



Annual Business Meeting Agenda

Sunday, June 14, 2026

Welcome and Opening Prayer _____	Kirt Kisling, Elder Board Chair
2026 – 2027 Budget Presentation _____	Jordan Telman, Finance Team Chair
Financial State of the Church _____	John Mrazek, Executive Pastor
Make Room Presentation _____	John Mrazek, Executive Pastor
Question and Answer Forum _____	Senior Pastor and Elder Board
Ballot Instruction and Collection _____	Kevin Clark, Senior Pastor
Children’s Ministries Presentation _____	Michelle Lee, Children’s Director
Student Ministries Presentation _____	Tyler Gonzales, Students Pastor
Encompass Preschool Presentation _____	Alexia Shows, Preschool Director
2026 – 2027 Vision Presentation _____	Kevin Clark, Senior Pastor
Ballot Results and Explanation _____	Wendell Geary, Elder Board Member
Closing Prayer and Dismissal _____	Wendell Geary, Elder Board Member

2026 - 2027 Church Budget

Income	2025 – 26 Budget	Jul – Apr Actual	2026 – 27 Budget
General Offerings	\$1,106,784	\$895,312	\$1,208,198
Interest Income	\$30,000	39,429	\$36,000
Adult Ministries	\$3,550	\$944	\$1,000
AWANA Ministry	\$8,450	\$9463	\$9,000
Children's Ministry	\$5,625	\$115	\$8,247
Facilities Income	\$12,000	\$10,150	\$12,000
Men’s Ministries	\$13,400	\$982	\$8,000
Missions Income	\$100	\$118	\$0
Outreach Income	\$0	\$0	\$0
Student Ministries	\$5,880	\$5027	\$5100
Women’s Ministries	\$6,250	\$4641	\$4036
Total Income	\$1,192,039	\$966,181	\$1,291,581

Expenses	2025 – 26 Budget	Jul – Apr Actual	2026 – 27 Budget
Admin. Operations	\$53,946	\$40,396	\$100,760
Adult Ministries	\$30,050	\$24,234	\$9,100
AWANA Ministry	\$8,450	\$8,907	\$9,000
Care Expenses	\$3,890	\$1,018	\$2,690
Children's Ministries	\$30,170	\$25,175	\$39,600
Deacon Expenses	\$0	\$480	\$6,100
Elder Expenses	\$850	\$7	\$0
Facilities Expenses	\$149,930	\$102,938	\$134,500
Men's Ministries	\$15,000	\$1,609	\$10,498
Missions Ministries	\$94,060	\$69,750	\$95,625
Outreach Expenses	\$0	\$789	\$0
Pastoral Ministries	\$8680	\$5414	\$0
Senior Pastor	\$0	\$0	\$2,750
Executive Pastor	\$0	\$0	\$8,200
Payroll Church	\$687,604	\$628,998	\$813,158
Security Expenses	\$12,420	\$8,310	\$11,400
Staffing Expenses	\$47,298	\$0	\$0
Student Ministries	\$21,505	\$14,946	\$19,500
Women's Ministries	\$13,935	\$10,430	\$13,700
Worship Ministries	\$14,250	\$12,193	\$15,000
Total Church	\$1,192,038	\$955,594	\$1,291,581

2026 - 2027 Preschool Budget

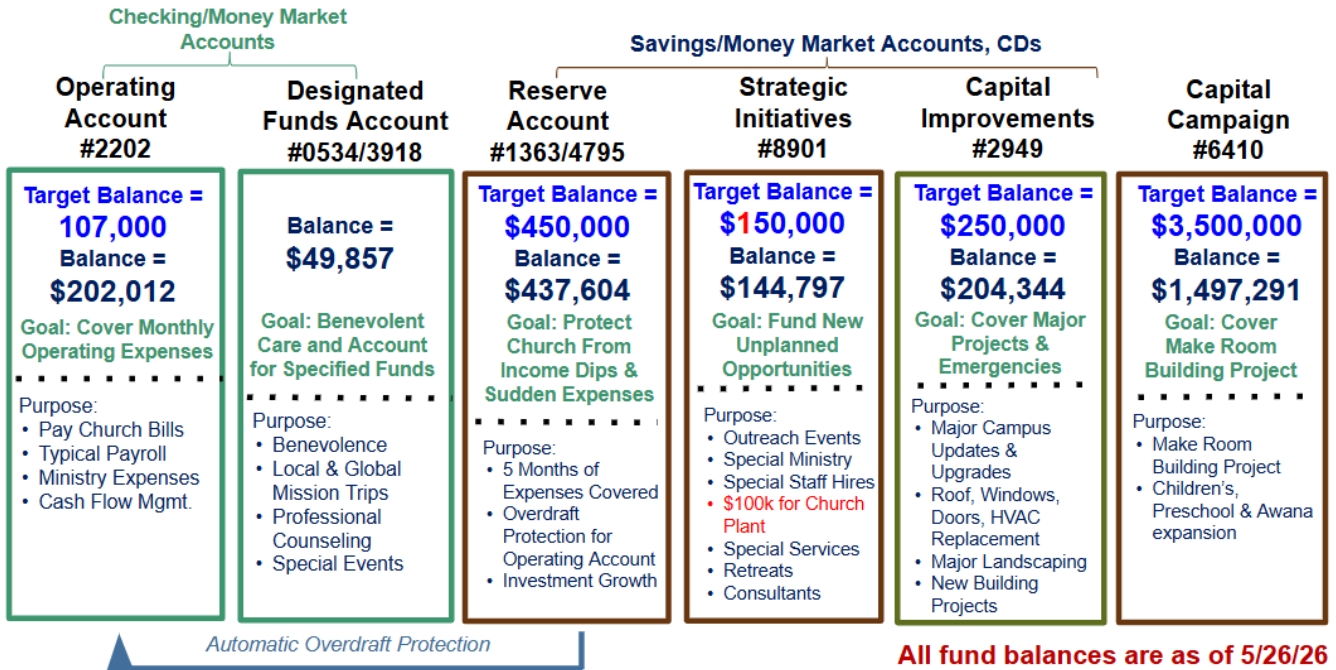
Income	2025 – 26 Budget	Jul – Apr Actual	2026 – 27 Budget
Preschool Income	\$550,284	\$501,404	\$570,772

Expenses	2025 – 26 Budget	Jul – Apr Actual	2026 – 27 Budget
Payroll Preschool	\$472,019	\$377,218	\$484,639
Preschool Expenses	\$78,265	\$50,157	\$86,133
Total Preschool	\$550,284	\$427,375	\$570,772

Current Accounts

Notes: Values shown are current as of close of business, May 26, 2026.

Encompass Church “6 Buckets” Financial Strategy



Elder Candidates

The Encompass Church Bylaws state, “Each non-staff Elder may serve a maximum of two consecutive, 3-year terms (beginning and ending at the Annual Meeting) and may serve again after a break of one year or more.” **Kirt Kisling** and **Matt Peterson** will complete their first Elder terms on June 30, 2026 and, if approved, have agreed to serve second terms. Following an interview process, **Mark Kimmel** and **Bruce McNaughton** have been recommended as Elder Candidates by the Elder Board. Please review the biographies below. Feel free to contact any Candidate with any questions you have prior to the Annual Meeting. Or attend one of the Question and Answer (Q&A) Forums on Sunday, May 31, at 11:00 a.m. or Sunday, June 7, at 12:15 p.m. in order to meet and get to know the Candidates and ask your questions.



Kirt Kisling was raised in farm towns in California and grew up in a Christian home, accepting Christ at an early age. He attended Cal Poly San Luis Obispo and received a BS in Electrical Engineering. He became an ‘insta-dad’ to Brenda’s children, Ben and Chelsea, when they married in 1996. He worked at a large electronics company for 34 years in marketing and retired in 2015.

Kirt and Brenda moved to Colorado in 2018 and became members of Encompass a few months later. He served as an Elder at Encompass for the past 3 years. He taught several classes, preached at Encompass, served on the Preschool Board, led the Capital Campaign Team, and wrote and directed our Good Friday program. He and Brenda also lead a Life Group.

For more information, contact Kirt at **707-695-0707** or **kirtkisling@att.net**.



Matt Peterson grew up in Casper, Wyoming. He attended the University of Kansas and earned a BS in Chemical Engineering. He met his wife, Shana, in the youth group and they will celebrate their thirty-third year wedding anniversary this summer. They have two adult daughters. One lives in Oklahoma. The other lives overseas as a missionary with her husband and three children. Matt accepted Christ as a sophomore in high school. During college, he was involved with Navigators where he was disciplined and learned to follow Christ more intimately. Shana has been a believer since her teens and is involved in the women’s ministry at Encompass.

Matt and Shana have attended Encompass for eight years. He has served as Elder for three years and was Deacon Board Chairman for four years. He coaches high school track and cross-country at Chaparral High School. He also served in Central America with Living Water International.

For more information, contact Matt at **(303) 709-5010** or **matt.peterson947@gmail.com**.



Mark Kimmel grew up in a small town in central Pennsylvania. He came to understand his need to follow Jesus when he was a boy. He graduated from Lehigh University with a BS in Accounting and attended Dickinson School of Law where he received his JD in law. He worked as a corporate attorney for fifteen years, then moved into management positions until he left the corporate world in 2014. A move to Colorado Springs brought him to the role of executive leader of the business and support ministries of Navigators. Mark retired in December, 2025. Growing up, Mark and his wife Kim were next door neighbors. In May, they will have been married 43 years. Together they have five children and 12 grandchildren who live in Montana, Pennsylvania, Florida, Texas and Colorado.

Kim is a Biblical counselor and has served many years in leadership in Mothers of Preschoolers (MOPs), women's ministry and in Community Bible Study. Mark has taught adult Bible studies for over 25 years and has been a deacon and elder in previous churches. Together, they worked with college leaders in Young Life. Mark and Kim have hosted many small groups over the years that have focused on a broad range of topics. They started a 20's Bible study in Colorado Springs and saw many young adults deepen their walk with the Lord. Currently, Mark and Kim lead a marriage-focused small group at Encompass and Mark serves on the Finance Committee.

For more information, contact Mark at **717-443-2202** or **mekimmel17@gmail.com**.



Bruce McNaughton grew up in various places as the eldest son of an Army officer. He attended high school in Wisconsin and graduated from the University of Wisconsin-Platteville with a BS in Agribusiness. In 1988, he joined the Air Force. During his 25-year career, he flew as navigator and pilot and earned an MBA in Aviation from Embry-Riddle Aeronautical University. Today, he flies the ERJ-175 for SkyWest Airlines as a Line Check Airman.

Bruce grew up in the Christian tradition, mostly attending military chapels. He completed the God and Country award while in the Boy Scouts. During his first assignment in Indiana, his friend Dave pulled him aside and asked what he believed and why. It was then that Bruce came to know the truth of Christianity. Since then, he's been active in chapels and other churches at his various assignments. During college, Bruce met Debi. She brought two kids to the family and they subsequently had two more. They've been married 38 years and have 12 grandchildren. When they're able, they hook up the travel trailer and hit the road to visit grandkids or spend quiet time in the mountains. Bruce and Debi live in Spring Valley Ranch outside Elizabeth and have attended Encompass for nine years. They lead a small group Bible study in their home.

For more information, contact Bruce at **bruce.mcnaughton@icloud.com**.

Bylaws Modifications

The following changes to the Encompass Church Bylaws are recommended by the Elder Board. Explanations for each recommendation are listed first. New recommended text is highlighted in **bold blue text**. Text recommended for removal or replacement is highlighted in **bold red text**. On your ballot, you will be asked to approve or disapprove the changes by section.

BYLAWS: SECTION 3 – STATEMENT OF FAITH (PARAGRAPH L)

Explanation: As a voluntary member of **Converge (www.converge.org)**, the denomination or network of churches formerly called the Baptist General Conference (BGC), we share beliefs in common with both our “parent” organization and other Converge-affiliated churches. Prior to the mid-2000s, our church’s Statement of Faith was essentially identical to the Converge-BGC Statement of Faith. Having an essentially identical Statement of Faith allowed those examining our church to see our alignment with respect to conservative evangelical Christian beliefs.

In the mid 2000s, as cultural forces sought to undermine the biblical definition of marriage and the sanctity of human life, Encompass Church, then called Faith Baptist Church, approved a new paragraph defining marriage for inclusion in our Statement of Faith. Recently, Converge adopted a similar statement regarding marriage.

Our current statement on marriage is shown in red. The newer Converge marriage statement is shown in blue. Believing the Converge statement upholds the same biblical beliefs as the current Encompass Church marriage statement, the Elder Board recommends the adoption of the Converge statement for purposes of alignment with our likeminded Converge churches. If the change is approved by voting members, the paragraph in blue will entirely replace the paragraph in red.

(I) Marriage. We believe that the term “marriage” has only one meaning defined by Scripture. God alone is the Author and Designer of marriage. Therefore, marriage is defined as the sexual and covenantal union of one man and one woman in a life-long allegiance to each other alone as husband and wife, with the vision of displaying Christ’s covenant relationship to the church. Furthermore, we believe that God intends sexual intimacy to occur only between one man and one woman who enter this covenant relationship of marriage. We believe that God has commanded that no intimate sexual activity be engaged in outside of the marriage of one man and one woman. Genesis 1:27; 2:24; Ephesians 5:22-31; Hebrews 13:4

(I) Marriage: We believe that Christian marriage is a sacred institution ordained by God for the well-being and propagation of humankind. It is a covenant representing the spiritual and physical union into which one man and one woman may enter for the glory of God, symbolizing the relationship of Christ to his church. As the sign of this covenant, sexual activity is reserved exclusively for the marriage relationship.

According to the scriptural ideal, marriage requires sacrificial love and faithfulness to each other for life. Genesis 1:27-28; Genesis 2:24; Matthew 19:1-12; Ephesians 5:21-33; 1 Thessalonians 4:3-8; Hebrews 13:4

BYLAWS: SECTION 3 – STATEMENT OF FAITH (PARAGRAPH M)

Explanation: In early 2018, Encompass Church, approved a new paragraph for inclusion in our Statement of Faith, titled “Sanctity of Life,” which affirmed the biblical justification for the value of all human life from conception to death. The new paragraph was written in response to cultural forces promoting abortion and euthanasia, as well as other unbiblical ideas or policies that attempt to devalue human beings. That current Encompass Church statement confirms the biblical truth that neither gender is more valuable to God than the other. However, the Encompass Church statement did not explicitly address the unbiblical belief in multiple genders. Today, we believe it is important for Bible-based churches to affirm the biblical presuppositions and statements confirming that only two genders were created by God.

Recently, Converge adopted a statement addressing the value of human life, simply titled “Humanity.” It explicitly states that humankind was created as male and female and that those genders are immutable or unchangeable. The remainder of the Converge statement covers the topics addressed in our current Sanctity of Life statement, including the value of the pre-born and those of all ages, ethnicities, and abilities. Our current statement on humankind is shown in red. The newer Converge marriage statement is shown in blue. Believing the Converge Humanity statement upholds the same biblical beliefs as the current Encompass Church Sanctity of Life statement, the Elder Board recommends the adoption of the Converge statement for purposes of alignment with our likeminded Converge churches. If the change is approved by voting members, the paragraph in blue will entirely replace the paragraph in red.

(m) Sanctity of Life. We believe that all human life is created by God in His image and is sacred, immeasurable in worth, and endowed with inherent dignity at every stage of development, from conception to death, regardless of age, physical or mental or emotional capacity, ethnicity or gender. We are therefore called to love, value, and protect all human life. Genesis 1:27; Leviticus 19:14, 32; Psalms 12:5; 82:3; 139:13-16; Proverbs 24:11-12; Ecclesiastes 8:8; 2 Corinthians 1:8-9; 1 Peter 4:19

(m) Humanity: We believe God created humankind immutably as male and female to reflect and bear His image. As such, human beings of every ethnicity, age, ability, as well as the pre-born deserve dignity, protection, honor, respect, and Christian love. Because of Adam and Eve’s free choice to sin, God’s image in all humankind has become distorted and relationship with God has become disrupted. Genesis 1:26-27; Psalm 139:13-14; Romans 1:18-27; Romans 5:12; Colossians 3:12-14; Titus 3:1-5; Revelation 7:9

BYLAWS: SECTION 7 – MEMBERSHIP ADMISSION & DISMISSAL

Explanation: As Encompass Church continues to grow and our membership roster has increased, we have discovered that we are not always immediately aware when members leave our church to move to other churches. Though we continue to expand our Elder and Deacon Boards and increase their responsibilities with respect to regular communication with members, we sometimes miss when someone has transitioned to another congregation. Per the Bylaws, expectations of members include participating regularly in worship and training of the Church, as well as other responsibilities. In return, members are afforded the privilege and responsibility of voting on certain matters of high importance to our Church family.

In order to maintain a more accurate member database and ensure members remain informed about changes to our Bylaws and expectations, we would like to ask members to respond to periodic communications. The Elder Board recommends the Bylaws be amended to require members to affirm their desire to remain members every two years. We also recommend removal of two sub-paragraphs in the Admission to Membership section. The first requires posting of the names of prospective members for two weeks prior to their affirmation as members. Posting of names in advance of affirmation does not, in our current culture, appear to have compelling value. The second requires introduction of prospective members at a business meeting. It is our practice to introduce new members at worship services.

As in previous sections of this agenda, the red text indicates portions of the current Bylaws which would be removed and blue text indicates new portions which would be added. Text shown in black is shown for context and will continue to remain unchanged within the Bylaws.

(a) Admission to Membership – The process of becoming a member of the Church is as follows:

- (i) Attendance at a “Membership Class” to get acquainted with the Church mission, vision, values and structure.
- (ii) Completing the application form included in materials from the Membership Class and submitting it to the church office.
- (iii) The new member will be asked to sign and date a statement that they have read and **will** abide by each paragraph of the Bylaws of the church.
- (iv) Meet with an Elder for an interview. The Elder will use our Interview Form and from this interview (1) recommend, (2) recommend with conditions (e.g. baptism), or (3) not recommend the person to the Elders, for church membership.

(v) The name(s) of prospective member(s) will be posted in the building for two (2) weeks prior to affirmation by church membership at a Family Meeting.

(vi) Recommendation of new members. Attendance is required by prospective member(s) at a Family Meeting, so he or she can be introduced. At this meeting the Elders will recommend each prospective member to the membership for affirmation.

(v) The Elder Board will meet to vote on ratification of the recommendation arising from the interview.

(vi) On a Sunday, new members will be introduced to and publicly welcomed by the congregation.

(vii) Every two years, the Elder Board will review the census of members and contact current members by email or mail for reaffirmation of membership.