

Board of Deacons

The Board of Deacons is responsible for establishing the overall vision, mission and policy for the church in partnership with the congregation. The Deacons are charged with offering spiritual servant leadership to the church along with certain legal and fiduciary responsibilities. The term "the Deacons" as used in the By-Laws of First Baptist Church Asheville refers to the current group of Deacons actively serving the church as a collective body.

Standards for Deacons

Scriptural standards for Deacons are found in the example and teachings of Jesus, and in 1 Timothy 3:8-13, Acts 6:1-7, and Romans 16:1-2.

Church Standards for Deacons shall include the expectations that Deacons will be people who have:

1. demonstrated commitment to the will and ways of Jesus Christ.
2. full membership in the church with sufficient experience in the congregation to be effective.
3. a pattern of consistent participation in the life and ministry of the church.
4. a record of constructive servant-leadership in the church.
5. a pattern of faithful stewardship of their gifts, talents, energies and money.

The Board of Deacons is composed of thirty (30) ordained adult members who serve three-year terms. After serving a full term or an unexpired term of more than one year, Deacons shall be eligible for reconsideration after the lapse of two years.

Support Committees

The **Finance Committee** shall plan and administer the church's finances, including the annual budget for the church's approval and the regular oversight of all financial affairs, including those of ministry partners CDC, AFTA, FK, and Karis.

The **Personnel Committee** has responsibilities in three (3) major areas: employment, evaluation and compensation, and personnel policies.

The **Buildings and Grounds Committee** shall be responsible for the care and maintenance of all church property, including building, grounds equipment, and furnishings.

The **Child Development Center Committee** oversees the goals, directions and practices of the Child Development Center ministry in keeping with the overall ministry of First Baptist Church of Asheville.

The **Academy for the Arts Committee** oversees the goals, finances, fundraising, events, and practices of the Academy for the Arts in keeping with the overall ministry of First Baptist Church of Asheville.

The **Endowment Committee** guides all work related to the support and development of the Endowment Fund. The fund exists solely for the charitable purposes of the church with its principal objectives being the promotion and development of religious, charitable, and educational activities, to support capital improvements of the Church, to maintain and improve the existing Church facilities, and to support non-recurring purposes not regularly budgeted by the church.

The **One Oak Plaza Trust Committee** shall be accountable for the financial performance of the One Oak Plaza office building and shall oversee and operate the church's investment in the building as a commercial office building.

Ministry Councils

The **Christian Formation and Fellowship Council - Adults** will oversee the development of strategies, teams, programming, and resources to nurture the spiritual growth of adults. The council will be responsible for the coordination of Bible study and discipleship for a wide variety of age and interest groups. In addition, the council will be responsible for such areas as: the development of educational resources, stewardship, new member orientation and engagement, leadership development, spiritual gifts, and Christian care for members of the congregation.

The **Christian Formation and Fellowship Council - Children and Students** will oversee the development of strategies, teams, programming and resources to nurture the spiritual growth of children, youth, and college students. The council will be responsible for the coordination of Bible study for people ages birth through college. In addition, the council will be responsible for the development of educational resources, ministry programming, family outreach events, and affinity groups.

The **Congregational Worship Council** will oversee the development of strategies, teams, programming and resources to foster a rich life of worship within the church. The council will be responsible for the coordination of the church's music ministry programs and for tasks related to church ordinances, worship enhancement, offering collection, and ushering.

The **Mission Council** will oversee the development of strategies, teams, programming, and resources to implement a broad array of mission opportunities for members, community volunteers, and mission partners. The council will be responsible for the coordination of the varied mission activities of the congregation and for the identification and maintenance of strategic partnerships and affiliations related to the church's vision and mission.

The **Communications and Outreach Council** will oversee the development of strategies, teams, programming, and resources to ensure communication of the Gospel and the church's identity through various media and to encourage outreach in the broader community. The council will be responsible for internal communications, external marketing, and programs that promote the church within the community.

Members of support committees and ministry councils cannot serve another term on the same committee or council until a lapse of one year.



2026 LEADERSHIP RECOMMENDATION FORM & GUIDELINES



Called to Serve

It is God who first calls to us and gives us our identity as beloved children. It is God who equips each one of us with spiritual gifts, vital for enriching the Church and ministering to the world. And it is God who rouses us to make faithful decisions that activate the gifts of community for every particular place and time.

In Baptist polity, the local congregation is responsible to and for itself. And with God's guidance and the moving of the Holy Spirit among us, we'll continue to find that both the harvest and the laborers are plentiful at 5 Oak Street. In 2025, 109 different members of our congregation were nominated for the 40 spots of elected service. This healthy sign of engagement across the church is a reminder that the leadership selection process thrives on participation and persistence.

You are invited to submit this leadership recommendation form after praying for our church and considering those in our congregation who exemplify servant leadership. Whose faith do you admire? Who strikes you as having a steady presence and strong character? Who makes you proud? Which newer member of our church may be poised to come lead alongside us in this season of ministry? Which longterm member has recently retired or expressed an intention to become more involved? Write down their names. You may even feel a stirring to write down your own name.

Trust in the prompting of the Holy Spirit and then prayerfully submit this form. And may God "knit us together in the same mind and same purpose" - that of Christ our Lord (1 Corinthians 1:10).

Thank you for your recommendation(s) for congregational leadership. All submitted names are considered by the Leadership Selection Committee. However, the committee will not contact each person recommended for a position. Please use the following to guide your recommendations:

RECOMMENDATIONS FOR DEACON SERVICE

Members currently serving as Deacons and those who rotated from service on the Board of Deacons in 2025 may not be recommended in this process. Persons currently serving on the Leadership Selection Committee in 2026 may not be recommended for service as Deacons.

Persons serving on support committees or ministry councils may be recommended for service as a Deacon.

RECOMMENDATIONS FOR SERVICE ON SUPPORT COMMITTEES AND MINISTRY COUNCILS

Members currently serving on support committees and/or ministry councils and those currently serving may not be recommended for an additional term on the same support committee or ministry council. Members of the Leadership Selection Committee may be recommended for these positions.

Persons who currently hold any two of the following positions may not be recommended for service in a third leadership position of these types:

Deacon, Support Committee Member, Ministry Council Member.

The Leadership Selection Committee will be working to fill the following **42 leadership positions** for the leadership term beginning September 1, 2026:

- 11 Deacons (includes 1 for 2028 vacancy)
- 3 members of Finance Committee
- 3 members of Building and Grounds
- 2 members of Personnel, Child Development Center, Academy for the Arts, and Endowment Committees
- 1 member of One Oak Committee
- 3 members from each of the five Ministry Councils, and 1 additional spot for the Communications Council.

The Leadership Selection Committee will also recommend the Church Historian and Church Clerk. All recommendations will be presented to the congregation for a vote in a called business meeting.

CURRENT DEACON LEADERSHIP

TERM EXPIRES 2026

Mindy Allen
Rob Baker
Lisa Barnett
Mandi Boyd
Mary Cunningham
Christie Dresback
Debbie Goodwin
Charlie Glazener
Jamie Gorsuch
Rex Henderson

TERM EXPIRES 2027

Don Charles
Carleton Collins
Jim DeGrave
Sandra Frempong
Bob Gilkeson
Beth Hattaway
Dorothy Porter
Chelsea Setzer
Tambi Swiney
Ray Verm

TERM EXPIRES 2028

Brett Baddorf
Susan Blackmon
Leesa Brandon
Mary Caldwell
Carlos Collazo
Mary Frick
Jeff Gorsuch
Linda Hughes
Beattie Logan

LIFE DEACONS

Cliff Christian
Everette Clark
Ed Graham

Wayne Jewsbury
Dot Hampton
Wade Hampton
Sandra Martin

Bill Parker
Betty Towery
Glenn Wilcox, Sr.

THOSE NOT ELIGIBLE FOR DEACON RECOMMENDATION

(Deacons must be off the Board for two years following service)

Mindy Allen
Rob Baker
Lisa Barnett
Kelly Belcher
Jonathan Blackmon
Mandi Boyd
Tim Carter

Adrienne Cornett
Mary Cunningham
Christie Dresback
Katy Emmert
Charlie Glazener
Debbie Goodwin

Brenda Gorsuch
Jamie Gorsuch
Ed Graham
Mark Green
Judy Hamrick
Rex Henderson
Scott Hughes

CURRENT LEADERSHIP SELECTION COMMITTEE

Mindy Allen, Chair
Randall Barnett
Kelly Belcher
Susan Blackmon
Marilyn Bollinger
Laura Bratton
Susan Burns

Carlos Collazo
Dawn Cook
Creighton Cornett
Dot Goulas
Beth Hattaway
Rex Henderson

Beverly Pennell
Jason Surrett
Derwin Williams
Krista Wilson
Revonda Young



For an online version of the Leadership Recommendation Form, scan the QR code using your phone's camera.

CURRENT SUPPORT COMMITTEES AND MINISTRY COUNCILS

ENDOWMENT (continued)

Maxine Parsons-Kogut, 27
Anne Bamberger, 28
*Mack Dennis



(NAME, TERM END)

FINANCE

Chair: Paul Swiney, 27
Charlie Glazener, Deacon Chair
Jonathan Blackmon, 26
Hugh Green, 26
Rob Moench, 26
Cady Bell, 27
Bobbie Short, 27
Tim Carter, 28
Linda Hughes, 28
Sharon Tabor, 28
*Casey Callahan, Wally Davids

PERSONNEL

Chair: Carleton Collins
Charlie Glazener, Deacon Chair
Paul Swiney, Finance Chair
Bob Busey, 26
Steve Metcalf, 26
Judy Hamrick, 27
Sharon Owen, 27
*Wally Davids, Mack Dennis

BUILDING & GROUNDS

Chair: Ben Boyd, 27
Carlos Collazo, 26
Carleton Collins, 26
Jim DeGrave, 26
Steve Cook, 27
Tom Freeman, 27
Andy Florian, 28
Cody Jones, 28
Lloyd Van Dyke, 28
*Casey Callahan, Wally Davids

ENDOWMENT

Chair: Jan Busey, 28
Charlie Glazener, Deacon Chair
Paul Swiney, Finance Chair
Rob Moench, 26 (finance cmt)
Beverly Pennell, 26
Ray Verm, 26

ONE OAK

Chair: Ron Butler, 26
Charlie Glazener, Deacon Chair
Creighton Cornett, 27
Britt Lovin, 27
Woody Edney, 28
Bill Arledge, 30
*Wally Davids

ACADEMY FOR THE ARTS

Chair: Jennifer Edney, 26
Jeanne Dresback, 26
Debra Collazo, 27
Bruce Young, 27
Jude Gotrich, 28
Stephanie Kiser, 28
*Casey Callahan (interim liaison)

CHRISTIAN FORMATION COUNCIL- ADULTS

Leader: Cathy Gilkeson, 28
Melanie Pirolo, 26
Sam Rogers, 26
Betty Towery, 26

Jim Early, 27

Bob Porter, 27

David Rayburn, 27

Ivy Briggs, 28

Jan Busey, 28

*Amy Stertz

CHRISTIAN FORMATION COUNCIL- CHILDREN & STUDENTS

Leader: Mandi Boyd, 28

Amber Alford, 26

Liz Jones, 26

Cindy Price, 26

Brett Baddorf, 27

Joan Carter, 27

Tambi Swiney, 27

Peggy Henderson, 28

Meliinda Hopkins, 28

*Laura Addis, Amy Stertz

WORSHIP COUNCIL

Leader: Debbie Goodwin, 26
Lee Logan, 26
Chelsea Setzer, 26
Mary Daniels, 27
Lori Hilliard, 27
Donna Lewis, 27
Jacob Harwood, 28
Sarah Kehrberg, 28
Jessica West, 28
*Tate Addis, Worship Pastor

MISSION COUNCIL

Leader: Dale England, 27
Co-Leader: Karen Florian, 27
Susan Greene, 26
Lisa Jinkins, 26
Doug Murray, 26
George Bashor, 27
Sandy Carter, 28
Christie Dresback, 28
Jim Worley, 28
*Casey Callahan

COMMUNICATIONS & OUTREACH COUNCIL

Leader: Sam Rogers, 27
Amanda Early, 26
Wayne Jewsbury, 26
Jim Jinkins, 26
Kelly Shotwell, 26
Keith Bamberger, 27
Anne Raybon, 27
Curt Arledge, 28
Elizabeth Ramseur, 28
*Kendra Plating

