Q1 QUARTERLY CHURCH CONFERENCE

Sunday, February 1, 2026 | 11:30am

I. Call to Order

II. Approval of Minutes:
   a. Q4 Conference (November 2, 2025)
   b. Special Meeting (December 14, 2025)

III. Quarterly Membership Reports

IV. Reports:
   a. Senior Pastor
   b. Church Council
   c. Deacons
   d. Committees
      i. Financial Resources Committee
      ii. Human Resources Committee
      iii. Missions Committee
      iv. Property Resources Committee
   e. Ministry Groups
      i. Worship Arts Ministry Group
      ii. Learning Ministry Group

V. Unfinished Business

VI. New Business

VII. Announcements

VIII. Adjournment

II – Approval of Minutes

a. Q4 Quarterly Conference | Sunday, November 2, 2025

Church Council Chair Harrison Marshall called the meeting to order with prayer. He stated that Hunter Cook would serve as Parliamentarian for the meeting. Harrison introduced the members of Church Council, who sat together at the front of the sanctuary. Michael Christian was unable to attend; Bob Zweier served as Scribe in his place.

The minutes of the July 27, 2025 and September 28, 2025 Church Conferences were approved.

Harrison then presented the Quarterly Membership Report. He asked the members to note the names of the new members and to do their part by welcoming the new members and to fulfill the commitment made to each of them on the day they joined the church.

Nominees for the Deacons and for members of Committees and Ministry Groups

Harrison reported that the Human Resources Committee has nominated eight members of the church to serve as Deacons for a three-year term beginning January 1, 2026. Harrison called on Dave Miller, Deacon Emeritus, to report on a meeting with the six Deacon nominees who have not previously been ordained as to their qualifications to serve as new Deacons. Dave reported that the Deacon Emeritus team consisting of Dave, Virginia Whilden, and Harold Eddins unanimously concluded that each nominee was uniquely qualified to be ordained and serve as a Deacon. The group of first-time Deacons are:

- Abby Hendrix
- Carly Fennimore
- Ashley Davis
- Donna Newman
- David Gora
- Grayson Gruninger

The other two nominees, Karen Dukes and David Eskew, have previously served as deacons.

Harrison called for a vote to approve the recommendation of the Human Resources Committee to call the eight nominees to serve as Deacons. The church approved the recommendation.

Harrison then presented the slate of nominees recommended by the Human Resources Committee to serve as members of Committees and Ministry Groups for a three-year term beginning January 1, 2026. The nominees were approved by the church. A list of the nominees for Committees and Ministry Groups is attached to these minutes at Exhibit A.

Harrison reminded the church that the new Bylaws provide for Church Council to nominate the members of the Human Resources Committee. These nominations will be presented and voted upon as part of a special called meeting to approve the 2026 budget.

Report and recommendations from the Worship Arts Ministry Group

Harrison called on Summer Snead, Church Council liaison to the Worship Arts Ministry Group, to make a report and present recommendations from that Ministry Group. Summer was joined at the podium by Lynn Beith, Karen Dukes, and David Price. Summer shared the following information:

Context:

- Full-time Ministers of Music are increasingly harder to find
- The use of the word "Minister" is reserved for those who have been ordained. It does not refer to completion of a specific degree
- Musicians are typically bi-vocational. Pete Leo leads Carolina Voices and serves as an adjunct professor at CPCC
- The Worship Arts Ministry Group determined that the job description needed to be revised to accommodate a bi-vocational (e.g., part time) role led by a Director, not necessarily a Minister

Process:

- Began with hiring an interim Director of Music to carry the program through Christmas
- Calls were made to several potential prospects who were highly regarded, including Pete Leo
- A panel of seven members, including the Worship Arts Ministry Group, members of the ministry staff, and Senior Pastor Lee Canipe, conducted an interview process that concluded with hiring Pete Leo on March 31, 2025 for an interim period through December 31, 2025.
- Energy surrounding the music program gained momentum through the summer. In August, the Worship Arts Ministry Group was asked to draft a job description for a part-time Director of Worship Arts for consideration as a permanent approach to the music program. The draft was shared with the Finance Committee and Human Resources Committee. Both committees supported the draft.
- In October, the draft was shared with the Music Ministry staff who also supported the proposal.
- Finally, the draft was shared with the Sanctuary Choir who also enthusiastically supported the approach.

Job Descriptions:

- The Minister of Music and Director of Worship Arts job descriptions contain three primary differences:
    - The Minister of Music position required a person ordained by a church for Christian service. The Director of Worship Arts position does not (although it does place importance on spiritual leadership)
    - The Minister of Music was required to be available for counseling and hospital visits as well as other ministerial duties for the congregation as a whole. The Director of Worship Arts is asked to minister to the choir members, but not to the entire congregation
    - The Minister of Music is a full-time position, including funerals, weddings and other church functions. The Director, as a parti-time employee, is not required to participate in such activities (but would be requested to help, as available)
- Additionally, the transition from interim Director to permanent Director has three main differences:
    - The Director will assume responsibly for directing the student choir
    - The Director will oversee the Worship Arts budget
    - The Director will be responsible for engaging additional musicians for selected services (Christmas, Easter, and other special occasions)

Attributes of Pete Leo:

- Pete grew up the son of a pastor and has demonstrated deep faith
- Choir members have been energized by Pete's passion and contagious enthusiasm for both worship and music
- Pete's resume is very impressive, with a Bachelor of Music Education from Illinois Wesleyan University, a Master of Music in Choral Conducting from the University of Southern California, and a Doctorate of Education from Vanderbilt University.

Summer concluded her report with a recommendation from the Worship Arts Ministry Group to hire Pete Leo as the Director of Worship Arts. Upon conclusion of the report, Harrison asked for questions from the audience and hearing none, called the matter to a vote by hand. The recommendation was approved. Pete and Laura Leo entered the Fellowship Hall to a rousing ovation.

<u>Report of Senior Pastor</u>

There was no report from Lee Canipe, Senior Pastor, as he was out of town and not able to attend the Conference.

<u>Report of Church Council</u>

Harrison presented the report of Church Council. He stated that the new governance structure continues to work well and has proven to be a more efficient way to set priorities, stay informed, and make timely decisions. Harrison stated that the Church Council report is contained in the packet distributed in advance of the meeting and that several of those items were discussed in detail at the Thursday night Church Council Forum. Harrison then proceeded to provide some highlights from the Forum.

First, he reminded the audience that Church Council is in the process of updating Providence Will, the strategic plan adopted in 2018. He noted that it was decided early on to continue using the five pillars of *Providence Will*:

- Cultivate Generosity
- Make Disciples
- Engage Cotswold
- Bless Charlotte
- Send Apostles

He went on to say that many of the original goals had been achieved so the first step was to update the goals and determine appropriate metrics for measuring success against those goals. Harrison shared that input had been sought and received from the congregation at the Church Council Forums. Feedback had also been received from the ministerial team, Church Committees, and Ministry Groups. Additionally, suggestions have been received from MBS, the third-party accounting advisor to the Church. The new version will include a formal introduction and a statement about the significance of prayer and worship, which will be described as the foundation that supports the pillars. Harrison noted that Church Council had held fives meetings over the previous several weeks with the express purpose of discussing updates to Providence Will. Finally, Harrison said the Church Council's goal was to finalize the new version of Providence Will at its next regularly scheduled meeting on November 23.

Next, Harrison discussed the annual Vison of Ministry. Harrison reminded everyone that Providence Will is intended to provide a strategic plan for the next five years while the Vision of Ministry is designed to establish ministry and mission priorities for the upcoming year. The Vision of Ministry represents a collective effort of the deacons, committees, and ministry groups to develop a set of initiatives which will be reported on to the church at each quarterly Conference. It is also used by the ministry team to provide guidance and direction throughout the year. Harrison stated that Church Council was beginning to focus on the Vision for 2026 and invited members to share priorities they felt should be included in next year's Vision of Ministry.

Next, Harrison reported on the various church organizations (Deacons, Committees and Ministry Support Groups. Before reporting on each specific Committee/Group, Harrison noted that the written reports submitted by each of the organizations and included in the meeting materials had been prepared in two parts:

Part One: General Activities

Part Two: Progress Supporting the 2025 Vision of Ministry Goals

- The initiatives adopted early in the year were reported in black

- The progress toward those initiatives accomplished and reported on in the second quarter were reported in blue and those accomplished in the third quarter were reported in red

Deacons

Harrison reported that the Deacons continue to lead by praying for, offering service to, caring for, and engaging others in the name of Jesus. A description of the ways they have served is included in the written report. The Deacons recognize they have been inconsistent at fully engaging with new members of the church as well as helping the new members plug into the life of the church. To address this, the deacons have been reaching out to members who have joined in the last two years to learn what drew them to the church and what type of experience they have had since joining. Harrison also noted that the Deacon Caring Team had made 94 contacts in the third quarter, including home visits.

Financial Resources Committee

The Financial Resources Committee, with assistance from MBS and staff, has been busy creating a draft budget. It is currently under review for refinement. Once this review is complete, a draft of the budget will be shared with members and a Zoom meeting scheduled to answer questions. A special meeting will be held immediately after worship in early December.

Harrison continued by reporting on the year-to-date financial performance through September. Some highlights of the report were as follows:

- Year to Contributions were ahead of plan by approximately $40,000 and $59,000 ahead of the prior year
- Child Development Center tuition was $258,000 ahead of the prior year, primarily because of a switch to exclusively all-day programs. Year to date tuition revenue is $62,000 ahead of the plan. The program remains at capacity with a healthy waiting list.
- Year-to-date expenses were approximately $96,000 less than plan.
- In total, the church had a year-to-date deficit but was ahead of plan by approximately $178,000. It is anticipated that giving will catch up in the 4th quarter and eliminate the deficit.

Harrison next spoke about Endowment. He noted that the first endowment was established in 1986. During 2025, the Financial Resources Committee and Church Council completed a full update of church policies and existing donor agreements. Harrison said because some funds are permanent endowments and others are expendable (not an endowment in the true sense of the word), the church now refers to all funds as Legacy Funds. The General Endowment has been renamed the Capital/Missions Match Endowment. Every dollar spent from this fund on capital continues to require a matching dollar be spent on missions. A new fund, the General Operations Endowment fund, has been created to help support the annual budget. Combined, the Legacy Funds have provided in excess of $200,000 in grants during

2025. These grants support Activity Center updates, CDC improvements, Vacation Bible School, Passport Mission Camp, and an All Ages Church Retreat, just to name a few. As of September 30, 2025, the Legacy Funds had a balance of $4,527,588, an increase of $155,558 since last quarter end. The new Legacy Funds were discussed in greater detail at the Church Council Forum and should make funds easier to understand as well as a more attractive estate planning tool for members. It is also hoped that they will be easier for staff and committees to access available funds for ministry and missions.

Finally, Harrison reported on Cultivating Generosity by giving an update on the stewardship campaign. Harrison complimented the outstanding job done by Alex Gruninger, Fred Wingate, and Ellen Wingate. He noted that to date 26% more pledge cards have been received than the prior year and that total pledges were $1,735,379, the highest amount in 10 years. Approximately 15% of the pledges received were from members who had not previously pledged.

<u>Human Resources Committee</u>

The Human Resources Committee had a great response when it reached out to ask members to serve on Committees and Ministry Groups. Additionally, for the first time in quite a while, the church has a complete ministry team and a permanent Director of Worship Arts. The Committee is also making progress on a central tool to identify volunteer opportunities for members, making it easier to sign up and participate. Finally, the Committee has begun working on the first ever church leadership development program, which should kick off in 2026.

<u>Missions Committee</u>

Harrison reported that 135 people participated in the Rise Against Hunger event. Over 10,000 meals were packed by the volunteers and were sent to Tanzania to feed the hungry. Harrison also reported that we are the Encourager Church for Rick and Lita Sample, Cooperative Baptist Fellowship field personnel serving the international and refugee communities in the San Francisco Bay Area. The Missions Committee is exploring ways we can support Rick and Lita in a hands-on way during 2026.

Harrison also reported that the Women on Mission has had a busy start to its 2025-2026 year. They have made 1,000 sandwiches and packed lunches for Roof Above as well as made blankets for the Ronald McDonald House. They have had interesting speakers at each meeting including many of our mission partners. Participation and attendance continue to increase and many younger women are attending.

<u>Property Resources Committee</u>

Harrison reported that the Property Resources Committee continues to make progress on the long list of projects funded by the Restore & Renew Campaign. Harrison mentioned that the back page of the meeting report packet included a summary of Campaign to date receipts and expenditures. He also reported that the Sanctuary renovation has stayed on schedule and on budget. It is expected that worship services will be help in the refreshed sanctuary soon after Thanksgiving.

Harrison also reported that the next priority will focus on the Activity Center, including some renovations and updating. He mentioned that the Activity Center is often the way our Cotswold neighbors are first introduced to the church. Harrison called on Bob Zweier, Liaison to the Property Committee, to comment on how members can share their ideas for the renovation. Bob reported that David Frame and Jon Hendrix would be creating a focus group consisting of Church Members, Cotswold neighbors, coaches, and other current users of the facilities for input on the renovations. Bob also invited members to reach out directly to David or Jon with any suggestions.

<u>Worship Arts Ministry Group</u>
Harrison reported that the choir has continued to grow, with seven members joining in the third quarter alone. He complimented the team of Pete, Ed, Debra, Noel, and Molly for the passion and energy they bring to each worship service.

<u>Learning Ministry Group</u>
Harrison reminded the church that the Learning Ministry Group consists of 12 church members. They have four subgroups of three members each, focused on the CDC, Children's Ministry, Student Ministry, and Adults Faith Formation. Harrison commented that this Group, combined with great support from Stacy Mercer, their Church Council liaison, has found new ways to coordinate and cooperate with one another, making the combined ministries more effective and welcoming. Harrison also welcomed Amy Brown as our new Minister with Students and their Families. He noted she has hit the ground running and is already making a significant contribution at Providence. Harrison reported that the CDC has recently put on a spaghetti dinner for their families and were served by Church Council.

<u>Adjournment</u>
There being no further business, the meeting was adjourned.

Submitted by: Bob Zweier, *Acting Scribe*

<u>Exhibit A</u>

Financial Resources Committee

- Jason Mercer
- Roger Skirvin
- Myra Zweier

Property Resources Committee

- Neal Hendrix
- Mike Motsinger

Missions Committee

- David Coward
- Susan Good
- Kate Marshall
- Ted Sparks

Learning Ministry Groups

- Tom O'Neal (Adults)
- Whitney McGarry (Children)
- Leslie Hunt (Students)
- Steven Allison (CDC)

Worship Arts Ministry Groups

- David Price

b. Special Meeting | Sunday, December 14, 2025

1. **Call to Order**

   Harrison Marshall called the December 14, 2025 Church Conference to order.

   Stacy Mercer opened the meeting with prayer.

   Harrison noted the following:
   - All meeting materials have been available in the Rotunda for the past two weeks and included in church announcement links.
   - Hunter Cook is serving as the parliamentarian for the meeting.

2. **Consideration of the 2026 Budget**

   <u>Overview of the Budget Process</u>

   The budget was prepared through input from:
   - Missional Business Services (third party consultant)
   - Operational staff and ministers
   - Financial Resources Committee
   - Adoption and affirmation by the Church Council

   The Church Council reviewed the budget in detail and affirmed that it aligns with *Providence Will*.

   A Zoom information session for the congregation was held on December 11. No questions or objections were raised.

   <u>Financial Outlook</u>

   Harrison shared that the overall financial outlook is strong:

- Annual giving campaign was very successful, with an increase in pledge cards and total dollars pledged.
- The Child Care Development Center (CDC) is operating at full capacity with a waiting list.
- Two paying tenants currently occupy space on the second floor of the Randolph Building.
- Giving has increased for three consecutive years, with encouraging year end projections.
- A new set of documents for the endowment, now titled the Legacy Funds, has been completed, with more information coming in 2026.
- The Restore & Renew campaign was a success. The newly renovated sanctuary is a blessing, and additional projects are planned for 2026.

<u>Budget Highlights</u>
- Budget planning was based on five years of historical data.
- Pledges totaling one million seven hundred seventy thousand dollars were received as of October 30.
- Total projected revenue for 2026 is $5,012,250, consistent with MBS projections for 2025.
- CDC tuition revenue reflects current rates.
- New budget line item: Funds Available for Release from Restriction
  - Disbursements are expected from Legacy Funds
  - Amount is likely higher than $103,500, but a conservative estimate was used

<u>Expense Overview</u>
- Ministry budgets were maintained at prior year levels.
- Food service costs saw a significant increase, over $9,500.
- Personnel budget reflects a three percent cost of living adjustment consistent with inflation.
- CDC salaries increased to remain competitive due to several teacher departures earlier in the fall. The proposed 2026 budget is balanced. The motion did not require a second. No questions or opposition were raised by the congregation. **The 2026 Budget was adopted.**

3. **Human Resources Committee Members for 2026**

   The following members were presented and approved:
   - Leigh Frame
   - Larry Elmore
   - Cheryl Bradshaw

   No questions or opposition were raised. **The motion carries.**

4. **Providence Will (Updated Version)**

   The updated Providence Will, adopted by Church Council, will serve as the strategic plan for the next five years.

Highlights include:

- Four months of collaborative revisions
- Strong input from ministerial staff and ministry groups
- Retention of the five core priorities:
    - Cultivate Generosity
    - Make Disciples
    - Engage Cotswold
    - Bless Charlotte
    - Send Apostles
- Methods and goals have been updated extensively and are available on the church website.

5. **Vision of Ministry for 2026**
   These are the annual priorities for the coming year. The full text is included in the meeting materials. They will be discussed during the Church Council Forum on January 29.

6. **Church Council Updates**
   Church Council is elected by the congregation, and the Council elects its officers.

   2026 Officers:
   - Chair: Harrison Marshall (reelected)
   - Vice Chair: Vivian Carroll
   - Church Scribe: Bob Zweier

   Appreciation was expressed for:
   - Stacy Mercer, outgoing Vice Chair
   - Bill Caldwell, outgoing Deacon Chair

   Committee Chairs Appointed by Church Council
   - Financial Resources Committee: Rob Gaither
   - Human Resources Committee: Mike Murray
   - Missions Committee: Claire Revord
   - Property Resources Committee: Les Miller

7. **Closing**
   Bill Caldwell led the congregation in the closing prayer.

Prepared by: Michael Christian, *Scribe, 2025*

<u>III – Quarterly Membership Reports</u>

Providence Membership Report
Data from October 2025 – December 2025

<u>Requests for Church Letter</u>

October:	None
November:	None
December:	None

<u>Drop – Joined Another Denomination</u>

October:	None
November:	None
December:	None

<u>Drop – Per Member's Request</u>

October:	Bill Blankenship (10/17)
November:	None
December:	None

<u>Deaths</u>

October:	None
November:	Sally Klintworth (11/18)
December:	Duane Bruch (12/03), Mary Benson (12/05), Ann Squires (12/16), Carolyn Motsinger (12/26)

<u>New Members</u>

October:	None
November:	Pete and Laura Leo (11/09), Turner Eskew (11/23)
December:	Roy Grant (12/07)

<u>Membership</u> (as of December 31, 2025)

TOTAL: 878

IV.a. – Senior Pastor Report

SENIOR PASTOR

At this time last year, I was anxiously looking forward to our first year under our revised lay leadership and governance structure. I had confidence in the work we had done together—but until we tried it out, we really didn't know how it would work. After a year of doing good, collaborative, and effective ministry together, I am both glad and grateful to report that the new structure works well and Providence is a healthier church as a result of it.

Credit for this good year rightly goes to our Church Council, committee members, ministry group members, deacons, and my ministry team colleagues for their dedicated efforts to realize our Vision of Ministry. Looking back, I am truly amazed at how well people worked with the new structure—and the progress we made together as a result.

A few specific highlights to celebrate from the fourth quarter of 2025:

- We returned to our restored and renewed Sanctuary on the first Sunday of Advent—right on schedule. Can we stop for a moment and appreciate that this work got done when we expected it to get done? That's super-rare. Many thanks to our Director of Church Operations, Adam Lawlor, and Property Resources Committee, chaired by Les Miller, for making this happen. The restored and renewed worship space is bright, beautiful, and welcoming—a huge boost to our efforts to **promote a culture of invitation**.
- Thanks to outstanding leadership from our Generosity Team of Alex Gruninger, Ellen Wingate, and Fred Wingate—a workgroup established by our Financial Resources Committee—and a great response from the congregation—our annual giving pledges made the biggest year-over-year jumps, both terms of number of pledges and total amount pledged, that we've seen in at least ten years. What a fantastic affirmation of our desire to **cultivate financial vitality**! Moreover, our Legacy Funds are now more available and accessible for supporting the missions and ministries of the church, which should be a huge boost to our ability to do good work together in Jesus' name in years to come.
- Furthering our efforts to **build strong relationships**, we had our second intergenerational Providence Together event on December 10. Organized primarily by Amy Brown and Elizabeth Hudson, this event brought together over 80 Providence people—aging in range from preschoolers to seniors—for an evening of story-telling, community-building, and cookie-eating. We will be doing more of these Providence Together events in 2026.

Also in support of building strong relationships at Providence, on November 30, we began making nametags available on Sunday morning so we can get to know one another better—and help make our guests feel more welcome. This project is an initiative by Blake Kendrick and was made possible by our Legacy Funds.

Finally, it's worth noting that, over the course of three worship services on Christmas Eve, an estimated total of 850 people worshiped on our campus. That's a lot of people spending time in our worship space to hear the good news of God's love for the world made real in the birth of Jesus Christ. My gratitude to everyone whose hard work helped to **foster spiritual formation** on Christmas Eve.

Last year was a good year. As always, I remain grateful to God for the generosity and active engagement that I see from Providence people.

Submitted by: Lee Canipe, *Senior Pastor*

IV.b. – Church Council Report

CHURCH COUNCIL

The Church Council Policies and Procedures require Church Council to conduct an annual evaluation of the Church's success or challenges in achieving the prior year's Vision of Ministry and prepare a written report for the congregation. This is our report for 2025.

Executive Summary

The Vision of Ministry for 2025 served as a good roadmap for the staff, Committees, Ministry Groups, and Deacons and kept us focused on what mattered most for ministry at Providence in 2025. The practice of developing an annual Vision of Ministry should be continued. We had a very active year. In addition to our usual calendar of activities, we added some new activities and programs, including an All-Ages Retreat, two Providence Together events, and many new offerings in the Activity Center. We completed many of our Restore & Renew Projects, including the renovation of the sanctuary. We revised Providence Will, our strategic plan. We addressed many administrative matters, including developing a complete revision to the Legacy Funds, which houses our endowments and many of our expendable funds. We had a very successful annual generosity campaign. These successes, we hope, provide a basis upon which we can seek to bring more people into our church family and into a deeper relationship with Jesus.

Background on Vision of Ministry

Our new governance structure became effective on January 1, 2025. The Bylaws require Church Council to work with the Senior Pastor and the staff to develop ministry priorities and to monitor the progress of the staff, the Committees, the Ministry Groups, and the Deacons in accomplishing the ministry priorities. In early 2025, Church Council adopted the first Vision of Ministry. A copy of the Vision of Ministry for 2025 is attached to this report. In the first quarter of the year, each of the Committees, Ministry Groups, and Deacons adopted a set of initiatives that they intended to pursue in support of the

Vision of Ministry. Those initiatives were included in the materials distributed in connection with the quarterly Church Conference held in April. The materials provided in connection with the next three quarterly Church Conferences included a discussion of the actions taken pursuant to those initiatives. The materials provided in connection with the February 1, 2026 Church Conference include Vision of Ministry reports from Committees, Ministry Groups, and the Deacons for all quarters. Once each quarter, the Senior Pastor reported to Church Council on progress of the staff in advancing the Vision of Ministry.

Assessment of Process

Church Council believes that the process of developing and publishing an annual Vision of Ministry, requiring Committees, Ministry Groups, and the Deacons to develop initiatives in support of the Vision of Ministry, and requiring these groups to report quarterly on progress has been effective. We will continue that process in 2026. A Vision of Ministry for 2026 was adopted in November 2025 and Committees, Ministry Groups, and the Deacons are working to develop initiatives that will be undertaken in support of this year's Vision of Ministry. A copy of the Vision of Ministry for 2026 is attached to this report.

The Senior Pastor reported to Church Council that the Vision of Ministry for 2025 proved to be a useful tool as the staff developed and implemented plans for ministry throughout the year. This year, the professional goals for each senior staff member will be based, in significant part, on the Vision of Ministry for 2026.

Successes and Challenges Regarding the Vision of Ministry for 2025

The Vision of Ministry for 2025 contained five priorities. Below we list those five priorities, summarize a few of the actions taken in support of the Vision of Ministry for 2025, assess the level of success achieved, and—where appropriate—discuss remaining challenges regarding these priorities.

- **Completing our Ministry Staff.** We called Amy Brown as our new Minister with Students and their Families. We hired Pete Leo, first as the Interim Director of Worship Arts and later as our permanent Director of Worship Arts. Both Amy and Pete are strong performers and have been well received by the church.

  Assessment: This priority was achieved.

- **Promoting a Culture of Invitation.** The church welcomed visitors to our campus in a variety of ways. We hosted the Cotswold Farmers market and greeted guests. We had good attendance, including many non-members, at the Easter Rock Hunt and Trunk or Treat. Vacation Bible School attracted a large number of children from families who are not members of Providence, and we conducted follow-up outreach to those families. Fall Kick-off was well attended and included many families from the Child Development Center. The Activity Center attracted many non-members through its programs, including our basketball league, pickleball, exercise classes, and the new Widowed Wisdom program. Non-member participation increased significantly through outreach efforts of PrimeTimers and Women on Mission. The CDC subgroup of the Learning Ministry Group initiated outreach efforts to CDC families who are not members of Providence. The renovation of the sanctuary and the exterior painting and landscaping have made our campus and building a much more welcoming place, creating a better first impression for our guests. The sanctuary choir invited people to join, and its membership grew significantly in 2025.

These many programs and enhancements to our building and grounds are important to our ministry, but they have not yet resulted in a significant increase in our membership. Our membership at the end of 2023, 2024, and 2025 has been 846, 893, and 878, respectively.

Assessment: We succeeded in attracting a large number of non-members to the campus in 2025. We need to continue to explore ways in which we can deepen the relationships with these visitors. We also need to complete the improvement projects that are being funded by the Restore & Renew campaign. Among those projects are the renovations to the Activity Center, scheduled for 2026, which will create a more welcoming environment for those who first make contact with us through our Activities Ministry. We are hopeful that this work in welcoming folks to our campus will ultimately result in more folks deciding to call Providence their church home. The new version of Providence Will contains a goal of having year-over-year membership growth during the five years covered by the strategic plan.

- **Cultivating Financial Vitality.** The church looks at the "four-legged stool" as a model of comprehensive financial strength.
  - Annual Giving
    - Contributions in 2025. Total contributions for 2025 were $2,137,334, an increase of $32,138 from 2024. This is the fourth straight year of increased giving.
    - Budget. Our bottom line was better than projected. The budget anticipated a loss of $78,000. Our actual loss, based on preliminary numbers, appears to be approximately $35,000.
    - Pledges for 2026. The Financial Resources Committee conducted an energetic and ambitious generosity campaign for 2026, which resulted in a 32% increase in the number of pledges and the largest total amount of pledges in the last 10 years. Our goal is for every member to be a giver; approximately 80% of members pledged for 2026.
  - Legacy Fund. The Financial Resources Committee revised the documents that govern the endowment and expendable funds, which are now referred to collectively as the Legacy Funds. As the result of good market conditions and generous contributions, the Legacy Fund ended the year with a balance of $5,151,763, up from $4,110,754 at the end of 2024. Distributions from the Legacy Funds in 2025 in support of ministries totaled $129,000 through the end of November.

- Revenue-Generating Ministries. Tuition income from the Child Development Center increased from $2,068,113 in 2024 to $2,380,050 in 2025, primarily as the result of the conversion of the CDC into an exclusively full-day program.
- Finding Suitable Tenants. The church renewed the lease with Tot Time for its use of the first floor of Randolph Hall for a faith-based preschool program. The church entered a new lease with Next Step Clubhouse for the second floor of Randolph Hall, where it provides social and recreational programming for teens and adults with intellectual and developmental disabilities.

Assessment: The church achieved strong success on many fronts, as detailed above. We need to continue to emphasize generosity throughout the year and work toward achieving the goal that every member will be a giver. A rather modest increase in giving would allow us to break even or have a slight surplus. We have not promoted giving to the Legacy Funds in recent years, and will encourage current and planned giving to the Legacy Funds in 2026.

- **Building Strong Relationships.** The Deacons surveyed members who have joined the church in the past three years to determine their level of engagement and learned that 36% of them are no longer active in the church. The Deacons made numerous visits to our members residing in retirement and nursing communities and served communion to our neighbors at Waltonwood. The Human Resources Committee has rolled out "The Chart," an electronic way to learn about and sign up for volunteer opportunities. The Human Resources Committee has worked to update Realm so that it includes current pictures and contact information on our members. The church has created name tags for members and encourages members to wear them so that we can become better acquainted with each other. The Missions Committee encouraged members to work together on missions projects, including the Rise Against Hunger event, in which over 140 members packaged 10,000 meals to be distributed worldwide. The church held our first All-Ages Retreat in September. We held our first two Providence Together intergenerational events in November and December.

  Assessment: We have done a good job of providing opportunities for relationship building among our members, and these have been well-received by our longtime members. We need do a better job of helping our new members become engaged in the life of the church so that they start to build strong relationships from the day they join the church.

- **Fostering Spiritual Formation.** We continued to offer high quality Christian education, including at the traditional time on Sunday morning, after the fellowship meal on Wednesday evenings, in Bible study classes during the week, and during a book study in the summer. We continue to be blessed with excellent Faith Formation teachers at all levels, from infants classrooms to our seniors, and all Faith Formation leader positions for the 2025-2026 academic year are filled. While many of our Faith Formation classes are flourishing, our overall attendance at our Sunday morning Faith Formation classes has continued to decrease. Few adults attend our Midweek programs, except for those serving as teachers. Attendance at the weekday Bible study classes has been strong, and some folks attend by livestreaming or by watching through recordings that are posted on the Providence website.

The Deacons hosted a prayer vigil in the Weekley Chapel each month. The Human Resources Committee has created Providence Leads, a leadership development program to advance strong leaders and foster the growth of emerging leaders. The first Providence Leads cohort began meeting on January 11, 2026. The Missions Committee developed a Statement of Purpose for Mission Trips, which requires that each mission trip include spiritual development for the Providence folks who participate. The Student Ministry had a week-long mission trip this summer to Western North Carolina. The Missions Committee began exploring new local, national, and international missions partners.

Assessment: Our members have lots of options as to how to spend their Sunday mornings. We need to reassess our Faith Formation program on a regular basis to be sure that we are providing meaningful programs and relationship building opportunities that attract members on a regular basis. We also need to continue to explore other ways to foster spiritual formation. We intend to renew our practice of sending at least one student team and one adult team on a mission trip each year.

Providence Will

The Vision of Ministry for 2025, and the successes and challenges in accomplishing it, informed our work on the new version of Providence Will, our strategic plan that will guide Providence for the next five years. We also received input from the congregation, each Committee and Missions Group, the Deacons, and the ministerial staff. We encourage the congregation to read the new Providence Will in connection with the review of this report.

An Invitation

Church Council invites your comments on this report as we work together with the congregation to discern and accomplish God's will for Providence. Please feel to reach out to any of us. Our contact information can be found in Realm.

Church Council

Garo Aghjayan
Vivian Carroll
Michael Christian
Harrison Marshall
Stowe Query
Summer Sneed
Bob Zweier

Providence Baptist Church
Vision of Ministry for 2025

Jesus gives the church its mission: To represent him faithfully in word and action so that others may come to know him through us. Providence recognizes Jesus, God's living Word, as the head of the church, and his mission guides our work together. To fulfill this Christ-given mission, Providence emphasizes five general ministry priorities: To cultivate generosity, make disciples, engage Cotswold, bless Charlotte, and send apostles—all in the name of Jesus.

Each year brings with it new challenges, new opportunities, and new guidance from the Holy Spirit—all of which shape our church's annual ministry goals. In 2025, Providence will focus its prayers, resources, and energy on:

- **Completing our Ministry Staff** by calling a new Minister with Students and their Families, a process that is already underway with a search committee at work; by hiring a qualified person to lead our Music Ministry during an interim period; and by beginning the search process for a person to assume leadership of the Music Ministry on a permanent basis.
- **Promoting a Culture of Invitation** by helping Providence people become excited about, and comfortable with, introducing others to our faith community as a place either to meet Jesus for the first time or to deepen their existing relationship with him.
- **Cultivating Financial Vitality** for funding God's work at Providence by encouraging generous congregational giving, ensuring that our endowment resources are used effectively, evaluating our revenue-generating ministries, and finding suitable tenants for rentable campus space.
- **Building Strong Relationships** by creating a faith community in which newcomers and long-standing members alike feel connected, supported, and cared for.
- **Fostering Spiritual Formation** by centering worship, learning, and missions on spiritual growth that deepens discipleship and inspires lives that reflect God's love for all people.

May God help us to glorify His name and further His kingdom through our collective efforts in 2025!

Revised March 23, 2025

Providence Baptist Church
Vision of Ministry for 2026

Jesus gives the church its mission: To represent him faithfully in word and action so that others may come to know him through us. Providence recognizes Jesus, God's living Word, as the head of the church, and his mission guides our work together. To fulfill this Christ-given mission, Providence emphasizes five general ministry priorities that are built on a foundation of corporate worship and faithful prayer: To cultivate generosity, make disciples, engage Cotswold, bless Charlotte, and send apostles – all in the name of Jesus.

Each year brings with it new challenges, new opportunities, and new guidance from the Holy Spirit—all of which shape our church's annual ministry goals. In 2026, Providence will focus its prayers, resources, and energy on:

- **Developing Greater Love for, Knowledge about, and Application of Scripture**
    - *We will be intentional about emphasizing biblical literacy across all of our ministries in order for us to become more comfortable reading, interpreting, and understanding the Bible for ourselves—and then applying its teachings to our lives.*
- **Providing Opportunities and Encouragement for Hands-On Missions Engagement**
    - *We will offer more ways for Providence people to serve others in person, working together to share God's love in word and deed, primarily among our neighbors in Charlotte but also in cooperation with national and global mission partners.*
- **Optimizing our Ministry Space**
    - *We will be strategic in assessing our campus with a goal of enhancing our ministries and missions by renovating our Activity Center, reclaiming storage space for active use, and reimagining the best use of our facilities, while also being proactive in properly maintaining and equipping our buildings and grounds.*
- **Strengthening** a Culture of Belonging
    - *We will focus on the vital tasks of integrating new members into our faith community and helping long-time members remain connected to the church so that all members feel like Providence is a place where they can grow in their relationships with Jesus and with one another.*
- **Continuing to Cultivate Financial Vitality**
    - *We will build on the progress made in 2025 and work to create the steady environment that our church needs for long-term growth and faithful impact by establishing predictable financial practices, nurturing generosity, and building up reserves that allow missions and ministries to thrive throughout the year.*

Adopted November 23, 2025

IV.c. – Deacons Report

DEACONS

PART ONE: General Activities

The Deacon Body continues to lead by praying for, offering service to, caring for and engaging others in the name of Jesus. During the fourth quarter of 2025, the Deacons were joined in their November meeting by Rev. Canipe, who led a prayer exercise: *Praying in a Pinch, the Art of the Collect*. The Collect is a short, structured public prayer, often delivered without much notice to the one praying. After instructions, each deacon wrote and delivered his/her prayer simultaneously. Rev. Kendrick reviewed the importance of communion in worship and then introduced the use of a new stainless steel communion set that has been purchased that will hopefully make delivery of the communion elements more efficient. Training will follow early in 2026.

During our December 1 meeting, Rev. Canipe reviewed the 2026 Vision of Ministry focuses. Deacons were challenged and encouraged to be more intentional about meeting and engaging members and visitors they do not recognize or know.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

Promoting a Culture of Invitation

- The Serving team will welcome our neighbors who operate booths and who shop at the Cotswold Farmers Market, seeking to introduce them to Providence and invite them to join us for Worship and other activities. We will assist the vendors, as requested, in setting up and taking down their booths. We will also invite friends, neighbors, as well as church members to help out, thus providing opportunities for the cultivation of new relationships and invitations.

  2nd Quarter Report - We are promoting a culture of invitation at the Saturday morning Cotswold Farmers Market twice a month.

  3rd Quarter Report - The Serving team has continued to assist in the setup and takedown of the Cotswold Farmers Market every Saturday morning in our church parking lot.

- The Engaging team will review and update new member packets that include information about church programs, calendar of events, and mission of Providence. Missional information will be used to assist prospects and new members in identifying potential places of service.

  2nd Quarter Report - We assisted in VBS, specifically in the work surrounding the luncheon on Friday noontime. We continue to welcome visitors in the rotunda on Sunday mornings and at funeral services.

<u>3rd Quarter Report</u> - The Engaging team is still surveying our members who have joined in the past two years concerning what drew them to Providence and what their experience has been since joining. The goal is to deliver a report outlining how we can better minister to and retain our new members.

<u>4th Quarter Report</u> - The Engaging Team delivered a much-anticipated New Members Survey that asked new members about what attracted them to Providence and how they felt received by the church. Deacons will use this information as we discuss how we can improve the assimilation of new members into our church and its programs.

<u>Building Stronger Relationships</u>

- The Serving team will reach out through PrimeTimers to offer assistance to our elderly members by helping with tasks at home, creating and building upon intergenerational relationships and developing trust within Providence members.

  <u>2nd Quarter Report</u> - We continue to assist elderly church members and neighbors with simple home tasks and have promoted this service outreach through our PrimeTimers' group.

  <u>3rd Quarter Report</u> - The Serving team continues to seek opportunities to assist members with small projects at their homes.

- The Serving team will participate in the Randolph Road clean-up projects, building intentional and stronger relationships with other volunteers.
- The Caring team will build stronger relationships by contacting congregants who are homebound and at in-care facilities via cards, phone calls, e-mails or in-person visits every month to insure members feel connected to our church family.

  <u>2nd Quarter Report</u> - The Deacons are contacting each month our home bound and in-care-facility members with cards of encouragement. We are beginning a visitation program to those members, starting at Matthews Glenn. We have received training from our senior minister in conducting proper and effective visitation techniques.

  <u>3rd Quarter Report</u> - The Caring team has made 94 contacts—cards, phone calls, visits—this 3rd Quarter. The team is in the process of making personal visits to our members residing in in-care facilities and to those who are homebound and are unable to attend our Worship services. The team also serves communion at our neighbors at Waltonwood as they livestream our Worship service to their residents.

- The Caring team will seek to provide training to Faith Formation inreach leaders about resources available like Realm to track and support attendance, and seek to develop systems to strengthen attendance and encourage community in our adult classes.

- The Engaging team will host a Deacon/spouse fellowship dinner to foster deeper connections within the Deacon Body and to help identify strengths within the body that will lead to better service to the congregation.

  2nd Quarter Report - A Deacon/spouse dinner was held in the Fellowship Hall to assist in developing deeper relationships within the Deacon body.

Fostering Spiritual Formation

- The Caring team will foster spiritual formation in the church by supporting church-wide prayer initiatives to develop a community foundation of prayer by (1) hosting monthly prayer vigils, (2) praying for and acknowledging those requesting prayer, (3) highlighting communications and arranging a contact person for prayer cards turned in by the congregation, and (4) by organizing and leading a church-wide prayer walk to surround the areas and ministries of the church in prayer.

  3rd Quarter Report - The Caring team has continued to host monthly prayer vigils in the Weekley Chapel.

  4th Quarter Report - Deacons were challenged and encouraged to be more intentional about meeting and engaging members and visitors they do not recognize or know.

  Submitted by: Bill Caldwell, *Deacon Chair, 2025*

IV.d. – Committee Reports

i. FINANCIAL RESOURCES COMMITTEE

PART ONE: General Activities

The Financial Resources Committee is responsible for four key areas: Budget Preparation, Financial Performance Monitoring, Endowment Oversight, and Cultivating Generosity. Here is our current progress and plans in each area.

1. **Preparing the Budget**
   The 2026 Budget in the amount of $5,012,250 has been approved by the Financial Resources Committee, the Church Council, and the congregation. This is a balanced budget with expenses equal to income from all sources. This includes income and expenses for the CDC.

2. **Monitoring Financial Performance**
   Financial Snapshot (through November 2025)
   - Total Operating income: $4.1 million vs a financial plan of $4.2 million.
   - Child Development Center: Tuition receipts were $2.16 million vs plan of $2.14 million.
   - Expenses (ministry and weekday costs): $4.3 million vs financial plan of $4.4 million.

   When this report was created, the final numbers for 2025 were not reported. Conversations with the church business manager indicate a projected loss of approximately $35,000 vs a budgeted loss of $78,000 for 2025.

3. **Providing Oversight of the Legacy Fund**
   Legacy Funds Financial Update (as of December 31, 2025)
   - Total Endowment Funds: $5,151,763
   - 2025 performance: 12.16%

   2025 Legacy Grants:
   - Total grants available: $175,558
   - From Capital/Missions Match Endowment: $88,517
   - Grants spent so far: approximately $129,000 (through November)

4. **Cultivating Generosity**
   Under the leadership of Alex Gruninger and Fred and Ellen Wingate, we received about $1,798,000 in pledged dollars. This is the highest number of pledges since 2015 and in that year, we received 417 pledge cards. This year, we pledged this amount with half the number of pledge cards.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

Cultivating Financial Vitality

- We are blessed to have a generous and thoughtful congregation, who gave in the past and continue to give in the service of the church's mission. The church is timeless; programs and activities are not.

  2nd Quarter Report - The Stewardship Workgroup led by Alex Gruninger is already soliciting pledges for the 2026 budget from our church leaders. She is visiting different committees and teams and asking each member to consider pledging early. The plan is to first solicit pledges from church leaders (Church Council members, committees, deacons, ministry group, teachers, etc.) ahead of launching the church-wide campaign in late October. The early commitment from leadership is intended to inspire the broader congregation.

<u>3rd Quarter Report</u> - The Stewardship Workgroup (Alex Gruninger with Fred and Ellen Wingate) have achieved their goal of 100% pledge participation from the church leaders. Their engagement initiatives have included the "Muffin Ministry," encouraging grateful giving through videos and testimonials during Worship, as well as personal visits to every adult Faith Formation Class. They are working with Amy Brown, the new Minister to Students, to design a presentation to the youth classes. As of October 16, pledges have been received from 188 households totaling approximately $1,500,000.

<u>4th Quarter Report</u> - The Cultivate Generosity Workgroup was able to increase secure pledges from 80% of our congregation. Pledges in 2025 for 2026 increased by 32%. Over 15% of this year's pledgers are first-time pledgers. This team will continue to work with a goal of having 100% of the members of Providence being givers to Providence.

- The Finance Work Group and the Endowment Work Group will look to evaluate the sources and purposes of our restricted funds, ensuring we align with the original donor's intent while creating the structure that will allow the church to best execute its purpose. This will also increase transparency across our entire organization. Our focus in the future will be to create a community that will endure long after we are all gone. We must be financially sound to accomplish this goal. Ultimately, our goal is to meet the needs of our community, ensuring ministries have adequate support to grow and flourish. To do this, we will look to develop long-term reserves for operation and capital improvements.

<u>2nd Quarter Report</u> - The Financial Workgroup has been working closely with our new Business Manager, Russell Harris, and Church Council member Bob Zweier to closely review our financial statements—not only for this year, but historically. We are conducting a thorough analysis of Restricted & Designated Assets and believe these may have been overstated in the past.

We've taken important steps to improve long-term financial health by creating two reserve funds earlier this year:

- Operations Reserve Account: $2,500
- Capital Replacement Reserves Account: $2,500

On July 21, we are meeting with our banker to ensure our liquid assets are being managed effectively.

<u>3rd Quarter Report</u> - Vivian Carroll and Business Manager Russell Harris are continuing to conduct a comprehensive analysis of Restricted & Designated Assets, correcting errors and closing dormant funds. This work ensures that donor gifts are accurately accounted for and actively used as intended. Several changes are currently awaiting FRC approval.

4th Quarter Report - Inaccuracies in the Restricted Accounts have all been corrected and approved by the FRC.

- The Endowment Work Group is evaluating all endowment funds and will provide clear financial information to ensure resources are used effectively across all ministry areas. The goal of this group with the help of Harrison Marshall is to clearly identify the provisions of each named endowment. There may be new documents generated by this group to be approved by the church.

  2nd Quarter Report - Led by Tim Dukes, the Endowment Workgroup has met several times and is in the process of updating our endowment documents to ensure consistency and legal clarity, with help from Harrison Marshall. We will soon be sharing clear, concise summaries of each Endowment and Expendable Fund with staff and the congregation.

  3rd Quarter Report - The Endowment Workgroup, with support from Harrison Marshall and Vivian Carroll, has completed a major revision of endowment documents. These funds are now referred to as Legacy Funds to distinguish between true endowments and expendable accounts.

  The updated Legacy Funds Policy has been endorsed by FRC and adopted by Church Council. Amended and Restated Gift Agreement forms will be completed and signed where necessary. Staff and congregation will be educated on these changes to ensure clarity and confidence in future use. Vivian Carroll has met with all the staff to explain what grants will be available in 2026.

  The church has received a very generous gift of $600,000 from the estate of Dorothy Kidd. An expendable Legacy Fund is being set up to invest and grow this fund. Per donor instructions this money will be used as a reserve for large capital expenditures which are not part of Restore & Renew and cannot be handled through our budget.

  4th Quarter Report - The Legacy Funds portfolio had a good year from an earnings perspective. The total Legacy Funds portfolio was up 12.16% for 2025. The total Legacy Funds exceeds $5 million for the first time in our history. All necessary Restated Gift Agreements have been signed by the Donors and are now easily accessible in our new filing system for Legacy Funds. In 2026 there will be a Legacy Society workgroup established to encourage giving to the Legacy Funds.

- The Stewardship Work Group will cultivate generosity across the church. This refocuses the spotlight from singular pushes or monthly obligations to always developing a generous spirit. This includes a year-round emphasis on generosity, service, and stewardship. Further, it reestablishes generosity in terms of mission: being the hands and feet of Christ to our neighbors.

2nd Quarter Report

The Stewardship Workgroup is working with MBS to launch a Legacy Giving Society. This initiative will recognize members who have included Providence in their wills, estate plans, or insurance policies.

They are also partnering with the Endowment Workgroup to refresh our Providence Will Strategy, aiming to grow both Legacy Society participation and overall stewardship. Their guiding principle remains: every member of Providence should be a giver.

3rd Quarter Report

The Stewardship Workgroup is leading a shift from one-time campaigns toward a year-round culture of generosity—emphasizing stewardship as a continuous expression of mission and discipleship.

A new Legacy Giving Society (probably called the Legacy Family) will be launched to recognize members who include Providence in their estate plans. Updated documents, prepared by Harrison Marshall, will secure pledges and refresh our Providence Will Strategy, ensuring growth in both Legacy Society participation and overall stewardship. The guiding principle remains clear: Every member of Providence should be a giver.

4th Quarter Report - A group of individuals with financial, legal, and wealth management experience have been identified to form a working group that will be charged with establishing policies and procedures for the new Providence Legacy Society.

Submitted by: Vivian Carroll, *Church Council Liaison to the Financial Resources Committee, 2025*

ii. HUMAN RESOURCES COMMITTEE

PART ONE: General Activities

The Human Resources Committee is responsible for the following key areas: Personnel, Nominating, Cultivation of Volunteers, and Leadership Development.

1. Ministerial Staff and other Personnel Update:
    a. The HRC considered and supported the direct hire of Pete Leo as part-time Director of Worship Arts. As a part of the consideration, the committee discussed the value and importance of this role.
2. Lay Leadership Nominations Update:
    a. The HRC Committee supported 2026 Orientation and Kick-off for committee members and ministry group members. The initial meeting was held in December with two make-up sessions planned for January.

3. The Chart/Volunteerism Update:
    a. HRC has continued to move toward adoption of The Chart as the mechanism for volunteering at PBC.
    b. The Chart is online, and ministers are being given editorial rights to enable the addition, deletion or editing of activities and events requiring volunteers.
    c. HRC members have volunteered to visit each adult Faith Formation class to provide an introduction to The Chart.
4. Leadership Development program Update:
    a. HRC with the leadership of Margaret Marshall and Lee Canipe are prepared for the inaugural presentation of Providence Leads. A cohort of eight are prepared to participate in the initial program.
    b. The HRC has recommended the use of a participant survey to obtain feedback regarding what worked well and what could be improved. The committee will assess feedback from participants and presenters to determine the next steps for this program.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

Completing our Ministry Staff

- By supporting the Minister for Students and Families Search Committee efforts to vet appropriate candidates to present to the Church.
- By selecting a search committee for the Minister of Music at the appropriate time.
- By providing support for the Children's Ministry Group and assist in securing volunteers as needed while Elizabeth is out on maternity leave.

2nd Quarter Report - The HRC provided a recommendation for the salary offer for the candidate identified for the Minister of Students and their Families. Along with that, the HRC considered other budget adjustments that may be required to ensure that the recommended salary would not have a negative impact on the total personnel budget.

Over the last months, the HRC has followed the efforts of the search committee to identify a strong candidate for the Minister for Students and Families. The committee provided a salary recommendation to the Church Council once a candidate was selected. It is our understanding that final negotiations are underway.

We delayed forming the Minister of Music search committee while the search for the Minister for Students was underway and allowing the Church Council to consider whether there should be any changes to the Minister of Music's role and responsibilities. The HR Committee has received monthly updates regarding staffing needs and has discussed any support that is needed.

The HRC is in the process of identifying candidates for the Church Council ballot, Deacons, Committees, and Ministry Group slate. The Church was provided with time and opportunity to recommend candidates for Deacons and Church Council. The HRC has vetted candidates and has started contacting nominees. The names of all nominees will be made available to the church in compliance with the current bylaws in advance of voting.

3rd Quarter Report

- Minister with Students and Their Families: Amy Brown has joined the ministerial team at Providence. The HRC recommended salary to ensure the ability to hire and retain talent for this important role. Kristen Hendrix has transitioned to a permanent position supporting the student ministry for 20 hours per week.
- Minister with Children and Their Families: The HRC provided support during Elizabeth's maternity leave.
- Child Developmental Center (CDC): The committee has made recommendations to support Ursula during the significant loss of teaching staff.

4th Quarter Report

- The hiring of Pete Leo filled the remaining staff vacancy.
- Reports indicate that Ursula has successfully hired and maintained staff at the CDC. The use of a bonus, which was approved by the HRC and paid in December appears to have been valued by the teaching team.

Building Strong Relationships

- By cultivating a culture of volunteerism by creating a churchwide campaign designed to encourage volunteerism for all age groups
- By creating a Calendar Template (Electronic) to be used for identifying events and programs, tasks and detailed descriptions, and number of volunteers needed. (School Year and Calendar Year views).
- By assessing Realm to determine whether it meets our volunteerism needs. Modify, reprogram as appropriate, or identify alternative programs as an adjunct to Realm specifically to make it easier for people to volunteer.
- By implementing an initiative to update photos, contact information, and creating filter mechanism in Realm to make it easy to identify potential candidates for volunteer opportunities, and Committee and Deacon positions.

2nd Quarter Report - The HRC with strong support from Michael Christian assessed Realm and any capabilities it might have that we have not utilized. We have worked with Ryan Stewart in the development of a comprehensive volunteer chart and volunteer sign-up mechanism. The goal is to create a mechanism that simplifies the process of identifying and selecting ways to contribute time and talent to the mission and vision of our church.

Ryan Stewart is developing a chart of volunteer opportunities (Sept 1, 2025-August 31, 2026) that is linked to an electronic sign-up mechanism. The goal is to complete the chart by the end of July and have it available to the church by August for the church to begin to use to discover volunteer opportunities and to sign up to serve.

By implementing an initiative to update photos, contact information, and creating filter mechanisms in Realm to make it easy to identify potential candidates for volunteer opportunities, and Committee and Deacon positions.

HRC members were available on Easter Sunday and Anniversary Sunday to update profiles and photos on Realm. The response from the church was positive and a high number of photos were uploaded and contact information updated.

3rd Quarter Report - Efforts regarding The Chart continued. HRC Nominating efforts, and staff focus on other priorities created a small delay in implementation. The current plan is for a soft launch in November and a focused promotion including education on the use of the volunteer tool will begin in January 2026.

4th Quarter Report - The Chart is up on the PBC Website now. The soft launch occurred at the end of the year, and education and promotion of this important tool will be a focus in the 1st quarter of 2026. A full campaign will likely be required in early 2026 to generate the culture shift necessary and to experience the spiritual growth and relationship building that can occur through volunteering and doing so together as a community of faith.

Cultivating Financial Vitality

3rd Quarter Report - All members of the HRC submitted financial commitments for 2026.

Fostering Spiritual Formation

- By developing a Leadership Development program that advances strong leaders and fosters emerging leaders to fulfill our Mission and Vision

2nd Quarter Report - An outline of a Leadership Development program and the various components have been created. More work with be done once the nominating process is complete. The goal is to have the program ready for training opportunities in 2026 and to assist in new committee member and leadership training/orientation.

3rd Quarter Report - Lee has led the effort supported by members of the HRC. Lee, Margaret Marshall met with Scottie Stamper to discuss the goals and outline of topics and sections identified for the program. The committee has discussed the inaugural cohort/test group. The consensus is that the initial cohort should be limited to 6-8 people, and candidates identified by the HR committee. Speakers will be identified and contacted. The goal is to launch the program in January, but the ultimate schedule will be determined by speaker and other leader availability.

The goal for the Leadership Development program is to prepare the next generation of lay leadership.

4th Quarter Report - Thanks to the strong leadership of Margaret Marshall and Lee Canipe, this program will start in January and end in March with an initial cohort of 8. The assessment of this program and plans for ongoing/annual offerings will be further developed by the HRC.

Submitted by: Rita Stanley, *Human Resources Committee Chair, 2025*

iii. MISSIONS COMMITTEE

PART ONE: General Activities

The major areas of focus for the Missions Committee during the third quarter were as follows:

During the fourth quarter, the Missions Committee welcomed Amy Brown as the new staff liaison, strengthening communication and coordination between staff and committee work. Significant preparation took place for Room in the Inn, including expanding the ministry to serve women and children, addressing Sacred and Safe policies, and approving facility upgrades such as changing tables, bedding, and supplies to support families. Providence reaffirmed its commitment to addressing hunger by allocating $12,000 to local hunger relief organizations, including The Bulb, Second Harvest, and Nourish Up, and by supporting the CROP Walk as a hands-on congregational mission opportunity. At the national level, the committee strengthened its partnership with our Encourager Church in San Francisco, led by Rick and Lita Sample, through direct communication and targeted material support clearing their amazon wish list of winter jackets. Internationally, the committee continued discernment around a potential partnership with Benjamin House in Uganda, discussing the nature of a long-term partnership, and plan for small scouting teams to better assess partnership opportunities and on-the-ground needs.

Women on Mission continued to demonstrate strong intergenerational participation. During the quarter, Women on Mission packed 50 Thanksgiving boxes for Charlotte Rescue Mission and personally signed and mailed 44 Thanksgiving cards to homebound members. In December, Women on Mission prepared for Christmas card outreach and fellowship, and finalized plans for January to make 1,000 sandwiches and pack 300 lunches for Roof Above as well as gearing up for their peanut butter collection with Second Harvest Food Bank in early 2026.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

Promoting a Culture of Invitation

- By encouraging organizers of missions trips, mission projects, and events sponsored by the Activities Ministry to consider how each activity can be an opportunity to invite non-members to join us.
- By providing tips on being invitational to the organizers of these activities and encouraging the organizers to educate Providence members on how to become more comfortable in introducing others to our faith community.

2nd Quarter Report

- Utilizing Missions Moments to introduce church to mission partners – Benjamin House, VBS, CBF Global Missions
- Began promoting churchwide collection for "Christmas in July" in conjunction with Congregation for Kids. Led by Mike Arim

3rd Quarter Report

- Fall Kickoff was a well-attended event with many families from the CDC.
- Rise Against Hunger provided hands-on mission activity as we packed 10,000 meals to be distributed worldwide. There was a wide age range from children to senior adults, some participating for the first time.

4th Quarter Report

- Promoted accessible, hands-on mission engagement through Room in the Inn, expanding the ministry to welcome women and children, and opening volunteer opportunities to the broader congregation to encourage wider participation.
- Engaged the congregation in addressing food insecurity through participation in the CROP Walk and a churchwide cooking oil collection, raising awareness of hunger needs and providing tangible support to local food banks.

Building Strong Relationships

- By making personal outreach to members, especially new members, to encourage their participation in mission opportunities.

2nd Quarter Report

- Creating plan for primary mission partner at local, national, and international levels. National partner will be Encourager Church with Rick and Lita Sample.

3rd Quarter Report

- Continued discussion around primary mission partner at the local, and international level. In order to engage our entire congregation, 3 to 5 local mission partners may be needed. Discussion continues to identify these partners and the best way to engage with them. The international partner has focused on Benjamin House in Uganda. Confirming logistics regarding travel, costs, and safety to Uganda for adults and students.

4th Quarter Report

- Strengthened congregational awareness of national mission partners through targeted communication and promotions of winter jacket collection in support of our Encourager Church.
- Continued discernment around potential national and international mission partnerships, including discussions about sending small scouting teams to assess opportunities for meaningful engagement and spiritually formative experiences, particularly in relation to Benjamin House in Uganda.
- Women on Mission increased participation from first-time attendees and community members, and the use of personalized postcard mailings inviting women to upcoming mission and fellowship opportunities.

Fostering Spiritual Formation

- By developing a statement of purpose for "mission trips" that includes a requirement that all mission trips have a goal of spiritual development of participants, and then by direct outreach to organizers of mission trips to ensure that all Providence mission trips include opportunities for spiritual development.

2nd Quarter Report

- Developing a draft Mission Trip Statement of Purpose to guide all Providence mission trips. This is currently being reviewed by staff members.

3rd Quarter Report

- The Mission Trip Statement of Purpose was approved by the Providence staff. This will provide guidance for future mission trips to ensure all elements are incorporated into the mission trip.
- Develop a form based on the Mission Trip Statement of Purpose to be used when applying for funds. This will ensure the trip leaders are intentional about opportunities for spiritual development during the trip.

4th Quarter Report

- Began utilizing the newly developed form and shared spreadsheet to streamline mission trip proposals and funding requests, allowing the committee to review alignment, group size, and spiritual formation components more effectively.

Submitted by: Claire Revord, *Missions Committee Chair, 2026*

iv. PROPERTY RESOURCES COMMITTEE

PART ONE: General Activities

The Property Resources Committee have responsibilities in the areas of (i) building and grounds oversite, maintenance and planning; (ii) IT resource management; and (iii) safety and security oversite planning. In regard to all those areas, there are various repairs and projects the Committee is addressing with the repairs and projects taking place at various stages.

As to the building and grounds oversite, maintenance and planning, the following projects have been identified in Restore & Renew, have been prioritized and are being or have been addressed as funds are available:

- Sanctuary / Narthex (*Completed*)
- Activity Center
- Parking lot repaving
- Organ maintenance
- Sidewalk repairs
- New carpet/flooring in the Parlor
- Choir Suite (*Completed*)
- Replacement of kitchen equipment
- Preschool HVAC replacement
- Replacement of steps on the far side of the Sanctuary
- Masonry maintenance on steps
- Painting of Steeple (*Completed*)
- Roof leak repairs in the gym (*Completed*)

Note that in 2024, Restore & Renew funds were used for repair/replacement of flat roofs, replacement of HVAC units, and painting of the exterior of the church.

Other areas outside the Restore & Renew that are being addressed through routine maintenance are as follows:

- Painting the doors outside the conference room
- Landscaping with next phase including Columbarium and the Sanctuary area (*Will begin early Spring 2026*)
- Painting of railing at backdoor kitchen down the ramp to the dumpsters
- Pressure washing the side of Sanctuary that faces the Columbarium

- Installing downspout extensions on gutter downspouts around the Chapel and Mission Center to move moisture away from the foundation
- Pressure washing sidewalk and brick of entrance at Activity Center
- Painting of Parlor
- Power outages
- Crossing on Randolph Road
- CDC flooring and countertops
- Study of outdoor organizations using church facilities
- Refreshing of women's bathrooms outside the Fellowship Hall and at the end of Randoph Hall

As to IT resource management, Adam Lawlor is regularly in touch with the IT company that services PBC and various upgrades were completed as set forth in the 2nd Quarter report.

In regard to safety and security oversite and planning, the Youth and Child Protection Policy is under revision and having police/security presence on Sundays at all Worship services is being studied and addressed. A Fire & Smoke Evacuation Plan has been written. It has been or will be placed in placards throughout the campus and disseminated to all the Faith Formation, children, and youth classes.

From a priority standpoint, below are the top priorities in the fourth quarter of 2025:

1. Renovation and upfit of Sanctuary/Narthex
2. Activity Center upfit and renovation
3. Second phase landscaping which includes the Columbarium and Sanctuary area
4. Safety and security concerns

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

The Property Resources Committee will advance the 2025 Vision of Ministry goals in the following ways:

Promoting a Culture of Invitation

The following projects should significantly contribute to making PBC a more inviting facility:

- For the year 2025, the immediate focus of the Committee is the Sanctuary and Narthex. A group or design-oriented church members, led by Holly Christian, has spent significant time exploring colors and selections for the Sanctuary. This includes wall, ceiling and trim paint selections, carpet selections and pew cushion colors. The group is also exploring per restoration and replacement. Another significant focus is lights and lighting, to include a new electrical panel. The work is on-going with completion scheduled for later this year.
- A parallel focus will be on the Activity Center. The process is just now beginning and likely will include some focus groups (activities director, church members, community representatives, coaches, etc.) and meeting with architects/design

professionals. The current goal is to move forward improvements towards the end of this year or early next year, depending on estimated costs and funds available.

- Aside from the Sanctuary, Narthex and Activity Center, the Committee is focused on completing various other projects, such projects not being as costly as the Sanctuary/Narthex and Activity Center.

2nd Quarter Report

The Sanctuary/Narthex renovation is to begin August 25, 2025. Edifice, a reputable contractor in the Charlotte area, who has undergone several church renovations, has been engaged to oversee the renovation. The renovation will take three (3) months. All of the above-referenced areas have been explored to be part of the renovation and Holly Christian continues to be involved in the project. John Hall, as point person for the Property Resources Committee, is the primary Church contact for the renovation. When the renovation begins, Edifice will have a supervisor on site overseeing the repairs and renovation.

In regard to the Activity Center, the goal is to make renovation and repair of the Activity Center a top priority in 2026. David Frame and Jon Hendrix are the point persons for the Property Resources Committee. They have been in touch with Michelle at the Activity Center and are making some minor improvements at this time and are in the early stages of determining what renovations need to be made to update the Activity Center.

A new lease is in the process of being signed with Tot Time, who occupies the first floor of Randolph Hall. Also, a lease is in the process of being signed for a non-profit which provides programs for adults with intellectual and developmental disabilities who will occupy the second floor of Randolph Hall.

3rd Quarter Report

The Sanctuary/Narthex renovation began August 25, 2025. Edifice, a reputable contractor in the Charlotte area, who has undergone several church renovations, has been overseeing the renovation. The renovation will be completed by the end of November. Edifice has a supervisor on site overseeing the repairs and renovation.

In regard to the Activity Center, the goal is to make renovation and repair of the Activity Center a top priority in 2026. David Frame and Jon Hendrix are the point persons for the Property Resources Committee. They have been in touch with Michelle at the Activity Center and are making some minor improvements at this time and are in the early stages of determining what renovations need to be made to update the Activity Center.

A new lease was signed with Tot Time, who occupies the first floor of Randolph Hall. Also, a lease was signed with Next Step, a non-profit which provides programs for adults with intellectual and developmental disabilities who will occupy the second floor of Randolph Hall. The lease term began October 1.

The Steeple was recently painted. Looks great!

4th Quarter Report - The Sanctuary/Narthex renovation began August 25, 2025. Edifice, a reputable contractor in the Charlotte area, who has undergone several church renovations, oversaw the renovation. The renovation was be completed the end of November. In addition, repairs and improvement to the sanctuary sound system have been completed.

In regard to the Activity Center, the goal is to make renovation and repair of the Activity Center a top priority in 2026. David Frame and Jon Hendrix are the point persons for the Property Resources Committee. They have been in touch with Michelle at the Activity Center and are made some minor improvements and are in the early stages of determining what renovations need to be made to update the Activity Center.

Cultivating Financial Vitality

- The Committee is focused on handling the above-referenced projects in the most cost-efficient manner, recognizing, however, the Committee does not want to cut corners. The hope and goal is for renovations and maintenance items to be such that ongoing maintenance costs can be addressed through PBC's annual budget and endowment.

  2nd Quarter Report
  In the Sanctuary/Narthex renovation, there have been many discussions with Edifice and other contractors to obtain the best appropriate pricing for the renovation. In all projects, cost is always taken into consideration.

  3rd Quarter Report
  In the Sanctuary/Narthex renovation, there have been many discussions with Edifice and other contractors to obtain the best appropriate pricing for the renovation. In all projects, cost is always taken into consideration.

  4th Quarter Report - In the Sanctuary/Narthex renovation, there were many discussions with Edifice and other contractors to obtain the best appropriate pricing for the renovation. In all projects, cost is always taken into consideration.

Building Strong Relationships

- The various projects which will be undertaken lend themselves to creating work groups by long-standing members and newcomers, who will have the opportunity to pitch-in, not only from a planning standpoint, but also from the standpoint of actually participating in the various projects, such as in the grounds area.

Relationships are definitely built when you gather with your friends to complete certain projects which reflect tangible results.

2nd Quarter Report

Two "work days" have taken place where several members participated, not only in planting in the grounds area, but also where junk was removed which had primarily accumulated in the basement areas of the Fellowship Hall and in the upstairs of Randolph Hall. Large dumpsters were brought to the church and filled to the brim and thereupon hauled away. It is anticipated that this fall one or two "work days" will be set-up, primarily to repair certain areas in the church, which repairs could be taken care of by various members who are handy.

3rd Quarter Report

A workday is scheduled for October 25 to freshen up the grounds.

Several members have been involved in the planning and checking on the Sanctuary/Narthex renovation.

It has been suggested that some of the women's toilets in the hallway to the Fellowship Hall and at the end of Randolph Hall need to be replaced. The planning therefore is underway and the replacement will take place by members who have volunteered their time, expertise and muscle.

Safety and security oversight are one of the responsibilities of the Property Resources Committee. There is the need to have members with the appropriate expertise on the Safe and Sacred Team. So, prior to the end of 2025, it is hoped this team can have the appropriate members in place to fulfill this important responsibility.

4th Quarter Report - A workday took place on October 25, 2025 to freshen up the grounds.

Several members were involved in the planning and checking on the Sanctuary/Narthex renovation.

Safety and security oversight are one of the responsibilities of the Property Resources Committee. There is the need to have members with the appropriate expertise on the Safe and Sacred Team. So, in the near future, it is hoped this team can have the appropriate members in place to fulfill this important responsibility.

Submitted by: Les Miller, *Property Committee Chair, 2025*

IV.e. – Ministry Group Reports

i. WORSHIP ARTS MINISTRY GROUP

PART ONE: General Activities

The Worship Arts Ministry Group (WAG) has been meeting monthly and in person. We are focusing on supporting the Music Ministry staff and offering our leadership and encouragement during this time of transition. The following is our report on how we have been actively supporting the 2025 Vision of Ministry.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

Completing our Ministry Staff

- Doing our part to complete the staff.
- We are looking for a music minister interim who will bring stability and confidence to the choir. (i.e.: We would like the interim to stay long enough so that we don't have to rush the search process.)

2nd Quarter Report

We recommended and interviewed interim Pete Leo for Director of Music Ministry position. As hoped, Pete has brought stability and confidence to the choir. His contract runs through December. We are prepared to assist Providence leadership in the search to fill the Music Ministry vacancy.

3rd Quarter Report

The Worship Arts Ministry Group (WAG) has had much discussion surrounding the open Music Ministry staff position. We have gathered input from choir members, staff members, and Financial Resources and Human Resources committee members, and we are in the process of seeking information from church members. We believe the landscape of church music leadership has changed over the years and that those involved in music ministry require and enjoy additional professional outlets and development. In essence, we have discovered that leading church music has become a bi-vocational profession - except for those in especially large congregations. We have used this interim period to test the feasibility and functionality of a part-time director for Providence and have found it to work exceptionally well for our interim director, our staff, our musicians, and our church.

Currently, the Music Ministry boasts a talented part-time associate (Ed West), a very capable part-time ministry assistant (Molly Naylor), and is supported by two stellar contract assets (Debra Wallace and Noel Freidline). This team has proven that the Music Ministry functions extraordinarily well with a part-time director at the helm, as collaboration among all has been both beneficial and appreciated.

With all this in mind, we have drafted an initial job description and are receiving input regarding a part-time DIRECTOR of WORSHIP ARTS, which we believe to be the best option for Providence. We are hopeful that the position will be filled by year-end. (*We recognize that only ministers are "called" at Providence, and only Ministers are required to be approved by the congregation. The title "minister" is reserved for those who have been ordained. We know that ordination is not necessary for an individual to exude faith, leadership skills, musical knowledge, or spiritual depth. Further, we have seen that these qualities can be—and have been—present without ordination.*)

4th Quarter Report - The Worship Arts Group has much to celebrate at the end of 2025. We completed a job description for a part-time worship arts director (effectively developing a hybrid position that will give greater flexibility to Providence as we move into the future). The draft job description was submitted to the church staff along with the Finance and Human Resources Committees. The Sanctuary Choir was also consulted in the change from full-time minister of music to part-time director of worship arts. The Worship Arts Ministry Group presented the recommendation to hire a part-time Director of Worship Arts to members of the congregation during the Church Council Forum on October 30, and subsequently brought the recommendation to the congregation during worship on November 2. As a result, Dr. Peter Leo was hired and began his tenure as the Providence Director of Worship Arts on January 1, 2026.

Promoting a Culture of Invitation

- Rethink ways to invite people to participate in music/come up with strategies to draw people in.
- Highlight opportunities like Come Sing Choir as ways to help people get their foot in the door (think "soft start").
- Identify ways to make the choir more welcoming - especially to new members/visitors.

2nd Quarter Report

Much of our focus this quarter has been on supporting and shoring up our regular choir members and ministry staff. Additionally, we are making efforts to invite additional members, which can be seen in the new faces who have joined us recently. All are welcome!

As summer is a time of travel and vacation, we purposefully offered our choir members a respite in July so we could sit with our families during Worship, enjoy a break from weekly rehearsals, and participate in the Sunday breakfast fellowship (which would have conflicted with regular rehearsal time).

Additionally, our choir members have been "sent" with this mantra: As you are sitting out in the congregation, listen for folks who enjoy singing and offer the invitation: "I enjoy singing in choir and I think you would, too - please come!"

How we will promote culture of invitation this fall:

- Researching general obstacles for joining/participating in the choir (Child care? Scheduling?)
- Rethinking ways to invite people to participate in music/come up with strategies to draw people in.
- Highlighting opportunities with Christmas Choir as a way to enable additional musicians to experience choir/orchestra.
- Identifying ways to make the choir more welcoming - especially to new members/visitors.
- Reaching out to Faith Formation classes to invite new musicians to participate.

3rd Quarter Report

The Music Ministry continues to focus on creating a culture of invitation. Although the choir numbers fluctuate on Sundays from week to week due to travel, sickness or personal schedules, we are growing in numbers and strength.

Thanks to Interim Director Pete Leo and the ministry staff, we welcomed four choral scholars, all from Pete's collegiate choir program. These singers have enhanced our group in many ways, and the choir is enjoying their presence and gifts. (If you didn't hear Chanel's solo on October 5, you missed a blessing.) Additionally, seven musicians from the Providence congregation have joined the ranks after being invited by current members. Further, when a guest visits a rehearsal for the first time, they are given a small gift of appreciation. (Who doesn't LOVE chocolate and treble clef-themed paper clips?) These efforts have garnered good will and are building a foundation of support for the Music Ministry.

4th Quarter Report - The end of the year is the busiest time for the Worship Arts Ministry. Worship was planned for the 4th quarter and Advent to provide opportunities for the participation of all the music groups (bells, children's choirs, student choir, individuals and sanctuary choir). In preparation and planning, the focus remained on how selections would enhance worship and the Advent season for churchgoers.

- Sanctuary Choir members continued to reach out to friends, asking them to sing with us. We are hopeful that this period of invitation continues and that more people will build meaningful relationships and find community in their participation.
- Invitations to the congregation to participate with the choir were also included in the weekly emails and newsletter.
- We re-envisioned and planned the Hanging of the Green service, which was our first opportunity to worship in our newly renovated Sanctuary.
- We offered meaningful ways for church members to participate in our Lessons and Carols service, which also included music performed by a brass quintet.

- The Sanctuary Choir offered excerpts from Handel's Messiah during the Fourth Sunday of Advent (December 21).
- During Advent and on Christmas eve, Providence students and children led worship with beautiful piano arrangements.
- For Christmas Eve, three worship services were offered allowing worshipers to participate when and how it was most meaningful for them. The morning Children's service allowed families and children to join in the telling of the Christmas story and bring the story to life. At the candlelight service at 5:00, worshipers were welcomed by beautiful musical selections from our organist, choir, individuals from the congregation and a brass quintet. Late that evening, a quieter, more contemplative service of music and communion was held to announce Christ's birth.

Building Strong Relationships

- Explore ways to make music fun again (e.g.: Broadway night?).
- Research the possibility of restarting the senior adult choir.

2nd Quarter Report

We have been exploring ways to make music fun for more people:

- Ed West launched the "bench buddies" initiative, inviting third grade completed through 18-year-olds to join him on the bench during Sunday Worship as a way to educate and inspire.
- And congregants surely noticed our "hymn sings" during each Worship in July.
- In August, look for a men's chorus and a women's chorus during Worship.

We are researching the possibility of restarting the senior adult choir. We are looking for ways to overcome several obstacles, including recruiting a director and identifying a place to rehearse. (The Music Suite is inaccessible for several senior choir members.)

3rd Quarter Report

We are taking steps to intentionally build strong relationships and community within the Sanctuary Choir. At times our section leaders reach out to their musicians to share prayer requests, concerns and praises. Additionally, Ministry Assistant Molly Naylor sends a weekly email to the entire choir that includes choir-wide prayer requests, along with information about the upcoming Sunday schedule and the schedule of anthems for the coming weeks.

The Music Suite "hosted" a "back to choir" night, with sweet treats and savory snacks that were enjoyed by all. The time of fellowship enabled choir members to get to know newcomers and catch up with old friends who have come back into the Ministry. The choir is also finding time to get together outside of regular rehearsal time, enjoying dinner together at local restaurants. Several choir members also attended a recent Carolina Voices event, where they could sing and laugh with other musicians from the Charlotte area.

(*We have necessarily tabled research on restarting a senior adult choir until the ministry staff is complete*.)

4th Quarter Report

- The Worship Arts Ministry team chose music from a wide range of genres, intentionally offering music that would speak to a broad range of worshipers. All groups were invited to participate in the worship services encouraging them to play an active role in worship.
- The Sanctuary Choir intentionally celebrated a year well-lived and music well-learned during a Christmas party, where spouses and significant others attended alongside choir members. Carols were sung around a piano, and memories and laughter were shared. We look toward 2026 with renewed energy and anticipation.
- During Advent, families were asked to lead the congregation in the lighting of the advent wreath. As more congregants participate in and lead worship, the community aspect of worship is enhanced.

Fostering Spiritual Formation

- Ensuring that students are given opportunities to sing with the adult choir.
- Continuing to ensure that Worship is all inclusive.
- Reviewing feedback from the Worship audit to see how we can improve.

2nd Quarter Report

Our focus is on remembering why we share music: to glorify God.

During the second quarter, we offered our students an opportunity to sing with the adult choir during Anniversary Sunday and Baccalaureate. We will continue to incorporate their voices in Worship once they begin regular rehearsals in the fall.

The handbell choir attended a festival where they honed their skills and learned new music. They shared their music in Worship on two different occasions in May.

3rd Quarter Report

Student Choir restarted in mid-September at the same time as regular Wednesday programming. New Minister with Students and Their Families Amy Brown is attending student choir rehearsals as a way to show solidarity and support for the music program. Interim student choir director Debra Wallace is coordinating dates with the ministry staff so that the students can soon participate in Worship.

The Sanctuary Choir is enjoying branching out and singing choral works from different genres and periods. The music team, in conjunction with other ministry staff, are working to plan well in advance to complement the sermon message, and focus attention on the Christian theme and topic for the day.

Our ministry team is also reaching out to other denominations, borrowing music from other area churches. This not only builds relationships with other churches, but also expands our music repertoire.

4th Quarter Report - The Student Choir, under the interim leadership of Debra Wallace, used the fourth quarter to prepare to sing in worship. Student Minister Amy Brown attended rehearsals and sang with the students, which boosted morale and attendance. Additionally, the Handbell Choir complemented worship on multiple occasions as we worked to offer more opportunities to incorporate various groups in our efforts to provide faith-building and meaningful experiences for churchgoers.

During choir rehearsals and during worship, Pete is intentional about providing context for the music selected and offered. This context moves the choir and the congregation to a deeper understanding of the Scripture it is based on and leads to a greater appreciation of the music.

Submitted by: Summer Sneed, *Church Council Liaison to the Worship Arts Ministry Group, 2025*

ii. LEARNING MINISTRY GROUP

PART ONE: General Activities

The Learning Ministry Group is organized into four subgroups with three members each: CDC (Child Development Center), Children, Students, and Adults. Each of the four subgroups supports a minister / program head from the church: Ursula Taylor, Elizabeth Maye Hudson, Kristen Hendrix, and Blake Kendrick. The four subgroups continue to meet monthly and in person while the full group meets quarterly.

During the fourth quarter, the learning ministry groups were all in full swing with the school year well underway and several holidays to recognize and celebrate. Trunk or Treat was a notable success with representation from all learning ministry groups welcoming families from the Providence congregation, the Child Development Center, and our Cotswold neighbors. There were so many children and families in attendance that we ran out of hot dogs! Other successful church wide events included a new take on Wednesday evenings, with “Providence Together.” This is a new effort that will take place during the Wednesday midweek programming that intentionally brings together all Providence members to partake in activities with a goal of deepening connections among members and strengthening Biblical knowledge. Be on the lookout for more of these fun and faith filled evenings throughout 2026.

The Adult Learning Ministry Subgroup met during November to discuss plans for a survey to be administered to all Faith Formation Leaders. The survey questions range in topic from communication preferences, resource needs, curriculum, and training. The results of this survey will shape some of our work in Q2 and Q3 of 2026. Of note, there was a daily devotional placed on the Adult Faith Formation resources page for every day of Advent during 2025, and there will be another daily devotional placed in the same location during Lent 2026. Also, the Thursday Adult Bible Study concluded a 10 week in depth journey on the book of Daniel. A 12-session study of Romans will begin on January 22.

The Youth attended a CBF Fall Retreat in Fort Caswell and had a fantastic time bonding as a group under new leadership, and strengthening connections with youth from fellow churches. During the Advent season, the Youth Learning Ministry Sub Group decided to use a new curriculum focused on fostering conversation around and engagement with the story of the birth of Christ and how to apply the meaning of Advent to life today. The Youth leaders have attended training on the curriculum to be used for each week, and ongoing training for leaders will be continued into 2026.

Finally, the fourth quarter report would not be complete without mention of the many Christmas related celebrations around the church. Family Advent Dinner, Baby's First Christmas, and the Nativity Christmas Eve service were each very meaningful and a success.

PART TWO: Progress Supporting 2025 Vision of Ministry Goals

The Learning Ministry Group will support the Vision of Ministry for 2025 by:

Promoting a Culture of Invitation

- Striving to be knowledgeable about church activities so that we can passionately tell others and invited them to join us. We will accomplish this by using the color-coded activities calendar created by Elizabeth to discuss upcoming events within each learning group, then communicate details for the events to the congregation and visitors through the weekly email, signs in front of the church for large events, and through Faith Formation class email distributions.

  2nd Quarter Report - This has largely been done as planned through June. The calendar needs to be filled with events for the second half of the year.

  3rd Quarter Report - The Learning Ministry Group met in October to discuss remaining events for 2025.

4th Quarter Report

- The Learning Ministry sub groups continued to meet monthly and will continue to meet on a quarterly basis beginning in February 2026 as a large group.
- The Chart will be very helpful in accomplishing this goal in 2026.

- Inviting families from the CDC who are not church members to attend church activities and events. We will accomplish this by providing the CDC families with paper invitations to upcoming church events. Additionally, CDC families will be invited to Wednesday night meals and paired with a PBC family to sit with.

  2nd Quarter Report - The CDC Learning Ministry Subgroup has taken this action item a step further. We are in the process of developing a mentor program between PBC families who are or have been CDC families as well, in order to pair up with CDC families who may be interested in learning more about PBC. The CDC also developed a new Mission Statement highlighting our goals of providing faith-based childcare and inviting families to learn more about, and join, Providence.

  3rd Quarter Report - In October, the Church Council served at a spaghetti dinner welcoming CDC families to the new school year and to our church.

  4th Quarter Report - CDC families were invited to Trunk or Treat as well as the Christmas Eve Nativity Service. The Wednesday night invitation efforts will continue into 2026 once Midweek activities resume

- Identifying two Sundays per year that are intentionally invitational. Blake will work with the communications director to create two invitations, one geared towards members who are currently "inactive" on their Faith Formation Roster, and the second geared towards "homebound" church members/Faith Formation class members. The Sundays for 2025 are Anniversary Sunday on May 18 and Celebration Sunday on September 7.

  2nd Quarter Report - This was accomplished as planned for Anniversary Sunday.

  3rd Quarter Report - Celebration Sunday will be at the end of October at the conclusion of the churchwide effort to encourage every member of Providence to become an active giver to Providence and submit a pledge card for 2026.

Building Strong Relationships

- Structuring programs outside of the regularly scheduled Wednesday evening and Sunday morning activities. Each Learning Ministry Subgroup (CDC, Children, Youth, and Adult) will accomplish this by planning events that provide social bonding opportunities.

2nd Quarter Report - Many events have been planned and executed across all learning ministry groups to provide social bonding opportunities. There are several more planned for future dates throughout the end of the year as well.

3rd Quarter Report - This remains an active focus for each subgroup within the Learning Ministry Group.

- Seeking to foster cross-generational relationships at events. Examples include the Easter Rock Hunt in the spring and the Fall Kick-Off, and All Ages Retreat in the fall.

2nd Quarter Report - Easter Rock Hunt was a success. Planning for the All Ages Retreat and Fall Kick-Off are underway with each subgroup, and will be a topic of discussion at the next full group meeting in August.

3rd Quarter Report - Fall Kickoff and the All Ages Retreat were successful events. At the All Ages Retreat, attendees included members ranging in age from infants to senior adults.

4th Quarter Report - Providence Together on select Wednesday night was a success during 4Q 2025. More events of this type will be planned for 2026 in order to target relationship as well as deepen Biblical knowledge

Foster Spiritual Formation

- Recruiting Faith Formation leaders who are passionate about sharing the love of Jesus Christ.

2nd Quarter Report - Most of the Faith Formation leader positions for the 2025-2026 academic year have been filled, but not all. Calls are still being made for the remaining positions.

3rd Quarter Report - All Faith Formation leader positions for the 2025-2026 academic year have been filled.

- Provide materials and support for the leaders on Sunday mornings and Wednesday evenings that are engaging and age-appropriate.

2nd Quarter Report - Blake is in the process of leading a Summer Book Study of Curtis Freeman's **Pilgrim Letters**. Blake reports that this has been one of the best Adult Discipleship programs that he has planned here at PBC. It has been well received, and some participants have asked that this summer's book study will become an annual event. The Faith Formation materials for the 2025-2026 school year will continue to be discussed in the August meetings.

3rd Quarter Report - In September, Blake Kendrick, Minister for Adult Discipleship, developed a special church wide Faith Formation curriculum focused on Cultivating Generosity. This lesson supports the ongoing initiative of the Stewardship Workgroup, which encourages every member of Providence to be an active giver. A training session for all Adult Faith Formation Leaders was held in preparation, The lesson was shared with the congregation on October 19.

4th Quarter Report - The Youth Leaders have attended training on faith formation materials, and will continue to receive training moving forward with the new lesson units. The Adult Learning Ministry group will be administering a survey to Faith Formation Leaders in order to help identify training and/or other support needs.

Submitted by: Stacy Mercer, *Church Council Liaison to the Learning Ministry Group, 2025*

Providence Baptist Church
Financial Summary – Year-to-Date
January 1, 2025 – November 30, 2025

	YTD Actual	YTD Plan	Variance
Operating Income			
Financial Contributions	$ 1,775,288	$ 1,813,349	$ (38,061)
Child Development Center Ministry Tuition	2,168,376	2,149,578	18,798
Other	234,381	284,101	(49,720)
Total Operating Income	**$ 4,178,045**	**$ 4,247,028**	**$ (68,983)**
Ministry Costs			
Missions and Ministries	$ 413,078	$ 493,728	$ 80,649
Operations, Maintenance, and Grounds	868,775	840,338	(28,436)
Child Development Center Staff	1,835,639	1,907,815	72,176
Ministerial and Operational Staff	1,188,197	1,215,867	27,671
Total Ministry Costs	**$ 4,305,689**	**$ 4,457,749**	**$ 152,060**
Net	**$ (127,644)**	**$ (210,721)**	**$ 83,077**

RESTORE & RENEW

Q4 PROGRESS REPORT

AS OF DECEMBER 31, 2025

TOTAL **PLEDGED & GIFTS** TO-DATE:	**$3,050,000**
TOTAL **RECEIVED*** TO-DATE:	**$2,465,725**
TOTAL **FUNDS IN BANK** TO-DATE:	**$757,858**
TOTAL **EXPENSES** TO-DATE:	**$1,530,649**
TOTAL **GIVEN** TO FAMILIES FORWARD CHARLOTTE TO-DATE:	**$232,209**

*INCLUDES **$54,918** IN ACCRUED INTEREST TO-DATE

PROJECTS COMPLETED DURING Q4

SANCTUARY AND NARTHEX REFURBISHMENTS

- Work began August 25, 2025. The Edifice, a reputable contractor in the Charlotte area, oversaw the renovation which concluded in November. Repairs and improvement to the Sanctuary sound system have also been completed.

PROJECTS IN-PROGRESS DURING Q4

ACTIVITY CENTER RENOVATION AND REPAIR

- Activity Center renovation and repair is a top goal in 2026. David Frame and Jon Hendrix (point persons for the Property Resources Committee) have been in contact with Michelle Hitselberger (Activities Manager) and are in the early stages of determining what renovations need to be made.

OTHER PROJECTS

- Work has begun or is scheduled to begin on the following projects: parking lot repaving, organ maintenance, sidewalk repairs, new flooring in the Parlor, replacement of kitchen equipment, CDC HVAC replacement, and masonry maintenance on steps.