

2026 Annual Meeting Voting Guide



This guide is designed to help every member of Living Faith Alliance Church understand and participate in the decisions before us at our 2026 Annual Meeting. Inside, you'll find a summary of the proposed budget, the vision and values shaping our financial plan, highlights from the past year. It will give you the information you need for 4 items to be voted on at the in-person annual meeting on January 18, 6PM.

At this year's meeting, the congregation will vote on four key items:

1. Election of two Governing Elders
2. Election of two members to the Nominating Committee
3. Approval of several bylaw and constitution updates
4. The proposed 2026 General Fund Budget

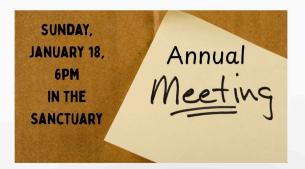
Elders

Your 2025 Nominating Committee has prayerfully and thoughtfully completed its search for two Elders to be presented for congregational approval. This year, there are two open positions, and the committee is recommending two candidates for those roles. As a result, the congregational vote will function like the budget vote—an “up or down” decision rather than a choice between multiple candidates. We believe this approach reflects the responsibility entrusted to the Nominating Committee by the congregation and aligns with our bylaws. While this is the same process used last year, it represents a change from how it was handled in previous years. Please review the brief bios provided. If you have any questions about either candidate, feel free to email elders@lfachurch.org. If you would like to submit a name for future consideration, please first obtain permission from that individual and then submit their name in writing to Pastor Greg or any Elder.

Mike Jelinek	Roman Yarkovoy
<p>Hello, my name is Mike Jelinek. My wife Kim and I have three children: Cody (married to Kasey with children Jameson & Kali), Kori (married to Nick Franco with child Vienna) and Kayla (engaged to Andrew Thompson). We are a very close knit family that always finds a reason to be together! I have recently said yes to being nominated for an Elder position because I believe I am ready to serve our church with a deeper commitment. I look forward to an opportunity to serve closely with and get to know other Godly men of our congregation. I believe this will allow my family & I to grow our faith while I get to serve our much larger family. Our church family has helped make our Jelinek family what it is today!</p> 	<p>Hello, my name is Roman Yarkovoy. My wife Alina and I have two sons, Aaron and Ethan, and a daughter, Rena. Our family's main goals are living out our faith and equipping our children for the future. I've been attending Living Faith since 1996, my wife since 2010. Through the years our marriage and our family has been greatly impacted by the leaders at Living Faith. I said yes to being nominated for an Elder position because I feel that God has been leading us in this direction over the last few years. Looking forward to following God into this new chapter in our life.</p> 

The Nominating Committee

At last year's Annual Meeting, the congregation elected two members to serve on the Nominating Committee. In accordance with our bylaws, the Elders then appointed two additional members. This committee—comprised of Jonathan Bates, Jeff Caldwell, Isabella Corano, and Jenny Ritchie—was led by Greg Hill. At this year's Annual Meeting, we will vote on two members to serve on the Nominating Committee for 2026. Please come prepared to nominate and vote for individuals to fill this important role. The 2026 Nominating Committee will once again be responsible for presenting at least two Elder candidates for congregational approval at next year's Annual Meeting.



Proposed Bylaw Changes

Each year, we review our Bylaws to ensure they serve our church body well. Michael Zimmerman, Secretary of the Elders, along with his team (Jessica Noblett and Rich Moran), has evaluated potential updates and recommended changes to the Elders. Below are three proposed changes along with their rationale to be voted on at the Annual Meeting. Please email questions to elders@lfachurch.org.

1. Changes in the Constitution

The following changes were made to the Constitution text to match the 2025 CMA Manual: So the changes represented are changes to Constitution not the Bylaws. Our Bylaws are written to make application in the local fellowship of the Constitution given to us by The Christian & Missionary Alliance.

- Article II Relationship
 - Added CMA is headquartered in Reynoldsburg, Ohio
- Article VIII Pastoral Staff
 - "Pastoral" was changed to "Licensed" throughout this section
- Article X Committees and Organizations
 - The following sentence was added:
 - "Elders shall be the lead pastor, elected lay elders, and other male members of the licensed ministry staff as deemed appropriate by the local church."

2. BYLAW ARTICLE X – COMMITTEES AND ORGANIZATIONS

Existing	Proposed Change	Reason / Rationale
C. Composition of the Financial Review Committee: The FRC shall consist of the Elder Treasurer, the staff administrator (or approved person appointed by the Elders) and, at a minimum, 3 experienced, financial overseers appointed by the Elders for a one year appointment with no required term limit. If there is a paid staff member on the FRC, it shall be the staff administrator (or approved person appointed by the Elders).	C. Composition of the Financial Review Committee: The FRC shall consist of the Elder Treasurer, the staff administrator (or approved person appointed by the Elders) and, at a minimum, 3 members of Living Faith Alliance Church who are experienced financial overseers appointed by the Elders for a one year appointment with no required term limit. If there is a paid staff member on the FRC, it shall be the staff administrator (or approved person appointed by the Elders).	This update would require members of the FRC to be members of the Church.

3. BYLAW ARTICLE XIII – PROPERTIES AND RECORDS

Existing	Proposed Change	Reason / Rationale
<p>A. At least one of the two signers of any check must be a non-paid staff member</p> <p>B. The payee shall not also be the check signer.</p> 	<p>To enhance financial controls and comply with best practices, all financial disbursements—whether electronic or in written form (e.g., checks)—require approval from any two individuals holding the following roles:</p> <ul style="list-style-type: none"> ● Treasurer or Assistant Treasurer (as delegated) ● Senior Pastor, or if delegated – An Associate Pastor or Church Administrator ● Any member of the Financial Review Committee (FRC) designated by the Treasurer, preferably the Chair of the FRC <p>Additionally, the following mandatory conditions apply:</p> <ol style="list-style-type: none"> 1. At least one of the two approvals must come from a non-compensated individual. 2. No individual may approve a disbursement for which they are the payee. 3. Individuals with authorization privileges must not have the ability to edit financial records or modify the record-keeping system (e.g., initiate dispersal of funds or make journal entries). 	<p>The church has undergone a comprehensive organizational restructuring process to better align staff resources with ministry priorities, the church has reorganized staff and moved Charissa away from administration of bookkeeping and currently has the executive pastor role split between two volunteer positions.</p> <p>The FRC recommended and the Elder Board resolved to use Geiger Bookkeeping as a third-party vendor service for professional bookkeeping and financial management support.</p> <p>The previous FRC Chair job description was developed within a different framework of accounting and financial oversight which suited the church's former organizational structure, but is now too restrictive given our changes in staffing, operational approach, and the implementation of professional third-party bookkeeping services, now proposed to be updated to the FRC Chair Job Description.</p> <p>We highly value visibility and accountability in our financial practices, and we want our policies to align with the <u>Manual for Alliance Church Treasurers</u> and reinforce the importance of segregation of duties in the cash disbursement cycle, which recommends wherever possible, do not assign the same person responsibility for more than one of the following tasks: 1) counting donations & contributions, 2) recording contributions & revenue, 3) recording expenses, 4) authorizing disbursements & checks, and 5) reconciling the bank statement.</p>

Proposed 2026 General Fund Budget

Please review the budget prepared by the FRC and Elders. If you have specific questions for ministry leaders, feel free to reach out to them directly. The budget includes more than 150 line items, but we've grouped categories here to make it easier to review. If you'd like to see the full detailed version or have questions about what's presented, please email Treasurer **Curtis White** (treasurer@lfachurch.org) or FRC Chair **Matthew Rudd** (FRCchair@lfachurch.org).



Also, join us online **Wednesday, January 14 at 7PM** for a Zoom meeting with our Treasurer and the FRC Chair to answer any budget-related questions before the Annual Meeting.

Vision, Values, and Budget Rationale

The proposed General Fund budget for 2026 totals **\$761,000**, reflecting a careful balance between faith-driven vision and responsible stewardship. This budget supports our ongoing ministries, invests in new priorities, and ensures the church remains on solid financial footing. The proposed budget aligns with a list of priorities, values, and boundaries defined by the Governing Elders for the next few years. These priorities are rooted in our church's vision of "Pursuing All of Jesus for All of Life." The 2026 budget is the result of months of collaboration between the Governing Elders, Pastors Team, and Financial Review Committee (FRC). Together, these groups identified three central priorities for the coming year: strengthening the discipleship journey, building a culture of care, and establishing prayer-centered small groups.

Strengthening the discipleship journey means supporting people at every stage, from first encountering Jesus to growing as mature disciples and leaders. This budget addresses key staffing gaps so that all pillars of our discipleship track: Our Lives, Our Households, Our Church Family, and Our Community, have a member of the executive team with oversight.

Building a culture of care remains a central focus. Living Faith Alliance is a church family called to pray for and care for one another. This budget ensures that the Care Team initiative, launched in 2025, is fully funded for 2026, allowing us to continue supporting one another in practical and spiritual ways.

Establishing **prayer-centered small groups** is another foundational priority. Prayer is at the heart of our life together, and in 2026, we are investing in small groups that make prayer, relationships, and shared life accessible to every member and household.



To support these goals, the budget includes funding for a Youth & Care Pastor, continued investment in our growing ESL program, and resources for leadership development and recovery ministry. The Care Team initiative will be fully funded for another year, ensuring that prayer, care, and discipleship remain at the heart of our church family. Additionally, the Elders have approved **four special projects** to fund continued investment in our recovery ministries, Peacemakers efforts, upgrades for the tech team/sound equipment, and mission trips.

2025 Highlights & Financial Trends

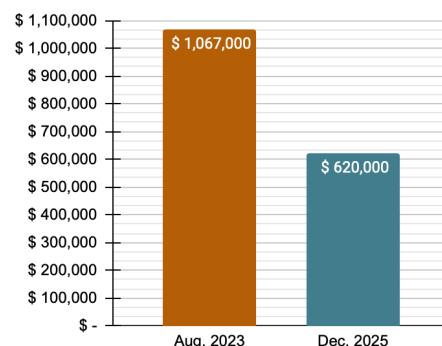
The past year was marked by several important developments. In 2025, Living Faith Alliance Church contracted with Geiger Bookkeeping, a **professional third-party service**, to provide accurate, timely, and transparent financial management. This transition has strengthened our internal controls and improved the clarity of our financial reporting, while freeing up church staff to function in other roles.

Several policies supporting our financial organization were in need of updating and realignment. The FRC recommended and the Elders approved the establishment of an **Investment Committee**, a policy on **cash management**, and a revamp of our **external audit procedures**. This guidance will help whoever is the church treasurer overseeing and administering the church's financial operations.

Giving in 2025 kept pace with expectations, and expenses were managed conservatively, especially with the staffing departures mid year. We exhibit a solid overall financial position with approx. \$90K cash on hand with an additional \$456K held in investment providing supplemental liquidity. Some areas required extra attention, such as **unanticipated building repairs**, the church was able to address the needs through special project funds, insurance payout reimbursements, and designated savings. Investment gains provided a helpful boost to overall net revenue, but the budget for 2026 remains grounded in operational realities rather than one-time gifts.

Our mortgage reduction efforts have continued to bear fruit. Since August 2023, the church has **reduced its mortgage balance from \$1,067,000 to approximately \$620,000 by December 2025**. This significant progress reflects the generosity and commitment of the congregation, as well as a shared desire to free up resources for future ministry.

Mortgage Reduction



This year, the FRC also completed a comprehensive **compensation review for all staff**, using localized salary benchmarks and the Social Security Administration's cost-of-living adjustment. This process ensures our staff is compensated fairly and competitively, supporting both their well-being and the church's ability to retain gifted leaders.

A special thank you to **Tom Bartlett, Donald Noblett, Matthew Rudd, and Roman Yarkovoy**, who faithfully serve LFA as members of the Financial Review Committee, as well as to **Al DeCicco** and **Jim MacLane**, who rolled off the FRC earlier in 2025. LFA has truly benefitted from your wisdom, dedication, and dare say your nerdiness. It is a genuine blessing to have your insights.

2026 Budget Worksheet	2025 Budget	2026 Proposed	% Change
Income			
General Fund & Monthly Mortgage Fund	\$742,000	\$761,000	3%
Expenses			
Personnel			
Minister Salaries	\$189,361	\$252,528	33%
Staff Salaries	\$146,454	\$105,218	-28%
Health Benefits	\$70,464	\$69,648	-1%
Subtotal Personnel	\$406,278	\$427,394	5%
Ministry Support			
Truth for Living	\$538	\$900	67%
Children's Ministry	\$3,890	\$3,600	-7%
Youth Ministry	\$10,744	\$9,314	-13%
Summer Ministry	\$2,200	\$2,250	2%
Care Initiative	\$7,343	\$4,275	-42%
Worship	\$8,685	\$8,100	-7%
Missions & Outreach	\$21,729	\$21,749	>1%
Leadership Development	\$3,693	\$6,345	72%
Subtotal Ministry Support	\$58,821	\$56,533	-4%
General & Administrative			
Office Expenses	\$66,163	\$63,654	-4%
Building & Grounds	\$58,100	\$60,000	3%
Mortgage	\$108,117	\$108,120	>1%
Metro District	\$44,520	\$45,300	2%
Subtotal General & Administrative	\$276,900	\$277,074	>1%
General Fund Expenses	\$742,000	\$761,000	3%
Elder Designated Special Projects	\$35,000	\$18,000	-49%
Total 2026 Expenses	\$777,000	\$779,000	>1%

