting were reviewed. It was noted that a typographical error occurred on the date in the following sentence: "Since August 2025, we have had 49 baptisms." It should have read, "Since August 2024, we have had 49 baptisms." Mike Reed made a motion to approve the amended minutes, which was seconded by Lori Cobb. The motion carried unanimously.

Committee/ Council/ Team/ Staff Reports:

Mike Reed, Financial Consultant, shared the finance report. Total cash receipts as of June 30, 2025, were 1,059,953.08 and total expenses were 1,063,329.25. The ending cash balance on June 30, 2025, was \$885,774.10. In regard to the detailed cash flow report, he pointed out the non-cash expense of depreciation \$161,209.47. He also noted the payments of assets and liabilities including the parking lot lighting at \$20,740 and the steeple entrance concrete of \$34,260. Mike explained that the church recently had an "emergency expenditure," which was approved by Pastor Travis Farris and Finance Committee Chair Justin Moore. Mold was discovered in the basement in the youth area. The project to remove the mold and restore the area with new flooring/carpet, paint, etc., cost approximately \$18,000. The work has been completed.

Unfinished Business:

No unfinished business was left to discuss.

New Business:

Jonah Pack, Executive Pastor, shared the slate of seven members requesting to attend the Kentucky Baptist Convention as Messengers. See attached handout for names. Bob Seifert noted that the date of the convention listed on the handout incorrectly read "2024", but should have read "2025." Jonah shared that there were three slots still available for Messengers. The following church members requested to fill those slots: Sherry Hendrix, Marion "Oogie" Ogden, and Bob Seifert. The following church members requested to go as guests: Bonnie Seifert, Holly Morrison, and Ryan

Broughton. Bob Lilly made a motion to approve the slate presented, which was seconded by Roger Bartley. The motion carried unanimously.

Vision Committee members Brandon Powell, Committee Chair, Jessica Bevins, Committee Clerk, Travis Farris, Lead Pastor, and Jonah Pack, Executive Pastor shared their report on a second option for the possible future building project and discussed the need for a vote of affirmation for pursuing that second option. Jessica shared that the second option for the building project came about as a result of research from talking with contractors, finance companies, and churches that currently have gymnasiums, in addition to reviewing input from First Baptist Church's congregation and staff. The second option is smaller than the first option as discussed in previous meetings. The first floor would remain much the same. The staff areas would have minimal changes. There would be no health and wellness area and the third floor would be removed in comparison to the first option. Jonah shared that he has talked to two different finance companies at this time. The project would take 12 to 18 months to complete. The estimated cost per square foot is \$300. So, option two would cost approximately \$12 million with a down payment of \$6 million. Jonah shared that there is an upcoming Kentucky Baptist Convention meeting discussing a hybrid capital campaign. Travis shared that the church has approximately 130 kids attending church on Sunday mornings and their rooms are full at this point in time, which is a good problem to have. He also thanked Brandon for time and effort drafting option 2 for the church to consider.

Church members were invited to ask questions and share any concerns they might have with this second option. Steve Gillespie inquired about access points and the continuity of student services. Jonah shared that parking would be "shifted" and that services would continue. Mike Reed contrasted option 1 as a larger project costing \$17.5 million requiring a down payment of \$11 million in comparison to option 2 as a smaller project costing \$12 million with a down payment of \$6 million. Sherry Hendrix inquired about the cost of furnishings. Jonah shared that a quote for furnishings would be discussed in November. Tyler Price asked if there were any outliers in the surveys collected from church members. Jessica shared that the health and wellness center was the item most members had questions or concerns about on the survey. Jonah shared that in talking with churches that currently have gymnasiums, the churches didn't recommend them. Jan Coyle asked if the structure would have a basement. Brandon and Jessica shared that once the land is surveyed and the soil is analyzed, a decision about a potential basement will be discussed. Matthew Wade discussed a capital campaign and construction. Holly Morrison asked if the November meeting would compare both building options at that time. Jonah clarified that if the church voted to affirm option 2, the focus would only be on option 2 moving forward. Ron Boyd shared that a family activity center would be great to have, and possibly it could be in a separate building. Roger Bartley asked about worship center sessions and parking logistics. Brandon shared that any changes to the current worship center would be down on the list of items to be completed. He also shared that the parking lot would lose a parking space or two with the option 2 building. Health and wellness centers have liability and tax issues. Possibly a health and wellness center could be a separate entity in the future. There is a possibility that if more land is purchased, there

could be more property for another project. Gary Curry shared that if the 21 days of prayers gave the vision of the option 1 building project, then God is capable of supplying the funding to see that project completed. Shannon Combs asked about a third service as an option for our growing congregation. Travis shared that the church has been averaging over 900 people in both services. Additional seats could be added to the sanctuary. There could be a possible third service, but unclear as to when it should occur. Overflow could also land in the current youth area. The children's wing continues to be a big concern with the growth of the church. Ryan Broughton raised questions about cheaper flooring options available for the gym and other areas. He also asked if extra staff were needed for the health and wellness center. Brandon explained that pricing of \$300 a square foot is based upon past projects. Specific flooring options have not been researched. Due to the collection of all the challenges with the health and wellness center, option 2 became a viable option. Brandon went on to say that the quicker the project starts, the better the pricing of the project, because prices will only continue to rise over time. Jessica added that the continued maintenance of the health and wellness center, in addition to the extra staff and HVAC needed for option 1, made the case for having a second option. Jonah shared that the youth area will have flexibility in how it's used in option 2. Becky Powell asked if there was another way to utilize the space differently, possibly by building a parking garage, in order to have a gym area. Brandon shared that a parking garage is not a feasible option. Using existing parking lots of local businesses could be a viable option. However, building another "big box" structure next to our current box structure wouldn't be prudent. Jan Coyle asked if there would still be areas for kid/youth areas. Brandon explained that within option 2 there are designed areas for multifunctional spaces. Ryan Broughton asked if the gym area could be closed to the public and what staff would be needed to run the facility. Jonah explained that the area would require a manager to handle scheduling, including use of the room and space. Custodial staff would need to be increased to handle the extra needs. Our current staff can't take on the demands that the health and wellness center would require.

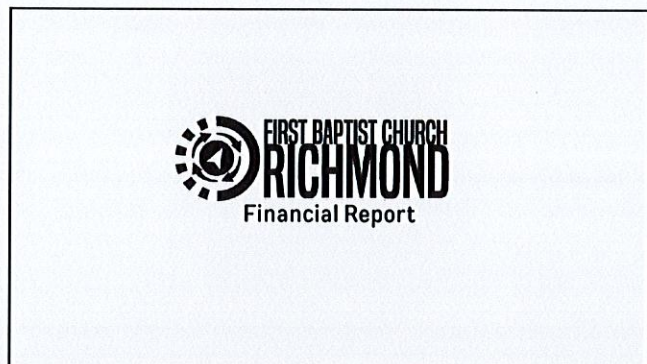
Bob LaDeur then shared that a vote would be taken to affirm changing the Vision Committee's recommendation from a 3-Story building expansion to a 2-Story building expansion. John Hurt led a prayer prior to the vote asking for unity and clarity with the vote. A vote was taken with 55 in favor and 11 against the 2-Story building expansion. Details for the 2-Story building expansion will take place at the next Faith Family Business Meeting on 11/19/25.

Adjournment:

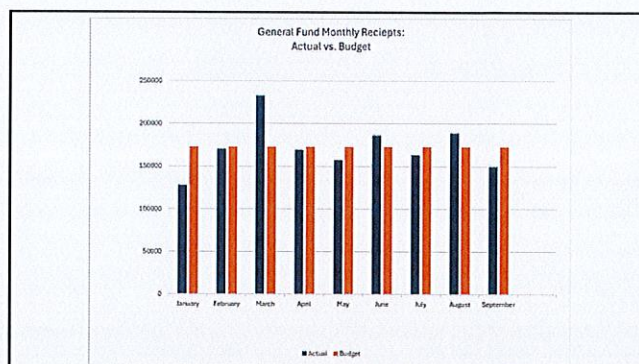
There being no further business to come before the meeting, Marion "Oogie" Ogden made a motion to adjourn the meeting and Paul Beck seconded the motion. Everyone in attendance was in agreement to adjourn the meeting. The meeting closed at 7:31 pm.

Respectfully submitted,

Lee Dale Gibbons, Clerk



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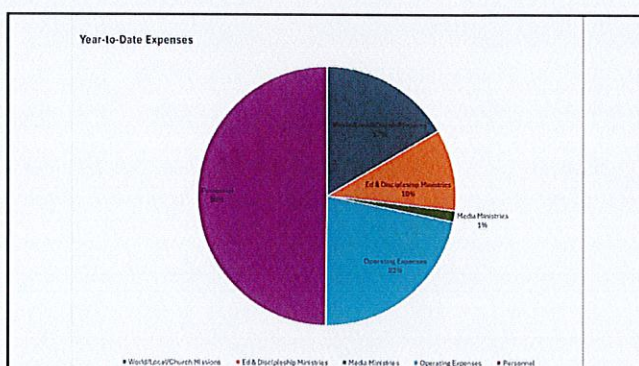


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**2025 Year-to-Date June
Cash Flow Overview**

Beginning cash balance	\$ 889,150.27
Total Cash receipts:	\$1,580,486.53
Total Cash payments	\$1,632,320.23
Ending cash balance	\$ 837,316.57

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MISSIONS COMMITTEE REPORT

Missions at FBC Richmond have been busy, busy, busy! We have taken many trips for the sake of the Gospel and had many fruitful things come from them this year. We are excited to share some updates with you in regard to all things' missions!

Local Missions

- Some of our staff were able to tour the Enrich One Stop to learn about what they do and meet with Adam Herald, the director, to hear more from him about the impact Enrich is having on Madison County. They are doing a phenomenal job reaching our county for the sake of the gospel.
- FBC Loves RKY - First Serve October 2025
 - 75 bags made for athletes
 - 50 bags made for homeless
 - 140 cookies baked for first responders
 - Lap blankets made for senior adults
 - Ramp built for church members
 - Over 70 people volunteered!!!
- FBC Loves RKY - First Serve SMOC September 2025
 - We were able to service about 50 cars at this event and share the gospel with single moms, widows, and spouses of deployed military.
- Missions Month has been a huge success! We have been celebrating the whole month of November, learning about the impact FBC Richmond has been able to have this year in missions. We have studied local missions and ministries, state missions, and national missions, hearing all about what the Lord is doing in and through the various groups we have gotten to serve with.

Mission Trips

- We had a team go back to Loveland, CO in October to our church plant, River Church. They have a new building, so our team was able to paint and build furniture to make their building feel like home! We have 26 people GO on missions with us during this trip.

Mission Offerings

- **Eliza Broadus:** We were able to receive over \$12,000 for our state missions offering!
- **Lottie Moon Christmas Offering** starts on December 7th with a goal of \$38,000.00

Trip to North American Mission Board

- I had the honor of going to Alpharetta, Georgia to the North American Mission Board headquarters. We were chosen to attend as 1 of the top 10 churches in KY who give to the Cooperative Program. I was able to connect with other KY Baptist and learn all about how our giving to CP is dispersed and used in North America. I was able to sit and listen to the president of NAMB talk about CP and the impact that it has on missionaries in North America. We were also able to visit the Send Relief center in Clarkston, Georgia, where we learned all about the ministry they do there for refugees and many internationals who flee to Clarkston. It was a great trip and only possible because of the giving of our congregation to missions in North America. Thank you!

Gabby Zuckschwerdt
Missions Coordinator

Officer & Committee Roster



Effective January 2026

(Updated 11/17/2026)

- **X** = position vacant, and the Nominating Committee is working on filling
- ***** = position filled with a 1-year replacement.
- ****** = position filled with a 2-year replacement

KEY: CH=Chair SEC=Secretary VCH=Vice Chair

For more information see the Committee & Organization Manual (COM).

Constitutional Officers (1-Year Term)

Moderator:	Gary Curry,	Asst. Moderator:	Keith Daniel (Deacon Chair)
Church Clerk:	Kelly Moore	Asst. Clerk:	Brenda Clapper
Treasurer:	Trish Isaacs	Asst. Treasurer:	X (Elected w/i Finance)
Parliamentarian:	Steve Atkins	Asst. Parliamentarian:	X (Deacon V-Chair)

Trustees:

- Two Years thru 12/31/28: Lori Cobb, Stacey Kelly,
- One Years thru 12/31/27: Gus Benson, Bruce Whitson, Mendi Goble
 - Staff Liaison(s): Executive Pastor, Senior Pastor

Church Representatives
(1-Year Term with the option to repeat)

Tates Creek Association

Jerry Isaacs, Roger Wardlaw

- Staff Liaison(s): Senior Pastor, Executive Pastor

St. Andrews (McCready Manor)

Erv Yoder, Janet Coyle

- Staff Liaison(s): Senior Pastor, Executive Pastor

Administration Committees

Constitution & Bylaws Committee

Constitutional Officer: Steve Atkins, Parliamentarian
Three Years thru 12/31/28 : Ron Hunt, Jessica Mullins, X
Two Years thru 12/31/27 : Mike York - VCH, Andrea Anderson, Natasha Mounts - SEC
One Years thru 12/31/26: Kevin Kirstein, Tyler Price, David Smith

- Staff Liaison(s): Senior Pastor , Executive Pastor

Deacon Nominating Committee

Deacon Chair: Keith Daniel (Elected w/i Deacons)
 Deacon Vice Chair: X_____ (Elected w/i Deacons)
 Deacon Representatives: X_____, X_____ (Elected w/i Deacons)
 Non-Deacon Representatives: Rita Price, Joe King, Christy Johnson, Holly Morrison
 Staff Liaison(s): Senior Pastor, Executive Pastor

Finance Committee

Treasurer: Trish Isaacs
 Asst. Treasurer: X_____ (Elected w/i Finance)
 Three Years thru 12/31/28 : Larry Adams, Greg Thompson, Bob Lilly
 Two Years thru 12/31/27: Christina Mohler, Karl Park, Mike Ritter - SEC
 One Years thru 12/31/26: Matt Wade**, Justin Moore - CH, Penny Whitson - VCH
 ▪ Staff Liaison(s): Finance Manager, Executive Pastor

Learning Center Committee

Three Years thru 12/31/28: Beth Tremple, Hollie Pack
 Two Years thru 12/31/27: Angela LaDuer, Shannon Calico
 One Years thru 12/31/26: Kathy York - CH, Kelcey Williams - SEC
 Parent Representatives (elected by Learning Center parents): Rebekah Smith, Rachel Gillum
 Teacher Representative (elected by Learning Center teachers): Lacey Gilliam
 ○ Staff Liaison(s): Learning Center Director, Director of Preschool & Children's Ministries

Missions Committee

Three Years thru 12/31/28 : Jenny Blakeman, Judy Burkhart, Roger Wardlaw
 Two Years thru 12/31/27: Jerry Isaacs, Paul Beck, Sherry Hendrix
 One Years thru 12/31/26: Kayla Robinson**, Angie Elkins, Rebecca Geile
 Missions Director: Gabby Zuckschwart
 ○ Staff Liaison(s): Senior Pastor, Executive Pastor

Nominating Committee

Three Years thru 12/31/28 : Traci MacIntosh, Tom Collins, Andrew Frazier
 Two Years thru 12/31/27 : SK Price, Carlos Coyle, Sue Boggs
 One Years thru 12/31/26: Margaret Hurt - CH, Heather Combs - VCH, Sarah Daniel
 ▪ Staff Liaison(s): Executive Pastor, Senior Pastor

Personnel Committee

Three Years thru 12/31/28 : London Roberts, Shannon Combs, Amanda Jumper
 Two Years thru 12/31/27 : Shelley Park, Chase Wainscott, Connie Kirstein
 One Years thru 12/31/26: Jim Lawson, Ryan Frazier - VCH, Kelli Moore - SEC
 Deacon Chair: Marc Whitt
 ▪ Staff Liaison(s): Executive Pastor, Senior Pastor

Property Committee

Three Years thru 12/31/28 : Ryan Broughton, Ray Hennecke, Marsha Hurst
 Two Years thru 12/31/27 : Mary Logan- SEC, Basil Boggs, Michael Anderson
 One Years thru 12/31/26: Logan May - VCH, Mike Parke - CH, Sabra Webster**
 ▪ Staff Liaison(s): Facility Manager, Executive Pastor

Vison Planning Committee

Three Years thru 12/31/28: Jacob Whitt, Christy Hennecke

Three Years thru 12/31/27: Jessica Bevins, Joe Jumper

Two Years thru 12/31/26: Brandon Powell - CH, Devon Price - VCH

Finance Representative (elected by Finance Committee): X _____

Personnel Representative (elected by Personnel Committee): X _____

Property Representative (elected by Property Committee): X _____

- Staff Liaison(s): Executive Pastor, Senior Pastor

Program Councils

**Names have been vetted by Nominating but may not have accepted the role yet.*

College Ministry (Discipleship Sub-Program)

One Year thru 12/31/26: Matthew Dodge, Kelli Moore, Ethan Warren, Sydnee Moore, Zack Burr

Staff Liaison(s): Associate College Pastor, Youth & Families Pastor

Grow Group Council (Discipleship Sub-Program)

One Year thru 12/31/26: Matthew Wade, Ryan Frazier, X _____, X _____, X _____

Grow Group Director: Rebekah Smith

- Staff Liaison(s): Executive Pastor, Connections and Discipleship Assistant

Marriage & Family Council (Discipleship Sub-Program)

One Year thru 12/31/26: Mike York, Kathy York, Gina Epperson, Roger Bartley, Pam Bartley

Marriage & Family Council Director: X _____

- Staff Liaison(s): Executive Pastor

Men's Ministry Council (Discipleship Sub-Program)

One Year thru 12/31/26: Mike Parke, Todd Hudnall, Keith Daniel, Allen Ping, Kevin Kirstein

Men's Ministry Director: Tom Collins, Dennis Smith

Vice-Chairman of the Deacons: X _____

- Staff Liaison(s): Executive Pastor,

Preschool & Children's Ministry Council ("*Rooted*") (Discipleship Sub-Program)

One Year thru 12/31/26: Andrea Anderson, Beth Trimble, Zach Mounts, Kayla Robinson, Missy Stinson, Rachel Anderson

- Staff Liaison(s): Director of Preschool & Children's Ministries

Senior Adult Council ("*Joyful Hearts*") (Discipleship Sub-Program)

One Year thru 12/31/26: Paul Beck, Troy & Robin Hensley, Lynn Covin, Roy Madden, Molly Durbin

Staff Liaison(s): Director of Senior Adult Ministries

Single Adult Council (Discipleship Sub-Program)

One Year thru 12/31/25: X _____, X _____, X _____, X _____, X _____

Single Adult Council Director: X _____

- Staff Liaison(s): Executive Pastor

Women's Ministry Council (Discipleship Sub-Program)

One Year thru 12/31/26: Connie Kirstein, Shelley Park, Lora Danley, Holly Morrison, Rebekah Smith, Jerilyn Dyer,

Mary Raider, Sherry Hendrix, Martha Birdwhistle, Hannah Wade, Kaelin Anderson, Lyndsey Wainscott

Women's Ministry Council Director: Rachel Cobb

- Staff Liaison(s): Executive Pastor, Connections & Discipleship Assistant

Youth Council (Discipleship Sub-Program)

One Year thru 12/31/26: Sarah Daniel, Joe King, Bob LaDeur, Jared Smith, Logan Clark, Surah Kebede, Rebecca Geile, Joshua Lewellen, Addy Webster, Kate Geile

- Staff Liaison(s): Youth & Families Pastor, Associate Youth & College Pastor

Music Council

One Year thru 12/31/25: Ginni Fair, Trish Issacs, Devon Price, John Hurt, Madi Christian

- Staff Liaison(s): Worship Pastor, Media & Production Director

Service Teams

**Names have been vetted by Nominating but may not have accepted the role yet.*

Baptism

Coordinators: LaDonna & Mike Ritter

- Staff Liaison(s): Senior Pastor, Worship Pastor

Decorating

Coordinators: London Roberts

- Staff Liaison(s): Worship Pastor, Media & Production Director, Connections & Discipleship Assistant

Disaster Relief

Coordinator: Richard McDowel

- Staff Liaison(s): Facility Manager, Executive Pastor

Engage

Coordinator: Ray Hennecke

- Staff Liaison(s): Connections & Discipleship Assistant

History

Coordinator: Janet Wells

- Staff Liaison(s): Executive Pastor

In Time of Need

Coordinators: Lois Lawson & Lora Danley

- Staff Liaison(s): Director of Senior Adults, Executive Pastor

Lord's Supper

Coordinator: Jim McDaniels

- Staff Liaison(s): Senior Pastor, Worship Pastor

Media Center

- Media Center Director/Librarian: Brenda Blankenship

- Staff Liaison(s): Executive Pastor, Connections & Discipleship Assistant

Money Counting

Coordinator: X_____

- Staff Liaison(s): Finance Manager, Executive Pastor

Prayer

Coordinators: Mike & Eva Gay

- Staff Liaison(s): Finance Manager, Executive Pastor

Production

Coordinators: Tony Callico

- Staff Liaison(s): Media & Production Director, Worship Pastor

Recreation

Coordinators: X_____

- Staff Liaison(s): Connections & Discipleship Assistant, Executive Pastor

Safety & Security

Coordinator: Ryan Broughton

- Staff Liaison(s): Executive Pastor & Facility Manager

Shut-In Ministry

Coordinators: Rosana Wilson & Marsha Hurst

- Staff Liaison(s): Director of Sr. Adult Ministries, Senior Pastor

Wedding

Coordinator: Gina Epperson & Lori Gambrel

- Staff Liaison(s): Executive Pastor, Worship Pastor, Media & Production Director

Directors of Church Programs and Ministries

- Grow Group Director: Rebekah Smith
- Marriage & Family Director: X _____
- Media Center Director: Brenda Blakenship
- Men's Ministry Director: Tim Collins & Dennis Smith
- Missions Director: Gabby Z.
- Single Adult Director: X _____
- Women's Ministry Director: Rachel Cobb

PERSONNEL COMMITTEE REPORT

This year has been very fruitful and busy for the Personnel Committee. We have seen new additions to the church staff and some who will be leaving the staff by the end of the year.

Staff Additions

1. Penny Curry – Worship & Media Assistant, joined the church staff on Dec. 2, 2024, and brings care, attention and excitement to our worship team.
2. Gabby Zuckschwerdt – Missions Coordinator, joined the church staff on May 4, 2025, and brings some new life, vision and leadership to our missions at FBC.
3. Johnathan Platt – Worship Media Director, joined the church staff on Aug. 18, 2025, and brings new ears and vision to our worship services.
4. Ethan Warren – Finance Associate, joined the church staff on Sep. 18, 2025, and brings our finance team back into a part-time role.

Staff Farewells

1. Bill Wright – Senior Adult Ministries Director, we say farewell to Mr. Bill after 9 years of service with FBC Richmond. We are excited that he will be able to spend more time with his grandchildren and his wonderful wife Vicki. Please join us on Sunday January 4th as we celebrate his time at FBC!
2. Mike Reed & Larry Adams – Financial Consultants, we say thank you to these two wonderful men as they have helped in our financial transition these past few years. Both knew their time with us would be short and were thankful for Ethan joining the team in their place. Join us in thanking them as they step out of their roll at the end of December.
3. Chris Atkins – Youth & College Assistant. Chris joined our team in Aug. 2023 under Steve Coleman and Zac but is stepping down from her role to focus her time and energy on her wonderful family. We thank Mrs. Chris for keeping Zac, Steve and now Jesse under control and organized. Join us in thanking her as she steps out of her roll at the end of December.

Updated Job Descriptions

1. **Senior Adult Ministries Director** to **Senior Adult Pastor and Faith Family Coordinator**. With Bills retirement we have updated the job description to better reflect the responsibilities and requirements. This role serves as a part-time pastor for our senior adults and will be leading in the organization and coordination for our faith family care. Not to worry, they will not be responsible for all of the church care but will help maintain and assign the rest of the staff to serve our faith family better. With the job description updated the Personnel Committee will begin to receive resumes next week and will continue to receive them through the beginning of the new year when they plan to start interviews.

2. ***Preschool and Children's Ministry Director to Children and Women's Ministry Director.*** Starting on January 1st Rachel Cobbs role at First Baptist will be changing. It is the desire of the Personnel Committee to see the women of First Baptist and the community impacted by the Gospel, it is our desire to see Rachel take the lead in what she is already doing in serving children and in turn their mothers and other women of the church. Rachel has served this church since June 2002 and has shown leadership and passion not only for children but the women of First Baptist. With this change she will remain responsibly for children but the direct supervision of Birth – Kindergarten ministries will go to our Birth through Kindergarten Coordinator. This will allow Rachel to work alongside our Women's Ministry Council, WMU and moms to create and lead a vision for Women's Ministry that fulfills our vision of Know, Grow, Show and Go.
3. ***Birth through Kindergarten Ministry Coordinator.*** With Rachel not leading in the day to day running of Birth through Kindergarten ministries personnel in partnership with the Learning Center Committee are adding this responsibility to our Learning Center Director, Heather May. Heather has served in partnership with Rachel since May 2023 in leading our learning center. It is our desire to see the Learning Center as continual ministry of our children's ministry and make complete sense to give Heather these responsibilities as many of our LC families are not churched. With the additional roles we desire to see our LC families connected to the church and church families connected with our LC.

2025 Staff Anniversary Milestones

1 Year Anniversary

Carolyn Ferrell – Lead Ministries Assistant – Jan. 2nd

Jessica Farris – Connections Coordinator – Jan. 28th

Jesse Wright – Youth & Families Pastor – Aug. 11th

Grace Jolly – Learning Center Assistant – Aug. 22nd

Kaitlyn Conley – Learning Center Assistant – Aug. 22nd

Clayton Rader – Associate Custodian – Oct. 23rd

Penny Curry – Worship & Media Assistant – Dec. 2nd

5 Year Anniversary

Dr. Travis Farris – Lead Pastor – Oct. 26th

Robin Hensley

Chair – Personnel Committee



Division	Class Name	August Average	September Average	October Average
Preschool	Preschool GOT	2	2	2
	Nursery (birth-24 mo)	8	10	8
	Toddlers (1 year olds)	12	11	12
	Two Year Olds	11	13	10
	Pre-K (3/4 yr olds)	25	29	22
	Kindergarten (5yr olds)	9	11	7
Children	Children GOT	2	2	2
	1st/2nd Grade Boys	16	13	11
	1st Grade Girls	12	11	8
	2nd/3rd Grade Girls	18	18	16
	3rd Grade Boys	8	8	6
	4th/5th Grade Boys	13	15	11
	4th/5th Grade Girls	15	16	12
Youth	Youth GOT	1	1	1
	6th Grade Boys	13	6	8
	6th Grade Girls	5	6	4
	7th/8th Grade Boys	9	8	7
	7th/8th Grade Girls	5	12	10
	9th/10th Grade Boys	5	5	3
	9th/10th Grade Girls	13	7	5
	11th/12th Grade	18	14	14
Adult 8:15 AM	Truth Seekers	21	22	20
	Agape	9	8	6
	Fellowship	8	8	10
	Lamplighters	7	7	6
	Seed Sowers	6	6	5
	Barnabas Bunch	15	14	11
	Unity	6	7	7
	Chain Breakers	19	11	4
Adult 9:30 AM	A3-GOT	2	2	2
	Builders Bible	14	12	15
	College Group (Co-Ed)	18	20	15
	Esther	7	7	6
	Kingdom Seekers	11	9	8
	Philippi	31	33	34
	Sisters	3	4	2
	Thrive	3	2	2
	Pairs and Spares	12	14	10
	Growth Track	7	5	9
	Sojourners	19	19	20
	Two to One	24	28	20
	Nearly/Newlyweds	Not yet started	Not yet started	13
	Young Adults Group	5	7	6
	Young Marrieds Group	11	13	14
Adult 11:00 AM	Faithful Followers	15	15	12
	Family Ties	18	15	16
	Magi	5	6	5
Sunday PM	RISE Sunday Night Youth Small Group	26	31	Not in session
	Evening Inspiration	28	25	27
Weekday Off-Campus	Arcadia Cove	19	16	19
	Morning Pointe	12	14	16
	Kyrios (Master) Monday	6	4	6
	Revive College Bible Study (Monday)	50	40	40
	High School Seminary	23	22	23
	Steps to Recovery (Tuesday)	127	116	107
	Third Quarter	7	9	7
	James 1:22	12	9	10
	2:42 (Acts 2:42) (Tuesday)	12	14	11
	Barrett's House	11	8	8
	Forge (Proverbs 27: 17) (Thursday)	7	6	5
	Mustard Seeds	8	6	8
	Renewed Joy	7	7	5
	Cobb Knob	Not yet started	7	6
	FBCYA	8	8	8
		879	854	763

Member Report (Aug, Sept, Oct 2025)

FBC RICHMOND KY

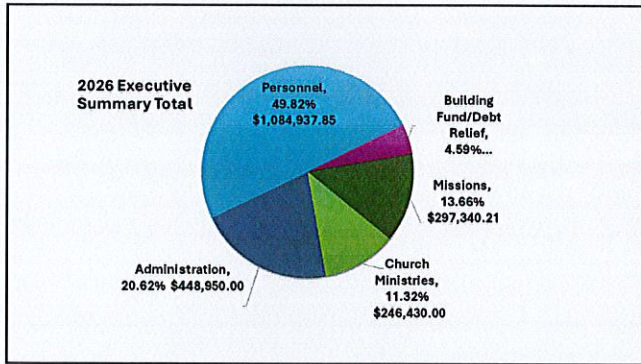
65 people
Report Date: November 13, 2025

Name	Membership Date	Joined How	Baptism Date	Membership transferred from where?	Transfer Letter X'ferred	Membership transferred to where?	Reinstated Membership	Reinstated How?
Abi Rimgale	10/05/2025	Baptism	10/05/2025					
Adam Coomes	10/26/2025	Baptism	10/26/2025					
Adam Perkins	10/26/2025	Baptism	10/26/2025					
Adam Smith	08/03/2025	Statement		Southland Christian Church - Richmond, KY				
Ally Martindill	10/12/2025	Statement						
Amanda Alcorn	08/10/2025	Baptism	08/10/2025					
Amara Overpeck	09/14/2025	Statement		Lexington Bethel Baptist Church Lexington, KY				
Amber Walls	08/10/2025	Baptism	08/10/2025					
Amy Lilly	09/14/2025	Letter		Middletown Baptist Berea, KY				
Angela Sullivan	09/07/2025	Statement						
Avery Coomes	10/26/2025	Baptism	10/26/2025					
Brittany Cromer	08/31/2025	Statement						
Brooklyn Johnson	08/31/2025	Baptism	08/31/2025					
Cole Watson	08/14/2025	Letter	09/14/2025	Higher Ground Baptist Church				
Corey Lilly	09/14/2025	Letter		Middletown Baptist Berea, KY				

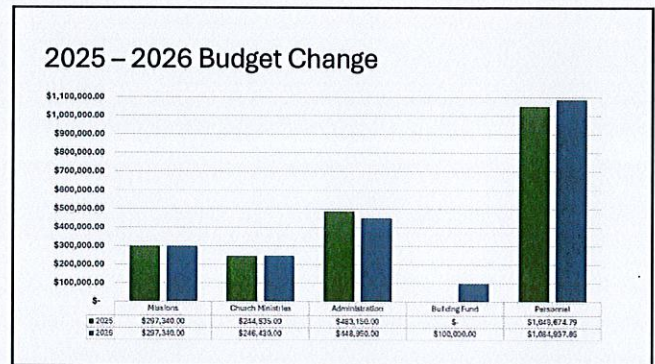
Name	Membership Date	Joined How	Baptism Date	Membership transferred from where?	Transfer Letter X'ferred	Membership transferred to where?	Reinstated Membership	Reinstated How?
Dottie Beck	09/14/2025	Statement						
Emily Kearns	10/12/2025	Baptism	10/12/2025					
Ethan Wood	10/19/2025	Baptism	10/19/2025					
Everett Johnson	08/31/2025	Baptism	08/31/2025					
Gavin McMackin	08/24/2025	Baptism	08/24/2025					
Glenn Martin Cole	09/07/2025	Baptism	09/07/2025					
Gracie Gibbons	08/03/2025	Letter		Tates Creek Baptist Church				
Hailey Gerbasi	08/10/2025	Baptism	08/10/2025					
James Sullivan	09/07/2025	Statement						
Jessica Custard	08/10/2025	Baptism	08/10/2025					
JoAnn Vincent	08/10/2025	Baptism	08/10/2025					
Jordan Scott	08/31/2025	Baptism	08/31/2025					
Julia Lilly	09/14/2025	Letter		Middletown Baptist Berea, KY				
Juliana Riley	09/14/2025	Baptism	09/14/2025					
Justin Cromer	08/31/2025	Statement						
Katrina Price	09/14/2025	Statement		Southwest Christian Church Orale, FL				
Kelly Colwell	08/24/2025	Baptism	08/24/2025					
Keshia Sears	08/03/2025	Baptism	08/03/2025					
Kinslee King	09/07/2025	Baptism	09/07/2025					

Name	Membership Date	Joined How	Baptism Date	Membership transferred from where?	Transfer Letter X'ferred	Membership transferred to where?	Reinstated Membership	Reinstated How?
Latasha Walker	08/10/2025	Baptism	08/10/2025					
Leo Deshong	09/14/2025	Baptism	09/14/2025					
Levi Slater	10/26/2025	Baptism	10/26/2025					
Lisa Otis	09/07/2025	Letter		Friendship Baptist Church Sun City Center, FL				
Luke Truett	08/17/2025	Baptism	08/17/2025					
Lydia Wilcox	09/07/2025	Statement						
Madison Estes	08/10/2025	Baptism	08/10/2025					
Martikka Vanover	08/10/2025	Baptism	08/10/2025					
Mason Nimmo	10/12/2025	Baptism	10/12/2025					
Melicia Cummings	08/10/2025	Baptism	08/10/2025					
Natalie Johnson	08/31/2025	Baptism	08/31/2025					
Patricia Vandenboss	08/10/2025	Baptism	08/10/2025					
Perry Eggleston	09/07/2025	Statement						
Randy Travis	09/07/2025	Statement						
Rebekah Smith	09/07/2025	Statement						
Rikki Dietrich	09/07/2025	Baptism	09/07/2025					
Sadie Adams	09/14/2025	Baptism	09/14/2025					
Sandi Kelley	08/24/2025	Baptism	08/24/2025					
Shaun Coyle	09/14/2025	Baptism	09/14/2025					

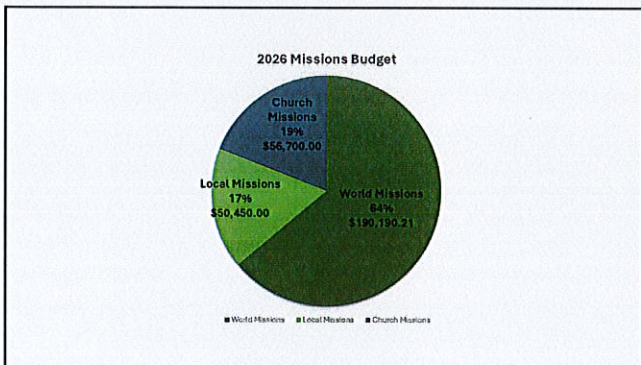
Name	Membership Date	Joined How	Baptism Date	Membership transferred from where?	Transfer Letter X'ferred	Membership transferred to where?	Reinstated Membership	Reinstated How?
Shea Burchfield	08/03/2025	Baptism	08/03/2025					
Shonda Falconberry	08/10/2025	Baptism	08/10/2025					
Steve Otis	09/07/2025	Letter		Friendship Baptist Church Sun City Center, FL				
Susan Lamb	10/19/2025	Baptism	10/19/2025					
Sydney Dixon	08/24/2025	Baptism	08/24/2025					
Taylor Clem	08/31/2025	Baptism	08/31/2025					
Valerie Smith	08/03/2025	Statement		Southland Christian Church - Richmond, KY				
Wendy Purnell	08/10/2025	Baptism	08/10/2025					
William Robertson	10/19/2025	Baptism	10/19/2025					
Zach Farris	09/07/2025	Statement		One Nation Church London, KY				
Joy Cupolillo	05/21/2017	Baptism	10/15/2017		09/08/2023		08/24/2025	Statement
Chris White	11/24/2013	Letter			08/25/2025	First Christian Church		



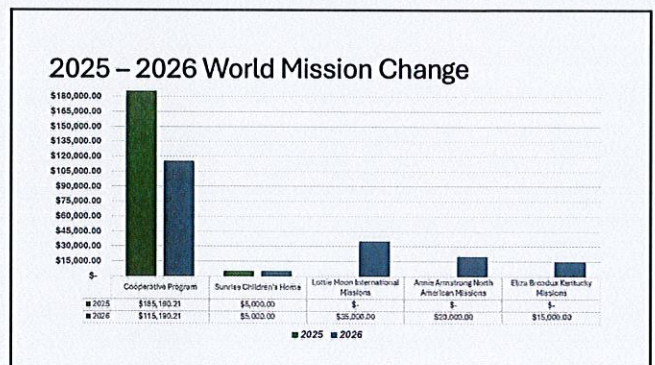
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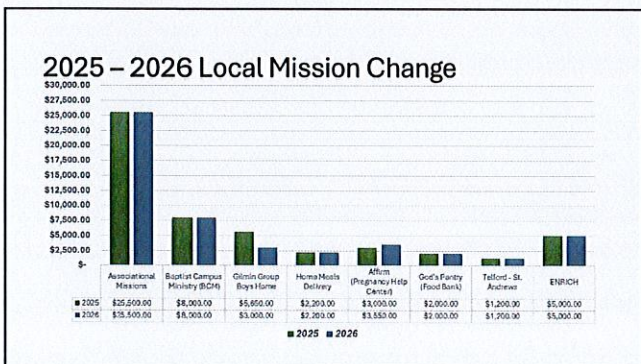
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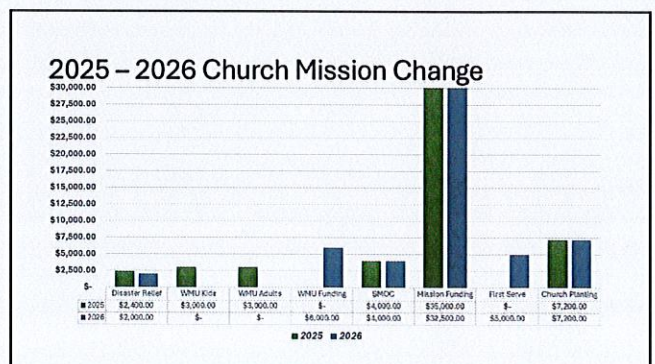
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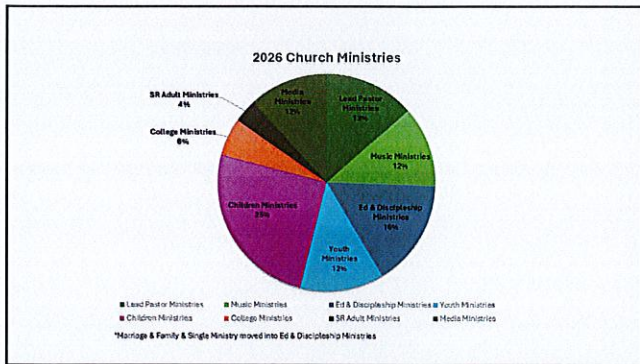
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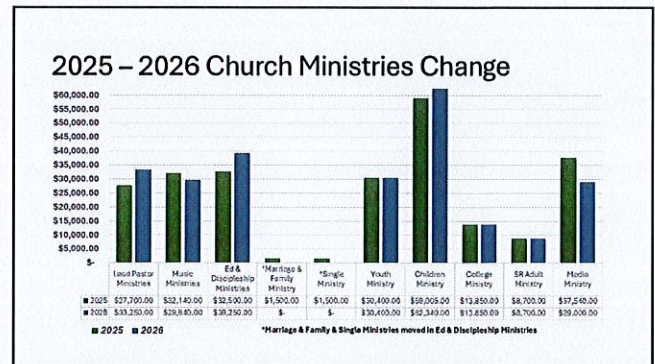
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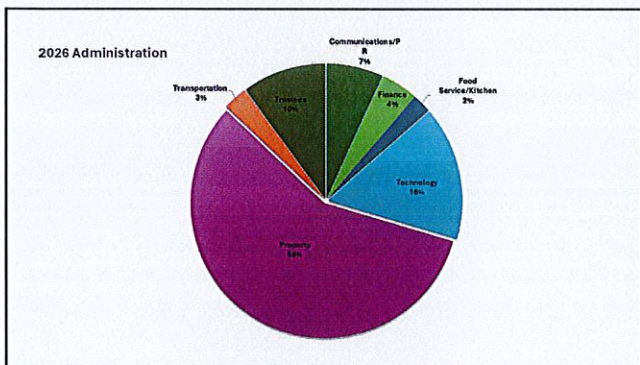
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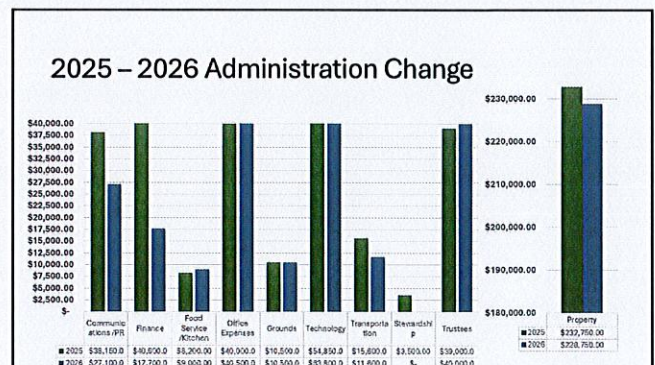
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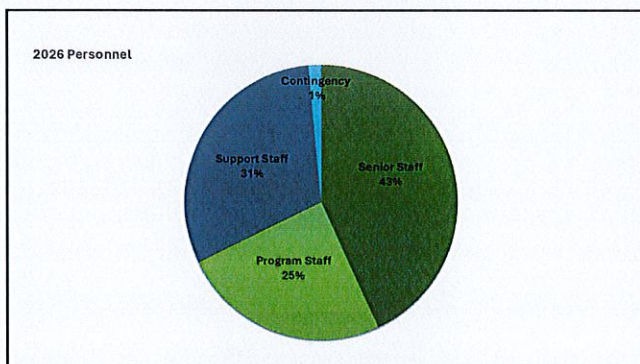
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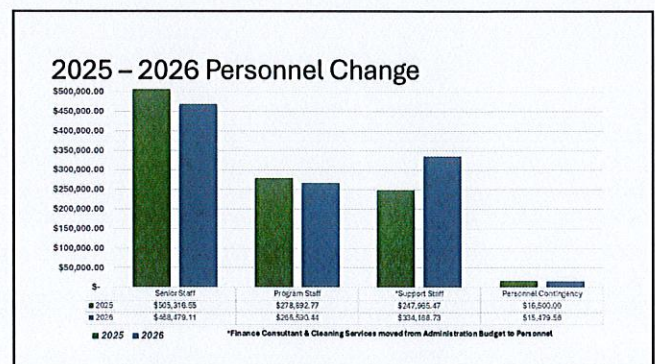
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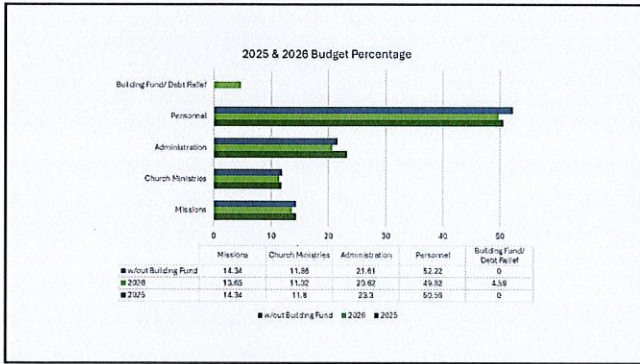
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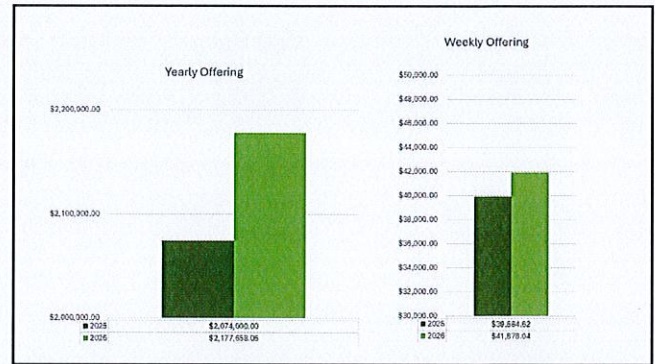
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28

BUILDING EXPANSION & CAPITAL CAMPAIGN PROPOSAL

The Vision Committee of FBC Richmond has spent the last two years actively praying, researching, and preparing for what we believe the Lord is leading our church to do next. We have reviewed surveys, cost estimates and evaluated the needs of FBC and have concluded that we are pursuing the need for dedicated children's and youth spaces, centralized office spaces and renovation of the current office space to create a wider and more welcoming entrance to the building. The expansion will consist of an estimated 42,000 SF. that includes an expanded space for children's ministry with our first KidMin Worship space.

We have worked with Branscum Construction Team to provide an estimate for the construction of this addition and including **building, furnishing**, and some **deferred maintenance** on the existing building and have estimated \$15,000,000.00. We know this is a big price tag but it has exponentially decreased since the first renderings of the building. We believe the Lord is leading us in the direction and we know He will provide but we will not remain idle in this process.

We have connected with the Kentucky Baptist Convention to partner with the church in a capital campaign initiative which will provide but not limited to

- Evaluation of the financial structure of the church.
- Study the giving potential of the church.
- Help set realistic goals for the emphasis.
- Prepare an organizational structure designed to meet the needs of the local situation. This organization will include leadership, communication, publication, spiritual focus, office support, celebration event, children's focus, follow through and other positions that will be filled by members of the local congregation.
- Provide training for all members of the Directions Team and to provide them with materials necessary for carrying out their responsibilities. The consultant will act as supervisor of this group throughout the emphasis.
- Assist the church in organizing for a three-year, follow-through emphasis.

With the capital campaign process the Vision Committee will partner with the Nominating Committee to fill all roles needed by the agreement and will report the names at the next business meeting but they will begin this process prior to the next business meeting.

We serve a mighty God who can exceed our expectations but know that we must put in the work to see the kingdom expanded in Madison County. We look forward to seeing what the Lord has in store and look forward to partnering with the church to see this accomplished.

Proposed Motion

Motion by: Vision Committee of FBC Richmond

WHEREAS, the current facilities of FBC Richmond are operating at maximum capacity, impeding the church's ability to fully serve our children and community;

WHEREAS, the Vision Committee has presented a detailed preliminary plan for a two-story building expansion that includes dedicated classrooms and KidsMin Worship space, *a multi-purpose youth space, and centralized offices*;

WHEREAS, the estimated total cost for the design, construction, and outfitting of this two-story expansion and deferred maintenance on the existing building is Fifteen Million Dollars (\$15,000,000.00);

WHEREAS, a capital campaign through the Kentucky Baptist Convention is the recommended and necessary funding strategy to raise the substantial resources required for this project;

NOW, THEREFORE, BE IT RESOLVED that the members of First Baptist hereby approve and commit to the proposed two-story building expansion project with an estimated budget of \$15,000,000.00;

BE IT FURTHER RESOLVED that the members authorize the immediate commencement of a comprehensive capital campaign to secure the necessary funding for the expansion;

BE IT FURTHER RESOLVED that the Vision and Nominating Committees are hereby charged with filling a committee hereby referred as the *Capital Campaign Committee* to work alongside the Kentucky Baptist Convention in developing a detailed, multi-phase action plan for the capital campaign, including a target goal, timeline, and strategy for engaging major donors and the broader community, to be presented to the church;

BE IT FINALLY RESOLVED that the Executive Pastor and the Capital Campaign Committee is authorized to allocate up to Fifty Thousand Dollars (\$50,000) of the *current raised building fund* for initial planning, feasibility studies, and campaign preparation expenses.

Brandon Powell
Vision Committee Chair

Committee Organizational Manual Update

This year marks two years with the updated Committee Organizational Manual that the Nominating Committee worked hard on updating. With any document it is always prudent to review and make updates as we go to insure best working processes and procedures. This year the Personnel Committee approached the Nominating Committee with a few updates for the Committee Organizational Manual to help establish some parameters for our staff in working with Councils and Teams. The nominating committee reviewed their request and agreed with the four following recommended changes.

Please note that additions are found in green and removals are found in red. Attached is the two full pages of the COM being revised.

#1

“All committee **members**, council **members**, and team **coordinators members** will be members of First Baptist Church Richmond.”¹

#2

2. Program Councils will utilize various term and service structures. Members of the council are filled by staff, chairpersons of committees, directors of program organizations, and/or at large members. The staff positions, chairpersons, and director positions will change as the staff, chairpersons, and directors' change. The at large positions will all be based on a one (1) year term with the option of repeating the following year. **If a member has served three (3) consecutive years, that member will not be eligible to participate on that same council until a lapse of one (1) year.** For specific Membership Composition of a council see that specific council's description herein.”²

#3

3. Service Teams will be based on an at large volunteer basis. ~~Each team member will be asked to serve a one (1) year term with the option of repeating the following year.~~ For specific **volunteer list Membership Composition** of a team see that specific team's description herein.”³

#4

“Each Administrative Committee and Program Council is to meet as often as necessary to fulfil its responsibilities. ~~It is advised that~~ the Administrative Committees **are advised to meet on a monthly basis, but shall meet no less than four times per calendar year** to ensure efficient operation of church business. **The Program Councils must meet no less than four times per calendar year to ensure efficient operation of church ministries.** Any special meetings shall be called as the need for such meetings arises. Committee and council meetings will be posted in the Sunday Worship Guide.”⁴

¹ Page 5 of COM – Term & Service Structure

² Page 5 of COM – Term & Service Structure

³ Page 5 of COM – Term & Service Structure

⁴ Page 6 of COM – Meeting & Organization

TERM / SERVICE STRUCTURE

All committee ~~memembers~~, council ~~members~~, and team ~~coordinators members~~ will be members of First Baptist Church Richmond. All committees, councils, and teams will run on a service year that begins January 1 and ends December 31. The term/service structure for all committees, councils, and teams is as follows:

1. Administration Committees will utilize various term and service structures. Some members of the committee are filled by members serving a three (3) year rotating term, in which the members that have successfully completed their third year of service will rotate out of service. Other positions on Administration Committees are filled by church officers, program directors, or Administration Committee representatives. At the start of each new committee member's three (3) year rotating term of service they will receive an agreement that will state the responsibilities of the committee and the attendance expectations set forth for the member. This agreement will be signed by the new member and a representative of the Nominating Committee. For specific Membership Composition of a committee see that specific committee's description herein.
2. Program Councils will utilize various term and service structures. Members of the council are filled by staff, chairpersons of committees, directors of program organizations, and/or at large members. The staff positions, chairpersons, and director positions will change as the staff, chairpersons, and directors' change. The at large positions will all be based on a one (1) year term with the option of repeating the following year. ~~If a member has served three (3) consecutive years, that member will not be eligible to participate on that same council until a lapse of one (1) year.~~ For specific Membership Composition of a council see that specific council's description herein.
3. Service Teams will be based on an at large volunteer basis. ~~Each team member will be asked to serve a one (1) year term with the option of repeating the following year.~~ For specific ~~volunteer list Membership Composition~~ of a team see that specific team's description herein.

If a member has served all three (3) years of their rotating term, that member will not be eligible to participate on that same committee until a lapse of one (1) year. If a member has served as a replacement for two (2) or three (3) years on a committee that member will not be eligible to participate on that same committee until a lapse of one (1) year. If a member has served as a replacement for one (1) year on a committee that member will be eligible to participate on that same committee for a full three (3) year term. Such an individual will be eligible for nomination on another committee. In the event that more than one member of a family serves on the same committee concurrently, the other members of the committee will decide, prior to voting, which family member will have a vote.

MEETINGS & ORGANIZATION

At the beginning of each service year the church will host an Administrative Committee-wide meeting, in which all Administrative Committees are to be present. This meeting will act as the first official meeting of the year for each committee. Responsibilities at this meeting will be as follows:

1. Members will be introduced to one another.
2. Members will be familiarized with the responsibilities of their respective committee.
3. A yearly goal will be set for each committee.
4. The selection of a chairperson, vice chairperson, and secretary will take place. The results will be given to the Nominating Committee at the conclusion of the meeting.
5. Each committee will meet with the Executive Pastor or a designated assistant to schedule the committee's regular meeting time for the year as well as select meeting rooms and resources.

Each Administrative Committee will be organized to have a chairperson, vice chairperson, and secretary. The committee may also have other officers if the membership of the committee so deems necessary to fulfil its responsibilities. Chairpersons and vice-chairpersons shall change from year to year with the vice-chairperson becoming the chairperson the year following their vice-chairperson year. A vice-chairperson shall be serving in year one (1) or year two (2) of their three (3) year term. If for some reason a member serves as chairperson more than one (1) successive year, they may not serve more than two (2) successive years as chairperson. If for some reason a member shall serve as a chairperson without being a vice-chairperson the previous year, they must first receive approval from the Nominating Committee.

Each Program Council will have its own unique organization. Some councils will be led by ministerial staff while others will be led by ministerial staff and a director. For specific organization of a council see that specific council's description herein. Each Service Team will be organized to have a coordinator. The team may also have other officers if the membership of the team so deems necessary to fulfil its responsibilities.

Each Administrative Committee and Program Council is to meet as often as necessary to fulfil its responsibilities. ~~It is advised that~~ the Administrative Committees **are advised to** meet on a monthly basis, **but shall meet no less than four times per calendar year** to ensure efficient operation of church business. **The Program Councils must meet no less than four times per calendar year to ensure efficient operation of church ministries.** Any special meetings shall be called as the need for such meetings arises. Committee and council meetings will be posted in the Sunday Worship Guide.

It is not necessary for Service Teams to meet on a scheduled basis, rather, the members function as volunteers for their respective church ministry. The coordinator or staff liaison(s) may call regular or special meetings at their discretion when the need for such meeting(s) arises.

All committees and councils will keep minutes of all meetings, including documentation of any action taken. A copy of the meeting minutes is to be submitted to the Executive Pastor within forty-eight (48) hours of the closing of the meeting. The Personnel Committee (as well as Senior Pastor Search Committees) are to file a copy of their meeting minutes in the church office.

Any committee member that misses three (3) meetings without a reasonable excuse and notification to the committee chairperson will have in effect resigned and will be replaced through the Nominating Committee process. Examples of reasonable excuses are, but not limited to, sickness, death of family, traveling on mission, attending another Administrative Committee or Program Council meeting, etc.