



FIRST BAPTIST CHURCH **ALEXANDRIA**

Quarterly Business Report
Third Quarter Report 2025
July, August, September

October 19, 2025
6:00 PM
In person – Sanctuary

First Baptist Church of Alexandria
2932 King Street
Alexandria, VA 22302

QBM Meeting Agenda

October 19, 2025 – 3rd Quarter 2025

6:00 PM Sanctuary

Welcome/Opening	Pastor Robert Stephens
Presentation of the Minutes	Paul Jordan, Moderator
- Motion to approve the minutes	
Presentation of Membership Report	Paul Jordan, Moderator
- Motion to approve the membership report	
Pastor's Report	Pastor Robert Stephens
Presentation of 2026 Nominating Slate	Mark Kern or Danielle Whitley
- Discussion (Congregational Vote 12/7)	
Presentation of 2026 Proposed Budget	Brian Kelly
- Discussion (Congregational Vote 12/7)	
Worship Leader Search Team Final Report	Shannon Cole
New Business	Paul Jordan, Moderator
Conclusion/Closing Prayer	Pastor Robert Stephens

MINUTES from QMB Meeting on July 13, 2025 6pm Virtual
Submitted by Betsey Reynozo, FBCA Church Clerk

Welcome/Opening Prayer: Pastor Robert welcomed everyone at 6:02pm and started the meeting with a prayer. Paul Jordan called the meeting to order at 6:05pm. Approximately 48 people attended online.

Approval of Minutes: It was noted that Jessica Buchanan and Brian Klock's names were misspelled and will be corrected. Richard Howe motioned the approval of the April 27, 2025, meeting minutes and Sam Taylor seconded. The vote was unanimous in approval.

Approval of New Members: A motion was made by Mark Kern and seconded by Sam Taylor to approve new members. The motion was voted upon and approved unanimously.

Pastor's Report: Both children and student camps are completed and staff is working on following up with several children. There are two mission teams out at the moment. So far this year's VBS we have 339 children registered for this year, which is up from 270 kids last year. Music camp is coming up as well. Please read through all the reports for things that have happened and for things that are coming up.

Committee/Commission Business: Foundation Bylaws Approval: Chris Elliff explained that in 2024, the Foundation Board set up two sub-committees to review their Bylaws and Policies and Procedures. They decided they needed to make 2 changes to the Bylaws. First, they needed a little more flexibility by not listing the exact months for meetings, even though they will continue to meet quarterly – the wording would leave out the month names and just say quarterly. The second change is to have a max of 9 years of service at one time verse the current unlimited. There was a question of concern that 9 years maybe too long. Chris Elliff explained that it takes almost 3 years to fully understand how the Foundation operates as well as working with the church staff to know how the Foundation can effectively help. Having a term limit will help allow other people to serve and bring in potential new ideas, but making it shorter than 9 years seemed to be too short considering how long it takes to understand how it all works. Also, after 3 years a person is eligible to serve as an officer of the Foundation, which helps with the continuity in the long term. Dee Buchanan made a motion to approve the changes. It was seconded by Richard Howe. The church voted with majority in approval and 2 disapprovals.

Personnel Update: Jeff Cunningham, Personnel Committee Chair, shared that there were 2 new hires since the last QBM – Tonya Lore as Kids Team Assistant and Ashelynn Kelly as Weekday Preschool Administrative Assistant. The Personnel Procedures Manual is still being reviewed, but almost complete.

Worship Leader Search Team: Michelle Lehman reported that it has been a very busy few months and the team is narrowing down their list of top candidates and are getting closer to a selection. Please pray for discernment for the team and staff. Questions or concerns can be submitted to the Worship Leader Search Team email at any time. A comment was made that the candidate should be personable not just about the music. Michelle Lehman agreed that is part of their considerations.

New Business:

Nominating Committee: Mark Kern, Nominating Committee Chair brought forth Kerry Bolognese to fill an empty slot on the CDC to serve out the remaining term of 2025 and 2026. The ECC has approved her nomination. Mark Kern made the motion of approving Kerry Bolognese to be on CDC, seconded by Jerry Heilbronner. Vote was unanimously approved.

David Miller requested the possibility of purchasing more benches for the hallway. They are always full, so maybe we should have some more. Jessica Buchanan made a note to look into it.

Jennifer Bailey pointed out that we do not have any handicap open doors for the women's or men's bathrooms. Can we change that to be more ADA compliant? Jessica Buchanan made a note to look into it.

Conclusion/Closing Prayer: A motion to adjourn the meeting was made by Richard Howe and seconded by Mark Kern. The vote on the motion was unanimously approved. Meeting adjourned at 6:41pm.



October 6, 2025

Dear First Family,

As we step fully into this fall season, I am struck again by the faithfulness of God and the joy of walking this road together as a church family. These are truly significant days at FBCA.

In this season, we are especially thankful to God for the opportunity before us as a church to call our new Pastor for Music and Worship. What a gift it is to see how the Lord provides leaders for His people at just the right time. This is a sacred moment for us to worship together, to seek His will, and to prayerfully discern the direction he is leading. Let us enter this moment with gratitude, with faith, and with a desire to glorify Christ.

I am deeply thankful for the careful work of our Finance Committee and Executive Church Council in bringing forward our proposed 2026 budget. While numbers may appear ordinary, behind them is a vision for extraordinary kingdom impact. This budget reflects our shared desire to invest in ministry, missions, and the spiritual formation for the generations ahead.

Our Nominating Committee is completing its work, carefully identifying leaders who will serve in the year ahead. To those stepping into leadership: this calling is not about recognition but responsibility, not about standing above others but stepping forward to serve. Lead with courage, humility, and willing hearts, trusting God to guide the future of our church.

Let us move into this new season with gratitude and expectation, united as the body of Christ. Equipped to trust in him and sent for his glory.

It is my great joy to serve as your pastor. Thank you for your faith, your prayers, your generosity, and the countless ways you embody Christ's love.

Let's keep our eyes fixed on Him.

With love and gratitude,

Robert Stephens

Senior Pastor

STATISTICAL REPORT – Quarter Ending September 30, 2025

Submitted by Zachary Jackson, Ministry Assistant to Senior Pastor

Membership as of June 30, 2025: 4506

Gains	By Letter	0
	By Statement	6
	By Baptism	9
	Awaiting Baptism	10
Losses	By Letter	8
	By Death	2

Membership as of June 30, 2025: 4524

Non-resident Membership: 2849

Resident Membership: 1690

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

By Letter

None

By Statement

Cristi Campbell

Jennifer Bush

Amanda Mavlatt

Ali Tweel

Mary Merritt

Caleb Dawson

By Baptism

Graham Leeth (7/6/25)

Tasheni Mpundu (8/3/25)

Olivia Grace Cushman (8/3/25)

Hadley Arbuckle (8/17/25)

Grayson Arbuckle (8/17/25)

Parker Arbuckle (8/17/25)

Nathan Goodwyn (8/24/25)

Chase Tweel (8/31/25)

Ed Eldepssi (9/7/25)

Awaiting Baptism

Avery Eckel

Nana Asante-Donkor

Angelica Hoffman

Henry Jackson (10/19/25)

Karla Joy

Janice Koenig

Nicco Oriade

Fannie-Ann Riddle-Koroma

Alex Teklemichael

Saige Wolley

Membership Losses:By Letter/Transfer

Valerie Liefker

The Weyrauch-Carroll Family

Lori Sanders

LaQuita Carroll

Brad Arnold

Wanda Arnold

Patrick Martin

Kayla Martin

Deaths

Bill Harris (8/2/25)

Doris Faber (8/25/25)

90 Days of Gospel Impact – Q3 – 2025

Statistical Snapshot from (September 30, 2025 – Present):

Received	Required	Over/Under
\$2,702,212	\$3,300,459	-\$598,247

Key Accomplishment:

- These accomplishments are the result of a true team effort. Many individuals played a vital role in bringing these projects to life, and I am deeply grateful for the dedication and hard work of our staff.
- July was a full and fruitful month for our church. We took students on a mission trip, hosted Vacation Bible School, and held a vibrant music camp. We also sent a team all the way to Australia to participate in the **Baptist World Congress**. We are deeply grateful to everyone who went, served, and gave themselves to make this summer of ministry so impactful. God was faithful and did amazing things through it all!
- In August, Matt Ballard and I attended the **Global Leadership Summit** alongside a group of Northstar pastors. It was a valuable time of professional development, providing fresh leadership insights and a meaningful opportunity to network with fellow pastors and ministry leaders.
- Our **Pray and Go** initiative continued in September, reaching over 42,000 of the 71,000 families in Alexandria we aimed to pray for. Resources and maps remain available for those who wish to continue supporting this effort. Our next churchwide gathering will be November 2.
- In September, we invited Coulter Weaver to lead the Wednesday night series on **Mental Health and Discipleship**. Our congregation gathered to explore biblical conversations on anxiety, depression, and the vital role mental health plays in our walk with Christ. These evenings provided meaningful opportunities for spiritual growth, honest reflections, and deeper understandings of how caring for our minds is an important part of Christian discipleship.

Items In Progress:

- Our ECAP Coordinator is leading the implementation of child safety policies and procedures, ensuring our ministry provides the highest standard of protection and care. This work positions us for accreditation by the **Evangelical Council for Abuse Prevention (ECAP)**. We are now in the implementation stage, involving our staff, leaders, and the wider church family. We anticipate an audit in December, with full accreditation expected in 2026.

- The **Ministry Action Team (MAT) for Constitution and Bylaw Review** continues its work. The MAT is making steady progress and plans to present its findings and recommendations to the Executive Church Council. This effort is vital to ensure our governing documents reflect both our present realities and future aspirations.

Items I hope to tackle in the next 90-days:

- From October 15–17, I will be leading a team of thirteen from FBCA to the **Wycliffe Bible Translators** headquarters in Orlando, FL. Please be in prayer for our team as we connect with this incredible ministry, learn more about what God is doing around the world, and consider how we as a church can join in the mission of helping finish the work of Bible translation.
- Pending the church's affirmative vote, we are filled with anticipation at the opportunity to welcome a new Pastor for Music and Worship, along with his wife and family, into our church. We look forward to the possibility of them joining us in the coming months, serving in the office, and leading us in worship. With prayerful expectation, we trust that God will use their gifts to bless our congregation and strengthen our worship ministry.
- This November, we are bringing back **Know-You-November!** All month long we will be sporting name tags on Sundays because nothing says "family" like being known by name. Think of it as a month-long icebreaker! Whether you have been here for 30 years or 3 weeks, this is a simple and fun way to strengthen our community and get to know one another better. So, grab a name tag, wear it proudly, and let us make this November the month of *no more awkward name guesses!*
- In November, we will host a **Staff Development Day** for our ministry team. This past spring, each staff member participated in an Enneagram workshop led by Northstar, focusing on *leading self*. Now, we will build on that foundation by turning our attention to *leading teams*. We are excited to continue growing together in how we serve and lead as a unified staff.
- Join us for our annual **Thanksgiving Luncheon** on Sunday, November 23rd! We will gather in the FAC right after church at 12:00pm to share a meal together. This is a wonderful opportunity to enjoy good food, warm fellowship, and celebrate God's blessings as a church family. Mark your calendars and make plans to join us!
- This Advent season, we will be reading together through a special devotional guide, available for pick-up in late November. **Advent 2025: Tidings of Comfort and Joy** takes us on a journey from the first light of creation to the arrival of the long-anticipated Messiah. The first Sunday of Advent is November 30th.
- We invite you and your family to join us on Wednesday, December 24th for our **Christmas Eve services** at 4:00pm and 5:30pm. These special gatherings will be

filled with carols, candlelight, and the joy of celebrating the birth of our Savior, Jesus Christ. Christmas Eve is always a beautiful reminder that the Light has come into the world, and together we lift our voices in worship to the One who brings peace, hope, and joy. Bring your loved ones and share in this meaningful time as we celebrate the season as a church family.

Would you pray about:

Would you join me in praying for our worship ministry during this season of transition? As our choir, orchestra, and many other teams prepare to welcome new leadership, we ask the Lord to grant them unity, encouragement, and fresh joy in serving. Pray that God would strengthen the bonds of fellowship among those who give their gifts week after week, and that this time of change would be marked by peace, renewal, and spirit-filled worship. May the Lord anoint the leadership of our worship ministry and bless the work of every hand and voice that lifts His name.

Christian Development Commission 3rd Quarter Report for 2025
Pastor Reed Bernick, Adult Discipleship

Sunday Bible Study Attendance:

- The following attendance averages were tallied from Sunday groups, both online and in-person, reporting weekly:

Month	2024	2025
July	393	428
August	429	427
September	434	499

- The following attendance averages include *all* groups, online and in person – both Sundays and during the week. 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 3rd Quarter, 2026.

Month	2025
August	489
September	582

- The CDC has met twice this quarter (7/16 and 8/20). The Commission itself has undergone quite a bit of change given the necessary rotation and substitution of many of its members.
- In July, Mahlet Girma gave a report from her time as the YA MAT Leader, and in August, the CDC heard a similar report from Harry Floyd, current Men's MAT Leader. It is the intention of the CDC to build out relationships with these MATs in order to provide better prayer support, direction, accountability, etc.
- The CDC's accomplishments Last Quarter:
 - (8/24) Promotion Sunday this year was expanded to include a renewed emphasis on the significance of groups across all ages – especially adults, and in particular, adults who have not yet found a group in which to belong.
 - (8/26) The FBCA History MAT met to discuss the church's upcoming 225th Anniversary on April 22, 2028.
- Next Quarter's goals for the CDC:
 - Originally, the MATs commissioned by the CDC all operated on the same schedule and therefore, the recommissioning of these teams needed to occur all at once. Because assembling these teams is subject to the willingness of volunteer leaders, however, these timelines have gradually – and fortunately – spread across the annual calendar. The SA MAT will need to be recommissioned in the next few months, followed by the Men's MAT in December or early in the new year.

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:

- (7/27) Adult Group Leaders Huddle: Reed gathered Adult Bible Study Directors and Teachers for a brief meeting after church. Discussions centered around a renewed focus on shared leadership between directors and teachers, the roles of each and the need to recruit additional help to fill these responsibilities, curriculum, and class communication. Special thanks to Mark Kern and Chris Elliff who presented on their own experiences during the event.
- (9/28) In addition to the Leader Huddle and the expansion of Promotion Sunday communication to include adult group options, the Leader Launch Lunch event

will include leaders from across Discipleship ministry. The main presentation will focus on FBCA's compliance with ECAP standards, but each Ministry will also enjoy some time together before adjourning.

- These Leader Events have been fruitful gatherings. We have seen a lot of members visiting other groups. While some have already found their new home, others are still exploring their options.
- With respect to Adult Groups generally: Currently there are 21 Bible study groups meeting each week. These groups offer a mix of in-person, online, and conference call options on Sundays and throughout the week. Three women's groups are meeting this fall. Two groups have requested a name change, and another two have successfully relocated to a new space that better accommodates their size.
- The Fall Theology Reading Group convened on August 21 and will end on November 20, just before Thanksgiving. This is the 8th annual session, and we will be studying Miroslav Volf's *Exclusion and Embrace*. 40 adults have registered thus far.

Next Quarter's goals:

- Following up from the Leader Huddle, Mahlet has been hard at work supporting Adult Groups by assisting them in clarifying their leadership structures. Each group will now have a designated Group Teacher and Group Director. This will also help us focus on reconnecting with any members who have fallen behind or missed classes, ensuring everyone gets the support they need. Additionally, this process has allowed us to update our roster, giving us a more accurate count of current participants. As a result, we will continue to update the names of the leaders on the CCB, as requested.
- Looking ahead to January, planning has started for J-Term 2026 which will take place all four Sundays of January. There will be an intermission for our normal Adult Groups, and all adults will be invited to attend a seminar of their choice. Details will be communicated soon.

YOUNG ADULTS

Last Quarter's accomplishments:

- (7/6) MAT Meeting
- (8/3) MAT Meeting
- (8/10) Lunch (farewell to Alex & Nick) to Guapo's

Next Quarter's goals:

- The last YA MAT finished its work in August, and the decision was made to hold back from commissioning a new MAT for now. Our focus will be on supporting growth in the Gospel Project Class – our YA designated Sunday group – and fostering its relationship with CAYA (the 20-something's class).

SENIOR ADULTS

Last Quarter's accomplishments:

- (7/9) Hosted Worship and Bible Study at Alexandria City Adult Daycare
- (7/20) Hosted Worship at Silverado Memory Care
- (7/21-25) SA Volunteered as VBS+ lunch hosts
- (7/30-7/31) Trip to Lancaster – 34 attendees
- (8/1) Out & About lunch to Chuys – 10 attendees
- (8/4) Mission Monday (singing and crafting) at Silverado Memory Care
- (8/5) MAT Meeting
- (8/13) Hosted Worship and Bible Study at Alexandria City Adult Daycare
- (8/17) Hosted Worship at Silverado Memory Care
- (8/26) Author event & lunch, 4th Tuesday – 44 attendees, 8 meals delivered
- (8/27) MAT Meeting and Final Celebration
- (9/5) Out & About lunch to Mission BBQ – 18 attendees
- (9/10) Hosted Worship and Bible Study at Alexandria City Adult Daycare
- (9/12) Greenspring visit, 21 participants
- (9/23) Ivy Hill historian visit, 4th Tuesday – 46 attendees, 5 meals delivered

Next Quarter's goals:

- The SA MAT finished its work in September, and the CDC is currently in the process of commissioning a new MAT.
- (10/14) SA trip to Catoctin (apple buying)
- (10/28) 4th Tuesday Gratitude Service
- (10/31) Greenspring Communion service

MEN'S MINISTRY

Last Quarter's accomplishments:

- (7/18) MAT Meeting
- (7/26) Breakfast and Workday – 77 attendees
- (8/25) MAT Meeting
- (9/20) Breakfast (Pastor Robert presenting) – 70 attendees

Next Quarter's goals:

- (11/8) Men's Breakfast
- Commissioning a new YA MAT around the new year.

WOMEN'S MINISTRY

Last Quarter's accomplishments:

- (7/13) MAT meeting
- (8/17) MAT Meeting
- (9/9) Mom2Mom – 19 attendees
- (9/13) Prayer & Praise Kickoff Dinner – 99 registered attendees
- (9/23) MAT Meeting

Next Quarter's goals:

- (10/18) Women's Tea and Testimony
- (11/15-11/20) Kelly Minter Simulcast hosted in area homes

Kids' Connection/Children's Ministry Third Quarter Report 2025
Pastor Kim Eskridge, Pastor for Children

Evangelism:

- *Vacation Bible School: Magnified!* VBS+ ran from July 21 – 25, from 9:30 am to 12:30 pm for the morning session with an option for 1st – 6th graders to stay until 4:00pm. Younger children of faculty members were enrolled in the infants through pre-kindergarten classes for the morning session. Total in-person enrollment was 495, which included 325 children and 170 youth and adult volunteers and staff.
- Each morning began with an exciting Opening Rally in the Sanctuary led by the Pastors Robert and Kim, Shonica David (Co-Director of the Student Ministry), Barbara Elliff (Music Rotation Leader), and other team members. Afterwards, children went to their base rooms for small group Bible studies. From there, they rotated through crafts, recreation, and music stations which reinforced the day's Bible lesson.
- In the afternoon, children who stayed were served lunch, enjoyed a creative and interactive Bible lesson presentation by Dan Bellamy (a.k.a. Dr. Dan) of Inflatable Stories, and interest tracks (creative movement, creepy crawlies, disc golf, super science, watercolor art studio, and woodworking.)
- Our mission project was to collect funds for Wycliffe Bible Translators with a goal to raise \$2500 to translate 70 Bible verses into the heart language of a people group who don't yet have the Bible available to them.

- On Wednesday following the opening rally, Pastor Robert shared a gospel message with the third through sixth graders, and those children were given an opportunity to talk with a pastor about accepting Jesus as their Savior or just to ask questions. On Thursday, kindergartners, first, and second graders were introduced to the Gospel in a session with Pastor Robert following that morning's rally.
- A Celebration Rally was held on Friday, July 25. Parents were invited to join us to see their children sing on the stage and to see some of what we had learned and experienced during VBS.

Discipleship:

- ***Back-to-School Blessings:*** We set aside time during both services on Sunday, August 24 to pray for students, teachers, and parents as they navigate the new school year. To encourage children and to remind them that God is with them as they go to school, they were given wrist bands embossed with the words, "Jesus loves you!"
- ***7th Grade Youth Group Bridging:*** On Sunday, August 17, our new 7th graders received compact Bibles and signed the GAP wall during Sunday School. Following a special discussion time with their GAP leaders and Pastor Kim, Pastor Kim led them outside to the paved space between the children's area and the youth garage where the youth group had gathered with Shonica David and Peter Wimberly, Directors of Student Ministry, to welcome them. Each 7th grader was introduced by a member of the youth group and walked a red carpet as bubbles flew, poppers propelled confetti, and John Horton took photos. Following this, the 7th graders spent 11:00 o'clock hour in the garage with Shonica and Peter and some of our older youths were having fun as they learned about the youth group. Parents joined them briefly at the end of the 11:00 service. The 7th graders' first Sunday in the Youth Group was August 24th, Promotion Sunday.
- ***Promotion Sunday:*** Preschoolers and elementary-aged children were promoted to new Sunday School classes on Sunday, August 24th. We are grateful to God for the opportunity to gather and for all our volunteers who made it possible for us to welcome children to new classes.
- ***Leader Launch Lunch:*** More than 100 group leaders in Kids' Connection, our Student Ministry, and Adult Discipleship Ministry gathered on Sunday, September 28th for lunch and a presentation of our new policies to protect those who are most vulnerable among us as we move toward full accreditation through the Evangelical Council for Abuse Prevention (ECAP). Kimberly Fairbank, our ECAP Coordinator led the main session, which was followed by breakouts for children's, student's, and adult's group leaders. New policies are scheduled to be fully implemented by December 1st.

Ministry

- *Weekday Preschool Ministry:* The Weekday Preschool Ministry began the 2025-2026 school year on Thursday, September 4 with most classes at capacity. We continue to receive requests for tours and have enrolled several students in the past few weeks that were not a part of the initial enrollment. WPM enrollment for this year is currently 101 students. Twelve children are from FBCA families. Twenty-eight children come from unchurched families, and the remaining children are from families who attend other churches. This ministry continues to reach out to the families in our community and to enrich our total ministry to children and families at FBCA. God continues to bring new families into our learning community.
- Eileen Lane retired on August 7 from her position as the Operations Director of our Weekday Preschool Ministry after more than 35 years on the preschool staff, having previously served as a teacher and bookkeeper. We thank Eileen for her many years of dedication and service.
- This summer, Karie Jordan began her tenure as our Weekday Preschool Ministry Director, transitioning from a teaching position to this leadership role. Ashelynn Kelly also shifted from a teaching position to serve as Ministry Assistant for our Weekday Preschool Ministry. May God bless them and grant them discernment as they guide this vital ministry.
- Although the preschool is staffed, we continue to advertise widely for additional subs, extended care workers and childcare workers.
- Enrichment Classes: Excite Soccer meets after school on Tuesdays and Thursdays for children in the threes and Pre-K classes. We will also be offering a music and movement class for our 1s and 2s classes.
- WPM hosted a brunch for the WPM staff, Alexandria Classical Christian Academy staff, and the church staff in August for a time of food and fellowship. Karie Jordan and Ashelynn Kelly will continue to meet once a week with Katherine Kramer, the Headmaster of ACCA.

Missions:

- ***Kids on Mission:*** On Sunday, September 7, in conjunction with our church-wide missions/outreach focus through Pray and Go, children's missions began the new year with a new name and focus. Now called Kids on Mission, our 1st – 6th graders will explore FBCA's mission partners such as NorthStar Church Network, the Baptist General Association of Virginia (BGAV), and the Baptist World Alliance (BWA). Throughout the year, children will learn how God is working around the world as well as through our church's local partners to spread the Gospel.
- For our kick-off on September 7, we talked about "lostness" in our community, nation, and around the world, with the sobering thought that 3 out of 4 people world-wide are lost. Our Bible focus was the story of Noah's Ark, and our memory verse was the Great Commission: Matthew 28:18-20. We learned about mission work in Turkey through BGAV, made salvation bracelets to help us share

the Gospel with friends, and enjoyed bouncing around the Noah's Ark inflatable obstacle course.

Missions & Evangelism Commission
Pastor Jesse McCain, Pastor for Missions

- FBCA sent a team of 5 to the Baptist World Alliance July 4-15. Team members were able to join over 3,000 global Baptists from over 130 countries in Brisbane, Australia to celebrate the work of Baptist World Alliance (BWA) over the last 5 years. As the team heard testimony and reports, they also joined global Baptists in worship, Bible studies, and breakout sessions. The team was able to learn from other Baptists around the world, and Pastor Jesse McCain was able to contribute on a panel concerning Spiritual Formation/Calling and a breakout session on prayer walking. Additionally, Pastor Jesse was commissioned to serve on the BWA Evangelism and Discipleship Commission. God has given FBCA the opportunity to learn among fellow Baptists and support their work financially. He has also given FBCA the opportunity to share with other Baptists the work he is doing here among us in Alexandria.
- VBS Missions Project – FBCA hosted Vacation Bible School July 21-25, and Wycliffe Bible Translators was the focus of the VBS missions project for the second year in a row. Pastor Kim Eskridge and her staff led VBS to surpass their fundraising goal and collected \$2,699.75 to support bible translation work with the Zam* people group in Eurasia. Additionally, church members contributed \$3,885.75, making total contributions up to \$6,585.50.
- The MEC hosted a volunteer interest meeting with For Nations DC (FTN DC) on August 17. 21 people gathered to hear from FTN DC staff about ESL programming and opportunities to volunteer. Jeff Cunningham contributed to the event with a Q&A, sharing from his experience as a teaching assistant during the spring semester of 2025. 3 individuals from the meeting have begun serving with FTN DC as volunteers in their ESL program at FBCA.
- The MEC is sending a team of 3 to consider a new community with Food for the Hungry in North Central Guatemala October 13-16. The team will evaluate the potential for a new Church to community partnership and report back to the church later this year.
- FBCA is sending a team of 13 to visit Wycliffe Bible Translators headquarters in Orlando, FL October 15-17. The team will visit with Wycliffe staff, learn about the scope of the organization's work, and consider what it looks like for FBCA to continue working with the Zam* people group in Eurasia. The team will report on their visit later this year.
- FBCA is sending two church members on a mission trip with THIMAR LSESD in Beirut, Lebanon October 31-November 8. The two members will be focused on

Beirut Baptist School (BBS) and Smart Kids with Individual Learning Differences (SKILD) as FBCA narrows the focus of its partnership with THIMAR LSESD within these two ministries. The two members will come back with a report on the church.

- The MEC is preparing for the Global Missions Offering during the month of December. The offering will provide information on global partners (Food for the Hungry, THIMAR LSESD, and Wycliffe Bible Translators) and communicate specific projects members can support through the offering.

Ministry for students Peter Wimberly & Shonica David
Co-Directors of the Student Ministry

- **Mission Trip 2025:** This July, the student ministry took 39 students and 11 adults to Richton, MS, to partner with FBC Richton and help reach their community for Christ. Our team served at a nursing home, an adult home for those with developmental disabilities, held backyard Bible clubs, and worked at multiple churches and school campuses. Our goal was to serve as a further launchpad for the ministry of FBC Richton. Students did a great job sharing the love of Christ with each other and the community and impacted Richton and the surrounding areas.
- **Sunday Night Worship:** This September marked the beginning of the year of Sunday night worship. Students have been challenged to worship, engage, and apply God's word to their lives as we talk about what God designed us to do.
- **Sunday Morning Small Groups:** This quarter, our students ended out their 2024-2025 small groups on August 24th and moved in the start of new Sunday morning Bible Study Groups. These weekly gatherings provided meaningful opportunities for students to connect, explore God's Word together, engage in small groups to apply Scripture to their lives, and pray for and with one another.
- Middle School students are studying from the Activate series. This focuses on laying the foundation of lasting relationship with God through a study of the core concepts of their faith. High School students are studying the Anchored series, where they will find common ground within the faith, so that they are better prepared to interact with the ever-changing ways of the world. The study is based both on doctrine and apologetics.

With this new church year, we are excited to add four new leaders for our classes. We are excited to have them join our team as they invest in our students' discipleship journeys.

REACH: This September, students spent time visiting and intentionally praying over 15 school campuses in the Northern Virginia area. Students were encouraged to pray for their peers, teachers, and administrators as the school year began.

Wednesday Night LifeGroup: During the Wednesday nights in September, the Student Ministry partnered with the Adult Wednesday night Worship and Bible Study, as we spent time discussing mental health and how we can Biblically engage with our own mental health and how to talk with others about their own struggles.

Special Events:

- **Summer Wednesday Nights:** During several summer Wednesday nights, students met for a time of worship, study, connection, and fun! They had times to play games, catch up on life, to hear from our intern, Beau, and to hear from several of our newly graduated seniors.
- **Red Carpet Sunday/Bridging Sunday:** On Sunday, August 17, the Student Ministry welcomed 12 rising 7th graders to the Student Ministry in the best way possible- with the annual Red-Carpet event! Students, parents, and even paparazzi (thank you to our special photographer, John Horton), joined our fun-filled FBCA step up tradition! Our new seventh graders traveled through the halls of Kid's Connection and were welcomed to the Garage with cheers as they were individually introduced, then they had a special preview time with Peter and Shonica, and encouragement from the older students.
- **Go Kart Day:** 16 High school students and 4 adults went to K-1 Speed for an opportunity for community and relationship building, and to invite friends. Students and adults had a ton of fun.
- **Garage Renovation:** This summer, the Garage and Student Ministry hallways had some necessary repair work, painting, and updates that occurred. Students returned after the summer mission trip to a renovated, brighter, and more functional space to grow and worship in. The Student Ministry is grateful for the vision, direction, and expertise of Patti Wells, who helped spearhead the construction and design to update our space. Thanks also to the FBCA Facilities and Operations team, who also played a part in helping to prepare, assemble and reassemble the space.

Leadership Development:

- **SLT:** The 2025-26 Student Leadership Team (SLT) kicked off their term by meeting and talking about the year ahead. The students selected for the team are excited about serving and taking more ownership by leading and serving their peers in the Student Ministry.

- **Leader Launch Luncheon:** Our adult volunteers participated in the Leader Launch Lunch on Sunday September 28. This important meeting focused on the safety, security, and well-being of all children under the care of FBCA.
- **Serving:** This summer, immediately following the Student Ministry Mission trip, approximately 40 students served during VBS & VBS+. They joyfully spent the week helping children Magnify God in so many areas throughout the week. Several students returned to serve and use their gifts during Music Camp 2025. It is a joy to see students using their gifts during special outreach weeks at VBS!
- **CAYA (Come As You Are/College-Age and Young Adults Group):** This summer, CAYA continued to gather and grow with one another. On Sunday mornings, throughout the summer, an eager group met to study the word of God with one another and visitors came along the way to check things out. This quarter, CAYA completed their summer study of the book of Ecclesiastes. CAYA also met for fellowships during the summer including dinners, day trips, and exploring the region. CAYA continues to gain momentum and welcomes even more 18–25-year-olds to join in the fun, while focusing on growing in their faith.

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 third quarter of 2025:

- **July:** The diaconate continued to minister to the families in our congregation. In addition, we held a deacon meeting on 21 July via TEAMS where we received ministry updates and discussed ways to better minister to the body.
- **August:** On August 16th, the deacons met for breakfast and our August meeting. We were able fellowship as a diaconate and strengthen our community in addition to hearing from the pastor and reviewing the fall/winter church schedule.
- **September:** The diaconate met on 15 September via TEAMS and discussed upcoming ministry opportunities and discussed more ways to enhance our ministry. Also, nominations for vice chair were opened on 15 September and will remain open until 6 October. The diaconate will vote on 2026 vice chair at our 20 October meeting. The diaconate prepared and served communion on 21 September.

Looking ahead to Quarter 4 of 2025, plans include the following:

- Work will continue on the homebound list to get that to allow the deacons to better minister to these members of our congregation.
- We will continue updating our procedural documentation.
- Updates to the deacon/family lists will continue to ensure that we are able to minister better.
- Deacon vice chair nominations for 2026 will close on October 6th, and the vote will be held on October 20th.
- Deacon nominations will be open to the church during October and allow the membership to nominate new deacons to the diaconate for 2026.
- The diaconate will be hosting the annual Thanksgiving Luncheon on 23 November.
- The diaconate will be preparing and serving communion on October 26th and December 21st.
- The diaconate plans to continue ministering to the families and staff of FBCA.

Finance Committee – Phil Rexroth, Chair

Activity since Q2 Meeting:

- FBCA closed out its annual financial audit for CY2024, and the results were briefed to the Finance Committee in a special session on 8/25/25. The auditor (LSWG) issued an unmodified opinion of FBCA's financial statements, which represents a clean bill of health for FBCA's financial recordkeeping and accountability/controls process. The final audit report will be stored on the FBCA Finance Committee drive for historical purposes.
- The Finance Committee reviewed the proposed CY2026 FBCA budget in a special session on 9/16/25. Committee members discussed ministry budget line items with Pastor Robert and Director of Finance and HR Allison Horton, and at the conclusion of the meeting voted unanimously to refer the budget as proposed to the full ECC for approval.
- Tithes and offerings have lagged during the summer months, resulting in an 18% deficit YTD in income when compared to annualized budget requirements. Total spend v. income balance YTD (through 8/31/2025) is positive prior to funding of reserves, but after reserve funding results in a \$243,383 deficit. Q4 is historically the strongest for giving, so it is likely that some of the deficit will be closed over the next three months.

Upcoming Activities:

- Pending ECC approval, the 2026 budget will go to a vote of the full membership. Pastor Robert has proposed implementing a written ballot with an additional pledge of support for the ministries the members would be voting to fund. This change would serve as an impetus for members to see themselves as partners in the work of the various ministries, and not just passive funders.
- Current Finance Committee chair Phil Rexroth will be rolling off the committee, so be in prayer for the new (as yet unnamed) 2026 chair as well as all newly nominated committee members.
- 2025 Q4 and 2026 Q1 are the window for making decisions on strategy for debt service/repayment prior to the scheduled 2029 balloon payment. An exploratory MAT has been approved but will need to be staffed and begin work in that time frame if we want to conduct a capital campaign in 2027.

SEE FINANCIAL REPORT THRU August 2025 ON LAST PAGE

Nominating Committee – Mark Kern, Chair

The Nominating Committee has been gathering candidates to submit as nominees to the ECC to be considered at the scheduled ECC October 2025 meeting. We have 25 of 31 positions filled with willing candidates. Please continue your prayers for God to call on faithful, willing, and dedicated members to serve on our various Commissions, Committees and positions.

During the September 14th meeting of the ECC, the Nominating Committee submitted the name of Anna Bennett to fill a vacancy on the CDC for the remainder of 2025 and all of 2026. The ECC approved this nomination, which will go to the church for a vote at the next quarterly business meeting.

Currently, all committees, commissions and positions are filled (with one awaiting a church wide vote on the CDC).

SEE SLATE NEXT PAGE

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

Organization	Term Expires 2026	Term Expires 2027	Term Expires 2028
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 (2VC) Clay Holloway (1VC) Lea Ann Gardner	David Snyder Jean Clark Tim Bailey	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 (Chair-TBD)	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

Organization	Vice Chair	2 nd Vice Chair
Diaconate <i>*Not voted on by ECC or Church at-large</i>	Susan Riojas	TBD
ECC	Laura Redding	Josh Davenport

Personnel Committee - Jeff Cunningham, Chair

- The Personnel Committee (PC) this quarter met on July 22, August 26, and September 23. The search team for the Worship Leader position meets weekly during this period.
- Zachary Jackson was hired as the Ministry Assistant to the Senior Pastor and began his employment on August 11, 2025.
- The Worship Leader Search Team selected Dylan Reese as the recommended candidate to fill the position of Pastor for Music and Worship. On September 2, 2025, the PC approved the salary and compensation package for Dylan. He and his family visited FBCA on October 4 and 5 in view of a call. On October 5, 2025, the congregation voted by a large majority to hire Dylan Reese to serve as FBCA's next Pastor for Music and Worship. He will begin his new role in November 2025.
- The Worship Leader Search Team selected Dylan Reese as the recommended candidate to fill the position of Pastor for Music and Worship. On September 2, 2025, the PC approved the salary and compensation package for Dylan. He will be at FBCA with his family on October 4 and 5 in view of a call, and his job offer is contingent upon an affirmative vote by the congregation on October 5, 2025, to serve as FBCA's next Pastor for Music and Worship.
- On September 23, 2025, the PC approved the establishment of two new custodial positions that will be part of the FBCA staff. This will allow FBCA to terminate its existing contract for custodial support and achieve cost savings by having two custodians as staff members. The process to fill these two positions is underway.
- On September 23, 2025, the PC also approved the establishment of a full-time Building Superintendent position. This individual will report to the Director of Operations with responsibility for ensuring the maintenance and upkeep of the FBCA campus. Two part-time employees currently perform this work: Dana Lawhorne and Patti Wells. Dana and Patti will continue in their positions until the end of 2025 to complete the transition of duties to the new Superintendent. Efforts are underway to fill the new Superintendent position.
- Deborah Lloyd stepped down from the position of Organist for FBCA. Carol Mills assumed the role of Organist. We are grateful for Deborah's faithful service to FBCA and thank her for her many contributions to the music and worship ministry.

- In September 2025, the PC completed its updates to the FBCA Personnel Policy Manual. The manual had not been updated since 2020. The updated manual was reviewed by the FBCA attorney and shared with FBCA staff. The September 2025 version of the manual is now effective.

Upcoming Activities for the Personnel Committee:

- The PC will continue its support of the FBCA staff as several new employees come on board in Q4 2025.

Property Committee – Allen Frazier, Chair

This summer we saw the completion of many projects across the property, most notably the renovations to the preschool entrance area, 150 student classrooms, and a face lift to the Garage.

Other items:

- New signage for Door 8
- Adjustments to HVAC systems

Future projects around the property include:

- Updated exterior signage for Weekday Preschool and ACCA
- Reviewing FAC atrium for potential updates to address wear and tear
- Clean-up of King Street Properties

We are working towards a volunteer effort starting this Fall to address some exterior improvements to the two King Street homes. There are numerous potential projects including exterior painting of the homes, yard work (including stump grinding), and others.

More details to come on organized workdays but we are looking for volunteers and supplies to help increase the curb appeal of these properties for the current tenants and overall campus.

Trustees – Scott Humphrey, Chair

The Trustees have not had business this quarter.

Worship Commission – Alydia Wingard, Ministry Assistant for Music & Worship

Looking back:

- The Worship Commission met in September
- Choir and Orchestra led worship throughout the summer.
- The Student Mission Trip was to Richton MS. The students led and worked in many ways; the Student Choir led their Wednesday night worship. Most of the students also volunteered in Vacation Bible School and/or Children's Music Camp.
- Children's Music Camp "The Bumble BEEatitudes" was held July 28-August 1. The children presented the musical August 1 in the Sanctuary. Sixty-one children attended and we had 40 volunteers over the course of the week. We are always amazed that the children can learn music, choreography, and drama in one week and present so beautifully with such joy and confidence.
- Week of August 18 – the Sanctuary platform was refinished and rearranged. While the platform was cleared "Operation Clean Sweep" took place to zero out the sound boards.
- August 31 was our organist's, Deborah Lloyd, last Sunday. Her teaching schedule now conflicts with our Wednesday rehearsals. Her family is still attending FBCA, and she will sub on piano/organ on occasional Sundays.
- Carol Mills has agreed to be our interim organist. We are grateful for her willingness and ability to play.
- September 3rd – Wednesday night rehearsals (children and adults) resumed along with normal Wednesday night activities. At this time, we have 86 children enrolled in the children's choirs.
- September 14th – Sunday Student Choir rehearsals resumed. So far, we have had 43 students attend rehearsals.

Looking forward:

- We are so grateful for our Music and Worship volunteers who have so faithfully served through the interim period – choirs, orchestra members, handbell groups, student choir, children's choir leaders, and the Audio/Visual/Lighting team. The AVL team continues to support all aspects of worship and special events.
- We are preparing for the October 4-5 View of a Call Weekend for our Pastor for Music and Worship candidate. Prayers continue for the search team, the candidate, his family, and for FBCA.
- The Adoration Ringers will play October 19th in both morning worship services. They would love to have more people join them.
- Rebekah Zapanta was our AVL Intern for the summer. She arranged a song for our Orchestra. She will lead "For All the Saints" October 26th in in both morning worship services.

There were 9 baptisms in the 3rd quarter.

FINANCE COMMITTEE
Third Quarter Report 2025

GENERAL FUND

INCOME YTD (Jan - Sep)

Tithes and Offerings	\$	2,398,921
Miscellaneous Budget Income		418,336
TOTAL BUDGET INCOME	\$	2,817,257

DESIGNATED OFFERINGS

Local Missions	4,395
Alma Hunt	-
Benevolence	47,732
Global Missions	2,232
Other Mission Gifts	8,186
Misc Designated Gifts	628,478
TOTAL DESIGNATED OFFERINGS	\$ 691,023

EXPENDITURES (Jan - Jun)	YTD BUDGET	YTD EXPENDITURES	Budget Percent Spent YTD
Music & Worship	\$ 30,427	\$ 14,020	46.08%
Missions	383,654	327,149	85.27%
Deaf	7,125	3,441	48.29%
CDC	11,250	7,240	64.36%
Adult Discipleship	43,875	267	0.61%
Kids Connection	50,772	50,325	99.12%
Students	37,210	45,887	123.32%
Administration	229,499	253,202	110.33%
Property	510,900	526,335	103.02%
Reserves	307,500	307,500	100.00%
Staff Support	1,777,557	1,550,727	87.24%
Diaconate	2,062	748	36.28%
Budget Contingency	-	-	
TOTALS	\$ 3,391,831	\$ 3,086,841	91.01%
YTD BALANCE (Income Minus Expenditures)		\$ (269,584)	

GENERAL FUND CASH & INVESTMENTS	\$ 2,326,304
FUNDS IN OTHER ACCOUNTS	(6,880)

YTD CASH & INVESTMENT BALANCE - GENERAL FUND **\$ 2,319,424**

BUILDING FUND

Income YTD (Jan thru Sep)	\$ 462,671
Expenditures YTD (Jan thru Sep)	145,702
YTD Building Fund Balance	\$ 316,969

BUILDING FUND CASH/INV ON HAND **\$ 2,687,758**
BUILDING FUND LOAN BALANCE **\$ 5,988,107**

WEEKDAY PRESCHOOL MINISTRY

Income YTD (Jan thru Sep)	\$ 495,773
Expenditures YTD (Jan thru Sep)	574,906
YTD Weekday Preschool Balance	\$ (79,133)

PRESCHOOL FUND EQUITY **\$ 68,244**

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