

Minutes of October 18, 2026, Newington Baptist Church Business Meeting

These minutes will be reviewed and voted on at the next business meeting.

Call to order: James King, Moderator

Opening Prayer: Pastor Chris

Reading of Minutes from July 19, 2026, NBC Business Meeting: James reminded those in attendance that the minutes were sent out two weeks in advance to give an opportunity for review. He called for any factual or grammatical corrections to the minutes. There were none. James called for a motion to accept the minutes as they stand without amendment. Jerry Young made the motion, and Sebrina Williams seconded the motion. James called for a vote. The motion passed without opposition.

Reports:

Financial: Wanda German, Treasurer

Wanda presented the financial reports to the congregation and noted that they reflect totals through September 30, 2026. We are at 76% of spending our budget for the year. Following her presentation, Wanda said that we are financially sound with money in our checking account and CDs. There were no questions for Wanda about the quarterly reports.

Newington Baptist Church Congregational Report July- September 2026

Operating Balance		Money Market CD (08/27/27)	
Opening Balance	\$48,859.68	Opening Balance	\$54,962.47
Closing Balance	\$45,600.18	Closing Balance	\$55,462.57

CD 18893 (07/18/27)		Ellis Hall CD (07/27/27)	
Opening Balance	\$43,724.60	Opening Balance	\$24,161.59
Closing Balance	\$44,129.02	Closing Balance	\$24,363.56

CD 31925 (07/13/27)		CD 32429 (09/09/27)	
Opening Balance	\$30,664.88	Opening Balance	\$25,358.86
Closing Balance	\$30,949.98	Closing Balance	\$25,584.40

Endowment Funds Opening		Closing
Children's Camp	\$10,738.39	\$10,964.60 as of 8/31/2026
Education	\$56,488.16	\$54,647.62 as of 8/31/2026
Cemetery	\$14,084.41	\$14,381.10 as of 8/31/2026

Designated Donations	Opening	Received	Sent	Balance
Lottie Moon	\$0.00	\$0.00	\$0.00	\$0.00
Annie Armstrong	\$0.00	\$0.00	\$0.00	\$0.00

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Alma Hunt	\$0.00	\$1245.00	\$1245.00	\$0.00
Associational Missions	\$0.00	\$0.00	\$0.00	\$0.00
CareNet Crisis Center	\$0.00	\$0.00	\$0.00	\$0.00

5:02 PM
10/06/26
Cash Basis

Newington Baptist Church Designated Funds As of September 30, 2026 Sep 30, 26

250000 - Designated Funds-1	
250099 - Deacon Designated	34.62
251131 - Missions Committee Designated	415.97
251136 - G.U.E.S.T. - Designated	470.06
251141 - Missions/Local Outreach	4,703.41
251191 - OCC-Designated	2,714.23
252021 - Youth Designated & Reimbursemen	7,203.28
252065 - Bethel Bearpack Ministry Desig	705.00
252070 - Benevolence Fund Designated	6,340.21
256011 - Hostess Designated Donations	320.00
256051 - Transportation Cost Designated	6,719.11
258100 - Building Use Fund	501.68
258300 - Deferred Maintenance-Future	16,464.03
258990 - Cemetery Fund	9,597.63
Total 250000 - Designated Funds-1	56,189.23

5:32 PM
10/06/26
Cash Basis

Newington Baptist Church Profit & Loss Budget vs. Actual January through September 2026

	Jan - Sep 26	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
101011 - Tithes/Offerings WM1	247,531.14			
101014 - Interest/Investment Income	4,718.52			
101015 - E-fees Contributions	607.99			
Total Income	252,857.65			
Gross Profit	252,857.65			
Expense				
11000 - Mission	20,560.09	29,665.49	-9,105.40	69.31%
12000 - Ministry	5,213.68	8,800.00	-3,586.32	59.25%
13000 - Discipleship	2,873.57	4,850.00	-1,976.43	59.25%
14000 - Worship	7,821.05	10,380.00	-2,558.95	75.35%
15000 - Fellowship	3,029.78	3,500.00	-470.22	86.57%
16000 - Administrative	19,308.37	28,188.00	-8,879.63	68.5%
17000 - Properties	80,788.08	94,500.00	-13,711.92	85.49%
18000 - Personnel	134,543.61	188,467.29	-53,923.68	71.39%
19000 - Deferred Maintenance	6,214.73			
Total Expense	280,352.96	368,350.78	-87,997.82	76.11%
Net Ordinary Income	-27,495.31	-368,350.78	340,855.47	7.46%
Net Income	-27,495.31	-368,350.78	340,855.47	7.46%

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Next, James King called for reports from the Action Team and Committees.

Reports from the Action Team and Committees

Preschool: Heather King on behalf of Stephanie Smith

Preschool is off to a great start this year! We have 6 in our kindergarten and k4 class with Mrs. Kimberly, 21 four year olds and 20 three year olds.

The kids are loving the changes to the playground with the bigger sandbox and the mulch. It has been a much better surface for the playground and seems to be holding up well under the swings and slides with the addition of the rubber mats. We appreciate everyone who helped with that project.

This month we are learning about fire prevention with a visit from the fire truck this Wednesday. We are also learning about other community helpers.

At the end of this month we will have our pumpkin patch days, where the preschoolers and their families will come to the preschool and enjoy crafts, snack and pick out a pumpkin. We've also had many parents donate candy for candy caravan.

Next month we will start our food drive for the bread for life food pantry and we will start preparing for our annual inspections.

Board of Directors: Gerald German, Chair of the BOD

New BOD Member

During the nomination process, 21 names were submitted for consideration. Of those, 7 individuals expressed a willingness to serve. After prayerful deliberation, the Board of Directors unanimously voted to nominate Matthew Morgan to fill the position currently held by Kim Pankowski.

Motion:

The Newington Baptist Church Board of Directors nominates Matthew Morgan to serve as a board member for the term beginning January 1, 2027, and ending December 31, 2029.

No discussion. Motion passed without opposition.

Tithe.ly Report:

Heather has been providing the Board with monthly updates on the progress of the Tithe.ly business platform. She has done an outstanding job implementing and managing the new system. Heather has outlined key

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projects for 2027 and is preparing for significant updates in 2027. For details, please consult directly with Heather.

Security and Safety Committee

As I have been reporting throughout the year, the Board of Directors has been working closely with the Security and Safety Committee to completely rewrite the Security and Safety Policies & Procedures from the ground up. This work has been Phase One of the endeavor.

The BOD has now reviewed, approved, and voted to adopt the new Security and Safety P&P. With that completed, we are entering Phase Two, which is the full implementation of the security program. The committee is on track to have a complete, operational security program in place and fully functioning by January 1, 2027.

Because of the nature of this ministry, the Pastor, as a member of the Board of Directors, will have direct oversight of the Security and Safety Committee. He will be a vital part of the program each Sunday and during other services, ensuring coordination, communication, and proper execution.

The Pastor will also have full oversight of the Emergency Policies & Procedures, since they fall under the Security and Safety Team's responsibilities.

Thanks

Since this is the church's annual business meeting, the Board of Directors would like to express our sincere appreciation to two committees that have worked exceptionally hard this year while facing some challenging situations.

First, the Properties Committee. Joe, Ron, and Doug have stepped up in remarkable ways throughout the year. The projects they have completed, and the care they have taken to keep God's facility safe, functional, and wellmaintained, have been a tremendous blessing. They will provide a more detailed report, but the BOD want the church to know that their efforts have saved NBC thousands of dollars, both through their handson work and by securing the right contractors for the jobs they could not complete themselves.

Second, the Stewardship Committee, Treasurer, and Counting Team. Much of their work happens quietly behind the scenes, but the amount of time and diligence they invest in managing the financial health of NBC is extraordinary. Each month, the BOD reviews the complete financial records, account by account, line item by line item, and we consistently see how faithfully and responsibly the Stewardship Committee and the Treasurer manages God's money.

Throughout the year, the Board of Directors has worked closely with both committees, providing oversight, support, and coordination as part of our responsibility to ensure the church's ministries and operations remain strong and effective. We are deeply grateful for the dedication, integrity, and excellence shown by both

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committees. These two committees make the work of the BOD easier, and they strengthen the ministry of Newington Baptist Church. Thank you for your service.

All other matters remain in good order and no additional business to report.

Gerald German called for questions and none were received.

Stewardship: Corky Hogge, Chair

Corky asked to defer his presentation of a report until the budget presentation given later on in the meeting during New Business.

Personnel: Buddy King, Chair

Buddy shared a brief report, indicating that the Personnel Committee had made no major changes during this past quarter. New changes to the makeup of the Personnel Committee will be part of the Nominating Committee's presentation under new business. Buddy stated that they did complete salary adjustments this quarter, all employee evaluations had been completed for this year, and all positions at Newington were currently filled. Buddy called for questions and none were received.

Properties: Doug Hull

The Board of Directors has asked the Properties Team for a year in review. Doug presented the condensed version of projects completed in 2026 and associated costs:

- All roofing projects are done with the exception of the preschool area, which has 8-10 years of life left before needing to be addressed.
- Playground project completed.
- New carpet in Media Room (\$3562) and Youth hallway (\$4400).
- Repaired elevator: Originally quoted \$10,000 for the repair, but they negotiated it down to \$4000.
- Fall maintenance on all heat pumps complete. \$2357 to replace some parts.
- Replaced ceiling tiles in the gym and other rooms where leaks had occurred.
- Replaced smoke detectors in the preschool (\$80)
- Dehumidifier in the old basement (\$900)
- Fire alarm troubleshooting—found it was just batteries causing the problem (\$18)
- Renovating classroom off the Fellowship Hall (\$350 for paint, \$950 for flooring being delivered tomorrow. Normally would have cost about \$2000, but they found a good deal)
- New floats installed in the septic tanks (\$2319)
- New LED lights on the playground (\$156)
- Gym roof re-sealed (\$4900)
- Landscape company takes care of mulching, fertilizer and trimming (\$584 per month)
- Lights throughout the building are being replaced with LED bulbs as they go out (\$12 a light)

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The money we receive from renting the church space helps pay for these types of improvement projects.

There were no questions from the congregation about Doug's presentation. James added that the list did not even include the nursery project at the beginning of the year that took so much time and effort and thanked the Properties Team for their continued hard work and good stewardship.

Youth: Sharon Shelton on behalf of Brenda Armistead

- Youth continued to meet during the summer.
- Two visits to Short Lane Ice Cream during the summer.
- Held a couple of game nights in the gym.
- Two youth attended Camp Piankatank and Brenda attended worship in the evenings.
- On September 25th, there was a Youth in Unity game night at St. Therese with 11 Newington youth and Brenda attending.
- Brenda is looking to host Youth in Unity in the Newington gym possibly in January. More info to come after the leaders meet.
- Youth are invited to help pass out candy for Candy Caravan.
- They are collecting crayons for OCC and Play Doh for Hope for Appalachia.
- 11/18 will be their annual Friendsgiving.

Pastor's Report: Pastor Chris Grella

Pastor Chris gave a brief report:

- We've added 7 new members in the last 5 weeks.
- His sermon series on 1st Peter will end on 11/15 and then we'll begin sermons for the holiday season.
- Wednesday nights Deeper Adults Bible Study is studying Esther.
- He completed 7 months of meeting with the new deacon, David Beckley, as well as two potential deacons: Matt Morgan and Kyle Pankowski, who he said are certainly ready for the ministry responsibilities of being a deacon.
- He also met with Matt Morgan and Aby Morgan to talk about the possibility of Matt serving on the Board of Directors and as a deacon and, after praying about it, they expressed a willingness for Matt to serve in both roles.

There were no questions for Pastor Chris following his report.

Moderator James King said that the reports were concluded. When he called for a motion to accept the reports, Walter Johnson made the motion. Corky Hogge seconded the motion. When James called for a vote, it passed with no opposition.

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New Business:

The Nominating Committee: Heather King, chair

Report and motions as follows:

We want to take the time, first of all, to thank our faithful volunteers for their service. We appreciate everyone who helps out here at Newington! We want to say a special thank you to those who have served for decades in the same ministries. They have been so faithful and self-sacrificing over the years, and we're grateful for them and the example they set of obedience and perseverance.

We also want to take a moment to say thank you to the new volunteers we'll be presenting and voting on today. We appreciate their willingness to step up and maybe even try something new.

At the annual incorporation business meeting in October, we review the church's organization chart and vote to approve the ministry volunteers on the list. However, there are some positions that need to be voted on individually because they are Sunday School teachers or positions on required standing committees as outlined by our church constitution and bylaws. Therefore, we will vote on these separate nominations before we vote on the organization chart as a whole:

- The Nominating Committee nominates Sharon Bessert to serve on the Personnel Committee.
No discussion. Passed without opposition.
- The Nominating Committee nominates Regina Smith to serve on the Personnel Committee.
No discussion. Passed without opposition.
- The Nominating Committee nominates David Craft to serve on the Security/Safety Team.
No discussion. Passed without opposition.
- The Nominating Committee nominates Robert Morris to serve on the Security/Safety Team.
No discussion. Passed without opposition.
- The Nominating Committee nominates Tracy and David Craft to serve as Sunday School teachers.
No discussion. Passed without opposition.
- The Nominating Committee nominates Rachel Kancianic to serve as a Sunday School substitute teacher.
No discussion. Passed without opposition.

When we look at the organization chart overall, I want to highlight a few things. The first is that we've crossed out some names, perhaps because that person has moved away or maybe they've asked to step down from a particular committee. We ask that ministry leaders look at their ministry team lists and see who is signed up to serve and who has requested to step down.

Also, I want to remind you that deacon nominations are presented by the deacons and board nominations are presented by the board. So, we will update the organization chart to reflect their information separately after this business meeting. This includes updating board oversight positions.

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Finally, the Nominating Committee wants to highlight that Buddy King has served on the Personnel Committee for years. He's one of the volunteers we want to recognize for faithful, committed, persevering, self-sacrificing ministry. Buddy asked us this year to step down from the Personnel Committee when possible, so, based on the request of the other Personnel Committee members and the new members we've nominated to join their team, we've asked him to remain on the committee as a mentor. This allows him to train up some of the new committee members we've just added and gives us a smooth transition before he actually retires from the committee. You will see him on the chart designated as a "mentor" for that reason.

- The Nominating Committee brings the motion that we accept the 2026-2027 Organization Chart as presented.

No discussion. Passed without opposition.

Later in the meeting, Carolyn Beckley asked if the vote we took included those listed as joining the Worship Team and James indicated that, yes, that was included with the vote to accept the organization chart as presented.

Vote on New Deacons: Pastor Chris Grella

The deacons nominate Matthew Morgan and Kyle Pankowski to join the deacon team.

No discussion. Passed without opposition. Their term will begin November 1, 2026, ordination on November 8.

Presentation and vote to approve 2026 Proposed Budget: Corky Hogge, chair of Stewardship Committee

Corky began the presentation with a reminder that we are financially sound as a church, and he is grateful for the Stewardship Team, Treasurer and Assistant Treasurer for all their hard work and their management of the money given to the church. He also thanked the congregation for their giving and tithes. This year, Wanda German passed the formatting and preparing of the budget on to Sharon Shelton. Items highlighted in green on the budget are those that have changed from last year.

The proposed budget is included following the minutes.

After Corky's presentation of the budget, he received a question about why the custodian salary and Tithe.ly admin salaries decreased for 2027 while all other salaries increased. Corky noted that the budgeted salary decreased because they are paying the new custodian a starting salary that is less than the salary paid to Heather Honchak after she had worked at the church for several years. The Tithe.ly Admin salary has been adjusted because the original estimate back in 2025 of that salary was not accurate. It was less than originally estimated, and that was not corrected in 2026, so they have adjusted the amount for the 2027 budget so that it is accurate for the year.

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Tracy Craft then also asked why the Children's Ministry Director is currently paid less than the Custodian. Buddy King from Personnel said Personnel would take that into consideration.

Corky presented the motion to accept the budget as presented. Passed without opposition.

Meeting Conclusion:

James King called for a motion to close the meeting. Jerry Young made the motion, and Ron Michaud seconded the motion. The motion passed with no opposition.

Pastor Chris led us in a closing prayer.

Recorded on 10_19_2026 by Heather King on behalf of Juli Semanski, church clerk.

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NEWINGTON BAPTIST CHURCH
2027 PROPOSED BUDGET

Account #:	Title:	2025 Budget:	2026 Budget:	2027 Budget Request:
11000	Missions			
11110	BGAV-Cooperative Program	\$9,797.00	\$10,424.87	\$10,825.06
11120	Mid-Tidewater Assn. Coop Program	\$3,985.00	\$4,240.62	\$4,403.41
11130	Missions Committee Budget	\$8,500.00	\$10,500.00	\$11,500.00
11140	WMU Budget	\$200.00	\$200.00	\$200.00
11150	Bethel Bearpack Ministry Budg	\$3,000.00	\$3,000.00	\$3,000.00
11160	Operation Christmas Child	\$450.00	\$450.00	\$450.00
11170	Outreach Programs & Events	\$1,000.00	\$850.00	\$750.00
Total 11000 Missions		\$26,932.00	\$29,665.49	\$31,128.47
12000	Ministry			
12010	Background Checks/Child Protect	\$700.00	\$900.00	\$900.00
12020	Deacon Materials	\$100.00	\$100.00	\$100.00
12030	Children	\$3,300.00	\$3,500.00	\$3,500.00
12050	Youth	\$2,500.00	\$4,000.00	\$4,000.00
12060	Seeds of Faith Nursery	\$0.00	\$300.00	\$300.00
Total 12000	Ministry	\$6,600.00	\$8,800.00	\$8,800.00

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NEWINGTON BAPTIST CHURCH 2027 PROPOSED BUDGET				
Account #:	Title:	2025 Budget:	2026 Budget:	2027 Budget Request:
13000	Discipleship			
13010	Discipleship Classes	\$400.00	\$350.00	\$400.00
13020	Library & Media Center	\$250.00	\$400.00	\$400.00
13030	Sunday School Materials & Suppl	\$3,200.00	\$3,200.00	\$3,400.00
13040	Deeper Kids Budget	\$900.00	\$900.00	\$900.00
Total 13000	Discipleship	\$4,750.00	\$4,850.00	\$5,100.00
14000	Worship			
14010	AV Equipment	\$1,800.00	\$1,500.00	\$1,500.00
14015	AV Software & Licensing	\$1,300.00	\$1,300.00	\$1,050.00
14020	Children's Choir Budget	\$50.00	\$150.00	\$150.00
14030	E-Giving Fees	\$100.00	\$100.00	\$100.00
14040	Flower Committee Budget	\$400.00	\$400.00	\$400.00
14050	Guest Speaker	\$800.00	\$800.00	\$600.00
14060	Kidzworship	\$500.00	\$530.00	\$540.00
14065	Lord's Supper Supplies	\$350.00	\$400.00	\$500.00
14070	Stewardship Supplies	\$3,000.00	\$3,500.00	\$4,000.00
14080	Worship Supplies & Films	\$250.00	\$200.00	\$150.00
14090	Worship Team & Choir Budget	\$1,500.00	\$1,500.00	\$1,500.00
Total 14000	Worship	\$10,050.00	\$10,380.00	\$10,490.00

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NEWINGTON BAPTIST CHURCH
2027 PROPOSED BUDGET

Account #:	Title:	2025 Budget:	2026 Budget:	2027 Budget Request:
15000	Fellowship			
15010	Church Picnics	\$450.00	\$500.00	\$400.00
15020	Greeter Ministry/Welcome Center	\$200.00	\$200.00	\$100.00
15030	Hostess Committee	\$1,800.00	\$2,800.00	\$3,500.00
Total 15000	Fellowship	\$2,450.00	\$3,500.00	\$4,000.00
16000	Administrative			
16010	Church Incorporation	\$250.00	\$250.00	\$250.00
16020	Computer Software & Support	\$1,800.00	\$3,288.00	\$2,800.00
16030	Contingency/Emergency	\$250.00	\$250.00	\$250.00
16040	Copy Machine Lease/Supplies	\$7,600.00	\$7,600.00	\$7,600.00
16050	Financial Accounting	\$10,450.00	\$10,450.00	\$10,450.00
16060	Ministerial Phone Reimburse	\$600.00	\$600.00	\$600.00
16065	Ministerial Education/Training	\$500.00	\$500.00	\$400.00
16070	Ministerial Travel Reimburse	\$1,250.00	\$1,250.00	\$1,250.00
16080	Office Supply Budget	\$1,800.00	\$1,800.00	\$1,800.00
16085	Office Equipment	\$500.00	\$500.00	\$500.00
16087	Pastor's Discretionary Fund	\$650.00	\$700.00	\$700.00
16090	Postage Budget	\$450.00	\$400.00	\$400.00
16095	Publicity/Advertising	\$600.00	\$600.00	\$200.00
Total 16000	Administrative	\$26,700.00	\$28,188.00	\$27,200.00

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NEWINGTON BAPTIST CHURCH
2027 PROPOSED BUDGET

Account #:	Title:	2025 Budget:	2026 Budget:	2027 Budget Request:
17000	Properties			
17010	Building and Property Security	\$500.00	\$500.00	\$500.00
17020	Building Maintenance	\$31,980.00	\$25,000.00	\$25,000.00
17030	Custodial Supplies & Equipment	\$1,500.00	\$1,500.00	\$2,000.00
17040	Grounds Maintenance	\$15,500.00	\$15,500.00	\$15,500.00
17050	Property Insurance Budget	\$17,000.00	\$17,000.00	\$18,000.00
17060	Utilities	30,000.00	\$35,000.00	\$45,000.00
Total 17000	Properties	\$96,480.00	\$94,500.00	\$106,000.00
18000	Personnel			
18010	Sr. Pastor Salary	\$82,376.00	\$83,199.76	\$84,864.00
18011	Sr. Pastor Annuity			
18012	Sr. Pastor Housing Allowance			
18013	Sr. Pastor Insurance			
18014	Sr. Pastor FSA			
18020	Worship Leaders Salary	\$26,867.00	\$27,314.70	\$27,858.00
18030	Youth Director Salary	\$14,043.00	\$14,160.02	\$14,448.00
18035	Children Ministry Director Sal	\$12,610.00	\$12,631.00	\$13,271.00
18040	Admin Assistant Salary	\$19,478.00	\$19,575.38	\$19,971.00
18050	Custodian Salary	\$15,766.70	\$15,871.80	\$13,744.00
18055	Tithing Administrator	\$2,918.30	\$6,955.25	\$6,547.00

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NEWINGTON BAPTIST CHURCH
2027 PROPOSED BUDGET

Account #:	Title:	2025 Budget:	2026 Budget:	2027 Budget Request:
18060	Secretary Substitute	\$0.00	\$1,000.00	\$1,000.00
18072	Employer SocSec Tax Budget	\$5,684.35	\$6,045.51	\$6,004.02
18075	Employer Medicare Tax Budget	\$1,329.41	\$1,413.87	\$1,404.17
18090	Recognition Awards	\$250.00	\$300.00	\$350.00
Total 18000	Personnel	\$181,322.76	\$188,467.29	\$189,461.19
19010	Deferred Maintenance- Future	\$12,341.02	\$6,214.73	
	Total Budget	\$355,284.76	\$368,350.77	\$382,179.66