
First Baptist Church of Ledgewood

Church Profile 2018



First Baptist Church of Ledgewood Profile

Table of Contents

| | |
|--|----|
| A Brief History | 3 |
| Geographic Area | 7 |
| Culture | 7 |
| Demographics | 7 |
| What We Believe | 8 |
| Our Church Life | 11 |
| Worship | |
| Discipleship | |
| Fellowship | |
| Mission/Outreach | |
| Community Involvement | |
| Ongoing and Upcoming Capital Projects | |
| Our Next Pastor | 16 |
| Appendices | 18 |
| Appendix A First Baptist Church of Ledgewood By-Laws | |
| Appendix B Organization Chart | |
| Appendix C Annual Budget | |
| Appendix D Church Officers | |

A Brief History



Baptists were relative latecomers to Roxbury. Starting in the 1840s there were enough Baptists in the area to conduct a Sunday School in the old Ledgewood School House. Every two weeks the pastor of the Schooley's Mountain (now Mt. Olive) Baptist Church would preach a sermon after the Sunday School was held. By the 1870s it had grown enough that they decided to start their own church and 30 people transferred their membership from Schooley's Mountain and organized a Baptist church in Ledgewood, which was then known as Drakesville (sometimes spelled "Drakeville").

Churches always prefer a permanent structure to meet in, so they raised money to build a new church at the top of Main Street. By May 1874 the basement was finished and services were started there. The congregation must have been patient because the church cornerstone wasn't put into position until a year later and the upper structure took at least another year to finish, probably due to financial straits.

It was not a rich church. In the membership application letter they sent to the North Jersey Baptist Association they wrote, "We have not much of this world's goods, but we have faith and mean to work." The lack of funds put a lot of pressure on the early pastors and their ministries tended to be short-lived. The founding pastor, Rev. John G. Entrekin, only stayed two years and none of the first seven pastors stayed more than five years. There were long periods where there was no regular pastor and the pulpit was filled with whomever they could get that week.

The final cost of the original church was the grand total of \$5,000. It was built of wood and had abundant gingerbread that was popular in the Victorian era. The windows seem to have been plain glass though there was a simple rosette window near the peak with geometric patterns in stained glass. The interior had a balcony across the back which was popular with the youth. There is even a story of Bob Stark's uncle Earl, a teenager back then, who sneaked into the balcony during a special service and fell asleep; he woke at 2:00 a.m. to find the church securely locked. There are numerous photos from the outside of the structure but there is only one that appears to have been taken within the church. It shows patriotic bunting across the front of the sanctuary and 42 members who are dressed up in antiquated costumes for a play.



The village of Drakesville was largely undeveloped back then and most of the roads were unpaved. Across the street from the church was a large mill pond. The remains of its dam can still be seen along the brook. The small pond created by former resident Sam Mino is on the same spot but is only a token reminder of the pond that once ran from the mountain to Main Street. Numerous photos taken of "Gala Day" swimming races show the church in the background.

In 1905 Rev. Dare became the pastor and the church experienced steady growth. Interviews with older members done in the 1980s revealed that he was considered very handsome and an excellent preacher; the interviewer was not able to determine which of those characteristics was considered most important. The town was renamed Ledgewood and a trolley line was built that ran down Main Street all the way to Newark.

The next positive development was the arrival of Rev. John Earle in 1914. He was conservative in theology, as almost all the Baptist preachers here have been, but he was committed to the Northern Baptist Convention and would not let his church leave the denomination as the Netcong church (now Grace) and Mt. Olive churches did. Rev. Earle was well-known for being stern and strict, against makeup, pants on women, modern music or frivolity of any kind. He wore a suit and tie even in his own home. If a teenage boy came to church without a coat and tie, he sent him home. Many young people attended the church nonetheless and the annual Children's Day service, held the second Sunday in June, dates back to our days in the old wooden chapel.

Rev. John Earle around 1915



Under Rev. Earl's ministry, the church added 124 member in just a few years. They soon outgrew that little wooden church. In 1916 construction began on the current Ledgewood Baptist Church. The old cornerstone was brought down and placed opposite the new cornerstone on the church tower. The new church cost three times as much (\$15,000) but was paid off within six years. The back extension of the church was not completed until the 1930s so the old church continued to be used for Sunday School classes.

Pastoral Leadership:

1874-1876 Reverend John Guthrie Entrekin
1882-1887 Reverend Thomas F. Clancy
1892-1894 Reverend Joseph T. Bradbook
1903-1904 Reverend C.P.P Fox
1914-1957 Reverend John Earle
1984-1988 Reverend Gary Hartman

1879-1881 Reverend Alfred Millington
1887-1892 Reverend Isaac N. Hill
1895-1900 Reverend David Spencer D.D.
1905-1914 Reverend Harry M. B. Dare
1958-1984 Reverend Millard Wetzel
1989-2018 Reverend David Holwick

The campus of the First Baptist Church of Ledgewood consists of 4 buildings. These include the stone facade main church building (Built in 1916), the Fellowship Center (Built in 2009) and two residential style buildings.



The parsonage is a large Cape Cod style home with 4 bedrooms and 2 full bathrooms.



The Christian Education Building houses church office spaces, the church library, classrooms, meeting spaces and storage.



The Fellowship Center has a gym, classrooms and a large youth group room.



The beautiful sanctuary is located in the main church building. The church is a large stone building with stunning stain glass windows. Also, in this building are a large kitchen, the children's department (upstairs), a nursery, and an all-purpose room.

Geographic Area

The First Baptist Church of Ledgewood is located in Ledgewood, NJ. The church is approximately 45 miles west of New York City. At approximately 3 square miles, Ledgewood is part of Roxbury Township which is located in Morris County. Roxbury has a population of approximately 24,000 with Ledgewood making up 4,000 of the total. Roxbury is conveniently located near many major highways. Several housing developments have been built in the township over the last 20 years and a former shopping mall is currently being completely rebuilt into a shopping commons. The township is also home to a variety of restaurants and many houses of worship, including Protestant, Catholic, Mormon, non-denominational, and synagogues.

Culture

Roxbury Township School District is a top-rated school system with five elementary schools, one middle school and one high school servicing over 3,750 students. The high school has a 94% graduation rate. The Roxbury Public Library, voted Morris County's Best in 2016, offers many activities, classes, reading programs and services for residents of all ages to enjoy. In 2011, Roxbury was named one of the 100 Best Communities for Young People (the only community ever selected from NJ). Roxbury provides many great recreational opportunities at its 16 parks and nearly 9-miles of scenic riding and walking trails along with state-of-the-art children's playgrounds. The park system offers swimming, year round sports, 10 soccer fields, 13 baseball/softball fields, plus fields for lacrosse and football.

Demographics

According to the 2016 American Community Survey and supported by the last census, Roxbury's population is approximately 87% White, 5% Asian and 4% Black or African American. Approximately 10% of the population identify themselves as either Hispanic or Latino. There are over 8,000 households with approximately 78% of them considered family households (two or more members of the home that are related by marriage or birth). Single-family homes make up the majority of the housing in Roxbury with about 87% owner-occupied and 13% renter-occupied.

What We Believe

The First Baptist Church of Ledgewood is affiliated with the American Baptist Churches and supports the conservative renewal of our denomination. We hold to the Bible as the inerrant Word of God and our source of authority. Statements supporting this theology are based on our own Christian Experience, our Church Covenant and a Statement of Faith of the former American Baptist Evangelicals, and are as follows:

The Authority of Scripture

The Bible is the inspired, authoritative and infallible Word of God and is our sole rule of faith and practice. It is the standard by which all human conduct and creeds should be tried.

Individual Salvation

Consistent with the Baptist tradition we hold that our church is autonomous and free to interpret and apply scripture as it has been revealed to us. This belief is consistent with the biblically-supported principle of the priesthood of each believer.

Believers Baptism

We believe in the importance of baptism as an act performed in obedience to God and practice it by full immersion in keeping with the example of Jesus.

The Trinity

There is only one true and living God who is manifested in three eternal and coequal persons; Father, Son and Holy Spirit. God possesses holiness, omnipotence, omniscience, omnipresence, love, mercy, and all other perfections. All humankind owes to Him supreme faith and obedience.

Humankind

Humankind has been created in the image of God but through Adam's fall is now sinful, lost and condemned. By deliberate choice all participate in sin, which is open rebellion to God's law. Notwithstanding the fall, all human life through creation has value and dignity.

Justification by Faith

Human beings can be forgiven of sin and justified solely through the redeeming work of Jesus Christ who died for sinners and rose again from the dead. Only by repentance from sin and faith in Jesus Christ the Lord, can God's acceptance be attained.

Regeneration

Regeneration is the work of the Holy Spirit by which the believer receives a new nature from God. Christian growth or sanctification is the continuation of life in Christ which began with the new birth.

The Church

The church in its widest sense includes all believers of all ages. The church is manifested visibly in the local body of baptized believers who covenant together to worship, observe the ordinances, and evangelize.

Human Destiny

Jesus Christ will eventually return visibly at which time He will raise the dead and judge all people. Believers will enjoy an eternal state of blessedness in heaven while unbelievers will experience eternal separation from God in hell.

Evangelism and Social Concern

The church has been called to preach the gospel as a part of God's plan for people to receive salvation. Also, the church is to be involved in the improvement of society by advocating Biblical principles and carrying them out in their community.

Human Sexuality

God's design is that man and woman either be joined together in a perpetual monogamous relationship or live in a single state. Sex outside of marriage, adultery and the practice of homosexuality are condemned in the Bible and inconsistent with biblical teaching.

Further, the congregation of the First Baptist Church of Ledgewood has a covenant that we renew prior to sharing communion together. The statements found in this covenant are as follows:

- Having been led by the Spirit of God, to receive the Lord Jesus Christ as our Savior,
- And on the profession of our faith, having been baptized in the name of the Father, the Son, and the Holy Spirit,
- We do now in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another as the body of Christ.
- We promise by the aid of the Holy Spirit, to walk together in Christian love, to strive for the advancement of this church in knowledge, holiness, and comfort.

-
- To promote its spirituality; to sustain its worship, ordinances, discipline, and doctrines;
 - To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.
 - We also promise to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances;
 - To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our conduct;
 - To refrain from gossiping, backbiting, and excessive anger, and to use the gift of speech to encourage one another in the Christian life;
 - To remember that our body is the temple of the Holy Spirit, and we promise to use it to glorify God;
 - To be zealous in our efforts to advance the Kingdom of our Savior, and we further promise to watch over one another in brotherly love;
 - To remember each other in prayer, to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech;
 - To be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay.
 - We promise that when we move from this church, we will as soon as possible, unite with some other church, where we can carry out the spirit of this covenant and the principles of God's word.

Our Church Life

With over 120 members, The First Baptist Church of Ledgewood has earned the reputation of being a family church. This reference to family speaks not only to the fact that we have multi-generational families in the church, but also to the close-knit bonds we have built with one another. Through Bible studies, outreach and fellowship, strong relationships have developed within our church which support the spiritual growth of our members. Understanding that members of the church may be at different points in their spiritual journey, these close bonds allow members to learn from one another and challenge each other in their quest to be obedient to the Word of God. Both visitors to our church as well as members who have moved out of the area have noted that it is this family feel that sets the First Baptist Church of Ledgewood apart from other churches they have visited.

Worship:

As a church we worship together on Sunday of each week. We currently have two services each Sunday with a time of Sunday School in between.

8:30 Worship Service:

The dress is casual, the music is decidedly contemporary from the Worship Team Praise Band.

11:00 Worship Service:

The dress is more traditional, traditional hymns are sung, and special music is provided by our choir, organist and sometimes special guests.

Here is sample of our bulletin showing the order of worship for our Sunday services:

Time of Reflection and Prelude

Hymn

Opening in Prayer

Gloria Patri

Announcements

Tithes and Offerings, Doxology and Dedication

Worship in Music

Children's Sermon

Prayer and Concerns, Prayer and Lord's Prayer

Hymn

Scripture

Sermon

Hymn

Discipleship:

- Sunday School

Ledgewood Baptist Church has a biblically based Sunday School program. Always looking to meet the needs of the congregation, our goal is to teach, equip and guide those in Sunday School to learn more of God's love for them and His plan for their life, and to equip them to share the Good News. To this end we have several Sunday school classes:

Adult Classes:

There are five separate classes that have their focus of a particular book, knowing the Bible, reading through the Bible and/or applying God's Word to their daily lives.

Programs for our Youth

Kids' Church:

During worship service after the Children's Sermon children ages 3- 11 attend Kid's Church where they are engaged in a Bible lesson, interactive activities and a craft, all designed to help them learn the Word of God, learn of God's love for them and memorize scripture.

Kids' Fellowship:

During Sunday School time, children Preschool through High School meet in the gym for fellowship, refreshments and activities. We break into age-level groups for a Bible lesson. We concentrate on learning the Books of the Bible, memorizing Bible verses, learning memory verse songs and sharing Bible lessons from which the students can learn and relate to their own lives.

- Bible Studies

There are a number of Bible studies during the week. Many have traditionally been led by the Pastor or he has been in attendance. These studies occur both at the church and in private homes.

- Baptism & Membership Classes

The church offers classes to explain the meaning and purpose of baptism and the responsibilities and reasons for seeking membership in a church. Baptism and church membership are reserved for those who have reached an age where they are mature enough to understand the meaning behind what they are seeking.

Our Week at a Glance:

Sunday Opportunities

- 8:30 am Contemporary Worship
- 9:45 am Sunday School
- 11:00 am Traditional Worship
- 1:30 pm Spanish-speaking service - Misión Latina
- 5:00 pm Youth Group for ages 5-12 (meets every other Sunday)

Monday Opportunities

- 7:30 pm Men's Bible Study
- 7:30 pm Women's Bible Study

Tuesday Opportunities

- 8:30 pm Women's Morning Bible Study
- 7:00 pm Young Adults Bible Study

Thursday Opportunities

- 3:00 pm Pastor's Senior Bible Study
- 6:00 pm Pastor's Bible Study
- 7:30 pm Choir Practice

Saturday Opportunities

- 5:00 pm Jr. High Baptist Youth Group
- 7:00 pm Sr. High Baptist Youth Group
- 7:00pm Adult Bible Study

Fellowship:

- Sunday School Rally Day
- Sunday School Children's Day
- Hanging of the Greens - potluck dinner followed by decorating the church Christmas tree and singing Christmas Carols
- Christmas Caroling around the neighborhood
- Super Bowl Party
- Valentine potluck dinner (soup and chili)
- Maundy Thursday Service - congregation participates in a time of reflection and thanksgiving as we share in the Last Supper
- Sunrise Service at the local pond
- Easter breakfast
- Youth Group trips and Bible studies - Creation, ski retreat, camping
- Whole church hayride with hot dogs, snacks and games
- We Friends - an adult group that enjoys fellowship and provides service to our church and outside organizations

Mission and Outreach:

- Misión Latina

Since April 2007, The First Baptist Church of Ledgewood has supported a Latina Congregation, Misión Latina. We share our facilities with Misión Latina, providing them a place to worship, teach, preach and enjoy fellowship. When Misión Latina first came to our church in 2007, they had three families and thirteen people, including Pastor Jimenez and his family. Today Misión Latina's Sunday worship service has on average, 110 people. Lead by Pastor Juan Rosales, Misión Latina hosts ten cell/Bible studies every week and in addition Bible studies every Friday and Sunday. They also have music, dance, mimos, youth, child, server group and education ministries and a finance team. Misión Latina supports and participates in many of our activities, helping us in our ministries, such as The Peach Festival, Vacation Bible School, Family Promise and Baby Bottle Boomerang.

- Family Promise - host homeless families in our church for a week at a time
- Faith Kitchen - serving dinner for the homeless (3 times a year)
- Peach Festival and Rummage Sale - we host an outside festival for community outreach
- Vacation Bible School
- Senior Citizen Thanksgiving Dinner - our youth and members of the congregation serve Thanksgiving dinner and provide entertainment
- Operation Christmas Child - as part of Samaritan's Purse, we collect Christmas boxes for children around the world and have a large packing party each year
- Happy Birthday Jesus Party - we throw a big birthday party and invite anyone who would like to celebrate Jesus's birthday
- Rise Against Hunger - potluck fundraiser and packing party to support the organization
- Easter Egg Hunt - all children are welcome to join our egg hunt which includes the story of Jesus's resurrection
- We donate non-perishable items and canned goods to the local food pantries
- We collect a Fellowship Offering for our Deacons' Fund once a month on Communion Sunday to help people in need
- Our pastor and choir conduct a worship service at The Cliffs retirement home in West Orange each January
- We financially and prayerfully support many missionaries around the world

Community Involvement:

- Succasunny Day - Participation in a summertime township-wide event through information booth and brownie sale fundraiser
- Community Thanksgiving Service
- Roxbury Clergy Council
- Good Friday Cross Walk
- Community Good Friday Service with Methodist and Presbyterian churches
- National Day of Prayer

Ongoing and Upcoming Capital Projects:

As with any buildings, the buildings of the First Baptist Church of Ledgewood require periodic maintenance and upkeep. Current efforts include:

- Bell Tower on Main Church Building
Major repair for which we are able to use a County Historical Grant. Work to begin April 2018.
- Church Clean up/Work Parties
Address particular areas in our church buildings and on our church grounds to maintain and/or improve existing facilities.
- Parsonage
Work to repair and update will begin in July of 2018.
- Audio Visual Upgrade
Projector/screen/computer purchase for Church should be resolved in June of 2018.

Our Next Pastor

In the search for a pastor, the Pulpit Committee of the First Baptist Church of Ledgewood reviewed a number of different qualities and characteristics including the criteria provided from the following three sources:

- Biblical standards associated with the qualities of a leader found in: 1 Timothy 3:2-7, Titus 1:6-9, Exodus 18:19-23 and Acts 20:28
- Survey responses provided by the congregation
- Suggestions provided by the members of the Pulpit Committee

Through this work, the following was developed:

- We view a man as the leader of the church
- We prefer that the man be married because we believe the marriage relationship provides not only a support system for the pastor but also provides perspective, context and understanding for interpersonal relationships in the church
- We do not see the presence or absence of children as part of the pastor's family as a determining factor in making a choice

With the knowledge that we are all sinners, we strive to work out our walk with God on a daily basis. We also know that we have been given the power of the Holy Spirit and have been called to obedience to the Word of God. With this understanding, we believe our Pastor should be/have:

- Called to preach by God
- Evangelistic
- Compassionate
- A deep knowledge and understanding of the Bible
- A believer in the inerrancy of the Bible
- Spiritually mature
- Jesus as the center of his Life
- Able to find Biblical applications to everyday events
- Excited about preaching the Gospel
- A servant's attitude/perspective
- Holy
- A man who raises his own children (if he has children) in the discipline of Biblical teaching
- Encouraging
- Strong shepherding skills
- A clear communicator

-
- A counselor
 - Loving
 - Approachable
 - An appropriate level of assertiveness
 - A man who listens
 - Able to negotiate/arbitrate
 - Problem-solving skills
 - Willing to get his hands dirty
 - Sincere
 - Honest
 - Able to relate to all generations
 - Humble
 - Patient
 - Family-oriented (Sees Church as Body of Christ)

Although the First Baptist Church of Ledgewood views itself as a healthy, welcoming and stable church, there is recognition that there are opportunities for improvement. We believe that with the selection of the right pastor whose leadership and teaching is rooted in Biblical principles, we can address these opportunities and become more effective in bringing others to Christ as well as strengthening our individual relationships with God. Some of these opportunities include more proactive evangelism, increasing the number of members who attend Sunday School and a focus on our youth programs. It is not expected that the new pastor would be solely responsible for the improvement of these areas, but rather that the new pastor would inspire the members of the church to become more involved and encourage the development of new and innovative ideas that the members would carry out. Our vision for five years from now would be to see an upward trend in our Sunday School attendance, members who feel more comfortable evangelizing outside of church events and an even greater growth in our youth programs than we are already realizing.

Appendices

| | | |
|------------|---|----|
| Appendix A | First Baptist Church of Ledgewood By-Laws | 19 |
| Appendix B | Organization Chart | 29 |
| Appendix C | Annual Budget | 31 |
| Appendix D | Church Officers | 33 |

Baptist Church Ledgewood, New Jersey Constitution & Bylaws

*Let all things be done decently
and in order.”*
I Corinthians 14:40

October 2015

Article 1 Name

The name of this church shall be the First Baptist Church of Ledgewood, New Jersey (the “Church”). Date of organization: October 5, 1874. Date of reorganization: December 23, 1874. Incorporated: July 11, 1905.

Article II Purpose

The purpose of this Church shall be the advancement of the Kingdom of Jesus Christ. It shall seek to attain this end through the public worship of God, the preaching of the Gospel, consistent Christian living by its members, personal evangelism, missionary endeavor, and Christian education.

Public worship services shall be held on each Lord’s Day, and the Youth Fellowships and the Sunday School shall hold weekly meetings. The Lord’s Supper shall be celebrated on the first Sunday morning of each month or at such other times as the Active Members (as such term is defined in Section 1 of Article V below) of the Church may determine. Special spiritual services shall be called by the pastor in consultation with the Boards and the Christian Education Committee.

Article III Polity

Its government shall be vested in the body, which consists of its Active Members. It shall, however, maintain affiliation and cooperation with the Watchung Association, the American Baptist Churches of New Jersey, and the American Baptist Churches in the U.S.A.

A change in affiliations shall require a 3/4 vote of the Active Members who are of legal age at a meeting of the Church called for that purpose and in accordance with Article X Section 2. The date and time of such meeting and its purpose shall be announced at the worship services of the Church on two (2) successive Sundays.

Article IV

Section 1: Doctrine

We believe that the Bible, in the Old and New Testaments, is God's inspired and infallible Word and is the all-sufficient basis for our doctrine and practice. For the purposes of Church doctrine, practice, policy, and discipline, the Church's final interpretive authority on the Bible's meaning and application is the Active Membership of the Church according to Article V Section 1. As a summary of Principles for Christian Conduct among its members, the Church adopts the following church covenant:

Church Covenant

Having been led by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ. We promise, therefore, by the aid of the Holy Spirit, to walk together in Christian love, to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations. We also promise to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our conduct; to refrain from gossiping, backbiting, and excessive anger; and to use the gift of speech to encourage one another in the Christian life; to remember that our body is the temple of the Holy Spirit, and we promise to use it to glorify God; to be zealous in our efforts to advance the Kingdom of our Savior; and we further promise to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay. We promise that, when we move from this church, we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

Section 2: Statement on Marriage

We believe the term "marriage" has only one meaning and that meaning is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in the Bible. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity is to be engaged in outside of marriage.

We further believe that in order to preserve the function and integrity of the Church as the local body of Christ, and to provide a biblical role model to each other and the community, it is imperative that all persons employed by the Church in any capacity, those who serve as volunteers, and the Active Members should abide by and agree to this Statement on Marriage and conduct themselves accordingly.

Section 3: Redemption and Restoration

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

Article V Membership

Section 1: Qualifications and Duties of Members

The membership of the Church shall consist of individuals who are believers in the Lord Jesus Christ and who offer evidence, by their confession and their conduct, that they are living in accordance with their affirmations, and are actively pursuing and continuing in a vital fellowship with the Lord Jesus Christ. It shall be the duty of every member to loyally and faithfully attend the services of the Church and seek to faithfully fulfill their personal Christian obligations in the community in order that the purpose of the Church in accordance with Article II may be realized. Through the principle of personal and consistent support in accordance with Romans 12, each member, according to their ability, shall support the Church in its ministry of a worldwide outreach for Jesus Christ. The active membership of the Church shall include both members and associate members (collectively “Active Members”) as defined in Article V Section 2. -

Section 2: Admission of Members

Persons may be received into membership by any of the following methods, subject in each case to the recommendation of the Board of Deacons and Deaconesses and the vote of the Active Members of the Church in accordance with Article X Section 3.

a. By Baptism: Any person who confesses Jesus Christ as Savior and Lord, adopts substantially the views of faith and the principles of this Church, and is baptized by immersion, may be received into the membership of the Church. This church has a standard practice of administering believer’s baptism by immersion.

b. By Letter

(1) A person who is in substantial accord with the views of faith and the principles of this Church may be received by letter from any other Baptist church.

(2) A person who is in substantial accord with the views of faith and the principles of this Church may be received from any Evangelical Christian church that practices baptism by immersion.

c. By Experience: A believer of worthy character who has formerly been a member of an Evangelical Christian church and has been baptized by immersion, but who, for a sufficient reason, cannot present a letter from that church, and who is in substantial accord with the views of faith and the principles of this Church, may be received upon statement of experience.

d. By Restoration: Any person who has lost their active membership status upon the recommendation of the Board of Deacons and Deaconesses and the vote of the Active Members of the Church in accordance with Article X Section 3, may be restored to active membership status through the recommendation of the Board of Deacons and Deaconesses and vote of the Active Members of the Church in accordance with Article X Section 3.

e. Associate Members: People who have had a Christian baptism that is not by immersion may be accepted as associate members. In such cases, the person may be received by letter from an Evangelical Christian church or by their born again experience from some other Christian church. Associate members shall be entitled to all the rights and privileges of membership except as delegates to the Watchung Association, the American Baptist Churches of New Jersey, and the American Baptist Churches in the U.S.A.

Section 3: Termination of Membership

a. By Death.

b. By Letter: Any member in good standing who desires a letter of dismissal and recommendation to any other church may receive it upon the member's request and upon the recommendation of the Board of Deacons and Deaconesses and vote of the Active Members of the Church in accordance with Article X Section 3 of these bylaws. The name of the church to which membership is requested shall be named in the request and the letter shall be sent to the pastor or clerk of that church.

c. By Written Request: The Board of Deacons and Deaconesses shall remove from the membership roll of the Church a member who personally requests such action.

d. By Suspension: The Board of Deacons and Deaconesses shall prepare a list each year of those members who without valid reason have not fulfilled their duties as members. Such individuals shall be placed on the Inactive/Non-Resident Membership List, and shall be informed by letter. Inactive/Non-Resident members shall not be counted or reported as members, may not vote in Church business meetings, and shall not hold offices. After six (6) months of inactivity, the Board of Deacons and Deaconesses will send letters inquiring of the members' intentions and, as soon as possible, meet with these members to establish their current status.

e. By Exclusion: The Board of Deacons and Deaconesses may recommend the exclusion of a member from the membership roll who is in irreconcilable conflict with Article IV. This recommendation must be approved by a 2/3 vote of the Active Members (in accordance with Article X Section 3) who are present and voting at a meeting of the Church called for that purpose.

Article VI Pastors and Officers

Section 1: Pastor

The pastor shall preach the Gospel, administer the ordinances, watch over the membership, and have in the pastor's charge the spiritual welfare of the Church and the stated services of public worship. The pastor shall be a member of all boards and committees of the Church and its auxiliary organizations.

The pastor shall be a delegate to the Watchung Association, the American Baptist Churches of New Jersey, and whenever possible to the American Baptist Churches in the U.S.A. Such expenses shall be paid by the Church.

Section 2: Board of Deacons and Deaconesses

There shall be a board consisting of six men (the "deacons") and six women (the "deaconesses") (collectively referred to as the "Board of Deacons and Deaconesses"), each of whom has experienced believer's baptism and one-third of whom shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting for a term of three years. A deacon or deaconess may be re-elected after being off this board for one year. This board shall choose annually a chairman and a secretary from its

membership. This board shall meet regularly each month, normally on the first Wednesday, except that during the months of July and August such regular meetings may be omitted. Special meetings may be called by the chairman or the pastor. All members of the Board of Deacons and Deaconesses shall be notified of such meetings. Transaction of business shall require the attendance of a quorum which shall be a majority of this board's membership. This board shall: assist the pastor in the pastor's work; consider with the pastor all applicants for church membership and all requests for letters of dismissal; shall review the membership roll and report its findings to the clerk prior to the annual meeting; cooperate with the pastor in providing the pulpit supply and the leaders of any meetings during the pastor's absence; visit the members, potential members, and other individuals as deemed appropriate from time to time; care for the sick, needy, and distressed Church members and those in the wider community, using such fellowship funds as deemed necessary by the Board of Deacons and Deaconesses; ensure the comfort of guests participating in special church services; and make a written report on all matters within this board's charge to the Active Members at the Annual Business Meeting in January and at such other times as may be desired.

This board shall promote Christian instruction and ministry, and shall work for the spiritual welfare of the Church at large.

a. Deacons: In addition to the responsibilities of the Board of Deacons and Deaconesses set forth above, the deacons shall: be responsible for serving the Lord's Supper and aiding in its administration, and receive the fellowship offering at each communion service.

b. Deaconesses: In addition to the responsibilities of the Board of Deacons and Deaconesses set forth above, the deaconesses shall: assist with the preparation and facilitation of baptism services and have charge of baptism robes, prepare the elements for each communion service, and substitute for deacons as needed to serve the Lord's Supper and receive the fellowship offering at each communion service. - 8 -

Section 3: Board of Trustees

There shall be a board of nine trustees, one-third of whom shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting for a term of three years. A trustee may be re-elected after being off this board for one year. This board shall choose annually a chairman and a secretary from its membership. This board shall meet regularly each month, normally on the second Wednesday, except that during the months of July and August such regular meetings may be omitted. Special meetings may be called by the chairman or the pastor. All members of the Board of Trustees shall be notified of such meetings. Transaction of business shall require the attendance of a quorum which shall be a majority of this board's membership. The clerk, treasurer, and financial secretary shall have the privilege of attending its meetings and shall be present when so requested by this board.

This board shall hold in trust all assets, real and financial, belonging to the church. All such assets shall be in the name of the First Baptist Church of Ledgewood, New Jersey. This board shall take all necessary measures for protection, management, and upkeep of all assets. It shall have no power to buy, mortgage, lease, or transfer any assets without specific vote of the Active Members authorizing such action. It shall determine, with the Board of Deacons and Deaconesses, the use of the Church buildings for all extra or secular purposes. The Board of Trustees shall designate the bank where funds of the Church shall be deposited. All proposed expenditures in excess of five thousand dollars (\$5,000.00) must receive prior approval of the Active Members. However, in the event of emergencies that require immediate action for the good of the Church and must be addressed before a business meeting can be convened under these bylaws, the Board of Trustees, with the approval of the Board of Deacons and Deaconesses, shall be permitted to spend in excess of the existing threshold in Article VI, Section 3. A majority of members of each board is required to take action and a two-thirds (2/3) majority of those present is needed to approve the emergency appropriation. Said emergencies shall be limited to those that pose a hazard to Church buildings and/or members of the staff and Church, or substantially interfere with the normal functioning of Church activities on Church property. When money is expended under this provision, the amount of the expenditure shall be announced as soon as possible in the Church bulletin. All bills authorized by the

Active Members shall be approved by this board before payment is made. It shall, when so instructed by the Active Members, secure the services of a custodian at such salary as is authorized by the Active Members and secure from the custodian acceptable service. It shall perform such other duties as are imposed upon it by the Active Members and the State. This board shall oversee the Investment Committee, receive and review the Investment Committee's investment recommendations, and make investment recommendations to the Active Members as appropriate to be voted upon by the Active Members in accordance with Article X Section 2 of these bylaws. This board shall supervise ways and means of raising the necessary funds for the support of the Church and for benevolences and the disbursement of these funds. A proposed working budget of expenditures shall be set up by the Board of Trustees and presented for adoption by the Active Members at the Annual Election and Budget Meeting in November. It shall make a written report on all financial and other matters within this board's charge to the Active Members at the Annual Business Meeting in January and at such other times as may be desired.

Section 4: Sunday School Superintendent

A Sunday School Superintendent shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting for a term of one year. The Sunday School Superintendent's duties shall be to lead and be responsible for the functions of the Sunday School, and the Sunday School Superintendent's work must be in harmony with the programs of the Church. The Sunday School Superintendent shall be a member of the Christian Education Committee and shall report to the Board of Deacons and Deaconesses. The Sunday School Superintendent shall make a written report on all matters within the Sunday School Superintendent's charge to the Active Members at the Annual Business Meeting in January.

Section 5: Treasurer

A treasurer shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The treasurer shall have custody of Church funds. The treasurer shall draw checks in the name of the Church. The treasurer shall keep an accounting of all funds received and the particular purposes for which they were contributed as reported to the treasurer by the financial secretary. Funds received for the support of the Church and for the reduction of the Church indebtedness shall be disbursed by the treasurer only at the order of the Board of Trustees. The treasurer shall present an itemized report of all disbursements, showing the financial condition of the Church, to the Board of Trustees in advance of each monthly Board of Trustees meeting and to the Active Members of the Church at each Regular Business Meeting of the Church in accordance with Article X Section 1. The treasurer's books shall be audited for the Regular Business Meeting in April by the Auditing Committee. The treasurer shall provide such other financial reports as may be desired by the Board of Trustees. Benevolence funds designated for the American Baptist Churches in the U.S.A. and its affiliates shall be paid monthly by the treasurer in accordance with the purposes for which the same were contributed. Other benevolence funds shall be applied by the treasurer in accordance with the Church budget and the special purposes for which the same were contributed. All other Church funds received shall be applied by the treasurer in accordance with the Church budget and for the purposes for which the same were contributed. When the treasurer leaves the position of treasurer, the treasurer shall deliver immediately to the successor treasurer if named or to the chairman of the Board of Trustees all books and records pertaining to the treasurer's office.

a. Assistant Treasurer: An assistant treasurer shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The assistant treasurer shall assist the treasurer in the treasurer's duties and perform the duties of the treasurer in the treasurer's absence.

Section 6: Financial Secretary

A financial secretary shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The financial secretary's duties shall be to receive, record and deposit all Church funds received, and further to provide to the treasurer weekly a summary of all Church

funds received, the particular purposes for which they were contributed, and a statement of all bank deposits. The financial secretary shall present to the Board of Trustees an itemized report of all funds received in advance of each monthly Board of Trustees meeting and to the Church at each Regular Business Meeting of the church in accordance with Article X Section 1. The financial secretary's books shall be audited for the Regular Business Meeting in April by the Auditing Committee. When the financial secretary leaves the position of financial secretary, the financial secretary shall deliver immediately to the successor financial secretary if named or to the chairman of the Board of Trustees all books and records pertaining to the financial secretary's office.

a. Assistant Financial Secretary: An assistant financial secretary shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The assistant financial secretary shall assist the financial secretary in the financial secretary's duties and perform the duties of the financial secretary in the financial secretary's absence.

Section 7: Moderator

A moderator shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The moderator shall preside over all Regular Business Meetings, Annual Election and Budget Meetings, and Called Business Meetings of the Church. In the moderator's absence, the chairman of the Board of Trustees shall be moderator.

Section 8: Clerk

A clerk shall be elected from the Active Membership of the Church at the Annual Election and Budget Meeting to serve for a one-year term. The clerk shall keep a complete record of the transaction of all business meetings of the church. This record shall be read at the next business meeting for its approval. The clerk shall keep a record of the names and addresses of Active Members with dates and manner of admission or termination, as well as a record of baptisms and a list of inactive members. The clerk shall issue letters of transfer and recommendation voted by the Active Members of the Church in accordance with Article X Section 3, preserve on file all communications and written reports presented to the clerk for preservation, and give legal notice of all meetings where such is required by this constitution. The clerk's report at the annual meeting shall contain statistics regarding church membership changes during the preceding year. The clerk shall have responsibility for the application of the Church seal to appropriate documents as necessary. When the clerk leaves the position of clerk, the clerk shall deliver immediately to the successor clerk if named or to the chairman of the Board of Trustees or to the chairman of the Board of Deacons and Deaconesses all books and records for which the clerk has been responsible.

Section 9: Church Membership of Officers

The foregoing officers are to be Active Members of the Church.

Article VII Standing Committees

Section 1: Nominating Committee

There shall be a Nominating Committee consisting of five Active Members who shall be appointed by the pastor at least thirty days before the Annual Election and Budget Meeting. It shall prepare a slate of those qualified to fill the various offices. It shall contact each nominee proposed and ascertain his or her willingness to serve if elected. It shall post the proposed slate of officers in the church sanctuary at least two Sundays prior to the Annual Election and Budget Meeting and shall post the results of the election in the church sanctuary as soon as practical after the Annual Election and Budget Meeting. Whenever any board or committee shall have a vacancy during the year, the Nominating Committee shall be responsible

for preparing a list of those qualified to serve, as above, and presenting the nominees at the next Regular Business Meeting.

Section 2: Christian Education Committee

There shall be a Christian Education Committee consisting of the Sunday School Superintendent, the youth group adult leadership, and two Active Members. The two Active Members shall be elected at the Annual Election and Budget Meeting for a term of three years and the terms shall be staggered. They may be re-elected after being off this committee for one year. This committee shall oversee all Christian Education in the Church and shall make suggestions to the individual groups or to the Church at any Church meeting. It shall assist the superintendent in the securing of teachers, youth group adult leaders, and helpers when needed for the Sunday School, youth groups, and Vacation Bible School. This committee shall meet at least once each quarter and shall make a written report on all matters within its charge to the Active Members at the Annual Business Meeting in January and at such other times as may be desired.

Section 3: Pastoral Relations Committee

There shall be a Pastoral Relations Committee consisting of six people, three of whom shall be elected at each Annual Election and Budget Meeting for a term of two years. No more than two members of this committee shall be individuals who are not Active Members but who actively participate in the life of the church. Each Pastoral Relations Committee member shall: be an active participant in the life of the Church, be representative of the diversity of the Church body, have a Christian character that is respected and valued by the Church, be able to keep confidences, be patient and sensitive, and be able to negotiate and reconcile differences.

The purpose of the Pastoral Relations Committee is to provide a system of support, understanding, and communication among the pastor, the staff, and the Church to help deal with misunderstandings; to counsel with the pastor regarding continuing education; and to monitor and evaluate mutually accepted goals and objectives. It shall be a liaison between the pastor and the Church. Its meetings and all discussions shall be held in strictest confidence and no minutes shall be taken at its meetings. It shall meet quarterly before Regular Business Meetings and at other times as needed.

Section 4: Missions Committee

There shall be a Missions Committee consisting of four people. Nominees shall be elected at each Annual Election and Budget Meeting for a term of three years and the terms shall be staggered. They may be re-elected after being off this committee for one year. It shall: oversee the missions outreach of the Church, make recommendations to the Church of missions and missionaries to be supported through the Church budget, and promote missions to the Church. The Missions Committee shall meet at least once each quarter and shall make a written report on all matters within its charge to the Active Members at the Annual Business Meeting in January and at such other times as may be desired.

Section 5: Auditing Committee

There shall be an Auditing Committee consisting of three people, one of whom shall be elected at each Annual Election and Budget Meeting for a term of three years. Members of this committee may not be a trustee, an Investment Committee member, the treasurer, or the financial secretary. They may be re-elected after being off this committee for one year. As soon as practical after January 1st of each year, the Auditing Committee shall audit the financial records maintained by the treasurer, the financial secretary, and the Investment Committee. This committee shall make a written report on all matters within its charge to the Active Members at the Regular Business Meeting in April and at such other times as may be desired.

Section 6: Investment Committee

There shall be an Investment Committee consisting of three Active Members who shall be elected at the Annual Election and Budget Meeting for a term of one year. The Investment Committee shall be overseen by the Board of Trustees and shall administer the Endowment Fund, the Building Fund, memorial funds -- both present and future, and any and all other investment funds of the Church. All monies from the aforementioned funds shall be processed through the financial secretary and the treasurer. This committee shall make investment recommendations to the Board of Trustees and shall submit written reports detailing all then-current investments at the Regular Business Meetings and to the Board of Trustees upon request.

Section 7: Other Committees

Other committees may be formed as needed.

Article VIII The Pastorate

Section 1: Calling a Pastor

When the pastorate is to be vacant, the Board of Deacons shall select a representative pulpit committee of six Active Members of the Church. This committee shall take the necessary steps to secure a pastor in full consultation with the executive minister of the American Baptist Churches of New Jersey. It shall investigate the merits of each candidate under consideration in regard to their personal character, education, ministerial record, and preaching ability, in determining their fitness for this pastorate. When a suitable candidate is found, the committee shall recommend them to the Church for consideration. The call of a pastor shall come before the Church at a Called Business Meeting, notice of such meeting and its purpose having been read from the pulpit on two successive Sundays. A vote of three-fourths of the Active Members present and qualified to vote in accordance with Article X Section 3, provided there be present and voting a majority of Active Members, shall be necessary to extend a call. Only one candidate shall be presented to the Church at one time. The vote shall be by written ballot.

Section 2: Termination of a Pastor

The pastor's term of office may be ended upon two weeks' written notice on the part of the pastor or by the pastor's death, or upon written notice of the Church following the qualified vote to remove the pastor pursuant to the terms below.

Termination of the pastor shall be voted at a Called Business Meeting, notice of such meeting and its purpose having been read from the pulpit on two successive Sundays. The vote will require a majority of the Active Members present and qualified to vote in accordance with Article X Section 3, provided there be present and voting a majority of the Active Members.

Article IX Elections

Section 1: Time

The annual election of officers shall be held at the Annual Election and Budget Meeting in accordance with Article X Section 1.b.

Section 2: Procedure

The procedure for nominating and electing officers of the Church shall be in accordance with Article VII Section 1 and voted upon in accordance with Article X Sections 1.a. and 1.b. It shall be the privilege of any

member present and qualified to vote to place in nomination the name(s) of any eligible person(s) for the office(s) not so nominated. If an additional candidate is nominated for an office, there shall be a run-off vote by ballot and the person(s) receiving the most votes become(s) the nominee(s) for that position and will be added to the slate.

Article X

Meeting and Voting Procedures

Section 1: Business Meeting

- a. **Regular Business Meetings:** The annual business meeting shall be held on the third Wednesday evening in January for the purpose of receiving the written annual reports of individual officers, boards, and committees of the Church and its auxiliary organizations; and the transaction of such other business as is proper to come before this meeting. Quarterly business meetings shall be held on the third Wednesdays of April, July, and October for the purpose of receiving written financial reports; verbal reports of individual officers, boards, and committees of the Church and its auxiliary organizations; and the transaction of such other business as is proper to come before these meetings. The election of Church officers shall be held at the Annual Election and Budget Meeting in November. Those elected will take office on the first day of January.
- b. **Annual Election and Budget Meeting:** Election of Church officers and the Church budget shall be voted upon by the Active Members of the Church (in accordance with Article X Section 3) at the Annual Election and Budget Meeting on the Wednesday in November that is eight days before Thanksgiving. No other business or reports shall be presented at this meeting. Terms of newly elected officers shall begin the first day of January. The budget shall take effect the first day of January.
- c. **Called Business Meetings:** Special business meetings may be called at any time by the pastor or by the clerk or by the chairman of the Board of Deacons and Deaconesses or by the chairman of the Board of Trustees. Notice of such meeting and the purpose for which it is called shall be given from the pulpit at least two weeks in advance of the date of the meeting. At any of the regular worship services, however, the Active Members of the Church may, without notice, act upon the reception of members, upon the dismissal of members to other churches, and upon the appointment of delegates to councils, but not upon extraordinary business.

Section 2: Voting Procedures

Only Active Members in attendance at a Regular Business Meeting, a Called Business Meeting, or an Annual Election and Budget Meeting can vote on business issues. Decisions will be determined based on a simple majority except as otherwise specified in these bylaws. No proxy votes will be accepted for any Church business.

Section 3: Qualifications of Voters

All matters pertaining to the purchase, sale or mortgaging of property shall be voted on only by Active Members of the Church who are of legal age (18 years old). On all other matters, Active Members of the Church who are 15 years of age or older are entitled to vote.

Section 4: Quorum

A quorum for the transaction of business shall be 10% of the active membership of the Church who are 15 years of age or older.

Article XI
Church Year

The fiscal year of the Church shall begin on the first day of January and shall close on the last day of December.

Article XII
Amendments

These Constitution & Bylaws may be amended by any Regular Business Meeting or Called Business Meeting of the Church in accordance with Article X Section 1 by a two-thirds vote of those Active Members (in accordance with Article X Section 3) present and voting, provided a quorum is present and voting. Printed copies of the amendment(s) stating the proposed change(s) shall be posted in the church sanctuary and shall be made available to the Active Members. Notice of such meeting shall be read from the pulpit for two successive weeks at all Sunday morning worship services.

Ledgewood Baptist Church 2018 Budget

| | <u>Budget 2016</u> | <u>Budget 2017</u> | <u>Budget 2018</u> |
|--|--------------------|--------------------|--------------------|
| <u>CHURCH OPERATION</u> | | | |
| Utilities and sewer | 23,000 | 18,000 | 18,000 |
| Insurance | 13,500 | 9,000 | 9,000 |
| Repairs, improvements, cleaning (includes parsonage) | 15,000 | 15,000 | 15,000 |
| Fire | 2,000 | 1,500 | 3,000 |
| Historic grant (for bell tower) | <u>33,000</u> | <u>18,000</u> | <u>31,000</u> |
| TOTAL CHURCH | \$86,500 | \$61,500 | \$76,000 |
| | | | |
| <u>ADMINISTRATION</u> | | | |
| Secretary | 6,000 | 6,120 | 6,120 |
| Custodian | 17,000 | 17,340 | 17,687 |
| Custodian substitute | 450 | 450 | 450 |
| Organist | 7,625 | 7,625 | 7,625 |
| Organist substitute | 450 | 450 | 450 |
| Choir Director | 7,625 | 7,625 | 7,625 |
| Choir Director substitute | 450 | 450 | 450 |
| Pulpit Supply and speakers | 1,150 | 1,173 | 1,173 |
| Nursery attendant | 1,200 | 1,200 | 1,200 |
| Early Worship Music | 3,900 | 3,978 | 4,058 |
| Treasurer | 0 | 0 | 1,200 |
| Social Security and Medicare, church portion (7.65% of salaries) | <u>3,018</u> | <u>3,078</u> | <u>3,220</u> |
| TOTAL SALARIES | \$48,868 | \$49,789 | \$51,894 |
| | | | |
| Office supplies | 2,200 | 1,700 | 1,700 |
| Treasurer supplies | 500 | 500 | 500 |
| Custodian supplies | 1,000 | 1,000 | 1,000 |
| Music supplies | 2,600 | 2,600 | 2,600 |
| Kitchen supplies | 600 | 800 | 800 |
| banquet food and bereavement dinners | 700 | 500 | 500 |
| Clerk supplies | 25 | 25 | 25 |
| Copier and contract | 4,000 | 4,000 | 4,000 |
| Groundskeeping | 1,000 | 750 | 2,000 |
| Accounting software/payroll | <u>2,000</u> | <u>1,000</u> | <u>1,500</u> |
| TOTAL SUPPLIES | \$14,625 | \$12,875 | \$14,625 |
| | | | |
| <u>PASTORAL MINISTRY</u> | | | |
| Salary | 53,640 | 55,500 | 55,500 |
| Healthcare | 15,000 | 15,000 | 15,000 |
| M&M retirement | 13,222 | 13,520 | 13,520 |
| Auto expense | 1,877 | 2,000 | 2,000 |
| Auto account | 3,373 | 4,000 | 4,000 |
| Continuing education | 212 | 200 | 200 |
| Professional expenses | 530 | 400 | 400 |
| Social Security | 8,265 | 8,450 | 8,450 |
| Parsonage utilities | <u>5,000</u> | <u>5,000</u> | <u>5,000</u> |
| TOTAL PASTOR | \$101,118 | \$104,070 | \$104,070 |

| | <u>Budget 2016</u> | <u>Budget 2017</u> | <u>Budget 2018</u> |
|---|--------------------|--------------------|--------------------|
| CHRISTIAN EDUCATION | | | |
| Youth ministry | 4,500 | 4,500 | 4,500 |
| Youth van rentals | 500 | 500 | 500 |
| Outreach | 1,000 | 1,000 | 1,000 |
| Convention | 200 | 300 | 300 |
| TOTAL CHRISTIAN EDUCATION | \$6,200 | \$6,500 | \$6,500 |
| DEACONS | | | |
| Supplies | 600 | 1,000 | 1,000 |
| Roxbury Clergy dues | 50 | 50 | 50 |
| Pulpit committee | 0 | 0 | 2,000 |
| TOTAL DEACONS | \$650 | \$1,050 | \$3,050 |
| MISSIONS | | | |
| Market Street Mission | 1,600 | 1,700 | 1,770 |
| Camp Lebanon (1,000 to go to Cedars of Lebanon) | 3,000 | 3,100 | 3,224 |
| Mission Committee | 100 | 100 | 100 |
| Baptist World Alliance | 1,600 | 1,700 | 1,770 |
| PID (Haiti & Guatamala; Gale Hull) | 1,600 | 1,700 | 1,770 |
| Nancy Bartolec, Campus Crusade | 1,600 | 1,700 | 1,770 |
| Mexican Seminary Scholarship | 1,600 | 1,700 | 1,770 |
| Travis Skinner, Intervarsity | 1,600 | 1,700 | 1,770 |
| Oswaldo Jimenez & Juan Rosales, Misión Latina | 1,600 | 1,700 | 1,770 |
| Kodiak Mission Alaska | 1,600 | 1,700 | 1,770 |
| Gibellos, New Guinea | 1,600 | 1,700 | 1,770 |
| World Impact, Newark | 1,600 | 1,700 | 1,770 |
| TOTAL MISSIONS | \$19,100 | \$20,200 | \$21,024 |
| TOTAL BUDGETTED ITEMS | \$277,061 | \$255,984 | \$277,163 |
| BUDGET plus 45,545 Fellowship Center mortgage | \$322,606 | \$301,529 | \$322,708 |

First Baptist of Ledgewood - Church Officers 2018

| Position | Term | Personnel |
|---------------------------------|---------|-----------|
| Pastor | | |
| Moderator | 2 years | 1 member |
| Board of Deacons | 3 years | 6 members |
| Board of Deaconesses | 3 years | 6 members |
| Board of Trustees | 3 years | 9 members |
| Christian Education Committee | 3 years | 2 members |
| Sunday School Superintendent | 1 year | 1 member |
| Kid's Church | 1 year | 1 member |
| Nursery Care Superintendent | 1 year | 1 member |
| Cradle Roll Superintendent | 1 year | 1 member |
| Missions | 3 years | 4 members |
| Church Organist | 1 year | 1 member |
| Assistant Organist | 1 year | 1 member |
| Senior Choir Director | 1 year | 1 member |
| Assistant Choir Director | 1 year | 1 member |
| Investment Committee | 1 year | 3 members |
| Auditing Committee | 1 year | 3 members |
| Church Treasurer | 1 year | 1 member |
| Assistant Treasurer | 1 year | 1 member |
| Financial Secretary | 1 year | 1 member |
| Assistant Secretary | 1 year | 1 member |
| Secretary | 1 year | 1 member |
| Custodians | 1 year | 2 members |
| Church Clerk | 1 year | 1 member |
| Librarian | 1 year | 1 member |
| Church Chimes Editor | 1 year | 1 member |
| Bereavement Coordinator | 1 year | 1 member |
| Prayer Chain Captain | 1 year | 1 member |
| Holiday Decorator | 1 year | 1 member |
| Peach Festival Coordinator | 1 year | 1 member |
| Head Usher | 1 year | 1 member |
| Assistant Usher | 1 year | 1 member |
| Sound and Light Engineer, 8:30 | 1 year | 1 member |
| Assistant Engineer, 8:30 | 1 year | 1 member |
| Sound and Light Engineer, 11:00 | 1 year | 1 member |
| Assistant Engineer, 11:00 | 1 year | 1 member |
| Pastoral Relations | 2 years | 6 members |