



ANNUAL REPORT

BUDGET & ELDER RECOMMENDATIONS
JULY 1, 2025-JUNE 30, 2026



DEAR FRIENDS,

Within these pages are statistics and stories that show how God is at work in our church. Beyond what you read here, we experience Him working firsthand — through the voices united in worship, in prayer with our small groups, and in the faces of kids who come weekly to learn about God’s Word. In small and large ways, we see our church body responding to God’s movement among us.

Our Elders are committed to shepherding Northwest to be strong—doctrinally, spiritually, and financially. We’ve seen our church rise to support the spread of the gospel, both locally and globally, through our Faith Promise campaign. And while we celebrated the single largest year of giving towards our General Budget in 2024, we’ve seen giving run behind our projections for 2025. You’ll see in the numbers presented here that we’ve responded accordingly by decreasing the General Budget for next fiscal year. These changes can be difficult, but they are part of the necessary steps we are committed to taking to remain wise stewards of all the resources God has entrusted to us.

We look ahead with hopeful anticipation, trusting that God will continue to work in our midst. Every day, where we live, work and play, we live out our mission: to invite people into the unexpected joy of desperate dependence on Jesus.

EPHESIANS 3:20-21 | *Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever.*

Neil Tomba
Senior Pastor

John Gajdica
Chairman, Elder Board

TOWN HALL MEETING


Wednesday, June 18 | 6 pm
Christian Life Center Quads A&B

Our Town Hall Meeting is a great opportunity to ask questions, offer suggestions, and meet the 2025-2026 elder nominees. Childcare is available for ages birth–5th grade. For details, visit northwestbible.org/townhall.

CONGREGATIONAL VOTE

June 22–29 | Online

For those who have completed Northwest’s membership requirements, our annual Congregational Vote will be online! In preparation for voting, please take a minute to review the recommended budgets and elders highlighted in this brochure. You’ll receive an email on June 22 from our voting partner, *Simply Voting*, with instructions and a link to vote. You’ll have until June 29 to submit your vote online. To learn about membership, visit northwestbible.org/memberinfo.



Connie
Kuntzman's
Story

PRAY *a* BLESSING,
be a blessing

TURNING *a* CANCER DIAGNOSIS into CONVERSATIONS ABOUT JESUS

Connie is no stranger to serving others. She and her husband Larry have been faithful members of the Connect Team at Northwest for three years.

When Connie received her cancer diagnosis, her response was not panic or despair — it was prayer. “I didn’t cry. I just asked God, ‘How can I use this to serve You?’” That question set the course for every conversation, every encounter, and every act of kindness during her chemotherapy journey.

The day before her chemo was to start, Connie visited the infusion center to familiarize herself with the space. It was quiet. Somber. No one was talking. “I thought, ‘This can’t be where He is going to use me,’” she recalls. But God had other plans.

At her first treatment, the nurse asked if she had brought a book or puzzle. Connie smiled and replied, “No, I came to socialize.” That raised some eyebrows. “No one really socializes in here,” the

nurse said. But by the end of the day, things had already started to change.

For each eight-hour infusion, Connie was never alone. Her friends, neighbors, and women from her Bible study and Grace small group came in two-hour shifts. They brought cake and cookies to share with others, and

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CONTINUED ►

plenty of laughter. “The nurse said it sounded like we were having a class reunion,” Connie remembers. But more than fun, those visits created space for deep, faith-filled conversation.

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**I HAD CANCER, BUT
CANCER DIDN'T
HAVE ME.**

“I asked God to let people see Him through me,” she said. She didn’t preach — she connected. She listened. She laughed. And after every conversation, she told them she would be praying for them.

There was the woman in the blood draw area who sat with her head down, closed off. Connie struck up a gentle conversation. Later that day, the same woman and her husband came into the infusion room. Connie invited them to sit nearby. By the end of the session, the woman was smiling and laughing. As they left, her husband quietly said, “Thank you. She hasn’t smiled or talked about her cancer since the diagnosis.”

Connie met others who were timid or even resistant. She kept a supply of handmade bookmarks from Bob Ann Talkington that simply said “Blessings.” No Bible verse, no church logo. One woman declined the offer, but later, after hearing the warmth and laughter from Connie’s group, she returned and asked for a bookmark. It led to a brief but powerful exchange about prayer and blessing.

One of Connie’s most meaningful new friendships came with a Muslim woman from Iran. At first reserved, she soon asked Connie to lunch because she “missed her joy.” The two now stay in touch regularly.

Now finished with chemotherapy, Connie is undergoing immunotherapy every six weeks for the next three years. “It’s only 30 minutes,” she laughs, “so now I have to talk fast!” But even with shorter appointments, she’s not slowing down in her mission: to love, bless, have conversations, and point others toward Jesus.

“I had cancer, but cancer didn’t have me,” she says. “God is using me — through daily prayers and trust in Him.”



ELDERS *to be affirmed*

Each year, the Elder Board spends considerable time thinking, talking, and praying about the leadership of our church.

According to 1 Timothy 3:1-7, the Office of Elder shall be occupied by men of maturity, exemplary lives, good reputation, sound judgment, and who rule their own house well. After much prayer and after reviewing recommendations from the body, the current Board is pleased to recommend the following elders to be affirmed through our Congregational Vote for the term lasting from July 1, 2025 to June 30, 2026. As senior pastor, Neil Tomba is a standing Elder on the Elder board according to our bylaws and does not require a congregational vote.

If you are interested in meeting these men and learning more about them, please plan to attend our Town Hall Meeting on Wednesday, June 18, at 6 pm in the Christian Life Center Quads A&B. For questions or feedback about elder recommendations, please email elders@northwestbible.org.



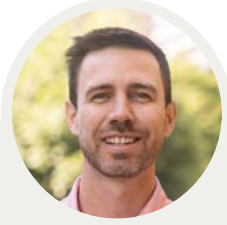
JOHN GAJDICA

John and Suzanne have attended Northwest since 2010. They have two adult children, Brittany and Brooke, both of whom are married, and have three grandchildren and a fourth grandchild on the way. His involvement at Northwest includes serving as chairman of the Elder Board, staff oversight, serving on the Outreach Committee (including 3 years as Chairman), and serving on the leadership team for the annual Guatemala mission trip and on the Elder Board. **Previous Elder term: 2020-2025.**



JOHN GILBERT

John and Amy have attended Northwest since 1994. They have two grown children who have been raised at Northwest — Joshua and Ben. His involvement at Northwest includes the Outreach Committee, and developing mission partnerships in Russia, Kazakhstan, and Cuba. **Previous Elder term: 2022-2025.**



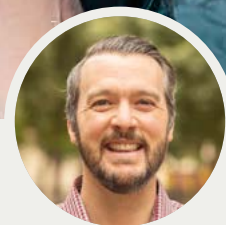
CHRIS MCGUIRK

Chris and Jennifer have attended Northwest since 2010. They have one daughter, Madison, and two sons, Caleb and Hunter. Chris's involvement at the church includes co-chair of the men's ministry, greeting for a number of years in the elementary wing, and serving in the high school and middle school student ministry. **First time on the Elder Board.**



BRAD HAIRSTON

Brad and Connie have attended Northwest since 1990. They have two adult sons, Justin and Garrett, both of whom were raised at Northwest. Brad's involvement at the church includes small group leadership, Discovery Experience facilitation, children's ministry, men's mentoring, and serving on the leadership team for the annual Guatemala mission trip. **Previous Elder terms: 2009-2016, 2023-2025.**



ANDREW GUTHRIE

Andrew and Bailey have attended Northwest since 2012. They have two young children, Wyatt and Ruthie Jane (they call her RJ). Andrew's involvement in the church has included serving in the youth ministry, Group Life leadership, ESL classes in Vickery, and children's ministry. **Previous Elder terms: 2024-2025.**



JOHN BOYNTON

John and Myra have been at Northwest since 1972. They have 3 adult sons and 9 grandchildren, all in the Dallas area. John has been an Elder since 1979, and that has been his main involvement over the years. He has also served on the Finance Committee, in High School ministry and as a Young Couples group facilitator. Myra has been active in Women's Ministry for many years, especially in the Heart to Heart Ministry. **Previous Elder terms: 1979-1996, 2001-2005, 2024-2025.**

General & Outreach

BUDGET



GENERAL BUDGET

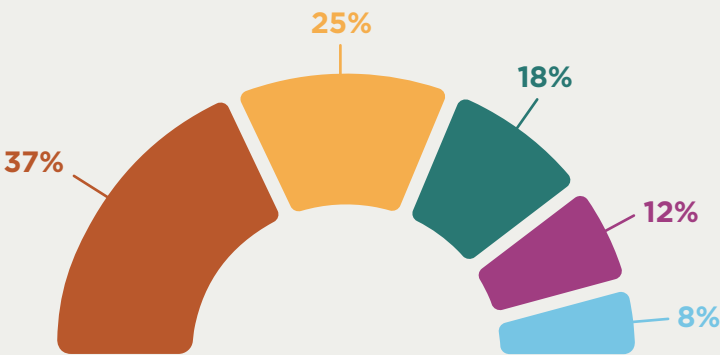
	CURRENT FY2024-25	PROPOSED FY2025-26	DOLLAR CHANGE	PCT % CHANGE
SALARIES	\$3,217,304	\$3,028,119	-189,785	-5.9%
BENEFITS	\$990,763	\$1,091,973	+101,210	+10.2%
MINISTRIES	\$702,138	\$621,050	-81,988	-11.7%
ADMINISTRATION	\$1,539,795	\$1,559,458	+19,963	+1.3%
FUND	\$6,450,000	\$6,300,000	-150,000	-2.3%

OUTREACH BUDGET

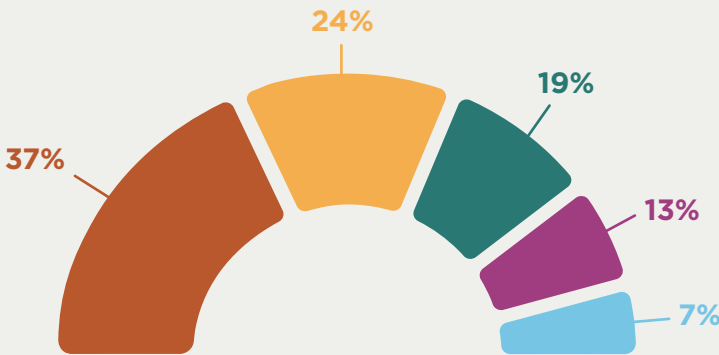
	CURRENT FY2024-25	PROPOSED FY2025-26	DOLLAR CHANGE	PCT % CHANGE
LOCAL OUTREACH	\$269,600	\$276,800	+7,200	+2.6%
VICKERY/NCC	\$691,000	\$722,462	+31,462	+4.5%
SPORTS & FITNESS	\$47,300	\$144,600	+97,300	+206%
INTERNATIONAL OUTREACH	\$677,350	\$639,188	-38,162	-5.6%
ADMIN & MISC	\$456,750	\$461,950	+5,200	+1.1%
	\$2,142,000	\$2,245,000	+103,000	+4.8%

TOTAL BUDGET

\$8,545,000



CURRENT
FY2024-25



PROPOSED
FY2025-26

SALARIES

Ministers
Professional Staff
Administrative Staff
Facilities Staff

OUTREACH

Local Outreach
Refugees in Vickery
Sports & Fitness
International Outreach

ADMINISTRATION

Finance & Professional
Services
Human Resources
Supplies & Postage
Technology & AV Services
Event Services
Property & Liability
Insurance
Campus Security
Utilities

BENEFITS

Insurance
Social Security
Retirement
Workers Comp.

MINISTRIES

Care
Children
Students
Women
Men
Young Adults
Recovery
Worship



