



FIRST BAPTIST CHURCH **ALEXANDRIA**

4th Quarter Report 2025

October, November, December

January 11, 2026

6:00 PM

Virtual

First Baptist Church Alexandria
2932 King Street
Alexandria, VA 22302

4th Quarter Business Meeting

January 11th, 2026

6:00 PM

| | |
|---|------------------------|
| Welcome/Opening | Pastor Robert Stephens |
| Presentation of the Minutes | Paul Jordan, Moderator |
| <ul style="list-style-type: none">• Motion to approve the minutes | |
| Presentation of Membership Report | Paul Jordan, Moderator |
| Pastor's Report | Pastor Robert Stephens |
| Finance Committee Report | Tricia Ritchie |
| New Business | Paul Jordan, Moderator |
| Conclusion/Closing Prayer | Pastor Robert Stephens |

**Quarterly Business Meeting
First Baptist of Alexandria
3rd Quarter
Sunday, October 19, 2025
Minutes**

Welcome/Opening Prayer: Pastor Robert greeted everyone and opened the meeting with prayer at 6:02pm. Paul Jordan called the meeting to order at 6:04pm. Approximately 66 attended in person.

Presentation of the Minutes: Corrections noted on page 3 under Committee/Commission Business – spelling of “versus”, separating “maybe” and that the Foundation Report should be a separate paragraph. A pronoun correction on page 4 under New Business for Kerry Bolognese was also noted. Jeff Cunningham motioned the approval of the July 13, 2025 minutes. David Townsend seconded. The vote was unanimously passed with noted corrections.

Presentation of the Membership Report: A motion to approve new members was made by Mark Kern and seconded by Matt Eisemann. The motion was voted upon and approved.

Pastor’s Report: Please pray that it won’t rain on the Fall Festival, so the event can be outside. The point of the Fall Festival is to engage with our community; please invite friends, neighbors and others you interact with throughout the week. A big praise from the CDC that group attendance has increased.

Presentation of 2026 Nominating Slate: Mark Kern presented the Nominating Committee’s slate for 2026-2028 in which the church will vote upon on Sunday, December 7. Mark Kern presented Anna Bennett to fill a vacant slot on CDC for 2025-2026. A motion to approve Anna Bennett to fill the slot through 2026 made by Mark Kern and seconded by Stephanie Angle. Vote of approval passed unanimously.

Presentation of 2026 Proposed Budget: Brian Kelly of the Finance Committee presented the proposed budget for 2026 in which the church will vote upon on Sunday, December 7. The Finance Committee is focused on being good stewards of the budget; looking 5-10 years down the road. The proposed budget was lowered to \$4 Million to accurately reflect giving trends without impacting ministries. It will also accurately reflect things that we don’t have control over and are rising in cost, such as electricity, water, gas, and IT expenditures. Allison Horton commented that the Personnel Committee will be dropping the contracted custodial services for two full time custodial hires and a building supervisor for cost savings. Missions budget line is revised to include both the Easter and Christmas special offerings along with our partnership giving. *It was asked why the Student Ministry funding did not increase with their expenditures. Allison Horton answered that the Foundation supports a lot of youth activities. They are billed quarterly, the current sheet doesn’t reflect the money given yet, but by the end of the year it all tallies up. Most of the changes made were in how items are accounted for in the budget. Another question asked was about the AVL budget shift. Brian Kelly and Allison Horton stated that was a shift from the Personnel to Worship Budgets through a Contractor Support line since our AVL contractor is full time now. Please explain the 2025 to 2026 budget difference in the Property Committee as it is significantly less. Does this mean that some repairs will not be done? Allison Horton stated that our property expenses have gone up – gas and electricity. Money from ACCS use of our building will help with routine maintenance, so we could drop that in the budget. There is no delay in routine maintenance. Where are the income and expenditures from ACCS on this budget? How is it accounted for? Allison Horton stated there is a building use in and out account that we use, it is not in the budget as a line item. Their income is not*

in this budget. What about use of the kitchen – where is that income? She gives us a love offering every month. If a ministry uses the kitchen for something, it comes out of their budget. The Wednesday Night dinners is not in budget, we actually lose money for that, but part of it comes from her offering to cover it. We have started to just take things off her invoice to lower it. Is she paying for the up keep of the kitchen? Allison Horton continued answering that if it is something that is her's that is broken she pays for it, but if it is a fan or something associated with the building it comes from us. For our AVL Contractor do we give him a W-2 and he receives a 1099? Allison Horton stated yes. What is the percentage of his income that is paid by FBCA? Allison Horton stated she did not know, but can find out. Another question asked was about the building loan how are we paying for things versus paying down our debt on the building? Brian Kelly stated we are currently ahead of schedule on our amount for the balloon payment due in 2029 and the Pastor, Finance Committee and ECC want to get rid of our debt and always has this in mind. There was a question regarding the Global Christmas offering replacing Lottie Moon. Alisson Horton responded yes and that the Global Christmas Offering is determined by the MEC as well as the Local Easter Offering. You can still donate to Lottie Moon or Annie Armstrong as an individual, but we can't do it as a church as we are not a part of the SBC. Brian Kelly and Allison Horton will be happy to answer any other questions as you may have them.

Worship Leader Search Team Final Report: Shannon Cole, chair, reported that the church has voted to accept Dylan Reece as our Pastor of Music and Worship. Thank you to all involved in this process. Please welcome Dylan and his family. Jeff Cunningham from the Personnel Committee thanked the Search Team for their long and hard work over the past 2 years.

New Business:

Chris Elliff for the FBCA Foundation – The Foundation Annual Report is online under Resources/Business Admin. The Foundation is an auxiliary organization to receive special donations where they are invested and the earnings are used where the donator designated use for such as for ministry work, scholarships, property, missions and many other things. So far, since the Foundation's inception in 1979, it has given over \$7.1 Million in support of church activities. Donation totals this year was \$1.06 Million. Our income was \$106,000 and gains of \$824,000. The Foundation disbursed \$630,000 this year. Ending balance is \$12.1 Million with unrealized gains of \$4.6 Million – meaning that our net value was almost \$16.8 Million as of September 30. With that, for 2026 and beyond we will be taking from that and allocating \$974,000 to the church. One new fund created this is year was the Challengers Scholarship Fund. Three Directors are rolling off in 2026. Nominating Committee – Mark Kern, Chair – presented Chad Moutray, Robert Redding and Adam Shartzter as the Foundation Directors for 2026-2028. Gary Howe motioned and Jerry Heilbronner seconded. The Foundation Members voted in unanimous approval of the new Directors.

Old Business:

Dave Miller asked about update on benches in the atrium from the last meeting. Jessica Buchanan stated the benches are no longer manufactured, but the Property Committee can revisit options. However, we want you to be sitting in the sanctuary not out in the atrium. Jessica also stated regarding the handicap doors for the bathrooms, currently they are ADA compliant and we need to look into the expense of new doors. It is on the list but not a top priority.

Conclusion/Closing Prayer: A motion to adjourn the meeting was made by Anna Bennett and seconded by Jennifer Bailey. The vote was a unanimous approval. Meeting adjourned at 6:53pm.



January 5, 2026

Fourth Quarter Ministry Update – 2025

As we close out 2025, I am grateful for the faithfulness of God and the steady, encouraging progress we continue to see at First Baptist Church of Alexandria.

What We Have Accomplished

One of the most significant milestones of this quarter was the successful calling of our new Pastor for Music and Worship, Dylan Reese. We give thanks to God for His clear provision and for the remarkably strong start already experienced in this ministry area. In a relatively short tenure, our worship ministry led us through a meaningful and well executed Christmas season that blessed our congregation deeply. Please continue to join me in prayer for the Reese family as they settle into Alexandria and fully into the life and rhythm of FBCA.

This fall, we also hosted Know You November, a simple but effective initiative that helped strengthen our sense of family by learning one another's names and stories. It was a reminder that discipleship happens best in the context of being known and connected. During Advent, our church family journeyed together through the devotional Tidings of Comfort and Joy. This shared rhythm of Scripture and reflection helped center our hearts on Christ during a busy season and reinforced our commitment to walking together spiritually, not just gathering weekly.

Looking Ahead to the Next 90 Days

In January, we anticipate a major milestone with our ECAP site visit. Our team has worked diligently toward Evangelical Council for Abuse Prevention accreditation, and this evaluation represents the final step in a process that strengthens our ministries, protects those in our care, and honors the gospel we proclaim.

As we enter the new year, we will also begin preaching through the book of 2 Corinthians. This intentional commitment to walk verse by verse through Scripture reflects our desire for depth, stability, and spiritual maturity as a church family.

We are also looking forward to welcoming two guest speakers this spring. On March 1, we will welcome Laurie Davis, author and speaker for our women's retreat. I will lead a Sunday morning Q&A conversation with her that day. On March 8, we will welcome Randy Frazee, author and pastor, who will be in the area for the Northstar Conference and will join us as a guest preacher. As we look back with gratitude and ahead with expectation, I remain deeply thankful for the faith, generosity, and prayers of this church family. God is at work among us, and it is a joy to walk this season together.

With gratitude and hope,
Robert Stephens
Senior Pastor

STATISTICAL REPORT – Quarter Ending December 31, 2025

Submitted by Zachary Jackson, Ministry Assistant to Senior Pastor

Membership as of December 31, 2025: 4559

| | | |
|--------|------------------|----|
| Gains | By Letter | 4 |
| | By Statement | 4 |
| | By Baptism | 12 |
| | Awaiting Baptism | 7 |
| Losses | By Letter | 4 |
| | By Death | 1 |

Membership as of December 31, 2025: 4559

Non-resident Membership: 2849

Resident Membership: 1710

Membership Gains - The following people presented themselves for church membership:

By Letter

Dylan Reese
Bethany Reese
Callan Reese
Elliot Reese

By Statement

Guy Peters
Mike Dean
Amanda Mavlatt
Elisabeth Magloire

By Baptism:

Henry Jackson (10/19/25)
Jose Pascual (11/2/25)
Brandon Shoemaker (11/16/25)
Katie Boyle (11/23/25)
Colin Boyle (11/23/25)
Sawyer Kate Boyle (11/23/25)
George Boyle (11/23/25)
Avery Eckel (11/23/25)
Sylvia Lawlor (12/14/25)
Adrian Lawlor (12/14/25)
Sean Lawlor (12/14/25)
Addison Cohen (12/21/25)

Awaiting Baptism

Nana Asante-Donkor Angelica Hoffman

Karla Joy

Janice Koenig

Nicco Oriade

Fannie-Ann Riddle-Koroma

Alex Teklemichael

Saige Wolley

Membership Losses:

By Letter/Transfer

Mark Kelly

Luke Kelly

Jack Kelly

Jennifer Renner

Deaths

Jim Boggess (12/17/2025)

90 Days of Gospel Impact – Q4 – 2025

Statistical Snapshot from **(As of 12/31/2025*)**:

| Received | Required | Over/Under |
|-------------|-------------|------------|
| \$3,945,301 | \$4,485,239 | -\$539,938 |

*We are awaiting final numbers as we continue to close out the year.

Christian Development Commission Fourth Quarter Report for 2025 **Pastor Reed Bernick, Chair**

Sunday Bible Study Attendance:

The following attendance averages were tallied from Sunday groups, both online and in-person, reporting weekly. [Note: No groups on Dec 14 (due to weather) and Dec 28 (end of year)].

| Month | 2024 | 2025 |
|----------|------|------|
| October | 448 | 453 |
| November | 471 | 473 |
| December | 453 | 425 |

The following attendance averages include *all* groups, online and in person – both Sundays and during the week. In order to preserve accurate comparisons across years, we will continue to publish the chart above (Sunday groups only) but will transition to this new attendance number in the 3rd Quarter, 2026.

| Month | 2025 |
|----------|------|
| October | 503 |
| November | 493 |
| December | 425 |

- The CDC has met October 15 and completed preparations for commissioning a new Senior Adult Ministry Action Team. Reed also reviewed ECAP policy with the team.
- The CDC met for its final 2025 meeting on December 10, reviewing J-Term 2026 class options and undertaking 6 Group Leader approvals. Special thanks to Daniel Lopez, Cynthia Trice, and Zac Odom for serving the church this past year.

The CDC's accomplishments Last Quarter:

- A new SA MAT convened in late November. Joan Layne will serve as its leader, Jean Clark as its Deputy; Chris Jones, Victor Castillo, and Buzzy Lloyd are members.
- The CDC approved the purchase of some new equipment for our History MAT: a new laptop, two new external hard drives, a monitor, etc. This equipment will be placed in the HAL (Historical Archive Library) within the atrium for use in research and in storing, digitizing materials related to FBCA history.
- From October 22 through November 12, FBCA hosted a Furlough Coffee Hour for Federal Government employees furloughed during the government shutdown. We convened around the coffee pot (often provided at a 50% discount from St. Elmo's Coffee in Shirlington) 15 times before the shutdown ended. We encouraged one another and prayed for one another. The relationships formed during this time have been powerful reminders of the importance of Christ's body, especially when times are difficult.
- The CDC has approved a large number of Group Leaders this year – 6 in its last meeting, with at least one more pending. This is a sign of God's provision for us as a church in bringing capable leaders to assist with ministry.

Next Quarter's goals for the CDC:

- Pastor Reed will take a Sabbatical in March and April of this year (3/2-5/1) after 10 years of service at FBCA.
- The first order of business for the CDC in January will be commissioning the annual Scholarship MAT in preparation for awarding Foundation Scholarship money. Scholarship applications will be accepted from mid-Feb through the end of March.

Adults, Youth, Children, Men, Women, and Weekday Childhood Ministry

While these ministries fall within the leadership of the CDC, the overseeing pastors of each area submit quarterly reports separately. Pastor Reed, in his role as Chair of the CDC and Pastor for Adult Discipleship, oversees ministry to Young Adults, Senior Adults, Men, and Women.

ALL ADULTS

Last Quarter's accomplishments:

- The 2025 Theology Reading Group studying Miroslav Volf's *Exclusion and Embrace*, ended November 20. This year's group was one of the largest – with nearly 40 participants on the rolls. This continues to be a unique discipleship group – one characterized by mutual respect, a palpable sense of the Holy Spirit's work, laughter, and engagement with earnest and timely theological reflection.
- In alignment with Pastor Robert's sermon series in December, many of our Adult Discipleship classes opted to work through a 4-week Advent study written by Pastor Reed Bernick using the scripture available in the He/She Reads Truth Devotional, *Tidings of Comfort and Joy*.

Next Quarter's goals:

- In January 2026, Adult Discipleship will undertake a 4-week intermission for J-Term 2026 (before reconvening in February). There will be 5 classes offered at the 9:30 hour and 3 offered at 11:00. Please look for more information around the building and on the tables and desks in the Welcome Center.

YOUNG ADULTS

Last Quarter's accomplishments:

- (12/13) Tinsel and Tacos Christmas Party at the Kelly's. 19 participants.

Next Quarter's goals:

- The Young Adult group at FBCA is in a process of growth and regrouping. Please pray with us as new Young Adults begin participating in the ministry and as new invitations for leadership and participation are extended. Please also pray for current leaders: Victoria and Brandon Maas, Brian and Karen Kelly, Corey McGee, and Guy Peters.

SENIOR ADULTS

Last Quarter's accomplishments:

- (10/6) Mission Monday at Silverado Memory Care.
- (10/14) Trip to Catoctin Mountain Orchard. 30 participated.
- (10/19) Silverado Memory Care Sunday worship Service.
- (10/22) Alexandria City Adult Day care service and Bible study.
- (10/28) Annual Gratitude Worship Service and 4th Tuesday meal. 43 participated, 8 meals delivered.
- (10/31) GreenSpring Communion service. 19 participated.
- (11/7) Out and About lunch at Aldo's. 33 participated.
- (11/12) Alexandria City Adult Day care service and Bible study.
- (11/16) Silverado Memory Care Sunday worship Service.
- (11/21) SA MAT meeting.
- (12/1) Mission Monday at Silverado Memory Care – the residents prepared a rendition of "You Are My Sunshine" to present to our volunteers.
- (12/5) Out and About lunch canceled due to weather.
- (12/10) Alexandria City Adult Day care service and Bible study.
- (12/17) Christmas Party at La Fiamma. 49 registered attendees and a full mini-van load of donations for ALIVE! ministry's food pantry.
- (12/21) Silverado Memory Care Sunday worship Service.

Next Quarter's goals:

- GreenSpring Communion Service in late January or early February, date and details forthcoming.
- (1/27) 4th Tuesday featuring Dylan Reese as speaker/teacher.
- (3/24) Annual Lenten Worship Service and 4th Tuesday Meal.

MEN'S MINISTRY

Last Quarter's accomplishments:

- (10/20) Men's MAT Meeting.
- (11/8) Men's Breakfast and fellowship. 60 participants.

Next Quarter's goals:

- Beginning early in the new year, a new Men's MAT will be Commissioned.
- (2/21) Men's Breakfast.

WOMEN'S MINISTRY

Last Quarter's accomplishments:

- (10/14) Mom 2 Mom gathering, Dawn Barlow as guest speaker. 16 participated.
- (10/18) Tea & Testimony event. 75 participated.
- (11/9) Women's MAT Meeting.
- (11/11) Mom2Mom Gathering, Elizabeth Welch of Grit & Grace Counseling Group presented. 12 participated.
- (11/15-20) four in-home Simulcasts of Kelly Minter's *Prepare Him Room*. 41 registered participants.

Next Quarter's goals:

- (1/9) Fitness Night hosted by the Women's Ministry. The women's ministry at FBCA is kicking off 2026 with a fitness night, which will focus on both spiritual and physical health. Jenny White and April Stephens will lead the group in a time of movement, exercise, scripture study and prayer.
- Women's Ministry Galentine's event, February 7th. Details forthcoming.
- "Loved, Lifted, and Renewed" retreat in Annapolis, February 27-28 – with special guest Laurie Davies presenting. Laurie is a writer, speaker, and ministry leader. Her debut book, *Emotional Hoarding: Letting Go of the Stuff That Keeps You Stuck*, is due out with Moody Publishers in March 2026.

Kids' Connection/Children's Ministry Fourth Quarter Report 2025
Pastor Kim Eskridge, Chair

Discipleship:

Sunday School: New families continue to join us for Sunday School. The Kids' Connection team is glad to adjust as needed to provide opportunities for children of all ages to learn about our Lord through His word and to develop relationships with others. Opportunities for adults to care for and teach our children are available.

Sunday School to Go: Our team continues to provide online resources to families to use when they are not in person with us. For each lesson, there is a padlet for preschoolers and kindergartners and another one for elementary-aged children (1st – 6th grades) that includes video-driven content, music, and activity sheets. Due to copyright laws, families are given a password to access these padlets on the children's page of the website.

Make-Up ECAP Training: A make-up training session for those unable to attend the Leader Launch Lunch in September was offered via MS Teams on November 18. Kimberly Fairbank, our ECAP Coordinator shared an overview of the governing documents that will guide our policies as we seek to provide an even safer place for children to hear the Gospel. Pastor Kim then shared high points of the implementation in the *Kids' Connection Worker Policies*. We appreciate the support of our volunteer team and all that they are doing to protect and disciple our children.

Ministry:

Weekday Preschool Ministry: The Weekday Preschool Ministry presented its annual Christmas Program on December 18. The Ones classes were pre-recorded, and the video was shown during the program. Twos, Threes, and Pre-K classes performed in their age group-together. The Christmas Program was followed by a cookie reception in the FAC.

Registration for the 2026 - 2027 school year will open on February 2, 2026. WPM will offer classes for children who are one, two, three, and four (Pre-K) years old by September 30, 2025. Three, four, and five day a week options, as well as before and after care, will be available. Initial registration will end on February 25, 2026, but WPM will continue to accept applications after the initial registration period has ended.

CentriKid Camp: Registration opened November 3 for CentriKid camp. This five day sleep-away camp is available for children who have completed 3rd – 6th grades by this summer. This year's theme is The Storyteller: Author of All Things, and our memory verse for the week is Romans 11:36. The deadline to reserve a guaranteed spot for camp is January 23, 2026.

Missions & Evangelism:

Kids On Mission (KOM): The fourth quarter was a busy time for our children's mission group. We continued to meet the first Sunday of each month during Pray and Go.

- In October, we learned about what it means to be a refugee and why people flee their home countries.
- During the November meeting, we learned about work to plant churches in Israel.
- For the December gathering, KOM went off campus on mission by walking down King Street to Silverado Memory Care to sing carols and share the love of Jesus with the residents. Carol Mills accompanied the singers on the piano.

Fall Festival: This year our Fall Festival was held on Sunday, October 26 in the Welcome Center lot, and on the lawn in front of the Sanctuary entrance. Attendance was large, estimated to be at least 1000. Over 150 volunteers from our church family worked together to host families with children from our community. Those who attended enjoyed moon bounces, carnival games, great food, and wonderful fellowship.

Missions & Evangelism Commission – Pastor Jesse McCain, Chair

- FBCA sent a team of 13 including, Pastor Robert and Debbie Townsend (MEC) to visit Wycliffe Bible Translators headquarters in Orlando, FL October 14-16. The team heard from Wycliffe staff about their Bible Translation Work and discussed opportunities for FBCA to support and serve alongside Wycliffe. The Team came back with a recommendation for the MEC for initiating work with the Alafia project in Benin West Africa.
- FBCA sent Cori Canady (MEC), Jason Edminster, and Jesse McCain to visit the Chixajou community in Guatemala as FBCA looks to partner with Food for the Hungry (FH) and a new community over the next 10 years. The team visited with FH staff and community leaders from churches, schools, and clinics in the area as they considered the potential for future work. The team came back with a recommendation for the MEC to move forward in a Church to Community Partnership.
- FBCA sent Scott Canady and Jesse McCain on a Mission Trip with our Global Partner Thimar in Beirut, Lebanon October 31-November 8. The purpose of the trip was to identify needs within our global partner and to work through the possibility of sending FBCA members to serve alongside them in the future. The team made a recommendation to the MEC to raise support for the President of Arab Baptist Theological Seminary, Wissam Nasrallah, and to raise support for sending a FBCA member on a Summer Long Missions Assignment through Thimar.
- Darby and Tyler Dever hosted a table at the Mosaic Gala Dinner October 23. Mosaic is the parent organization which Sanctity of Life Ministries merged with back in 2024. Mosaic walks alongside families as they navigate pregnancy and family decision making. FBCA

members who attended the event were able to hear a report on the organization's work in 2025 and hear testimonials from multiple families/individuals. Attendees were also able to give as the organization continues to expand their work further into Northern Virginia.

- During the month of November, FBCA hosted an Angel Tree for Young Lives. Young Lives is a ministry of Young Life which walks alongside young mothers within local schools. FBCA gathered 205 gifts for 16 moms within our community. These gifts were distributed by FBCA members and other Young Lives staff/volunteers at a Christmas Party on December 6.
- For the Nations DC held two parties for ESL students, FTN DC staff, and volunteers. FBCA members and others gathered with ESL students to celebrate both Thanksgiving and Christmas through games, lessons, food, and fellowship. Thank you to those at FBCA who have been serving during the fall semester and investing in students and their families.
- FBCA gathered food donations to support our local partner ALIVE and their food distributions at the Thanksgiving Luncheon. FBCA members gathered over 700lbs of food to support families and individuals in need within Alexandria.
- FBCA and the MEC hosted the Global Missions Offering during the month of December. The goal for the offering was \$97,785 to fund Community work within Chixajou, Guatemala with Food for the Hungry, translation of the book of Luke in Benin with Wycliffe Bible Translators and sending/equipping believers within FBCA and Thimar LSESD. \$117,295 has currently been raised.

Next Quarter Focuses for the MEC:

- Preparation for the Local Missions Offering during the season of Easter.
- Mission Trip Preparation for 2026 - including Food for the Hungry Guatemala, Wycliffe Bible Translators in Benin, Thimar LSESD, and the Student Mission Trip.
- Equipping of Emily Stewart for Summer Long Mission Assignment in Lebanon.
- FTN DC ESL Classes for Spring 2026

Ministry for Students

Peter Wimberly & Shonica David, Co-Directors Student Ministry

- **D-Now:** This year's D-Now weekend centered on the theme "**No Other Name**," challenging students to place God in His rightful place and consider how that truth shapes the way they live. We were encouraged by the participation of **60 students and 12 adult leaders**, and by the spiritual conversations and growth that took place throughout the weekend.

- **Reach: October – Service Day at Local School:** In October, students served at a local school by helping clean the playground, removing leaves and trash. This project made a meaningful impact on the school staff and opened the door for gospel-centered conversations. It also created natural opportunities for church members on staff to invite others into the life of our church.
- **November – Friendsgiving:** Our annual Friendsgiving event welcomed **42 students**, along with many invited friends. Friendsgiving is designed to be an accessible and inviting environment where students can bring friends who may not regularly attend church. Students were intentional in their invitations, and we were encouraged by the number of new faces present.
- **December – Christmas Party:** The student ministry Christmas party was a highlight of the season, with **93 students and 14 adults** in attendance. Students participated in Red vs. Green team challenges and a **107-person White Elephant gift exchange**. The night provided meaningful connection points between students and adult leaders and strengthened community within the ministry.
- **Sunday Night Worship & Wednesday Nights:** During Sunday night worship and Wednesday night gatherings, students have been challenged to worship wholeheartedly, engage deeply, and apply God's Word to their lives as we explore what God designed us to do.
- **Sunday Morning Bible Study Groups:** These weekly gatherings have given students opportunities to connect relationally, study Scripture together, engage in small-group discussion, and pray for and with one another.
- **Student Leadership Team (SLT):** The **2025–26 Student Leadership Team** has spent time evaluating the strengths and growth areas of the student ministry. They are actively discussing practical steps for improvement and have begun planning Reach for February.
- **CAYA:** CAYA continued to gather and grow together this quarter, completing a study through the book of **Hebrews**. The group also met regularly for fellowship, including dinner nights, ice skating, and a Christmas party. CAYA will be attending **Passion** in early January, and we ask that you please be in prayer for that time.

Diaconate - Sam Taylor, Chair & Susan Riojas, Vice-Chair

The Deacon ministry continues to provide service to the families and the pastoral staff within First Baptist Church of Alexandria.

Below is a list of Diaconate activities during the fourth quarter of 2025:

- **October:** During the month of October, we accepted nominations for the 2026 Diaconate Vice-chair. David Townsend was elected at the meeting on 20 October and will begin serving as Vice-chair for 2026. Also, during October, the church nominated potential deacon candidates to begin service in 2026. Lastly, the diaconate prepared and served communion on 26 October.

- November: There was no meeting in November. The diaconate served during the churchwide Thanksgiving lunch on 23 November. The diaconate participated in various duties including table hosts, serving the drinks/desserts, and giving of a testimony. Our invited guests were For the Nations. Lastly, new deacon nominees were contacted to ascertain their willingness to serve.
- December: The diaconate met on 15 December for our monthly regular meeting. We helped collect and count ballots for the budget vote on 7 December. In addition, the Christmas season gave the diaconate an opportunity to provide and deliver poinsettias to some in our congregation. We also were able to prepare and serve communion on 21 December. At the Christmas Eve services, the diaconate served as greeters and helped with the candles and offering. Lastly, the new deacons for 2026 were finalized, and we will be adding 4 new deacons.

Looking ahead to Quarter 1 of 2026, plans include the following:

- Susan Riojas and David Townsend will take over as 2026 Chair and Vice-chair, respectively.
- First meeting in 2026 will be in-person on January 12, 2026 in the FBCA chapel to discuss the diaconate vision for 2026.
- New deacon ordination is scheduled for February 4, 2026 at 6:00 pm in the Sanctuary.
- The diaconate plans to continue ministering to the families and staff of FBCA.

Finance Committee – Phil Rexroth, Chair

Activity Since Q3 Meeting

- The CY2026 FBCA budget was approved by a vote of the congregation in a special business meeting conducted on 12/7/2025. The CY2026 budget was intended to more accurately reflect real fixed operating costs and bring overall spend below \$4 million without causing any adverse impacts to FBCA ministries. Members who voted in support of the budget were encouraged to support the ministries funded therein not only financially, but also with their time.
- The Finance Committee met to discuss messaging around the immediate need for year-end giving. CY2025 giving through mid-December was 19% below budget, and 5% lower year-over-year from CY2024. While historical giving patterns typically suggest a significant increase in giving just prior to the end of the year, the committee has the longer-term goal of encouraging improved consistency and regularity in giving throughout the year in order to ensure responsible stewardship.

Upcoming Activity

- The incoming chair of the 2026 Finance Committee will be Tricia Ritchie. Please be in prayer for Tricia and all new leaders and members of FBCA committees.
- During Q1 of CY2026 the Finance Committee will need to propose a strategy for repayment or refinancing of the remaining debt related to the building renovation project. There is an existing, approved exploratory MAT dedicated to this purpose, but no members have been selected as yet. The current debt structure requires a balloon payment in late 2029.
- The committee plans to work with Allison Horton to evaluate existing workflows relating to requests for reserve funding and determine whether improvements are advisable. Reserves may currently be utilized for necessary but non-routine expenditures outside the scope of normal operating capital, as well as larger capital projects.

SEE FINANCIAL REPORT THRU November 2025 ON LAST PAGE

Nominating Committee – Mark Kern, Chair

- The Nominating Committee completed a list of nominees for the 2026 slate and delivered it to the ECC on October 6, 2025, with one position needing to be filled (Chair of the property committee). A nominee for that position, namely Sidney Bennett, was found, voted on positively by the Nominating Committee, and forwarded to the ECC on October 8, 2025. Subsequent approvals from the ECC were received and the slate was presented to the church congregation during the Quarterly Business Meeting on October 19, 2025.
- After the Quarterly Business Meeting, the Nominating Committee gathered and reconsidered one of our nominations as the 2nd Vice Chair of the Missions and Evangelism Commission. Both of our nominees for 1st and 2nd Vice Chair were completing their service on that Commission at the end of 2026. Therefore, it was asked by the Pastor for this Commission if we would consider asking one of the Commission members whose service ended in 2027 to be the 2nd Vice Chair. The Nominating Committee did identify and nominated Tim Bailey in lieu of Cori Canady as the nominee for the 2nd Vice Chair position. Tim and Cori were notified and cordially agreed to this change in nominations. The ECC approved this change at the ECC meeting on November 9, 2025. A churchwide vote was taken on the slate of nominees and approved on December 7, 2025.

Currently, all committees, commissions and positions are filled.

SEE SLATE NEXT PAGE

First Baptist Church of Alexandria Committee Members, Commission Members, and Trustees
Nominations to the ECC October 6, 2025

| <u>Organization</u> | <u>Term Expires 2026</u> | <u>Term Expires 2027</u> | <u>Term Expires 2028</u> |
|------------------------------------|---|--|---|
| Worship Commission | Jimmy Kirby (1VC) Linda Pyne* Debbie McCreery* | Alex Coldren (2VC) Bobby Combs Josh Turner | Alex Milroy Jesse Suber Barbara Ritzert |
| Christian Development Commission | Anna Bennett* Tim Sullivan (1VC) Kerry Bolognese* | Monica Klock Tracy Jackson Corey McGee(2VC) | Adele Shartzter Sharon Walter Sherry Lutz |
| Missions and Evangelism Commission | Cori Canady Clay Holloway (1VC) Lea Ann Gardner | David Snyder Jean Clark Tim Bailey (2VC) | Emily Stewart Gary Tomasulo Gladis Tavares |
| Finance Committee | Brittany Robison Brian Kelly Becky Rieksts | Annie Kern Megan Jackson Tricia Ritchie (C) | Scott Douglas Shiela Corley Cynthia Hayden |
| Personnel Committee | Michelle Lehman(C) Michael Tseng* | Angie Snyder Ben Angle | Jamie Holloway Doug Hoey |
| Property Committee | Faith Proctor Cliff Rybick Malcolm Brown | Patrick Bayliss Sidney Bennett (C) Joan Sass | Karen Kelly Joshua Finestone Leslie Gallagher |
| Nominating Committee | Grace Mulder Danielle Whitley (C) Jeremy Foot* | Chris Jones Mary Jane Pessaud Chris Elliff | Kyle Jackson Meghan Degler Jerry Heilbronner |
| Trustees (5-year terms) | Audrey Levorse (2026) | Gary Howe (2027) Chad Moutray (2028) Scott Humphrey (2029) (C) Ben Duffett III (2030) | |

*Completing an open position/term. (C) means Chair

| <u>Organization</u> | <u>Chair</u> | <u>2nd Vice Chair</u> |
|--|-----------------|----------------------------------|
| Diaconate <i>*Not voted on by ECC or Church at-large</i> | Susan Riojas | David Townsend |
| ECC | Robert Stephens | Laura Redding Josh Davenport |

FBCA Officers, Committee and Commission Members and Nominees for 2026.

Submitted by the Nominating Committee to the ECC OCTOBER 6, 2025

| <u>Organization/Position</u> | <u>Term Expires 2026</u> | <u>Term Expires 2027</u> |
|--|---------------------------------|---------------------------------|
| Executive Church Council Robert Stephens, Chair | | |
| Member at Large 1VC | Laura Redding | |
| Member at Large 2VC | | Josh Davenport |
| CDC 1VC | Tim Sullivan | |
| CDC 2VC | | Corey McGee |
| MEC 1VC | Clay Holloway | |
| MEC 2VC | | Tim Bailey |
| Worship Commission 1VC | Jimmy Kirby | |
| Worship Commission 2VC | | Alex Coldren |
| Diaconate Chair | Susan Riojas | |
| Diaconate Vice Chair | | David Townsend |
| Finance Committee Chair | Tricia Ritchie | |
| Nominating Committee Chair | Danielle Whitley | |
| Personnel Committee Chair | Michelle Lehman | |
| Property Committee Chair | Sidney Bennett | |
| Trustees Chair | Scott Humphrey | |

| Church Officer Positions | |
|---------------------------------|--|
| Church Treasurer (1year) | Finance Committee Chair Tricia Ritchie |
| Church Clerk (3 years) | Betsey Reynozo (2026) |
| Assistant Church Clerk | Senior Pastor's Executive Admin – Zachary Jackson |
| Church Historian (3 years) | Larry Meyers (2026) |
| Church Moderator (3 years) | Paul Jordan (2026) |

Personnel Committee - Jeff Cunningham, Chair

- The Personnel Committee (PC) met in quarter 4 on October 28, 2025; November 17, 2025, with one ad hoc meeting in December.
- On November 2, 2025, the PC in collaboration with Pastor Robert presented Don Wingard a plaque to formally change his title retroactively to Director of Music and Worship. This gesture removed the word “interim” from his title to recognize his excellent and faithful service in this role from March 2022 to November 2025.
- Dylan Reese began his tenure with FBCA as the Pastor for Music and Worship on November 10, 2025. His first Sunday leading worship in both services was on November 16, 2025.
- Selections were made for the two new custodian positions that will be part of the FBCA staff. Rosario Rivera De Parada and Raquel Rodriguez De Flores began their tenure on the staff in December 2025.
- The church has selected a candidate for the newly established Building Superintendent position and is finalizing the administrative actions for onboarding this individual by the end of December 2025. The Building Superintendent will be responsible for the care and use of all church owned facilities. This will include all buildings, grounds, equipment, furnishings, and vehicles. Matt Bateman accepted this position & began December 16, 2025.
- The PC approved end of year (2025) bonuses for FBCA staff as well as a cost-of-living adjustment (COLA) to their salaries in 2026.
- Molly Howe, FBCA Director for Communications, resigned her position effective January 1, 2026. The advertisement to fill the position will be posted in January 2026. Until the position is filled, Zachary Jackson (Pastor Robert’s Ministry Assistant) will assume some of the communication-related duties, such as preparing the Beacon each week and the worship bulletin for Sunday mornings. The PC extends its thanks and appreciation to Molly for her over four years of dedicated and faithful service to the church.
- Cynthia Marr retired from her position as the FBCA Orchestra Director on December 31, 2025. Cynthia served over 11 years in this role, and the PC extends its thanks and gratitude to Cynthia for her dedication and faithfulness in serving the church’s music ministry.
- Jeff Cunningham and Andrea Tibbs rolled off the PC on December 31, 2025. Jamie Holloway and Doug Hoey began their terms as new members of the PC in January 2026. Current PC member, Michelle Lehman, assumed the role as the PC Chair in January 2026.

Upcoming Activities for the Personnel Committee

- The PC will continue its support of the FBCA staff as new employees continue their transition onto the team.

Property Committee – Allen Frazier, Chair

- It was a busy and productive year around the Church property! This past quarter, much work was done to improve the curb appeal of the two King Street residential properties.
- Volunteers and contributions from the congregation allowed the homes to be power washed and painted. Much needed yard work and landscaping was also done over several work days. The property committee would like to thank all who contributed or volunteered their time and a special thanks to Jessica Buchanan for coordinating!
- We look forward to a new year and what God has in store for FBCA!

Trustees – Scott Humphrey, Chair

- The Trustees have not had business this quarter.

Worship Commission – Dylan Reese, Pastor for Music & Worship

- I (Dylan) hit the ground running on November 10th. Thanks to all the Worship Staff and volunteers for making this Christmas season possible and for making it a success. We tackled an ambitious Christmas program put together in about a month, with some new AVL elements. Our staff and volunteers worked extra hard to make it happen on top of the rest of our typical December schedule. Thanks everyone for an incredible Advent & Christmas season!
- Thanks to Cynthia Marr for 11 years of faithful service to FBCA as our Orchestra Director. We'll miss having her on staff, but we are grateful that she and Bill will continue to be around and continue to play in the orchestra! Cynthia has made a lasting impact on the Music & Worship Ministry, and I am grateful for all she's done.
- We are excited to see what God has for the worship and music ministry in 2026. We will cast vision for the ministry early in the year, and will follow the leadership of the Holy Spirit as we seek to support the vision for FBCA in our area of ministry. We have Holy Week coming up quickly, which will include Palm Sunday, Maundy Thursday, and Easter services.
- Thank you, church family, for welcoming the Reese family. It has been a hard transition for us, but your faithfulness and care for us has been a blessing. We feel the love, and we are excited and grateful to be here. We feel much more settled today than we did a month ago. I have loved every second on the job so far, and I'm anticipating a long and fruitful life of ministry here at FBCA. God is doing incredible things in our community, and I'm grateful to get to be a part of it.

Baptisms

In quarter four, we had a total of 12 baptisms giving us a total of 32 baptisms in 2025.

FINANCE COMMITTEE
November 2025 Financial Report

GENERAL FUND

INCOME YTD (Jan. - Nov.)

| | |
|-----------------------------|---------------------|
| Tithes and Offerings | \$ 2,930,359 |
| Miscellaneous Budget Income | <u>501,266</u> |
| TOTAL BUDGET INCOME | \$ 3,431,625 |

DESIGNATED OFFERINGS

| | |
|-----------------------------------|-------------------|
| Global Missions | \$ 6,392 |
| Local Missions | 29,524 |
| Virginia Missions | 200 |
| Mercy (Benevolence) | 88,826 |
| Dorothy Allport | 1,200 |
| Other Mission Gifts | 8,872 |
| Misc Designated Gifts | <u>649,22</u> |
| TOTAL DESIGNATED OFFERINGS | \$ 784,236 |

| | YTD BUDGET | YTD EXPENDITURES | Budget Percent Spent YTD |
|---|---------------------|-------------------------|-------------------------------------|
| EXPENDITURES (Jan. - Nov.) | | | |
| Music & Worship | \$ 37,189 | \$ 18,785 | 50.51% |
| Missions | 468,911 | 393,184 | 83.85% |
| Deaf | 8,708 | 4,077 | 46.82% |
| CDC | 13,750 | 7,257 | 52.78% |
| Adult Discipleship | 53,625 | 7,768 | 14.49% |
| Kids Connection | 62,055 | 51,927 | 83.68% |
| Students | 45,479 | 46,973 | 103.29% |
| Administration | 280,499 | 308,214 | 109.88% |
| Property | 639,000 | 660,451 | 103.36% |
| Staff | 2,139,100 | 1,865,485 | 87.21% |
| Diaconate | 2,521 | 748 | 29.67% |
| TOTALS | \$ 3,750,837 | \$ 3,364,869 | 89.71% |
| YTD BALANCE before Reserves | | \$ 66,756 | |
| Reserves | 375,833 | 375,833 | 100.00% |
| YTD BALANCE (Income Minus Expenditures) | | \$ (309,077) | |

GENERAL FUND CASH & INVESTMENTS \$ 2,367,704
FUNDS IN OTHER ACCOUNTS (9,748)

YTD CASH & INVESTMENT BALANCE - GENERAL FUND \$ 2,357,956

| | |
|-----------------------------------|-------------------|
| Capital Maintenance Reserves | \$ 555,802 |
| Staff Reserve | 186,857 |
| Audio Visual Reserve | 115,944 |
| Vehicle Reserve | 43,606 |
| Office Equipment Reserve | 23,336 |
| Capital Improvement Reserve | <u>38,53</u> |
| TOTAL ECC RESTRICTED FUNDS | \$ 964,084 |

FINANCE RATIOS

Cash Ratio 5.54

FINANCE COMMITTEE
November 2025 Financial Report

| | |
|------------------------------|------|
| Expense to Income Ratio | 109% |
| Expense to YTD Budget Ratio | 91% |
| Total Income to Budget Ratio | 83% |

BUILDING FUND

| | | | |
|--|----|---------------|------------------|
| Income YTD (Jan. - Nov.) | \$ | 5 9,457 | |
| Expenditures YTD (Jan. - Nov.) | | <u>1 334</u> | |
| YTD Building Fund Balance Before Principal | \$ | 3 2,123 | |
| Loan Principal Payments YTD (Jan. - Nov.) | \$ | <u>34,120</u> | |
| YTD Building Fund Balance After Principal | \$ | <u>.003</u> | |
| BUILDING FUND CASH/INVEST. ON HAND | \$ | | 2,687,007 |
| BUILDING FUND LOAN BALANCE | \$ | | 5,932,202 |

WEEKDAY PRESCHOOL MINISTRY

| | | | |
|--------------------------------|----|-----------|---------------|
| Income YTD (Jan. - Nov.) | \$ | 616,952 | |
| Expenditures YTD (Jan. - Nov.) | | 723,126 | |
| YTD Weekday Preschool Balance | \$ | (106,174) | |
| PRESCHOOL FUND EQUITY | \$ | | 41,202 |

*Note: The Preschool operates on a fiscal basis from August - July.

If you would like the full detail report, please contact the Church Office.