



## 2024 Annual Business Meeting Agenda

---

January 28, 2024

1. Call to Order & Prayer ----- Jim Bedsole
2. Confirm Affirmation Vote results - Elders, Deacons & Officers ----- Jim Bedsole
3. Membership Report ----- Jonnie Ghetti
4. Financial Report -----Melvin Rhodes
5. Elder Motion - 2024 Budget Approval ----- Luke Miller
6. Benevolence Report -----Rex Milburn
7. Any other Ministry Reports -----TBD
8. Elder Report ----- Luke Miller
9. Discipleship Pastor Report ----- Joey Wood
10. Worship Pastor Report ----- Matt Macleod
11. Senior Pastor Report ----- Jimmy Long
12. Other Business ----- Jim Bedsole
13. Closing Prayer ----- Jimmy Long

# 2023 4th Quarter Membership Report

## Membership Changes in 4th Quarter 2023

Total Membership as of 09/30/2023		408
Salvation (Profession of Faith)	1	
Statement of Faith		
Letter Received	1	
Members Deceased		
Members Removed at last meeting	-18	
Members Transferred	-2	
Total Change		
Total Membership as of 12/31/2023		390

## Total Membership Breakdown as of 12/31/2023

Active Members	260
Inactive Members	130
Total	390

\*\*\*\*\* 19 Candidates for membership as of December 31, 2023

<b>GRACE FELLOWSHIP FINANCIAL UPDATE</b>				
	4th Quarter Results (Through December 31, 2023)			
	<b>Budget</b>	<b>Actual</b>	<b>Variance</b>	<b>Explanation of YTD Variances to Budget</b>
<b>TITHES AND OFFERINGS</b>	\$ 1,020,580	\$ 955,924	\$ (64,656)	
<b>GEORGIA BAPTIST FOUNDATION OFFERINGS</b>	\$ -	\$ 23,902	\$ 23,902	
<b>NET OTHER INCOME</b>	\$ -	\$ 32,281	\$ 32,281	
<b>TOTAL INCOME</b>	\$ 1,020,580	\$ 1,012,107	\$ (8,473)	
<b>MISSIONS</b>	\$ 190,696	\$ 178,968	\$ (11,728)	Mission Ed. & Support, Church Partnership, CR
<b>GENERAL PERSONNEL</b>	\$ 291,503	\$ 268,502	\$ (23,001)	Staff Restructuring, Wages, Benefits,
<b>CHURCH GROWTH</b>	\$ 291,276	\$ 188,174	\$ (103,102)	Personnel Expenses; Student Camps/ VBS
<b>OPERATIONS</b>	\$ 247,105	\$ 230,701	\$ (16,404)	Security, Technology, Landscape, Minor Bldg. Enhance
<b>TOTAL EXPENSES</b>	\$ 1,020,580	\$ 866,345	\$ (154,235)	
<b>COMMENTS</b>				
YTD Tithes/ Offerings are 94% of annual budget and below last year.				
YTD Expenses are 84% of budget and \$30K above last year spending.				
<b>Avg Weekly Giving thru December</b>	\$ 18,843			
<b>Weekly Giving needed to achieve budget</b>	\$ 19,626			
<b>ADJUSTED RESERVE FUNDS (ARF)</b>	<b>\$ Amount</b>	<b># of Months</b>		
<b>ARF as of 12/31/2023</b>	\$ 481,977	5.67		

This document was inserted after 1/28/2024 Annual Meeting packet was distributed. It replaces the GRACE FELLOWSHIP FINANCIAL UPDATE - Talking Points that was inserted inadvertently.

**Grace Fellowship Church  
2024 Budget Plan Summary**

1/16/24

	<b>2023 Approved Budget</b>	<b>2024 Proposed Budget</b>
<b><u>Missions Ministries</u></b>		
Non- Local Ministries	\$ 114,646	\$ 123,419
Local Ministries	71,750	85,075
<b>Total Missions Ministries</b>	<b><u>\$ 190,696 *</u></b>	<b><u>\$ 208,494</u></b>
<b><u>General Personnel Ministries</u></b>		
Salary/Housing/Payroll Taxes	229,862	230,968
Benefits	24,302	21,200
New Staff Support	34,000	19,000
<b>Total General Personnel Ministries</b>	<b><u>\$ 288,164</u></b>	<b><u>\$ 271,167</u></b>
<b><u>Church Growth Ministries</u></b>		
Children's Ministry	\$ 46,321	\$ 53,354
Student Ministry	116,456	150,967
Evangelism/Outreach	11,625	14,125
Discipleship	17,750	18,450
Worship	102,463	129,121
<b>Total Church Growth Ministries</b>	<b><u>\$ 294,615</u></b>	<b><u>\$ 366,017</u></b>
<b><u>Operational Ministries</u></b>		
Administration	\$ 71,190	\$ 67,670
Software Licensing and IT Services	33,310	55,510
Building Operations	126,605	144,005
Risk Management/Insurance	16,000	15,750
<b>Total Operational Ministries</b>	<b><u>\$ 247,105</u></b>	<b><u>\$ 282,935</u></b>
<b>Total Budget</b>	<b><u><u>\$ 1,020,580</u></u></b>	<b><u><u>\$ 1,128,613</u></u></b>

**Grace Fellowship Benevolence Team Report  
4th Quarter 2023 YTD**

Number of Benevolence Request YTD	12
Contributions through December 31, 2023	\$ 17,063.00
Assistance Provided :	
Lodging/Rent	\$ 2,038.00
Utilities	\$ 1,862.00
Food	\$ 400.00
Transporation	\$ 1,767.00
Other	\$ 627.00
Green County Christian Outreach Contribution	\$ 12,487.00
Balance of Fund	\$ 27,546.00

## 2024 ANNUAL MISSIONS TEAM REPORT

Team Leader – Deborah Miller

Current Team Members –

Anne Meadows

Caroline Carter

Nancy Long

Bobby Thomas

Lindsey Norton

Traci Johnson

Dulce Gomez

The Missions Team is pleased to support the outreach efforts of Grace Fellowship by setting the mission budget for each year, setting goals, and publicizing Southern Baptist Missions offerings, educating the congregation about missions, and actively supporting missions causes locally, nationally, and worldwide.

First, I want to report that Grace Fellowship members raised almost \$17,000 this year for the Lottie Moon Christmas Offering! This yearly offering is used by the International Mission Board to help plant churches and support missionaries globally. Thank you, friends, and family of Grace, for being so dedicated to spreading the Good News!!

The Mission Moments videos have continued throughout the quarter as we strive to educate our church members and attenders of the various missions our church supports. In an attempt to continue mission education, the team has set the schedule for almost the rest of the year. We also identified updated contact persons for mission moments and videos and prayer needs.

Next, the mission team set the budget for the upcoming Annie Armstrong Easter Offering at \$10,000.

The team also supported the Dominican Republic mission team and their upcoming trip needs.

In the coming months, we plan to continue our efforts to support local ministries, educate Grace

Fellowship members of the ministries and missions our church supports by continuing the Mission

Minutes on the 2nd Sunday of each month, sharing any prayer requests made from each mission with the church congregation, planning a mission conference for 2025, encourage support of missions giving and make contact with each of the missions that our church supports as well as keep our eyes and ears open for any local, potential mission opportunities.

If anyone is feeling a desire to be the hands and feet of Christ but doesn't have the opportunity to "go into all the world", please consider joining the mission team as we look towards the year 2024 with great excitement for what the Lord will do with Grace and through Grace.

Also, if anyone in the church knows of any local mission opportunities, please let one of the mission team members know. We're always looking for more opportunities for the members of Grace Fellowship to participate in!!

We appreciate the trust you place in our team and thank you for the privilege of serving you in this role.

Deborah Miller

**Prayer Ministry Report**  
**January 28, 2024**

Our Praying Over Chairs and Prayer Partnering up front at the end of services continue to go well.

On Saturday, January 20, three of us attended a Prayer Conference in Athens. We came away feeling blessed and energized with new ideas. We look forward to seeing how we can implement some of the ideas for our Prayer Ministry at Grace Fellowship.

We will have our Prayer Tent set up in a booth again this year at The Big Event. It will be held on Saturday, March 16, 2024 at Lake Oconee Village.

Susan Paradise



## EVANGELISM OUTREACH Team (EOT)

Members: Jimmy Long, Joey Wood Matt MacLeod, Stacy Dissmeyer, Robin Gallops, Carol Childers, Libby Chapman-Team Leader

The Fall Family Fun Day was held on Sunday Oct 29th and was well-attended with an estimate of around 700 families. 800 hotdogs were served along with chips and water in addition to the candy and cupcakes that they received after they played fun games. Children and adults were encouraged to take a hayride, paint a pumpkin, take a photo or make a unique art piece.

An evangelistic video prepared by Pastor Jimmy was shown to all attendees and both children and adults went home with bible story books and a 90 day devotional to help "Seekers" build a relationship with Christ. This outreach opportunity was made possible by the volunteering of 73 Adults, 10 Youth, the entire Security Team and a Church that has a heart for our community.

Looking forward to 2024 the EOT has begun planning an Easter Outreach and hope to have some unique Off Campus Events in local Greene County communities in addition to encouraging Grace Fellowship members to engage in personal evangelism.

Submitted by:

Libby Chapman

EOT Team Leader

## Director of Children's Ministry Report

Cassidy Callaway

September-December 2023

A proposal to update the children's area was submitted to the elders and pastoral staff in the month of September. After that was approved, the rooms were painted and I began decorating each one with a theme. The goal is to give the rooms a facelift and let the children experience the beauty and wonder of Creation each time they enter their class. The nursery theme is rainbows, the bathroom is The Flood, the toddler room is under the sea, the preschool room is jungle, and the kindergarten room is dinosaurs. Although not yet completed, I hope the kids and volunteers have been enjoying watching the progress!

I have discussed with Joey and a couple of Wednesday night volunteers about the future of Wednesday night childcare and what we want that to look like. Another childcare worker was hired to help fill in Wednesday nights.

Discussions about the children's Sunday school class began back in the fall. We combined the 1-2 grade and 3-4 grade class to mirror the class of Kids@Grace, and a new curriculum has been implemented that works better for those combined grade levels.

Another curriculum change was removing the toddler class from the shared curriculum of the preschool and kindergarten classes. As of October, the toddler class now follows its own, more simplified curriculum. Additionally, I reworked the schedules in Kids Cove to reduce the number of volunteers needed and to make better use of our time with the curriculum we currently use.

With the goal of keeping the children's ministry relevant to the entire church, the children's page was added back into the newsletter, I added a bulletin board with monthly curriculum info for parents, and I also spoke before the church about the department with plans to do this regularly.

I am a member of the Master Planning Team and have met with them several times as we discuss the future of Grace Fellowship. Recently our homework was to submit a 5-year plan for our departments, so after consulting with a few of our main children's volunteers, I submitted my plan for the future of this ministry.

From the end of the summer to the end of 2023, the average number of children in attendance in Kids Cove on Sundays was 10.6. There was a lapse of attendance being taken in Kids@Grace in 2023 due to a technical error, but the average number of children in that class is around 6-8. Attendance for the Sunday school class will be taken starting in January.

## Elder Report for the 2024 Annual Business Meeting

We have seen a lot of growth this year in numbers and ministry due to the members of this body continuing to pursue their relationship with our Lord.

Because Grace fellowship's members truly **Believe** our hope is in Christ alone, we have made this local body a place where we truly **Belong** as we **Become** more like Jesus daily.

As always, the highlight of every elder get together is when we discuss and pray by name for the members and attenders of Grace Fellowship. You are Prayed for by name!

A few key points of the year:

- Called and onboarded of new pastoral staff in Matt MacLeod and Joey Wood.
- Recruited and installed new deacon of benevolence Rex Millburn.
- Roof repairs were completed.
- Cassidy Callaway installed as our new Children's Ministry Director. (We are so blessed to have her!)
- Approved the new, updated financial policy as submitted by the Finance Team.
- Revised and approved the new Children's and Youth Protection Policies. We will have an implementation team to see to the implementation and education of those affected by these new policies.
- Reworked the Building Team to handle the maintenance of the facilities. (We are still looking for a few people if you have interest)
- Administrative Coordinator Kevin Smith has notified us of his upcoming retirement after he helps get us through the upcoming budget season.
- Assembled and began meeting the new Master Planning Team with the goal of putting together a comprehensive plan for the next 5 years for church personnel, programs, and property. The outline of this is completed and will be revised to present to the church after elder approval.
- We still need a committed member to serve as Deacon our Mercy Team. This would be someone to lead volunteers to minister directly to those in moments of loss or crisis. If you have interest or a recommendation, please contact Pastor Jimmy.
- Continued our membership restoration process by contacting members that we may have not heard from or seen in a while. Several members re-engaged praise God!
- Elder liaisons (each Elder has a ministry team he is assigned to communicate with providing clear communication with the elders as needed) coordinated with individual ministry teams to assemble a budget for 2024 to present to the church for consideration.
- The holiday season her was wonderful with a fantastic Christmas Eve Candlelight service .
- The individual ministry teams are continuing to make an impact and are growing. Small groups are continuing to grow spiritually and numerically, and the children's ministry is booming! (If you want to be a part of a successful team talk with Cassidy Callaway) The youth are amazing. These kids are getting the Word, and 25-30 kids are in the ministry every Wednesday! As good as the past has been, The Best Is Yet To come!

In Christ - Luke Miller -Elder Chairman

### ELDER MOTIONS –

1. The Elders move the approval of the 2024 ministry budget.
2. The Elders move that \$15,000 be set aside from the General Fund to be used for the 20<sup>th</sup> Anniversary Celebration.
3. The Elders move that \$9,000 be set aside from the General Fund to be used in support of Pastor Jimmy's sabbatical. The sabbatical has been approved by the Elders and is scheduled for August-October of this year.

Grace Fellowship,

Reflecting on the past six months at our church, we are glad to be part of the communal spirit, and shared passion for spiritual growth within our congregation. As a church, our primary purpose is to “Glorify God by bringing people into life-changing relationship with Christ.” We want to joyfully do these things by prioritizing the commission of Christ, to go and make disciples with urgency.

We commenced a structured 52-week lesson series with our youth, taking them on a comprehensive journey through the entire Bible. Currently we have completed phase 1 and have entered phase 2 “The Fall” with the new year. To reflect our desire for growth, we have initiated a search for an intern and a bi-vocational youth director to streamline our discipleship and youth endeavors together.

By October, we had begun strategic planning for 2024, devising forward-thinking strategies for nurturing our youth. These plans encompass a continued study of the entire Bible and hosting biannual camps with an intentional focus of multiplying disciples.

To support our vision, we established a growth-focused budget for our Youth, Children, and Discipleship areas, which would include an internship for VBS, discipleship and small group activities for youth, more focused training for current small group leaders, recruitment for future leaders, and strategic planning to bring discipleship to Green County communities.

This strategy would incorporate a “Garden of Groups” that is comprised of anything from HOST Homes, on campus groups, off-campus small groups, one-on-two discipleship (IMPACT), or a group of twenty.

In the spirit of unity and faith, we move forward into the next half of the year, committed to continued growth, community, the teaching of God's Word, and to the glory of God.

Discipleship Pastor  
Joey Wood

## Pastor Of Worship and Community Annual Report for JAN. 2024

*“Come, let us bow down in worship, let us kneel before the Lord our Maker; for he is our God and we are the people of His pasture, the flock under His care.”*

Psalms 95:6 – 7

Nadene and I greatly appreciate the welcome we received from the Grace community. It has been a fast paced 6 months since arriving at Grace in July 2023. While many churches have similar backgrounds or may look similar in operation and opportunity, the culture and flow of ministry can very different. As such, getting acclimated to those things here at Grace while learning processes, systems, and names (still working on that) has been a challenge, but I believe we have covered a lot of ground in a short amount of time. Here is a quick snapshot of the ministry since July.

- Following a ministry meet and greet with worship and tech team members, and an expected adjustment period, the worship ministry settled into a good flow. From those in the band to those in the booth, we’ve been able to work well together in leading God’s people weekly into His presence.
- Speaking of those in the band and the booth, I certainly want to offer a word of “THANKS!” to those serving.
  - o In the band: “Rocky” Davidson (Bass), Stuart Harris (Acoustic/Electric Guitar), Serenity Jackson (Flute/Vocals), Brian McClure (Piano), Kelly Clower (Vocals), Tammy Leavell (Vocals), Nadene MacLeod (Vocals), Stacy Malone (Vocals).
  - o In the Booth, Nancy Long has been a super support coordinating and leading this team including those doing Sound: Ron Mohammed, Linda Parrish, and Tery Wilcoxson / Projection and Lights: Dana Janes, Andrew McElhannon, Kellie Sharpe, Michael Wells / Streaming: Curtis Crumbley, Brett Hanson, Isaiah Hawks, Saige Nobis / Camera: Lucas Human, Jasper Warwick
- Also, a word of “THANKS!” to a couple who have moved on from Grace: Rick Cook (Trumpet) and Michael McGough (Interim Worship Leader). We appreciate them for their example and faithful service.
- During the 6 months we’ve added 8 new worship songs, a couple new Christmas songs during Advent, and included 17 hymns/ hymn arrangements.
- The choir ministry is back up and running, currently focusing on weekly preparations as a praise and worship choir.
- We’ve had some small adjustments to our stage layout with some changes in band participants, the consistency of 4 vocals per week, and the choir coming back. Additionally, we do have some other things that are already being considered or in the works.
- In the area of technology there has been little in terms of changes, but a fair bit of time has been given to learning the installed systems. I have met with an outside audio/visual company and shared possible updates and heard some recommendations. As we look ahead in this area I do anticipate some things will be addressed over time.
- We added a service of Praise and Thanksgiving leading into Thanksgiving week.

- I love the Christmas season, and our month of Advent was a joy to be a part of touching on the weekly themes of hope, peace, joy, and love, and culminated with our Christmas Eve candlelight service.

A few none worship focused notables over the past months include:

- Participation in the Fall Family Fun Day, both behind the scenes and during the event.
- Connecting with a few of the local missions supported by Grace (In person meetings with Atlas, FCA, and Habitat).
- Pulpit supply
- Serving on the elder counsel has been very beneficial in gaining an understanding of the ministry at Grace. Likewise, serving on the Master Planning Team has been valuable in unpacking the strategic plan and outlining many possible next steps for our ministry.

## **Senior Pastor Report for the January 2024 Annual Business Meeting**

This year marks the 20th anniversary of Grace Fellowship. On July 4, 2004, we gathered for our first worship service in the auditorium of the Greene County High School. Since that day we have seen God do remarkable things in the lives of individuals and families. We continue to see people come to know Jesus as Savior and continue to celebrate the spiritual growth and life-transformation of so many. It has been and continues to be an honor to serve as Senior Pastor of this wonderful group of believers.

The theme for this year is “20 Years of Grace,” and our official Anniversary Celebration will be on July 7. That weekend, our 20th Anniversary Team will host a dinner for all the charter members who can attend. Also that weekend, we will distribute a short pictorial history of the church. You can look forward to hearing testimonies rejoicing in the way God has moved over the past two decades.

This is also the year we begin some much-needed improvements and upgrades to our campus. The first phase will see a new Welcome Center and Information Area in the Gathering Space. This will open up the entry area and provide a beautiful and functional area for new people to be welcomed and members to connect in ministry. The plan is to have this complete in the first half of the year. The second phase will focus on carpet, paint, and stage upgrades in the Worship Center. Future phases will work on the signage outside the building and the parking lot, however the completion of the Master Planning Team’s work may highlight more critical needs.

Using our Strategic Plan, the Master Planning Team is continuing its work and should have a report ready for the Elders in the first quarter. The plan, once approved, will be used to guide our ministries programming, staff development, and facilities growth for at least the next 5 years. We look forward to seeing all that the Lord will do as we live out our mission of glorifying God by bringing people into a life-changing relationship with Jesus Christ.

One of the major accomplishments of this past year was the writing of our Children and Youth Protection Policies. Grace Fellowship holds to the highest standards of caring for and teaching children and youth in a safe and loving environment. We want parents to feel completely comfortable leaving their children in the care of leaders who have gone through background checks and training. Each person who works with youth or children is expected to read, understand, and abide by the protection policies. Any variations from this policy will be noted and action taken. Our Children's Director Cassidy Callaway and our Discipleship Pastor Joey Wood will work with the staff and elders to ensure compliance and to take any actions deemed necessary. We will be bringing all our current workers under the new policy, and this will mean some of them will need to go through new background checks and complete the training course.

We are excited to bring new Elders onto the council this year, and we thank our outgoing Elder Chairman Luke Miller and Elder Bobby Thomas for their faithful service. We also miss Brett Hansen who stepped down for health reasons and Dave Christenson who resigned because of moving to be closer to family. I ask that you pray for our current and new Elders as they seek to follow the Lord in leading this church family.

I rejoice that Grace Fellowship continues to be a church that declares salvation through Jesus, proclaims the uncompromising truth of God's Word, prays without ceasing, serves one another in humility, and has a heart for those outside our walls. In this past year, this church gave over \$195,000 to ministry and missions causes in our city and throughout the world. We sent men and women to the Dominican Republic, Wears Valley Ranch, and throughout their own neighborhoods. We set up our prayer tent in public places and offered prayers to any in need. In short, we made a difference this past year ... and the best is yet to come!