



FIRST BAPTIST CHURCH

Manchester, NH

*Annual Report for the Year
Ending December 31, 2025*



FIRST
BAPTIST CHURCH
EASTER SUNDAY
UKRAINIAN 6AM 4PM
ENGLISH 10AM
TAGALOG 2PM



**FIRST BAPTIST
CHURCH**
Manchester, NH

2025 Executive Summary

The First Baptist Church of Manchester is a biblically grounded church, a family from all nations, following Jesus in the heart of New Hampshire.

Average Sunday Attendance: 65
Average Sunday Giving: \$2,244

Building Projects

- LCHIP brick restoration
- Palmer Grant Chapel HVAC
- New Hot Water Boiler
- Sanctuary HVAC
-

New Ministry Projects

- Upgraded Website
- Filipino Worship Service
- Christian Youth Conference

New Officers (1):

- Scott Laughinghouse to F/A Board

New Members by Baptism (8)

- Francis Adesina
- Michelle Adesina
- Caroline Karimi
- Angeline Kenneh
- Alice Kimber
- Elijah Kimber
- Sammetta Kimber
- Jeff Raiche

New Members by Christian Experience (5)

- Colin Cordima
- Georgeann Davis
- Scott Laughinghouse
- Anthony Romano
- Noemi Romano

2026 Operating Budget - Summary

Budget Line Items	2025 Budget \$	2025 Actual \$	2026 Budget \$
INCOME			
Tithes & Offerings	104,000.00	116,684.26	130,000
Co-ministry Income	19,668.00	29,547.00	35,011
Endowment & Trust Income	51,025.65	34,478.14	30,000
Miscellaneous Income	1,350.00	14,507.56	5,400
TOTAL INCOME	176,043.65	195,216.96	200,411
EXPENSES			
Salary Expenses	105,531.82	110,538.46	117,430
Parsonage Expenses	8,369.00	5,744.40	7,528
Church Building Expenses	44,047.34	43,054.24	45,783
Worship & Ministries	7,699.79	11,067.37	12,188
Outreach Missions	10,000.00	10,335.91	12,500
TOTAL EXPENSES	175,647.95	180,740.38	195,429
INCOME LESS EXPENSES	395.70	14,476.58	4,982

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First Baptist Church Covenant

Having been led to accept Jesus Christ as our Lord and Savior, and upon profession of that faith, having been received into the fellowship of this church, we do now in the presence of Almighty God and this congregation most solemnly and joyfully enter into covenant with one another as members within the Body of Christ. We promise therefore, by the aid of the Holy Spirit, to walk together in Christian love, to support the public worship of God by regular attendance, to contribute regularly to the support of our local ministry and for the spread of the gospel throughout the world. As a part of our Christian commitment, we will seek to know and to follow His will in our everyday lives. We also promise that, as God shall enable us, we will follow His principles as revealed through the Holy Scriptures; remember one another in prayer; help each other in sickness, trouble, and sorrow; be slow to take offense and quick to seek reconciliation; and continually live to the glory of Him Who has called us out of darkness into His glorious light.

2025 Pastor's Report

As 2025 ends, let's reflect on two questions: how is our church doing? What is our pastor doing?

How is our church doing?

In 2025 our church has gained spiritual momentum. Momentum is a word you won't find in your Bible, but you will find in a physics textbook. Momentum refers to how a heavy object moving at a high speed is hard to slow down and blows through obstacles. Think of a running back at full speed knocking over a defensive end, or a snow plow cruising through 2 feet of powder. Once something big gets going in a certain direction, it keeps going.

This is also true of churches. When a church brings in new people, that brings in even more new people. When a congregation gives generously of their time and their resources, that leads to even more generosity. When we are faithful to Jesus, he is more than faithful to us. On the other hand, when churches are numerically, financially, and spiritually stuck, they begin to die.

This is also the teaching of Jesus Christ who said "I tell you that to everyone who has, more will be given, but from the one who has not, even what he has will be taken away." (Luke 19:26). This seems to have been one of his favorite sayings since he used it twice, both in explaining the purpose of parables and in the parable of the talents. And note that Jesus did not say to everyone who has, more *should* be given; this is not a moral command about how we should behave. Jesus said more *will* be given; this is a fact about how the world Jesus made works.

So it is with great joy and gratitude that I report that in 2025: God got the ball rolling. We have gained momentum. I know many of us feel that change on a spiritual level and the numbers, crude as they are for measuring souls, reflect that change: average attendance up from 51 in January to 83 in December, giving up 45% from 2024, and 13 new members.

How did it happen? We had no new idea for how to do church. We were faithful with what God had given us, and day by day, week by week, God rewarded our faithfulness in little, by giving us a little more. We studied his word, worshiped with our whole heart, prayed, told people about Jesus, and sought to follow Jesus' example in everything we do. There is no secret to growing a church or becoming a spiritually healthy church. Ordinary faithfulness leads to fruitfulness.

What is our pastor doing?

About half of my work hours are spent on the job's essential tasks: preparing sermons, planning and leading worship, attending meetings, and responding to all the emails, calls, and texts I get. In the other half of my work hours, I have a great deal of freedom to choose how I can best serve our church and our community. Here have been some of my priorities in my first full year.

1. Quality Time with People: as a new pastor, one of my top priorities remains getting to know people. At this point, Marci and I have had most of you over to our house for a meal or church gathering. I get coffee or a meal with members and friends of the church every week. I cannot shepherd people I do not know, and while my sermons are of course drawn from scripture, the questions and needs they address are drawn from my conversations with all of you.

2. Youth Group: I continue to spend a great deal of time working with our youth. We have a weekly Bible Study and a monthly special event, including a folk dance, a museum trip, a college visit, and more. We also attended Deep Freeze at Camp Berea this winter and spent 2 weeks at the Christian Youth Conference this summer. Training the next generation of the church is one of our greatest responsibilities and I am glad to take the lead on it while I am still relatively young, especially since this has freed up Pastor Chris for our new ministry to Filipinos.

3. The Building: our beautiful, historic building takes a lot of time, money, and attention to maintain. Given the large proportion of our budget taken up by the building and our low number of trustees, it seemed important for me to work closely on the building. This includes everything from grant work (LCHIP and Palmer), to meeting with contractors (soundproofing, elevator repair, pest control, etc.), to doing it myself (inspecting the bell, filling the baptismal, etc.).

4. Serving: Jesus washed feet, gave fishing advice, cured his friend's mother-in-law's fever, and blessed little children. Jesus was a servant who did whatever needed to be done. Part of pastoring is helping with whatever people need. I drove two U-Hauls, helped someone find a job, consulted on a college application, delivered food to poll-workers, figured out how to put Ukrainian words on the church sign using only English letters, and much more.

5. Denominational Service: We are a healthy church in a region (ABCVNH) which is treading water and in a denomination (ABCUSA) which is drowning. There are not enough pastors and lay leaders for the programs these organizations have historically run, and almost everything is in decline. I serve on the board of ABCVNH and on the planning committee of the Christian Youth Conference. I also attended the ABCUSA Biennial in Omaha this summer.

Outside of church, I remain a husband to Marci and a father to Victor. We practice spiritual disciplines as a family, and I work on my own walk with the Lord. For the second year in a row, I finished next to last in my dynasty fantasy football league, but I have high hopes for 2026. I go to the beach, go hiking, and go cross-country skiing depending on the season. I read books ranging from a history of the New Hampshire State Lottery to a sociological study on Puritan Boston and Quaker Philadelphia. In short, I have a life outside of church.

Marci, Victor, and I are blessed to be at the First Baptist Church of Manchester. We thank you for your prayers and your friendship. I am confident that 2026 will be a wonderful year for our church, as with God's help we continue our spiritual momentum in making disciples of Jesus.

In Christ,

A handwritten signature in cursive script that reads "Gregory Scalise". The signature is written in black ink and is positioned above the typed name.

Rev. Gregory Scalise

Associate Pastor's Report

New Members and Ministry

I am grateful to God for bringing new members into our church. In 2024, Pastor Greg asked about my goals for the upcoming year, and I expressed my desire to start a Bible study for our Filipino community in January. This plan was realized, and more than 15 individuals participated. However, God provided an even greater opportunity. Members of our Filipino community expressed a desire for a dedicated worship service. On April 20, Easter Sunday, we held our first Filipino Service, which has since become a monthly event. Two families from the Filipino community expressed interest in joining First Baptist Church, and some members are now actively involved in various church ministries. Their presence is a significant blessing to our church family.

Saturday Bible Study

For nearly a decade, beginning in 2017, I have conducted weekly Bible studies. We have completed studies on seven books, including Hebrews, Acts, Mark, Colossians, Philippians, James, and Zechariah. Some of these studies spanned several years, yet the experience has been deeply rewarding for all participants. I have witnessed the positive impact of these studies on some members and observed the transformative effects of teaching the word of God to new attendees over the years. Attendance has grown from five to fifteen worshippers, and I can affirm that these Bible studies have been profoundly meaningful, as I have personally benefited from them.

Sunday School

I have been serving in the Sunday School even before I got called to be the associate pastor in 2019. We have made great progress in our Sunday School over the years. Many of our youth, who began in Sunday School as young children, are now in high school and assist teachers in teaching students from kindergarten through fourth grade. Although regular attendance among younger children remains a challenge, our teachers consistently ensure that those present benefit from meaningful lessons and Bible stories.

Visitation Ministry

Initially, visitation rounds were conducted by my wife, Tina, Emily Bryant, and me. Recently, additional members, including Scott, Caroline, and occasionally Charze or Charlene, have joined our efforts. For example, we had the privilege of visiting the Marinos before Christmas to share Christmas carols. The winter season in New Hampshire can be challenging for them. I extend special thanks to the Baduria and Mariano families for their time and talent, which made our visit memorable.

Music Ministry

Since our arrival in New Hampshire in 2016, my family and I have served in the music ministry. In 2019, when choir participation was low, I encouraged all youth group members to join the choir, despite their initial reluctance. We invested in their development by enrolling them in music

school. As a result, they now perform special musical pieces and frequently lead the choir.

Notably, they now serve in the music ministry on a voluntary basis. The choir continues to grow, with the addition of Ginger, Noemi, Jacky, and Cathy, as well as the special participation of the Mariano sisters, Lexie and Arabella.

Prayer Fellowship

Nearly every day, I attend prayer fellowship at the chapel with Pastor Steve Jenkins and Emily Bryant. Together, we pray for members of our congregation who are facing physical, mental, emotional, financial, and spiritual challenges.

Participating in prayer fellowship is, in my view, among the most meaningful activities we can undertake. We have witnessed numerous answered prayers, including a significant miracle experienced by my family. I believe that prayer has contributed to the church's growth in both numbers and faith. Our approach has not involved extraordinary measures, but rather follows the example set by the early followers of Christ, as described in Acts 2:46-47

Every day they devoted themselves to meeting together in the temple, and broke bread from house to house. They ate their food with joyful and sincere hearts, praising God and enjoying the favor of all the people. Every day, the Lord added to their number those who were being saved.

In conclusion, I am confident that the coming year will be both busy and fruitful. With God's guidance, we will continue to grow in number and in faith, reaching out to those in spiritual need.

Looking forward to a blessed 2026 serving the Lord with gladness in our hearts. I thank God for the opportunity and privilege to serve Him.

Chris Capulso

Associate Pastor

Report of the Church Clerk for 2025

Active Membership as reported December 31, 2024

86

Received into membership January 1 - December 31, 2025

By Christian Experience:

Colin Cordima
Georgeann Davis
Scott Laughinghouse

Anthony Romano
Noemi Romano

By Baptism:

Francis Adesina
Michelle Adesina
Caroline Karimi
Angeline Kenneh

Alice Kimber
Elijah Kimber
Sammetta Kimber
Jeff Raiche

+ 13
99

Removed from active membership January 1 - December 31, 2025

By Request:

By Death:

By Inactivity:

Janet Amasa-Titus
Aleyo Amasa-Titus
Will Dean
Jesse Frail
Don Frail
Daniel Gladysz
Laura Gladysz
Madlyn Gladysz
Ethel Kjellander

Steven Litaris
Craig Longsderf
Paul Moquin
Cassandra Pappas
Anthony Pappas
Daniel Peabody
Tina Peabody
Stephen Rojek
Cecilia Thiess

- 18
81

Active Membership as reported December 31, 2025: 81

Respectfully submitted,

Vickie Chavanelle, Church Clerk

CUMULATIVE LIST OF THOSE BEING MEMBERS

FOR 50 OR MORE YEARS - 2025

Dorothy Wyman	1937
Cynthia Sullivan	1946
Anne Batchelder Hudson	1956
Stephen Van Der Beken	1961
Colleen Rojek Chenoweth	1962
Vickie Watts Chavanelle	1963
William Watts, Jr.	1963
David Van Der Beken	1963
Kenneth Wyman	1964
Mary Steele	1967
Russell Wyman	1969
Carl Steele	1973
David Steele	1973
Daniel Whittle	1975
Bethany Maltezos	1975
James Hussey, Jr.	1975

Deacon's Report

As we close this year, the Deacon Ministry gives thanks for God's faithfulness and the support of our church family. We remained committed to serving through prayer, care, and practical assistance.

We walked with members through illness, grief, and personal need; supported communion; and worked to strengthen unity within the church. In partnership with the pastoral staff, we sought to meet spiritual and physical needs with compassion and grace.

We are grateful for the volunteers and ministry partners who supported this work. As we look ahead, we remain devoted to deepening our service, expanding our care outreach, and encouraging the spiritual growth of our church community.

Respectfully submitted,

The Deacons Board
Alex Yani-Ampah, Chairperson

2025 Trustees Report

The Trustees are charged in the church Bylaws with the care and custody of the physical property of the church and parsonage. Committee members for 2025 are: Alex Yanyi-Ampah, Stephen Chavanelle, Pastor Greg Scalise, Karl Voloshin and David Van Der Beken, who serves as its chair.

Last year at this time, we informed the church that our application to obtain a LCHIP matching grant for exterior brick repairs and repointing was not granted. However, in early spring 2025, we were surprised to be notified that our request was granted due to the withdrawal of a large LCHIP-approved project in Manchester. As a result, we were awarded over \$21,000 for our brick repair project. The project cost \$42,000.00 and took over 5 months to complete. The work was performed by Northeast Masonry (owner: Eric Gagne) of Concord, NH, who had to find, match and blend current materials with existing brick and mortar dating back to the early 1870's. Under the grant, the church was required to raise a minimum of one dollar for each dollar provided by LCHIP, so the \$42,000 cost was split between the \$21,000 LCHIP grant and the church's own funds paid from our Capital Improvement Fund.

In 2025, Greg was able to secure a \$23,500 Palmer Grant from American Baptist Churches (USA) for air conditioning and soundproofing in the chapel. We expect to do the work in 2026.

A new hot water boiler was installed in May by Denron Hall Plumbing and Heating at an approximate cost of \$22,000. The old boiler from 1974 was leaking and repairs were not economically feasible. The work was performed in the spring and paid for by our Capital Improvement Fund.

With financial help from our church, the Slavic Church started work on installing more ductwork for an additional air conditioning unit for the sanctuary in the summer.

Upon inspection, the elevator cables required replacement. The work was done in October.

The Slavic Church contributes 50% to the cost of capital improvements of the church. We are grateful for their continued support. They also donate considerable time and effort to maintain and repair the church.

All these projects are made possible only from careful management, investment and conservation of the church's capital improvement funds by the Endowment Committee. We appreciate the committee's efforts throughout the year in generating sufficient income for major capital improvements to the church and praise those members and former members of the church who had the foresight and generosity to bequeath special or endowment funds for the church's considerable annual maintenance and upkeep budget. This year the Trustees spent a total of approximately \$63,000.00 in capital improvements – all which were funded by the Capital Improvement Fund.

Respectfully Submitted

David P. Van Der Beken, Chairman

Endowment Committee Report

Members of the Endowment Committee during 2025 were Tina Capulso, Kathy Johonnett, Pastor Greg Scalise, and Karen Van Der Beken

In January 1959, the First Baptist Church adopted a resolution that established the Endowment Committee. According to the By-Laws of the Church, "the committee is responsible for the care of all monies given or willed to the church which are either not specifically directed otherwise or are left for the Perpetual Givers Fund." The monies in the Perpetual Givers Fund (PGF) are invested in securities to produce income to maintain our church building and parsonage. Each month, dividends and interest are transferred from the PGF into the Capital Improvement Fund (CIF) and these funds are available to the Trustees to make repairs and improvements to our buildings. When offerings and other income are insufficient to cover our operating costs, and upon a vote of the congregation, the Capital Improvement Fund can be used to pay for operating expenses such as salaries, utilities, maintenance, etc.

The Endowment Committee meets twice each year to review our portfolio and make changes, as appropriate. Our investment objective is to maximize income with minimal risk. Our 2 portfolios are managed by Morgan Stanley, and the Bank of New Hampshire through the American Baptist Churches of Vermont and New Hampshire.

The balance of the Endowment Fund at the end of the year was \$2,123,194, which was an increase of 14% over the previous year.

Total withdrawals from the Capital Improvement Fund were \$86,700, which included \$66,700 to cover repairs and improvements to the church. Refer to the Trustees Report for a detailed list of capital projects that were completed.

It was necessary to transfer \$20,000 from the CIF to cover operating costs, as described above. This was half of the amount transferred last year.

We are grateful to those who had the foresight create the Church Endowment so that future generations will have the resources to maintain our 189-year-old church and 60+-year-old parsonage. We are also thankful to everyone who has given or plan to give to the Endowment Fund to ensure the upkeep of our buildings. If you would like to learn how to make a planned gift to the First Baptist Church, please see Pastor Greg or one of the committee members.

Respectfully submitted

Karen Van Karen Van Der Beken

2025 Board of Finance and Advisory Committee Report

The Finance and Advisory Committee meets on the third Monday of each month. The purpose of this committee is to oversee income and expenses of the church, and to facilitate communications between the standing committees and with the church members. Agenda items typically include reports from the Deacons, Trustees, Treasurer, Board of Christian Education, and the Pastor, as well as other matters that need attention. The 2025 Board includes Alex Yanyi-Ampah, Cristina Capulso, Kathy Johonnett, David Van Der Beken, Vickie Chavanelle, Karen Van Der Beken, Associate Pastor Chris Capulso and Pastor Greg Scalise.

2025 was a year which showed remarkable positive changes, not only in attendance and giving, but also in spirit, trust and faith. We have many more children in Sunday Worship each week than at any time in recent memory. Average weekly Sunday attendance in 2025 was 65 people, noticeably up from 52 in 2024. Even more noteworthy, in the last 6 months of 2025 average attendance was 70. Average giving per week in 2025 was \$2,244, substantially up from \$1,537 in 2024. Average giving in the past 6 months was even higher at 2,464.00.

The church's budget results for 2025 are equally notable. Tithes and offerings are on the rise, \$117,000 vs \$80,000 last year, a 46% increase. Expenses were 18% higher in 2025 compared to 2024, but we ended the year very close to the budgeted amount. Actual net income in 2025 was \$14,000 above budget. In addition, at the beginning of 2025, we budgeted \$35,000 in transfers from Capital Improvement Fund to augment offerings and other income to meet expenses, but only \$20,000 was needed. By comparison, in 2024, it was necessary to transfer \$40,000 to pay our bills. We are definitely trending in the right direction.

The Slavic Church continues to contribute to the church in many ways such as snow plowing, cleaning, repairs to operating systems, yard work, co-ministry services and friendship. As we first reported last year, their co-ministry contributions now amount to ½ of church operational expenses, such as utilities, insurance, and maintenance, subject to a credit for cleaning costs paid directly by the Slavic Church. In addition, with financial support from our church, the Slavic Church has installed a 3rd air conditioning system in the sanctuary. The Slavic Church have plans to also add air conditioning to the downstairs vestry, kitchen, chapel and library in the future. Also, the Slavic Church continues to pay us \$100 per extra-use-day for heating the sanctuary in the harsh winter months. In 2025, the extra heating payments amounted to \$3,900.00 (i.e. 39 days).

Please review the other reports in the 2025 Annual Report for more information about the activities of the other Boards and Committees, and the Treasurer's Report and the 2026 Budget Review for more details about the church's finances.

Respectfully submitted,

David Van Der Beken, Moderator

2025 Treasurer's Report

Acct #	Budget Line Items	2025 Budget \$	2025 Actual \$	2025 Actual Less Budget \$
	<u>INCOME</u>			
	<u>Collections</u>			
1100	Tithes & Offerings	104,000.00	116,684.26	12,684.26
1199	TOTAL COLLECTIONS	104,000.00	116,684.26	12,684.26
	<u>Co-Ministry Income</u>			
1202	Slavic Evangelical Church	10,068.00	22,047.00	11,979.00
1203	Slavic Evangelical Church Reimbursement For Heat	6,000.00	3,900.00	(2,100.00)
1205	Covenant Christian Church	3,600.00	3,600.00	-
1299	TOTAL CO-MINISTRY INCOME	19,668.00	29,547.00	9,879.00
	<u>Endowment & Trust Income</u>			
1301	FBC Capital Improvement Funds	35,000.00	20,000.00	(15,000.00)
1302	Littlefield Trusts	16,025.65	14,478.14	(1,547.51)
1399	TOTAL ENDOWMENT & TRUST INCOME	51,025.65	34,478.14	(16,547.51)
	<u>Miscellaneous Income</u>			
1402	Special Gifts		6,605.00	6,605.00
1403	Camper Payments		750.00	750.00
1404	Funds Raised For Youth Group	500.00	1,287.00	787.00
1405	Reimbursements		2,457.49	2,457.49
1406	Building Use Donations	850.00	2,138.00	1,288.00
1410	Other		1,270.07	1,270.07
1499	TOTAL MISCELLANEOUS INCOME	1,350.00	14,507.56	13,157.56
	TOTAL INCOME	176,043.65	195,216.96	19,173.31

<u>EXPENSES</u>				
	<u>Administration</u>			
	<u>Salary, Wages, Benefits & Payroll Fees</u>			
2100	Pastor			
	Base Salary	40,000.00	40,003.92	3.92
	Special Salary Support		2,000.00	2,000.00
	Phone & Internet Allowance	1,200.00	1,021.71	(178.29)
	Mileage Allowance	2,500.00	2,051.23	(448.77)
	MMBB Retirement Benefit	13,835.00	15,904.00	2,069.00
	Social Security Offset	4,013.00	4,013.04	0.04
	Continuing Education & Conventions	1,000.00	198.99	(801.01)
	Educational Aids	250.00	186.58	(63.42)
	Professional Dues	50.00	525.00	475.00
	Hospitality Reimbursement	1,000.00	1,175.30	175.30
2101	Associate Pastor			-
	Base Salary	1,700.00	1,699.92	(0.08)
	Salary Support		2,400.00	2,400.00
	Phone & Internet Allowance	1,200.00	1,200.00	-
	Mileage Allowance	2,500.00	2,499.84	(0.16)
	Housing Allowance	21,600.00	21,600.00	-
	Social Security Offset	1,782.45	1,782.48	0.03
	Continuing Education & Conventions	100.00	-	(100.00)
2102	Secretary	5,793.00	5,793.12	0.12
2103	Music Director	5,200.00	4,625.90	(574.10)
2104	Sunday School Helper		20.00	20.00
2110	Paychex - Payroll Processing	967.65	1,038.83	71.18
2112	Paychex - Church-paid Soc Sec & Medicare	840.72	798.60	(42.12)
2199	TOTAL ADMINISTRATION	105,531.82	110,538.46	5,006.64
	<u>Parsonage Expenses</u>			
2201	Electricity	1,912.50	2,210.00	297.50
2202	Heat	4,500.00	2,644.48	(1,855.52)
2203	Maintenance	1,500.00	-	(1,500.00)
2204	Sewage & Water	456.50	889.92	433.42
2208	Other		-	-
2299	TOTAL PARSONAGE EXPENSE	8,369.00	5,744.40	(2,624.60)

	<u>Church Property</u>			
2301	Electricity	8,000.00	8,096.82	96.82
2302	Heat	9,400.00	9,838.78	438.78
2303	Inspections	1,452.15	2,104.00	651.85
2304	Insurance	10,227.25	9,726.50	(500.75)
2305	Maintenance and Supplies	10,000.00	8,624.08	(1,375.92)
2306	Sewage & Water	1,105.94	965.12	(140.82)
2307	Telephone & Internet	2,320.00	2,856.19	536.19
2309	Information Technology	1,042.00	687.20	(354.80)
2310	Christmas Decorations	500.00	-	(500.00)
2311	Processing Fees For Online Giving		15.55	15.55
2312	Overdraft Fee		140.00	140.00
2315	Other			
2399	TOTAL CHURCH PROPERTY	44,047.34	43,054.24	(993.10)
	<u>Worship & Services</u>			
2401	Christian Education	1,000.00	1,169.99	169.99
2402	Kitchen/Fellowship Hall Supplies	1,460.79	1,050.42	(410.37)
2403	Flowers	100.00	100.01	0.01
2404	Guest Director, Special Music, & Music Materials	839.00	739.00	(100.00)
2405	Guest Minister	200.00	348.40	148.40
2406	Office Supplies, Stationary, & Publications	1,150.00	2,745.75	1,595.75
2407	Postage - Stamps/Bulk Mail	250.00	-	(250.00)
2408	ABC CONVENTIONS	300.00	388.00	88.00
2409	Camperships		2,487.00	2,487.00
2410	Church Picnic	900.00	1,272.02	372.02
2413	Youth Activities	1,500.00	766.78	(733.22)
2499	TOTAL WORSHIP & SERVICES	7,699.79	11,067.37	3,367.58
	<u>World Outreach Missions</u>			
2501	International Ministries (Support for Clemmers)	2,000.00	1,953.91	(46.09)
2502	Christian Aftercare Ministries	2,000.00	1,911.00	(89.00)
2503	International Ministries (Support for Chettis)	2,000.00	2,398.00	398.00
2507	Glad Tidings India	1,000.00	1,041.00	41.00
2510	Chinese To Christ Ministries	1,000.00	1,041.00	41.00
2511	American Baptist Churches of VT & NH	2,000.00	1,731.00	(269.00)
2530	Fedelia Alimoh		260.00	260.00
2599	TOTAL OUTREACH MISSIONS	10,000.00	10,335.91	335.91
	TOTAL EXPENSES	175,647.95	180,740.38	5,092.43
	INCOME LESS EXPENSES	395.70	14,476.58	14,080.88

2026 Operating Budget Review

Acct #	Budget Line Items	2025 Budget \$	2025 Actual \$	2026 Proposed Budget \$
	<u>INCOME</u>			
	<u>Collections</u>			
1100	Tithes & Offerings	104,000.00	116,684.26	130,000
1199	TOTAL COLLECTIONS	104,000.00	116,684.26	130,000
	<u>Co-Ministry Income</u>			
1202	Slavic Evangelical Church	10,068.00	22,047.00	25,911
1203	Slavic Evangelical Church Reimbursement For Heat	6,000.00	3,900.00	4,000
1205	Covenant Christian Church	3,600.00	3,600.00	3,600
1206	Filipino Church			1,500
1299	TOTAL CO-MINISTRY INCOME	19,668.00	29,547.00	35,011
	<u>Endowment & Trust Income</u>			
1301	FBC Capital Improvement Funds	35,000.00	20,000.00	15,000
1302	Littlefield Trusts	16,025.65	14,478.14	15,000
1399	TOTAL ENDOWMENT & TRUST INCOME	51,025.65	34,478.14	30,000
	<u>Miscellaneous Income</u>			
1402	Special Gifts		6,605.00	
1403	Camper Payments		750.00	1,000
1404	Funds Raised For Youth Group	500.00	1,287.00	1,000
1405	Reimbursements		2,457.49	
1406	Building Use Donations	850.00	2,138.00	1,000
1407	Salary Support			2,400
1410	Other		1,270.07	
1499	TOTAL MISCELLANEOUS INCOME	1,350.00	14,507.56	5,400
	TOTAL INCOME	176,043.65	195,216.96	200,411

Acct #	Budget Line Items	2025 Budget \$	2025 Actual \$	2026 Proposed Budget \$
	EXPENSES			
	Administration			
	Salary, Wages, Benefits & Payroll Fees			
2100	Pastor			
	Base Salary	40,000.00	40,003.92	40,000
	Special Salary Support		2,000.00	
	Phone & Internet Allowance	1,200.00	1,021.71	1,200
	Mileage Reimbursement	2,500.00	2,051.23	2,500
	MMBB Retirement Benefit	13,835.00	15,904.00	18,816
	Social Security Offset	4,013.00	4,013.04	4,013
	Continuing Education & Conventions	1,000.00	198.99	1,000
	Educational Aids	250.00	186.58	250
	Professional Dues	50.00	525.00	675
	Hospitality Reimbursement	1,000.00	1,175.30	1,500
2101	Associate Pastor			
	Base Salary	1,700.00	1,699.92	4,100
	Salary Support		2,400.00	
	Phone & Internet Allowance	1,200.00	1,200.00	1,200
	Mileage Allowance	2,500.00	2,499.84	2,500
	Housing Allowance	21,600.00	21,600.00	21,600
	Social Security Offset	1,782.45	1,782.48	1,782
	MMBB Retirement Benefit			2,400
	Continuing Education & Conventions	100.00		100
2102	Secretary	5,793.00	5,793.12	6,372
2103	Music Director	5,200.00	4,625.90	5,200
2104	Sunday School Helper		20.00	240
2110	Paychex - Payroll Processing	967.65	1,038.83	1,093
2112	Paychex - Church-paid Soc Sec & Medicare	840.72	798.60	889
2199	TOTAL ADMINISTRATION	105,531.82	110,538.46	117,430
	Parsonage Expenses			
2201	Electricity	1,912.50	2,210.00	2,316
2202	Heat	4,500.00	2,644.48	2,777
2203	Maintenance	1,500.00		1,500
2204	Sewage & Water	456.50	889.92	934
2208	Other			
2299	TOTAL PARSONAGE EXPENSE	8,369.00	5,744.40	7,527

Acct #	Budget Line Items	2025 Budget \$	2025 Actual \$	2026 Proposed Budget \$
	<u>Church Property</u>			
2301	Electricity	8,000.00	8,096.82	8,143
2302	Heat	9,400.00	9,838.78	10,331
2303	Inspections	1,452.15	2,104.00	2,209
2304	Insurance	10,227.25	9,726.50	10,213
2305	Maintenance and Supplies	10,000.00	8,624.08	9,962
2306	Sewage & Water	1,105.94	965.12	1,013
2307	Telephone & Internet	2,320.00	2,856.19	2,671
2309	Information Technology	1,042.00	687.20	722
2310	Christmas Decorations	500.00		500
2311	Processing Fees For Online Giving		15.55	20
2312	Overdraft Fee		140.00	
2315	Other			
2399	TOTAL CHURCH PROPERTY	44,047.34	43,054.24	45,784
	<u>Worship & Services</u>			
2401	Christian Education	1,000.00	1,169.99	1,438
2402	Kitchen/Fellowship Hall Supplies	1,460.79	1,050.42	3,550
2403	Flowers	100.00	100.01	200
2404	Guest Director, Special Music, & Music Materials	839.00	739.00	800
2405	Guest Minister	200.00	348.40	600
2406	Office Supplies, Stationary, & Publications	1,150.00	2,745.75	1,000
2407	Postage - Stamps/Bulk Mail	250.00	-	100
2408	ABC CONVENTIONS	300.00	388.00	500
2409	Camperships		2,487.00	2,000
2410	Church Picnic	900.00	1,272.02	1,000
2413	Youth Activities	1,500.00	766.78	1,000
2499	TOTAL WORSHIP & SERVICES	7,699.79	11,067.37	12,188.00
	<u>World Outreach Missions</u>			
2501	International Ministries (Support for Clemmers)	2,000.00	1,953.91	2,500
2502	Christian Aftercare Ministries	2,000.00	1,911.00	2,500
2503	International Ministries (Support for Chettis)	2,000.00	2,398.00	2,500
2507	Glad Tidings India	1,000.00	1,041.00	1,250
2510	Chinese To Christ Ministries	1,000.00	1,041.00	1,250
2511	American Baptist Churches of VT & NH	2,000.00	1,731.00	2,500
2530	Fedelia Alimoh - (shipment of clothes to Ghana)		260.00	
2599	TOTAL OUTREACH MISSIONS	10,000.00	10,335.91	12,500
	TOTAL EXPENSES	175,647.95	180,740.38	195,429
	INCOME LESS EXPENSES	395.70	14,476.58	4,982

Board of Christian Education Report for 2025

As another year comes to a close, we are pleased to share updates on the progress of the Christian Board and the youth group.

The Christian Education Ministry plays a vital role at First Baptist Church and in our community. Its programs educate and enrich our children through engaging and meaningful activities, highlighting the ministry's value.

This ministry thrives on the dedicated support of the Board of Christian Education, church leadership, and the active participation of our youth and their families.

The year began with Deep Freeze Camp at Camp Berea on January 31, attended by Charlene, Charlize, Ashton, Thompson, and a participant from Covenant Christian Church.

This was followed by the Christian Youth Conference at Oceanwood in Ocean Park, Maine, last summer. The event inspired our teens to become more involved by serving in the Kids' Sunday School and the Music and Choir Ministry.

In the fall, with support from Pastor Greg, the youth group and members of the Haruza Family enjoyed a tour of the Harvard Museum of the Ancient Near East in Cambridge, Massachusetts.

These experiences demonstrate that learning can be enjoyable and is not limited to the classroom.

Looking ahead, we invite each family to consider how they can contribute to this year's success. We encourage parents to send their children to Sunday School regularly and to church camps.

Please join us in praying that more children will be encouraged to attend our Sunday classes. We believe that guiding our children early will have a lasting impact. Proverbs 22:6 says, ***"Train up a child in the way he should go; even when he is old, he will not depart from it."***

We extend our sincere thanks to all volunteer teachers and helpers, including Ginger Voloshin, Emily Bryant, Viola Tebah, Charlene, Charlize, and Charize Capulso.

Chris Capulso
Sunday School Superintendent

Memorial Fund - 2025

The FBC Memorial Fund started 2025 with a balance of \$4565.16

Income:

No income for the year \$ 00.00

\$4565.16

Expenses:

Purchase of flowers @ Jacques Flowers = ~~-\$ 115.00~~

~~-\$ 115.00~~

Account Balance

As of 12/31/25

\$4,450.16

Respectfully Submitted,

Vickie Chavanelle, Memorial Fund Treasurer

Music Committee Report

"...speaking to one another with psalms, hymns, and songs from the Spirit. Sing and make music from your heart to the Lord" Ephesians 5:19

Over the past year, we have had the opportunity to continue our worship service, singing, having the choir, the organ music, instrumentals, and guest musicians; we have the Evelyns and the Slavic Chimes visit. We look forward to continuing all those elements and adding hopefully more things to make our services even better.

We also had a few folks join the choir, and we are always looking for more volunteers. If anyone is interested in joining the choir, please let me know or Pastor Greg. We are always looking for people who can sing and have a desire to praise the Lord.

We continue to encourage everyone to participate in our service and sing our congregational songs. When we all join and sing the same songs, we build our spiritual community, reinforce our faith and witness to those around us. The lyrics in our hymns and songs are beautiful and tell a story to those who listen and I am glad we get to share that with others.

If you have any suggestions or requests, please reach out to me or Pastor Greg Scalise.

Sincerely,

Ivan Gult on behalf of the Music Committee.

NOMINATING COMMITTEE REPORT FOR 2026

Nominations for voting are **bolded**

*=First Term

**= Renewal Term

OFFICERS

Moderator	David Van Der Beken	2026	5 th term
Vice Moderator	Stephen Chavanelle	2027	1 st term
Clerk	Vickie Chavanelle	2026	1 st term
Treasurer	Karen Van Der Beken	2027	3 rd term
Assistant Treasurer	Kathy Johonnett	2027	3 rd term
Financial Secretary	Dona Blais	2026	No term limit
Church Secretary	Vickie Chavanelle		

FINANCE/ADVISORY BOARD

*Scott Laughinghouse, at large	2027	1st term
Cristina Capulso, at large	2026	2 nd term
Alex Yanyi-Ampah		(ex-officio)
Christopher Capulso		(ex-officio)
Greg Scalise		(ex-officio)
David Van Der Beken		(ex-officio)
Karen Van Der Beken		(ex-officio)
Vickie Chavanelle, Secretary		(ex-officio)

COLLECTORS

Kathy Johonnett	2027	No term limit
Vickie Chavanelle	2026	No term limit

BOARD OF DEACONS

**Alex Yanyi-Ampah	2028	3rd term
Viola Tebah	2027	2 nd term
Duminson Louis	2027	2 nd term
Israel Mulega	2027	1 st term
**Cristina Capulso	2028	2nd term
**Emily Bryant	2028	2nd term

BOARD OF TRUSTEES

David Van Der Beken	2026	8 th term
**Alex Yanyi-Ampah	2028	2nd term
**Stephen Chavanelle	2028	2nd term
Karl Voloshin	2027	1 st term

ELLIOT HOSPITAL TRUSTEE

Karen Van Der Beken	2028	2 nd term
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BOARD OF CHRISTIAN EDUCATION

Christopher Capulso	2027	No term limit
Emily Bryant	2027	No term limit
Alex Yanyi-Ampah	2026	No term limit
Viola Tebah	2026	No term limit
Ginger Voloshin	2027	No term limit

ENDOWMENT COMMITTEE

**Karen Van Der Beken	2025	No term limit
Kathy Johonnett	2027	No term limit
**Cristina Capulso	2025	No term limit

MÉMORIALS

Vickie Chavanelle

MUSIC COMMITTEE

Marci Scalise	2027
Ivan Gult	(ex officio)

NOMINATING COMMITTEE

Kathy Johonnett	2026	2 nd term
Cristina Capulso	2026	2 nd term
Christopher Capulso	2026	2 nd term
**Karen Van Der Beken	2028	2nd term

ICT TEAM

(Information Communications & Technology)

Alex Yanyi-Ampah
Duminson Louis
Cristina Capulso
Stephen Chavanelle
Marci Scalise

PASTORAL RELATIONS COMMITTEE

David Van Der Beken
Emily Bryant

FLOWER COMMITTEE

Kathy Johonnett
Vickie Chavanelle

CHURCH SCHOOL SUPERINTENDENT

**Christopher Capulso	2028	No term limit
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HISTORIAN

(Open)

Women's Union Annual Report 2025

The Women's Union exists for two purposes: to facilitate Christian fellowship among the women in our church and to support local ministries in Manchester. All women are welcome to join our monthly meetings. There is no need to be a member of the church to participate. **It strengthens our souls when we spend time getting to know one another more deeply, sharing our journeys of faith in Christ and praying together.**

We meet on the second Sunday of every month from 11:30a-12:30p after Coffee Hour. During this time one person shares a devotional and we discuss upcoming outreaches and events. This year we heard encouraging messages from several ladies including Viola Tebah, Judy Salach, Marci Scalise, Tina Capulso, and Cathy Watson. It is always a blessing to receive what God places on someone's heart to share with us! If any ladies are interested in leading a devotional in the future, please speak with Tina Capulso or Marci Scalise.

We wrapped up the year with a Ladies' Christmas Tea on December 13th. Eighteen ladies attended this event. Gayle Mariano shared her tea expertise and Heather Murch led a devotional. It was a joyful time together with delicious treats, entertaining games, and some special music.

In addition to our fellowship meetings, we continued our Home Mission program that supports a local charity each month. **You can view the list of organizations we support on the other side of this update.** Some highlights from this year were enabling New Life Home to buy a new lawnmower in June and purchasing Christmas gifts for a family in need in our church in December.

Finally, the Women's Union serves our church by recognizing significant events in the lives of our congregation. Mary Steele is our faithful representative, sending cards for birthdays, anniversaries, and other notable occasions. Funds for these and our other endeavors are provided through the Littlefield Trust.

Looking ahead to 2026, we will continue supporting the same six local ministries that we have been connected with in 2025 (and throughout many years in the past!). We intend to build stronger relationships with these organizations and connect with them more frequently throughout the year. **Eventually we would like to designate a liaison from our congregation for each organization.** As you read through the list, perhaps one name captures your heart and your interest. If you would like to learn more about any of these organizations and how you could personally support their ministry, please speak with Marci Scalise. This is a simple yet deeply meaningful role that you could fill to serve our church and the greater Manchester community.

We are very grateful for the generosity you have shown through the Women's Union initiatives. This year our church has donated hundreds of dollars and countless boxes of practical supplies to local charities, serving those with urgent needs in our city. As Mary Steele says, "Missions work begins at home." We share in Jesus' love for Manchester when we are united in kindness and service.

Thank you, church, for your support!

Respectfully submitted,

Cristina Capulso, Mary Steele, & Marci Scalise

Women's Union Home Mission Organizations

<u>MONTH</u>	<u>ORGANIZATION</u>	<u>DESCRIPTION</u>
January	no donations collected	
February	Webster House	Their mission: To provide a safe, supportive home for children who are unable to live at home primarily for reasons of abuse, neglect or difficulties in the community.
March	Liberty House	Empowering veterans facing homelessness & other challenges. A program of Catholic Charities, NH.
April	Families in Transition Food Pantry	Evidence-based approaches addressing the root causes of homelessness. Food-insecure individuals and families in Manchester, NH, can access our services once a month to receive non-perishable items and meats.
May	New Life Home	Faith-based recovery program for women facing addiction and other life challenges.
June	Emily's Place	A confidential safe shelter for women and children fleeing from domestic or sexual violence. Run by REACH Crisis Services of NH.
July	Webster House	See above
August	Liberty House	See above
September	Families in Transition Food Pantry	See above
October	New Life Home	See above
November	Emily's Place	See above
December	Adopt-a-Family	Purchasing Christmas gifts for a family in need
First Sunday of the Month (excluding July & August)	Salvation Army Kids' Café	The Kids Café operates 4 nights a week with an average attendance of 130 children per night. This program offers a free meal as well as a safe space for education, recreation, and interaction with caring adults. Their focus is "empowering inner city youth and their families to enhance their self-sufficiency."

Women's Union Treasurer's Report – 2025

Beginning balance January 2025 \$ 182.85

Income:

Donations from coffee hour \$ 10.00

Donations for Monthly Missions \$ 75.00

Deposits from Littlefield Trust \$ 965.20

\$1050.20

Expenses:

Flowers (get well and church worship) \$ 95.00

Misc. Gifts (cards, gifts, etc.) \$ 584.74

Total - \$ 679.74

Year-End 2025 Checkbook Balance \$ 553.31

Respectfully submitted,
Mary Steele
President – Women's Union

2025 Elliot Health System Review

ELLIOT HEALTH SYSTEM REVIEW

First Baptist Church, along with 4 other Protestant churches in Manchester (Brookside, St. Paul's Methodist, First Congregational, and Grace Episcopal), each have a seat on the Board of Directors of the Elliot Health System (EHS). Since 2022, I've represented our Church, and I also serve as Secretary of the Board.

2025 was a year of significant growth for The Elliot in terms of patients, cases, workforce, and financial performance. EHS continues to be the largest provider of comprehensive healthcare services in southern New Hampshire. Most prominent is the Elliot Hospital, a 296-bed acute care facility. The Elliot Health System is also home to Manchester's designated Regional Trauma Center, Elliot Breast Health Center, Elliot Urgent Care, a Level 3 Newborn Intensive Care Unit, Elliot Medical Group, Solinsky Center for Cancer Care at The Elliot, Elliot Senior Health Center, The Elliot VNA, 1-Day Surgery Center, NH Arthritis Center, Elliot Retail Pharmacy, Elliot Medical Centers in Bedford, Londonderry, Hooksett, and The Elliot at River's Edge.

Several investments in infrastructure made last year are now producing results. The new Cardiac Surgery suite is fully functional, and very busy. The expanded Obstetrics space has hundreds of new patients. NH Neurospine Institute joined EHS late last year, and Manchester Urology is now part of The Elliot as well.

You might assume that a healthcare system only cares for its patients while they're seen in the hospital environment. However, the Elliot takes very seriously the social determinants of health, i.e., those conditions that can, if addressed, positively affect health more than healthcare can. EHS continues to make investments locally to help reduce food in-security, improve reading literacy, and most recently, taking on the Doorway Program, which provides access to mental health care. These services are not only available to Elliot patients, but to the community as a whole, and they support the EHS mission to inspire, heal, and serve our communities.

Here are a few statistics for FY25, showing the dramatic growth over the previous year:

- 1,768,507 lab tests
- 670,366 office visits
- 228,762 pediatric visits
- 131,305 rehab visits (PT, OT, & Speech/Language)
- 94,660 Physical Therapy Visits
- 82,940 Urgent Care visits
- 61,126 ER visits
- 26,544 cancer treatments
- 23,080 mammograms
- 18,954 surgical visits
- 2,385 babies born
- \$58.5million in Community Benefit

Too many to mention, EHS was the recipient of many awards and other recognition during the year.

Respectfully submitted,
Karen Van Der Beken

Church Information

Gregory Scalise, Pastor
Christopher Capulso, Associate Pastor
Vickie Chavanelle, Secretary
Ivan Gult, Music Director

Sunday Worship 10 am
Adult and Children's Sunday School 11:15 am
Choir Rehearsal Wednesday 6 pm
Youth Group Wednesday 7 pm
Bible Study Saturday 9 am

Our Church Website has more information about our church and links to our social media accounts, where you can watch videos of our worship services.

<https://www.facebook.com/FBC536/>

<https://www.youtube.com/@fbcmanchesternh>

Visit: fbcmanchester.org

Email: admin@fbcmanchester.org