



**Quarterly Business Meeting**  
**Sunday, April 27, 2025 | 11:00 AM**

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## **MEETING AGENDA**

### ***Discussion and Voting on the Following:***

Minutes & Vote to Accept Minutes

Reports & Vote to Accept Reports

Vote to Accept New Members

Vote to Accept New Committee Roles

New Business

Date for next meeting (QBM)

# **ANNUAL BUSINESS MEETING MINUTES**

## **January 2025 Annual Business Meeting**

January 26, 2025

Downloads: [Annual Report](#) | [Financial Presentation](#) | [\(Proposed\) Budget](#)

John Taylor, Moderator

Pastor Matt: Prayer

Minutes previous meeting, Sean, Michele - minutes accepted

Reports:

Membership -

Jessica Talmage taken off inactive

Motion to accept - Ruth, Kelly - all ayes

Board of Deacons Report - submitted by Larry R.

Deacon's Fellowship Fund Report

Board of Trustees Report - Rich Kugele

Alan Riso coming back on the Board of Trustees

Luke Greeley coming off

Board of Missions and Evangelism - Pastor Matt

Looking for a Chair

Difference in way we talk about missionaries - we'll bring the list down to 12 and every month we will talk about a different organization. Starting in February.

Give the remainder of the missionary support budget to the Heartwarming Center at First Baptist of Red Bank (houses women on cold nights and free dinner church on Sundays and Mondays)

Board of Christian Education - Amanda Agresti

Looking for more people to sign up for the Village - kids are REALLY excited to have people invest in their lives. Good for kids and their parents.

Always looking for more teachers (even substitute!)

Parent perspective - work being done on Wednesdays nights at youth group is terrific!

One Day Retreat coming up! Developing relationships that are becoming life long, life changing relationships.

Music Ministry Report - Sam Talmage

Board of Hospitality - Michele Russell

Losing members of this board - Bev C, others from time of service.

Revamp a little bit -

Looking for more members

\*Motion to accept Board Reports - Michele R, Ruth R 2nd

## Assistant Treasurer's Report - Sean

### CBC 2024 Financial ReviewRecap

Q4 was significantly higher than other quarters and saved the budget

Operating account - came in under budget - left surplus of 25,000 overall

We spend more in first half rather than last half of the year, would be better if it was more linear throughout the year.

Operating account - down 14,000 - transferred money out of account in 2023 - from renovations. We have \$50,000 CD at 4 percent

Have \$225,000 in cash assets available to the church

There is a scholarship, but we can only use interest to give. As of last year, only \$300 in interest. BT: Consider going back to donor?

Expenses are in line with budget - only 4 percent below.

### 2025 Proposed Budget:

- We are proposing a budget with an \$8000 surplus this year.
- Fellowship offering has been considered an exchange - money came in and went out. This year, we will consider it as income - a little different way of looking at it.
- Income is 2 percent increased.
- Building & Property expense - increased the amount for utilities by 10 percent as they seem to be increasing significantly
- Equipment/Maintenance & Supplies: Will need some items above and beyond normal budget
- Missions/Evangelism - not a huge increase. This is about 10 percent of total giving.
- Question: AR - Church Directory - \$240/year. Why is there a fee per year? So we can have an online directory - service fee. Updated as often as people update it. Database is called Planning Center - the online fee is the part that makes it easy to use.
- Music: no discussion
- Administrative: Treasurer account increased rate last year, so flat this year.

Increased Nursery attendant

Stipend for Next Gen pastor - reflective of increased hours that are being spent

Payroll taxes & service fee are same

Discussion: JK: Next Gen - tabled at this point. It was set up that in two years we would consider and re-evaluate that position. AR: Overage is not what church voted on. If the work is requiring more hours, this should be discussed. After two years, benchmarks were put into place, then we would make changes - we are just over one year. As a church family we are all called to participate in business meetings, no or abstain votes should not be considered in a negative way - but not looked at as not being on board. If we are looking at NextGen, fair market rental has gone up significantly from the number last year - at least \$500 increase of value of living at parsonage. Was that considered at all as add on compensation? We ask Matt to monitor hours that Rebecca is putting in to see if hours are being met. There is no proof of growth in the report. The amt for salary was to be based on growth. Consider tabling? Agreement that is made is agreement that should be kept.

Sean: from procedural standpoint - the recommendation comes from the Pastoral Relations committee - and the Budget Committee is the one that then moves based on recommendation.

LR: There should be a motion to amend the budget, so the entire budget is not voted down.

AR: Pastoral group that made this change to the budget - were they aware of the agreement?

JT: Pastoral Rel Committee response: Stipend - Rebecca to help make ends meet has had to take on some extra tutoring jobs. A few \$\$/month would make less tutoring and easier on her family. Unanimous agreement. Parsonage cost was kept at same level, as there is not much good in increasing the fair market value unless we have to - it doesn't put more money in their pocket, but takes money away from us - more in our taxes. If we don't have to increase that, we should keep the level even.

AR: There is value there (in the home) that they are enjoying. We don't know that there is growth in the program. The original agreement should be followed until the contract is done.

JT: Original agreement would be reevaluated in September

AR: That is when we should discuss and consider

JT: We see new kids coming on Wednesdays

KM: We have about 10 regular kids that come every Wednesday, but about 15 that come once a month. Also, on Sundays we see some increase - not every Sunday, but occasionally. SM & KM started helping last spring about 4 kids, now 5 months later there's 10 regularly.

AR: Are they members children?

KM: No - 3 are members children, about 7 are non-member attendees.

SM: Hoping to create relationships with them, and then kids will hopefully drag parents to church!

KM: Now we have classes for 6th grade on Sunday, as we have traction. CLearns also is a pathway to Youth Group.

AR: The time to discuss raise should be September

Sean: Must follow procedure. Should we continue through the budget.

BR: Debate should be happening now - not voted on later. Once vote is ratified and approved, then we would have to go back. The property value increasing - they accepted those terms and should abide by them until the next term.

JK: Table this discussion and the \$6,000

BR: Second

SM: Is there a written contract?

JK: No - just job description

AA: I see the work that's happening and the way it changes my kid's life! If someone feels that God called them to do something, they will put the hours in, whether we give her the \$\$ or not. If we want this church to continue growing, what you are willing to put into it, that's how we will see growth. Cannot stop at 25 hours. It is investment that we

will make for the growth of the church. One of the kids coming to youth group has come last 3 Sunday mornings.

AR: Rebecca felt that 25 hours was enough. No one has a crystal ball, and now she has realized that more time is needed. I don't feel that waiting until September will harm the program.

Danny: We didn't ask for the extra money, we pay the half the SECA - so we pay to work here. She puts in extra hours because it's the right thing to do. People who are total strangers know Rebecca now. It's another seed that's planted. Everyone has had an interaction with Rebecca that make her feel good. Are we here just for numbers? No - we don't know their hearts and heart change. Trying to do good here.

KT: With regard to Rebecca - she goes to parent/teacher things to be a representative for Central. Contacts guidance counselors, the library so that there is a connection to our church. The program that will fold first is Central Learns - it's an added extra, above and beyond. The kids desperately need the help. Because they come to that, they come to Sunday School and Youth Group. It's not in her job description at all. It is one of the programs that gives the most to the kids. It's one of the ways we are becoming attractive to families. It also helps students to work on SEL, English skills. If we have to restrict her to 25 hours and enables us to restrict to budget, we may see loss.

LR: It's not about money - less than 3 percent of budget. Just people that have other priorities. I see the work being done. And I think how much is one soul worth - no money figure. We've heard from people from 50 years ago who came here as youth, and say this place changed my life. We may never know whose lives are changed.

Metrics - we have seen significant growth. Translates into more people coming to church on Sunday. I'm going to vote to leave budget the way it is. It's kinda sad and discouraging that people are focusing on this. Church is not the same today, things change!

Emily: I was here for service on Christmas Eve, Rebecca invited her over to parsonage - such an open welcome. Deserves to be compensated for extra time.

AR: No one in this room is negative, we have honest questions. Please don't think that's negative. Negativity is not part of this, it's just honest questions and every member has the right to voice their opinion and have their say.

BR: We come here and do the gardens here for free. Close to 40 hours a week that we spend here and do that. We make the church beautiful. It's all for God. We made an agreement, now we change the agreement? I'm not even getting paid for this. Maybe we should charge for our time.

Pastor Matt: I have been quiet about this, as I have nothing to do with it. The Pastoral Relations Committee suggested it, not from Rebecca or Danny. I am supportive of it. Time to process data/metrics is fair point. We don't have that - work of Deacon Board. That's coming. Numbers aren't the only way we evaluate a program working. It is really difficult to grow a church, the youth of the church and the body of the church. When many young families are looking for a church, they are looking for other young families. We have to build that and it takes time! While I didn't expect this stipend, it's a good investment in pushing the boulder up the hill. Encouraged by the growth of Central

Learns and Youth Group. Disheartened by growth of Sunday mornings. Have gotten a bunch of new people, but all in the older demographic. But we haven't grown any new families. It's not a formula, it's not easy. Any investment we can do in the next generation is a worthwhile investment. When we look at this at the end of the year, we can see. Unless we invest in the next generation, we won't move forward as a church. That's a priority. Older generations are coming and finding a home here, but young families are not. We finished with a surplus - let's put some of that money into the next generation.

AR: There was a generous gift at the last minute last year. We may not have that next year. So we may have a bit of false hope.

JT: Motion: table the \$6000 stipend until next September - remove that line item from the budget - Ayes: 5, Nays: 13 Motion does not carry to table that.

Sean: Any other questions on this part?

Full time Pastoral compensation - 3 percent increase. Conventions were brought up a little.

Summary - Church financials are very healthy.

Motion to pass budget: LR, SM second:

Ayes: most

Nays: one

Pastor's Report: End of the year letter was my report. Proud of the work we did to reach people and get discipleship up and going. Good to welcome in a lot of people in the church. New people involved in leadership. Difficult year, we've lost a lot of people. Good to see people rally together. Excited about the Village and the opportunities to bring older and younger people together. Excited about step groups and next series and the Wednesday night class. Working to do joint service with St. Paul's. Goal - needs to be reaching new people and growing the church. Growing the church up and out - growing us up in Jesus, and us out!

AR: Come Sept of '25, what will we be discussing about the agreement with Next Gen? Can we expect the metrics?

PM: Yes, work of Deacon's Board is to come up with those metrics to determine growth. Will present at next quarterly business meeting. Later in year - October/November.

RK: If you look at it in numbers - no. We're investing in the future, giving them the small amount to get through this and to give them the time to spend with the children. Who is in charge here? God is in control and we're just the tool that he's using! God's in control. Numbers are nice to look at, but God's going to work it out.

PM: Amen to that - I'll close my report that God is in charge and now John is in charge!

Nominating committee Report: Read off list in report.

Motion to accept new members on committees: Sean M & Bob T.

New Business:

KT: In terms of fellowship, once a quarter maybe we can select a business as a place to have our service so that we have a visual presence in the community!

Proposed Date for Quarterly BM: Motion: LG, KT: April 27, 2025 - motion approved

Motion to adjourn AA, KT All approved.

# **BOARD OF DEACONS REPORT**

Much of the work of the board of deacons is private by nature because much of it is facing individual personal issues or semi-private matters, fielding comments and concerns, helping with personal needs, and so on. We value caring for the needs of the church with sensitivity, thoughtfulness, and prayer, as well as with a spirit of privacy and confidence. More than anything else, we want all those associated with the church to know that we are here for you.

Please reach out to us, or speak to an individual deacon, if you have concerns, issues, or ideas for the future!

Here are updates on the Board of Deacons' activities for the first quarter of 2025:

- We continued with Pastor Matt to shepherd the discipleship program for the church.
- With the Board of Hospitality and the Next Generation Pastor, we cared for and considered how we can help those who are sick, grieving, shut-in, or otherwise in need.
- We met with new candidates for membership Renee Ilaria and Frank Caratozzolo who were baptized on March 16, and put them forward to vote them in as members for the April QBM.
- We reviewed plans for Easter Worship, the Gazebo services in August, and a potential joint service with St. Paul's.

Respectfully submitted by Larry Russell, board chair, on behalf of fellow deacons:

Matt Agresti  
Beverly Kugele  
Kathleen Mammolito  
Bob Talmage  
John Taylor



# **ADDENDUM: NEXT GENERATION PASTOR INITIATIVE EVALUATION PROCESS**

As was proposed in the Next Generation Pastor (NGP) proposal from July of 2023, the initiative was for a two year ‘trial’ period, after which we’d evaluate its success and propose its future as the two years drew to a close. From the start of the parsonage move in date (which was in October of 2023), we stated we’d begin the evaluation process after 18 months – which is this April. So as deacons, we are formally beginning the evaluation of the success of the initiative currently.

The basic evaluation is whether the initiative (i.e., having a NGP in the current arrangement) is proving “successful” or not, however “successful” is defined. However difficult it is to separate the two, we’re not evaluating Rebecca per se, but rather, the success of the position/initiative. The Pastoral Relations Committee is responsible for evaluating pastors, while we are evaluating the initiative and/or position with an eye towards its future.

The purpose of the position, per the role description, is “for developing, leading, and directing ministry towards those from the womb through emerging adulthood, in accordance with the vision, mission, values, and beliefs of the church.” Among the many expected outcomes were that the children and families within Central are ministered to, the children’s ministry and youth offerings would continue to develop for the future, and that the church would be well-suited to engage new families and their children.

As was said in the April 2 email, the most basic evaluation will center around the responsibilities detailed in the NGP role description, determining if these responsibilities are being filled and bearing fruit for the purpose of the role. The Board of Deacons, along with the Board of Christian Education, will provide evaluative input and feedback for these criteria. Additional criteria for evaluation will surround value added for the church as a whole (i.e., what else the position adds to the church), continued benefits vs. risk (i.e., what ministry/benefits does the church receive vs. what do we stand to lose ministerially, financially, socially, etc.), and resource leveraging (i.e., how the position utilizes our building, location, people, etc. for the vision of the church).

The plan is to vote on whether or not we’ll continue with the Next Generation Pastor initiative at our July QBM, so here are the steps we aim to take to get us there:

- The deacons are starting this evaluation process currently, in conjunction with the Board of Christian Education.
- In June, we will make available to you a summary of our findings, as well as our initial recommendations for the future. At that point, we’ll solicit your feedback on our findings and recommendations.
- As deacons in July, we’ll discuss and integrate your pertinent feedback into the final report and recommendation.

- Two weeks prior to the July QBM, you'll receive the Q2 report with our final recommendation to be voted on at that meeting.

Throughout this process, your feedback and input are always welcome and valued. As chair of the Board of Deacons, Larry Russell will be the primary contact for this (larussell1@verizon.net), but please feel free to speak with Matt Agresti or any of the deacons at any time.

Respectfully submitted by Matt Agresti, on behalf of fellow deacons:

Beverly Kugele  
Kathleen Mammolito  
Larry Russell  
Bob Talmage  
John Taylor

# **DEACONS FELLOWSHIP FUND**

## **1<sup>st</sup> Quarter, 2025**

Balance December 31, 2024	\$1,873.58
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### Receipts

02/10/2025	\$2,100.00
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Total receipts	\$2,100.00
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### Disbursements

01/05/2025	\$ 195.60
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01/29/2025	\$ 300.00
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03/12/2025	\$ 100.00
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Total disbursements	<u>\$ (595.60)</u>
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Balance March 31, 2025	<u><u>\$3,377.98</u></u>
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Respectfully submitted,

John Taylor

Treasurer, Board of Deacons

# **BOARD OF TRUSTEES REPORT**

## ***Board Changes – Q1 2025***

- Allen Riso – Returns to Trustee Board

## ***Projects Completed***

- Upgrading and refurbishing of Kraft Room, Pastor's Office and connecting hallway.
  - New carpeting and padding were installed
  - Painting and trim work was completed in all rooms.
  - New furniture, including tables and bookcases were installed in Kraft Room.
- Pest eradication work was completed by Anchor Pest Control in the main tower, and all the locations where the shingles or wood trim had deteriorated and allowed animals like squirrels and birds to enter into the walls and structure.
- In the effort to stabilize the temperature and furnace heating of the Kraft Room and Pastor's Office, we had an electrician move the thermostat from Pastor's office to the Kraft Room. This enables a more stable temperature there as well as keeping the furnace blower motor from overheating when trying to get the room to the needed temperature.

## ***Projects in Progress***

- Planning for the shingle replacement and the fundraising (Central Builds) is underway, including seeking out additional quotes for the work. I contacted 2 additional contractors and received quotes. They were much higher than the quote received from Alpine (who had completed the painting last year). We have raised about 40% of what we need to have the work completed so far. More to come on this fundraising effort.
- Part of the basement is being transformed into a youth room, including painting and improvements, bean boarding, furniture, lighting, etc. It is designed to be 'moveable' for other basement functions. AA is no longer meeting in the basement on Monday and Wednesday nights. Thank you for your continued support in helping to keep our iconic and historic Church in great shape.

Sincerely on behalf of the Board of Trustees,  
Rich Kugele  
Shawn Blythe  
Danny DeLucia  
Luke Greeley  
Joe Koeppel  
Allen Riso  
Bob Ruddy

# **BOARD OF MISSIONS & EVANGELISM REPORT**

The Board of Missions and Evangelism works with the purpose of cultivating and protecting the church's public witness through three primary means: 1) supporting local and non-local missionaries and service organizations, 2) leading local efforts of outward service and public witness, and 3) testing the church's public witness. This year, the board served those goals in these areas:

## **Supporting local and non-local missionaries and service organizations:**

- Made contact with our missionaries, to solicit regular reports, in-person visits, and/or visual reports if in-person is not available. We appreciate those who have reported in, and look forward to more of that in the future.
- Launched the new "Mission of the Month" initiative - where each month, we'll highlight one of our missionaries, pray for them, and so on. So far, we've heard from Healing Warriors and Love Thy Neighbor, with Market St. Mission - Jersey Shore, Solutions, Cru, and others planned for the spring and summer.
- As a committee, we volunteered at Dinner Church (at FBC Red Bank) on Sunday April 16th - along with some other volunteers from Central. We prepared and served tacos for about 50 people, and was really a great success. It was a pleasure to support their ministry of reaching out to the community in need of Red Bank.
- Continued to evaluate and financially support all of the missionaries and organizations, we've decided to support.

## **Leading local efforts of outward service and public witness:**

- Hosted the Bayshore Family Success Center in our basement on Tuesday, February 4th for a public Valentine's craft event.
- Connected with Love Thy Neighbor on some services and partnership on behalf of some aging seniors and future volunteer/service opportunities.
- Collaborating on planning upcoming outreach events: Town-Wide Yard Sale, Atlantic Highlands Day, Block Party, Memorial Day Parade, and late-summer Gazebo services.

## **Testing the church's public witness:**

- Evaluated the effectiveness of our outward word and actions (gazebo services, game night, etc.) to see how we can make it better

Sincerely on behalf of the Board of Missions and Evangelism,

Matt Agresti  
Santo Cerminaro  
Laurie Gentry  
Matt Jensen  
Rich Kugele  
Steve LeGrice  
Melinda Rivera

# **BOARD OF CHRISTIAN EDUCATION REPORT**

In the last quarter Central Kids has been learning about the life of Jesus; focusing on the miracles of Jesus, the Easter story, and the teachings of Jesus. Coming up we will look at the life of the Early Church and figure out how to follow Jesus. We have also focused Sunday mornings on both prayer and Bible memorization. Central Kids also hired our new Nursery Caregiver, Barbara Gossard, who began working weekly in March.

We launched and had our first Village Event. This brunch was a great success to connect Villagers to kids and parents alike. Additionally, we have held our annual Glow-in-the-Dark Easter Egg Hunt. This year we had over 120 kids come through the doors! It really is an incredible event for any church to pull off, especially a smaller one like ours.

Central Youth continues to meet weekly on Wednesday nights. During the last quarter we learned about the Parables of Jesus and walked through the Easter Story together. We also had two events; we went on another One-Day Youth Retreat and went bowling with First Baptist of Red Bank.

Central Learns continues to meet weekly and reach out to the kids of the community in meaningful ways, building connections and making an impact for kids and families here in the Bayshore region.

Submitted by Rebecca DeLucia  
*April 10, 2025 for the Q1 Business Meeting*

On behalf of the Board of Christian Education  
Amanda Agresti  
Carol Brooks  
Laurie Gentry  
Kathleen Mammolito

# **BOARD OF HOSPITALITY REPORT**

The Board of Hospitality met once this quarter.

We broke the board into subcommittees:

- Food and Beverage-Michele
- In-Reach-Bev K., Ps. Matt, help from Allen and Ruth
- Greeters-Allen (anyone interested in helping pass out bulletins speak with Allen)
- Communion-Carol and Bob
- Weddings, Babies and Baptisms-Michele
- Events-Michele and volunteers

The board also purchased a card, gift cards and a small gift on behalf of the church to the families who recently gave birth to precious little ones.

As a committee we helped with baptism this quarter and to celebrate we provided a nice spread during coffee fellowship.

Respectfully Submitted,

Michele Russell, Chair of Board of Hospitality

Nancy Annunziata

Bob Brooks

Carol Brooks

Bev Kugele

Allen Riso

Ruth Romeo

Karen Ruddy

## **ASSISTANT TREASURER'S REPORT**

(verbal report - spreadsheets attached in email)

## **PASTOR'S REPORT**

(verbal report)

### **Discussion and Voting on the Following:**

1. Accept Reports
2. Accept New Members
  - a. Renee Ilaria and Frank Caratozzolo
3. Proposed New Board and Committee Members
  - a. Pastoral Relations Committee: John Taylor
4. New Business
5. Date for Next Business Meeting (QBM)