

2019 ANNUAL REPORT TO THE CONGREGATION AND CORPORATION



Celebrating Our Bicentennial 1819 – 2019

AGENDA FOR THE ANNUAL MEETING
First Presbyterian Church, Middletown
March 15, 2020

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ANNUAL MEETING OF THE CONGREGATION
FIRST PRESBYTERIAN CHURCH, MIDDLETOWN, OHIO

Place: Sanctuary
Time: 10:50 a.m.

Date: March 17, 2019
Moderator: Michael Isaacs

A quorum was present.

The annual meeting was opened at 10:50 a.m. with prayer.

The call and purpose of the meeting is four-fold:

1. To accept the reports from the different ministries of our congregation
2. To approve the changes to our bylaws
3. To elect new officers
4. To have the annual review and approval of the pastor's terms of call

As Clerk of Session, Anne Frantz will serve as clerk of the congregational meeting.

As the congregation was reviewing the reports from the committees and teams of the church, Reverend Isaacs expressed his gratitude to all the people serving in the different ministries and all the ways he sees faith expressed in caring, loving ways.

M/S/P to accept the ministry reports.

By-laws: On February 26, 2019 Session proposed the following changes to our bylaws. They have been reviewed by the Trustees.

Language was added that in accordance with the Book of Order G-4.0102, the ruling elders on the Session shall be the trustees of the corporation. A Financial Committee has been formed to advise "Session on receiving, holding, encumbering, managing and transferring property, real or personal, for the Church. The Committee makes recommendations on accepting and executing the deeds of such property, and advises on managing permanent special funds for the furtherance of the Church." A Financial Manual of Operations, which includes the policies and procedures from the Trustee By-Laws, as well as the Endowment and Investment Policies, was approved by Session to be policy of the Church. The Finance Committee, made up of people throughout the congregation as well as representatives from Session, will ensure compliance with the Manual.

- The current (new) by-law states that there will be five people serving on the Nominating Committee. The chair is elected by Session. Another person will be elected by the Board of Deacons. The remaining three will be nominated by the current nominating committee for the coming year. To be in accord with a recent change to the Book of Order, no more than fifty percent of the committee can currently be serving on Session.
- Members of the Session and the Board of Deacons shall be active members of the congregation. The term of office is three years and begins June of the year, unless elected to fulfill a vacated term. No elder or deacon shall serve on more than one board of the church at one time. Elders and deacons may be elected to serve for consecutive terms, either full or partial, aggregating no more than six years. Term restrictions may be waived by Presbytery for specific situations (G-2.0404.) Those elected as ruling elders and deacons shall be prepared and examined by the Session in accord with The Book of Order G-2.0402.
- **Section 1. Session**

The number of elders in active service, the Session, shall be fifteen. The Session shall be divided into three classes, one class to be elected each year. The pastor shall moderate all meetings of the Session. At the first meeting following ordination or installation, the Session shall elect a clerk who shall be an Elder. Meetings of the Session, with the pastor presiding, shall be held at such times as the Session may determine. The quorum for a meeting is 50% of active ruling elders.

The Session, in accord with G-3.0201, shall establish, discharge, review the actions of any desired committees and other organizations within the congregation.

In accord with G-4.0102, the ruling elders on the Session shall be the trustees of the corporation.

- **Section 2. Deacons**

The Board of Deacons shall be divided into three classes, one class to be elected each year. The size of each class will be determined by Session. The Board of Deacons may include two youth deacons who shall not have completed the twelfth grade at the time of election. They are nominated and elected in the same manner as the other Deacons. The term of office for a Youth Deacon is one year.

The Board of Deacons shall elect their officers at the first meeting. The Board of Deacons shall hold meetings, with the pastor present, at such times as the Board of Deacons may determine.

- **X. VACANCIES**

Vacancies in the Session and Board of Deacons shall be filled for the balance of the unexpired terms at the next annual congregational meeting, or a special meeting called for that purpose.

- **XI. AMENDMENTS**

These bylaws may be amended at any meeting of the congregation by the affirmative vote of at least two-thirds of the members present and voting, provided that the proposed changes, in printed form, shall have been distributed at least one week prior to the call of the meeting at which the changes are voted upon.

These changes passed by a show of hands vote.

Nominating Committee

The Elders nominated for the Class of 2022:

Donna Chaney
Gregg Clark
Anne Frantz
Tricia Neeley
Gudrun Seifert

It is recommended that Nancy Peterson move to the Deacon class of 2021. Tina Newlin is nominated to the Session Class of 2021.

With heavy hearts someone was needed to be nominated to fill the seat of the late Jerry Gump. Darrell Templeton is nominated for Session Class of 2020

There were no nominations from the floor. Passed

The slate for Board of Deacons for the class of 2022:

Carol Burns
Emily Sams
Fay Smillie

Class of 2021:
Nancy Peterson

There were no nominations from the floor. Since the slate was presented by the committee there was no need for a second. Passed.

Nominations for the 2019-2020 Nominating Committee:

Dianne Gerber
Kathy Harris
Larry Anderson

There were no nominations from the floor. The motion carried.

Budget:

According to the Book of Order, “the session shall prepare and adopt a budget and determine the distribution of the congregation’s benevolences, [...] It shall provide full information to the congregation concerning its decisions in such matters.” That information can be found on page 18 of the Annual Report. There were no questions for the treasurer.

Terms of Call:

Each year the Session is required to review these terms and share them with the congregation. Changes need to be approved by the congregation.

● Annual Cash Salary	\$56,846.15
● SECA Reimbursement	5,852.25
● Pension/Major Medical Dues	28,305.00
● Supplemental Medical	2,000.00
● Professional Expense Reimbursement	2,500.00
● Continuing Education/Study Allowance	1,200.00
● Housing Allowance	\$17,653.85
● Four weeks vacation	
● Two weeks study leave (cumulative for two years)	
● Two personal days per quarter (One day per quarter may be used for Sunday worship.)	
● Effective Salary (cash salary and use of Manse)	\$76,500.00

Tina Newlin: A & P and Session have reviewed the adequacy of the terms of call and made no changes.

M/S/P to adjourn. The meeting was closed with the Lord’s Prayer.

The meeting was adjourned at 11:05 a.m.

Respectfully Submitted,

Anne Frantz
Clerk of Session

Report of the Clerk of Session

Membership Rolls

Church Membership on December 31, 2018	359
Additions by Confession/Reaffirmation of Faith	7
Additions by Letter of Transfer	0
Additions by Reinstatement	0
Sub-Total Additions	366
Losses by Dismissal (Letter of Transfer)	0
Losses by Death	14
Losses by Removal from Rolls	0
Losses by Placement on Inactive Roll	0
Sub-Total Losses	14
Church Membership on December 31, 2019	352

Deaths of Members of the First Presbyterian Church

January 1, 2019 – December 31, 2019

Tim Perkins	January 11, 2019
Jerry Gump	January 13, 2019
Jack Edgington	February 24, 2019
Ann Stoutenborough	March 31, 2019
Gregg Clark	April 1, 2019
Jean Lyons	May 8, 2019
Norma McVay	May 17, 2019
Carolyn Gaker	May 23, 2019
Chris Reedy	June 24, 2019
Bill Wooley	July 1, 2019
Bill Sandston	August 3, 2019
Louis Gaker	August 6, 2019
Jim Bruner	September 6, 2019
Richard Schechter	September 27, 2019
Marge McIntosh	November 19, 2019
Helena Curtis	December 4, 2019

STAFF

<u>Staff Member</u>	<u>Position</u> (year began work at First)
Paula Fairchild-Elliot	Director of Pre-Kindergarten Readiness (2010)
Sandy Fisher	Secretary (2002)
Corbit Harrison	Facility Manager (2018)
Michael Isaacs	Pastor/Head of Staff (2015)
Cheryl Jarbo	Custodian (2006)
Lisa Kaufer	Director of Faith Formation (2015)
Lara Moon	Director of Children's Choir (2002)
Maggie Pasternak	Part-Time Church Administrator (2019)
Cleta Rider	Pre-Kindergarten Readiness Teacher (2019)
Janet Scott	Pianist/Director of Handbells (2014)
Joyce Zigler	Director of Music & Organist (1984)

THE SESSION

Moderator: Michael Isaacs, *Pastor/Head of Staff*

2020 (May)

Darrell Templeton
Marty Hensler
Barb Nein
Emily Pheanis
Ann Veith

2021 (May)

Bill Bursk
Lynne Mack
Tina Newlin
Beth Susco
Tom Scott

2022 (May)

Donna Chaney
Anne Frantz
Tricia Neeley
Gudrun Seifert
Vacant

BOARD OF DEACONS

2020 (May)

Linda Begley
Rebecca Hillshafer
Corbit Harrison

2021 (May)

Mary Brehm
Carol Croake
Suzanne Edwards
Nancy Peterson

2022 May

Carol Burns
Emily Sams
Fay Smillie

Pastor's Report

Dear friends,

2019 was a blast!

Of course, it was easy to look forward to 2019 because it was our bicentennial year. My goal was to use this commemoration as a resource for discerning where God is calling us today and tomorrow. Our bicentennial worship service on Pentecost, pictured on the cover of this report, is one of my most cherished moments as your pastor. You brought enthusiasm, imagination, and joy to this occasion.

It is also nice for it to be 2020 and to have that commemoration behind us. When people wish us best for our next 200 years, I always cringe. That probably would never have been the wish of the early church who believed that God's fullness was imminent, and I believe there is value in recovering that sense of expectancy and anticipation. It fills us with urgency and purpose for the Gospel. What I really desire is for God's kingdom to come; that is what we pray every week in the Lord's Prayer. Congregational ministry should not simply be focused on keeping the "church machine" running, rather we should be fully invested in the ways that God's kingdom enters into our world. This transforms us, focuses us, and gives us hope. It is why we give of ourselves. It is why we serve God's people. It is why the church exists.

I appreciate the enthusiasm, imagination, and joy that I witnessed in 2019. Those gifts, endowed by the Holy Spirit, must be our fuel for ministry in 2020 and beyond. I see the enthusiasm break through when the Deacons deliver communion to those unable to attend worship. I see imagination and joy breaking through as the Vision & Strategy team devises new ways to connect with our neighbors. The Mission Team keeps me abuzz with this spirit when we work with partners like the Hope House Mission and Tandana. Watching the Log College Design Team innovate patterns of ministry with youth is all about enthusiasm, imagination, and joy. We must nourish and cultivate these gifts not just to sustain our ministry, but for it flourish.

Will you do that with me this year? I know it is a steep order to ask to be all three at the same time, but pick one and do it diligently. First Presbyterian Church will be the better for it.

Enthusiasm. Imagination. Joy.

In Christ,

Michael Isaacs, Pastor

From the Director of Music Ministries

Come, let us sing to the Lord!

Psalm 95:1

Let us give a joyous shout to the rock of our salvation!

Our music ministry continues to be a strong, vibrant and growing part of worship. We have added singers and ringers to all of our choirs and have created a new choir for our youngest singers called Joyful Noize, Jr. The choirs are: Joyful Noize Jr., Joyful Noize, Sanctuary Choir, Sanctuary Octet and Renaissance Ringers. We also enjoy a variety of guest soloists and ensembles.

We are so grateful for our many volunteer and professional musicians and worship leaders who give so freely of their time and talents each week. These include the instrumentalists, sound technicians, vocalists and various volunteers. The professional music staff are Joyce Zigler, Lara Moon and Janet Scott. Susan Beagle, Brian Shepard and Phil Thornbery serve as our rotating worship pianists. We are blessed to have so many gifted musicians in our midst.

A very exciting part of our musical journey was the commissioning of a choir anthem for our bicentennial celebration. Pastor Isaacs and Joyce worked together with composer Joseph Martin to create a beautiful musical interpretation of Psalm 122 for choir, piano and trumpet. We are delighted that this piece has been published.

What a joy it is to serve in a church where the love of music and the arts creates a special place to glorify and praise our risen Lord!

Yours in Christ's name,
Joyce Zigler - Director of Music Ministries/Organist

From the Director of Faith Formation

As the Body of Christ serving together in this shared ministry, it is my hope we will engage our living Baptismal vows by:

- nurturing a "safe faith space", physically and emotionally, where people feel invited to "wonder" and "wander" together with love and prayer;
- developing community and equipping individuals and families to share their faith, by word and deed, at home and in daily living; and,
- instilling the values of life-long learning and discipleship, thereby encouraging each child of God to know and follow Christ and be faithful members of his church.

Highlights from 2019:

- Explored new forms of ministry such as Dinner Church in July and October as well as The Purple Table, the working idea for our \$15,000 grant from Princeton Theological Seminary.
- Partnered in the ongoing work of the Christian Education Team with gratitude for these dedicated, energetic, creative, and faith-nurturing stewards!
- Led Sunday School Classes throughout the year utilizing Godly Play stories and materials. Added new story materials and shelving to the classroom!
- Periodically offered "Circle Time with the Young Disciples" in worship.
- Served as a Preschool chaperone for holiday visits to The Woodlands.

I am deeply grateful for opportunities to engage with other ministry leaders, worship, study, reflect, and grow in my personal relationship with God. I also love dreaming about what adventures may lie ahead for faith formation in our church and community! Growing opportunities in 2019:

- Participated in the Arts, Recreation, and Worship Conference in Montreat, NC in May.
- Served the greater church as Co-Director for the 2019 Montreat Youth Conference.
- Served as the Design Fellow for our work with Princeton Theological Seminary's Log College Project, exploring innovation and creating new forms of ministry with Youth. As part of this important work, I attended Princeton's Forum on Youth Ministry in April and also attended Princeton's Design Lab with our Design Team in June.
- Participated in Advanced Godly Play Training in Frankfort, KY in October.

- Met regularly with ministry leaders from Middletown, the Presbytery of Miami Valley, and the Presbytery of Cincinnati to share ideas, ask questions, and seek ways to support one another in our individual ministries.

In closing, I give thanks for this shared journey in ministry and friendship. I truly delight in “wondering and wandering” with you, learning from you, dreaming with you, and serving with you!

Your sister in Christ,
Lisa Kaufer
Director of Faith Formation

From the Director of the Pre-Kindergarten Readiness Program

The Pre-Kindergarten Readiness Program has been at the First Presbyterian Church since the mid 60's. Dee Emmons began the program while her husband, Dr. Irvin Emmons, was the pastor here. Three years ago, I met the Emmons' daughter as she was here for a visit and came downstairs. I talked to her about the program. She stated that her parents would have been very happy to see that it is still in existence and thriving.

The purpose of our program is to provide kindergarten readiness for children whose families do not qualify for federal or state-funded programs, but who cannot afford a private preschool program. There has never been a charge for any child to attend school here.

We are regulated by the Ohio Department of Job and Family Services. The State inspects our program once a year and we strictly follow all their guidelines. We currently have 18 children. Kindergarten readiness is held on Tuesday, Wednesday, and Thursday mornings, September through May.

The goal of our program is to help prepare each child for kindergarten. We include readiness activities in the fields of reading, language, art, music, number concepts, finger plays, science, and social studies. We also celebrate many themes and holidays throughout the year. We work with the children on many different skills - social, small and large motor, listening, following directions, sharing, and taking turns.

Conferences are held for each child during November/December and late April or early May. Additional conferences for individual children are held if necessary.

The staff has been trained in First Aid, CPR, Communicable Diseases, and Child Abuse & Neglect. This training is required every three years, except CPR, which is every two years. We also have in place an emergency plan if the children need to leave the building, and also have a fire drill plan and a tornado drill plan.

The director and teachers in the program have many years of teaching and education in their backgrounds. I am honored to be the Director/lead teacher since July 2010, and look forward to future years. I have BS and MS Degrees in Elementary Education. I also have a Kindergarten Certification. This school year we welcomed Cleta Rider to our Pre-k team as a second teacher. Cleta has her B.S. degree from Mid-America Christian University in Oklahoma and was the former Director for All About Childcare at Tytus Avenue Church of God in Middletown. Cleta and I look forward to fun in learning every day with our students. It has been a joy, a blessing and very rewarding being with and working with these four and five year-old children.

The financial support of the First Presbyterian Church and the wonderful assistance we receive from the office staff, custodial staff, and whomever else we ask for help is outstanding! We are forever thankful for the church in sponsoring this wonderful mission.

Paula Fairchild-Elliott, Director/Lead Teacher
Cleta Rider, Teacher

From Worship and Music Ministry Team

This team ensures that all things pertaining to worship are well thought-out and executed. They are also responsible for installing all of the beautiful decorations for *every* special service. The Worship and Music Ministry Team works closely with the pastoral staff, music staff and volunteers to create services that inspire, uplift, educate and glorify God. The committee would welcome new members.

The Organ Concert was once again a very successful evening. This year we offered Mocktails and Appetizers instead of sit-down meal. Our largest and most enthusiastic audience to date generously donated \$2,151.29 towards the Organ Support Fund and \$300 towards *Choralfest 2020*.

The Christmas Memorial Stained Glass Cross Ornaments were a favorite this year. A total of \$553.15 was given to the Organ Support Fund.

From the “regular” Sundays in January through the Christmas Eve services, we were blessed and privileged to serve God and this congregation with His gifts of word and music.

As you read the musical highlights listed below, may you remember a moment in a service or a concert that touched your heart and mind in some very special way.

Musical highlights of 2019:

- * Ash Wednesday Service of *Soup and Lent in a Box* (Joyful Noize presented music)
- * *Children’s Choralfest 2019*
- * Palm Sunday
- * Maundy Thursday Service “Hope from the Shadows”
- * Easter Celebration Service
- * Mother’s Day Worship Service led by Joyful Noize Children’s Choir
- * Pentecost/Bicentennial Celebration presenting the commissioned choir anthem “Anthem of Gladness” by Joseph Martin
- * Barbershop Chorus
- * Wing Walkers
- * Phil DeGreg Trio
- * Guest vocalist Jennifer Kauffman
- * Guest soloist Tom Sobieski, violin
- * Guest vocalist, Christopher Smith
- * Soloists from Sanctuary Choir: Tara Downie, Suzanne Edwards, Lara Moon and Mick Susco
- * World Communion Sunday
- * Kirkin’ of the Tartans Service
- * “From Classical to Jazz” Organ Appetizers and Mocktails/Concert
- * Central State Choir

- * Christmas Cantata, “*Sing Christmas*” (Sanctuary Choir, Soloists, Narrators, Chamber Orchestra, Sacred Dancers, Sound Tech)
- * Family Christmas Service, “*Time Travelers of Christmas Past*” (Joyful Noize Children’s Choir)
- * Christmas Eve Candlelight Service

Chair: Beth Susco

Members: Jim Harris, Becky Hillshafer, Dave Jenkins, and Diana McVay

Staff: Joyce Zigler

From the Christian Education Team

Purpose: We celebrate the many ways in which this Body of Christ journeys together in seeking to know and follow Christ.

Highlights: Welcoming children in worship, always, and providing Wiggle Bags to help them be engaged during the service.

Inviting children to help us prepare for Sunday morning worship by processing in with the cross, the bible, the cup and plate, water for the baptismal font, and other items used in worship.

Providing weekly Nursery Care during worship for children ages 0 – 5 years old, and sharing the God Loves Me Program (a series of fifty-two Bible storybooks).

Offering Godly Play Sunday School most Sundays, September through May, for children in Kindergarten-Grade 6. We recognize the importance of including children in worship, thus we do not offer Sunday School on Communion Sundays and other special worship services when it is especially important for children and youth to participate as part of the Body of Christ.

Ongoing work with the Log College Project, an innovative initiative at Princeton Theological Seminary to help Christian congregations design, test, and implement new models of youth ministry. Selected as one of twelve congregations to participate in the Community of Practice, we received a \$15,000 grant to build new forms of ministry that take theology and young people seriously.

Creating Intergenerational opportunities to grow in relationships with each other and with God (i.e. Advent Workshop, Easter Egg Hunt, and Summer Programming). New this year, we offered Summer Suppers & Sacred Stories each Wednesday evening in July. This summer program explored some of the meals found in the gospel of Luke and included Dinner Church followed by a Bible Study for adults and a sacred story and response activity for children and youth. With a favorable response to the dinner church program over the summer, we added a weekly series of Dinner Church during the month of October.

Nurturing the discipline of life-long learning for adults (i.e. Weekly Bible Study, Lenten Lunches, Book Studies). New this year, we offered a monthly confirmation class for all ages. We also offered “Coffee & Conversation” in preparation for the Kirkin’ of the Tartans. The idea of “Coffee & Conversation” gives the opportunity for us to learn more about the experiences of people in our congregation—we aim to offer a series of these conversations in 2020.

Inviting and equipping our faith formation team to serve with a diversity of gifts and talents in many ways (i.e. Circle Time, Nursery, Sunday School, Youth Group, Intergenerational Events, and Planning

Logistics). Thanks be to God for the gifts of creativity, energy, and dedication generously shared by these individuals!

Chair: Ann Veith

Members: Donna Chaney, Sharon Dowden, Susie Lane, Barb Nein, Martha Robertson

Staff: Lisa Kaufer

From the Mission Team

2019's annual report began with recognizing the \$5000 line budget item that had been added the program budget for local mission. We have been focused on providing intentionality and purpose with those funds, and they have not yet been used. We are working to provide the appropriate focus for that money. Since then, Jonathan Sparks-Franklin has joined us as a "community listener." He has been exploring the neighborhood surrounding the church taking time to engage with people that are out and about. He has been joined by Michael and members of First Presbyterian. Together they have had opportunities to meet with community leaders in addition to our neighbors. Their conversations are focusing on what assets our community/congregation may have that match the needs of our community. The hope is there will be a common thread that will bring a focus to community mission.

We continue to fund our own **Pre-Kindergarten Readiness Program**. This program has been in existence for decades.

Highview sixth grade school continues to receive school supplies and funding for their STEAM program due to your generous monetary donations at the beginning of each school year.

A dependable group of people have continued to distribute the **Rosa Parks** weekend lunch bags each Thursday. The Rosa Parks building is in flux due to the new building construction. Due to Myla Perry having lost her office and storage space during this transition, she is asking our donations be items that are in high demand, needing no storage. Paper goods such as toilet paper, paper towels, baby wipes and always laundry detergent are the current requests.

The **FISH** Fund continues funding birth certificates and help with utilities. The committee has made a decision that the \$962 collected in 2019 through Special Offerings will be used for food vouchers which will be given out from the office.

An organization new to us is the **Ronald McDonald House** of Dayton. We received a request for funds to supply the pantry for a month. This is a place where the families of children being treated at the hospital can relax during a time of stress. We have opted to again donate to this cause in 2020.

Most recently the mission committee was excited to attend the open-house of the new **Hope House** on Grove Street. First Presbyterian was recognized for both the monetary and community support we have been able to share over the 30 years of the organization's existence. The support for furnishing both a common area and an apartment in this new facility is our most recent contribution. There are plaques throughout the building recognizing First Presbyterian as a partner with Hope House.

Locally, we continue to support Young Life, Abilities First, Big Brothers Big Sisters, Mt. Pleasant Life Care Fund, Kirkmont Camper scholarships, and Safe Haven Farm.

In August we met Bob and Kristi Rice who are the missionaries we support through **The Outreach Foundation**. They are stationed in South Sudan, but were in the states for several months. We continue to support and pray for them upon their return to South Sudan where reorganization of the country's government is a process.

This past Christmas season Mission Committee was responsible for the organization of the **Christmas Basket Program**. It was definitely a team effort combining the experience of key people, the donations and delivery of gifts by the congregation, and the office staff's help keeping us organized.

The designation of the **Bill Wooley Memorial** funds to be used as the mission committee sees fit is allowing us to fund either a dental or medical student's education in Ecuador. **Tandana Foundation** will be overseeing this scholarship when the student is chosen. We continue to support the high school education of a young man whom several church members met during a medical mission trip to Ecuador in 2018.

We are grateful for the high-level of participation in the **Christmas Basket program**, as this was our first year since adopting the program from the Deacons. We will be providing ample opportunities for involvement with **SHALOM** in 2021.

We are grateful for your monetary and time and talent donations this past year.

Chairs: Dianne Gerber and Tom Scott

Members: Larry Anderson, Linda Bursk, Joyce Christy, Ted Miller, Fay Smillie, Marge Wooley, and Tom Zigler

Staff: Michael Isaacs

From Vision & Strategy Team

This Vision & Strategy Team, formerly Member Development, continues the important work of preparing the congregation to serve a future constituency not yet present, and to identify the challenges that prevent us from faithfully serving that constituency.

Last year, we identified our goal as getting to better know our neighbors, as well as assess their gifts, resources, and assets. We have contracted a community listener, Jonathan Sparks-Franklin, to both be our ears and to equip us to become more attuned to our neighbors. Our major initiative in this area is to distribute a neighbor survey door-to-door within about a half-mile radius around the church. The results are just starting to come in. We are still asking these question: Are there ways we can empower and magnify those gifts in the neighborhood? We have read the book [Neighborhood Church: Transforming Your Congregation into a Powerhouse of Mission](#) by Krin Van Tatenhove and Rob Mueller.

Concurrently, we are asset –mapping the congregation, and look forward to seeing how our gifts and resources resonate with those of the neighborhood.

Chairs: Lynne Mack and Darrell Templeton

Members: Larry Anderson, Tim Rudd, Tom Wiley

Staff: Michael Isaacs

Guest: Jonathan Sparks-Franklin

From the Welcome Team

Every Sunday, you are welcomed by a member of our Welcome Team. Members of the team include: Larry and Linda Anderson, Sally Bach, Bill Bursk, Debbie Cover, Carol Croake, Larry and Letitia Curless, Denise Dennison, Pat Edwards, Nancy Fraunfelter, Patti Gage, Rebecca Hillshafer, Tony Lyons, Charlie Mack, Tricia Neeley, Tim and Beckie Rudd, Peter and Gudrun Seifert, Rebecca Staley, and Ann Veith.

How can you help make First Presbyterian Church a more welcoming community?

- **Consider joining the Welcome Team.** Call the office to sign up.
- If you see an unfamiliar face (especially in the Sanctuary or Gathering Area), **introduce yourself.** If you have already introduced yourself, tap someone next to you to introduce him/her self.
- **Wear your name tag.**

We are always looking for more friendly faces to be the first impression of First Presbyterian Church. Please call the church office to sign up.

From the Board of Deacons

What are they? What do they do? Those questions have colored the work of the deacons this past year. The PCUSA Book of Order offers this description for the office of deacon: "The ministry of deacon as set forth in Scripture is one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress. Persons of spiritual character, honest repute, exemplary lives, brotherly and sisterly love, sincere compassion, and sound judgment should be chosen for this ministry."

Put more simply: Deacons are called to a ministry of *compassion* and *care-giving*.

This vision and role of the deacons continues to be refined, and nourished in our congregation. One initiative that has flourished in the past year is the Deacon's commitment to "extending the communion table." This means that after the congregation takes communion that pairs of deacons are willing to take communion to those who are unable to attend worship. If you or someone you know would like to be included in this, please let Nancy Peterson or Sandy Fisher know.

One characteristic of the past year was the increased number of funerals in the congregation. Deacons provided receptions for many of these funeral services. Additionally, the deacons send out material to support people in the months following a loss. Notes were sent to families of people included on the necrology on All Saints Day informing them that we continue to pray for them after their loss. The deacons hosted a Longest Night Service the week before Christmas for those whom the holidays may be difficult.

The Deacons would like to be able to provide a time and space to support people who might be dealing with grief. If this would be important to you or have an idea for facilitating this, please let us know.

Deacons spend a third of each meeting doing training and being equipped for the work of ministry. Some of their training modules from this year include:

- The call of the deacon
- Cultivating a ministry of presence
- Praying with others
- Being an active listener
- Sharing communion with those unable to attend worship
- Note writing
- Mourning, Grief, and Complicated Grief

One challenge facing the deacons is a lack of male representation. If you are a male with gifts of compassion and care-giving, we ask that you prayerfully consider if you may be called to join us in this important work.

From the Administration and Personnel Committee

The Administration and Personnel Committee is responsible for the administrative functions of the church, particularly as these affect paid and volunteer staff. This committee functions as the personnel committee.

Kathy Harris officially retired in February. Maggie Pasternak was hired in the position of Part-time Church Administrator. Corbit Harrison continues to function as Facility Manager.

A Pre-K teacher, Cleta Rider, was hired, and the Position descriptions for the Pre-K Director and Pre-K Teacher were reviewed and approved.

A temporary position of Community Listener was contracted with Jonathan Sparks-Franklin.

All staff and Pastoral evaluations were completed.

The Personnel Policies Handbook was revised.

I would like to thank the Committee members who have participated this year.

Chair: Marty Hensler

Members: Donna Chaney, Dave Francis, Tricia Neeley, Paul Nisbet, Katherine Oellerich, Beckie Rudd, and Ken Thomas.

Staff: Michael Isaacs

From the Finance Committee

2019 was a year of transition as the Finance Committee evolved from the Trustees. Our responsibilities include presenting the annual budget to Session, monitoring monthly income and expenses for the Operating Budget and Building & Grounds Budget, providing oversight of the Support Funds, meeting quarterly with the Investment Manager of the Endowment Fund, dispersing scholarship funds and providing oversight to the Treasurer and Church Administrator.

While the 2019 Operating Budget was approved with a deficit, through faithful support and careful expense management the church had a surplus of over \$18,000. These funds were used for employee bonuses with the remaining placed in the Contingency Fund.

The Building & Grounds Budget (which is funded by the Endowment Fund) experienced a deficit of over \$17,000 that was covered by the Contingency Fund. The majority of the overage was in Utilities (\$11,000) and Building Maintenance (\$4,600).

Large projects funded through the Contingency Fund were: New Sanctuary Windows (\$65,975), Building & Grounds Budget (\$16,800), New Computers (\$5,500) and Tree Trimming and Removal (\$3,500).

We continue to be grateful and blessed for the gifts of resources, time and talents that support our ministry.

Committee Members: Tricia Neeley (Treasurer), Larry Anderson, Donna Chaney, Pat Edwards, Ted Miller, Joe Newlin, Julie Nickell, Paul Nisbet, John Peterson
Staff: Maggie Pasternak

From the Nominating Committee

The following are presented for nomination:

Elders - Class of 2023 Committee

Marty Hensler
Barb Nein
Emily Pheanis
Tim Rudd
Rod Thomson

Deacons – Class of 2023

Becky Hillshafer
Debbie Jacobs
Shirley Steel
Lea Thoman
Lynne Wiley

2020-2021 Nominating

Chair to be elected by Session
Member elected by Deacons
Larry Anderson
Kathy Harris
Ann Veith

Class of 2022

Darrell Templeton

Respectfully submitted,

Emily Pheanis from Session, Suzanne Edwards from the Deacons, Larry Anderson, Dianne Gerber, and Kathy Harris

2019 Financial Statements & 2020 Budgets

<i>Operating Budget</i>	2019	2019	2020	\$
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>CHANGE</u>
<u>Income</u>				
Pledged Contributions	\$ 328,651	\$ 329,250	\$ 304,360	\$ (24,890)
Unpledged Contributions	27,620	18,500	18,500	-0-
Loose Offering	5,962	6,000	6,000	-0-
Minister Housing Offset	17,655	17,654	17,654	-0-
Pastoral Staff Offset	1,720	3,500	3,500	-0-
Miscellaneous Income	<u>1,638</u>	<u>1,000</u>	<u>1,500</u>	<u>500</u>
Total	\$ 383,246	\$ 375,904	\$ 351,514	\$ (24,390)

<u>Expenses</u>				
Personnel	\$ 301,758	\$ 311,700	\$ 310,462	\$ (1,238)
Church Administration	16,764	14,500	15,600	1,100
Christian Nurture	9,086	9,000	9,000	-0-
Music/Worship	10,539	11,100	11,100	-0-
Facilities Upkeep	4,792	6,200	6,600	400
Mission Giving	22,508	22,800	23,740	940
Member Development	360	700	700	-0-
Stewardship	<u>854</u>	<u>1,000</u>	<u>1,000</u>	<u>-0-</u>
Total	\$ 366,659	\$ 377,000	\$ 378,202	\$ (1,202)

Buildings & Grounds

<u>Income</u>				
Endowment Distribution	\$ 84,000	\$ 84,000	\$ 95,900	\$ 11,900
Carry over from 2018	2,703			
Contingency Funding	<u>14,800</u>	<u>-0-</u>	<u>-0-</u>	<u>0</u>
Total	\$ 103,503	\$ 84,000	\$ 95,900	\$ 11,900

<u>Expenses</u>				
Building Maintenance	\$ 20,651	\$ 16,000	\$ 20,000	\$ 4,000
Grounds Maintenance	6,735	7,000	8,000	1,000
Maintenance Contracts	9,253	7,500	9,650	2,650
Insurance	8,503	8,500	8,544	44
Utilities	<u>56,290</u>	<u>45,000</u>	<u>49,706</u>	<u>4,706</u>
Total	\$ 101,432	\$ 84,000	\$ 95,900	\$ 11,900

SUPPORT FUNDS SUMMARY

Established by the Trustees, Support Funds are used for projects and ministry beyond the scope of the operating budget. Income into the funds comes from one or more of the following sources: memorials; bequests; special gifts; fund raising efforts and money market interest.

<u>SUPPORT FUND</u>	<u>12/31/2019 BALANCE</u>	<u>HIGHLIGHTS</u>
Christmas Baskets	\$ 3,289	Food vouchers & supplies for Deacons' Salvation Army program.
Contingency	104,719	New sanctuary windows. Tree trimming. Building & Grounds funding. Piano repair. New computers. *18 month certificate of deposit purchased.
Memorial	25,235	Normally, undesignated memorial gifts are received into this fund. This year they were contributed to the endowments with Bicentennial gifts. Bench for Gathering area was purchased.
Mission	28,628	See "Mission Gifts & Disbursements" Report.
Music	1,579	Several memorial gifts were received into this account. Piano and Organ repair expenses.
Organ	4,440	Maintenance work and major repair on organ. Receipts include gifts from the Organ Concert.
Special Projects	6,844	Bicentennial Celebration expenses
Scholarship/Grants	17,294	Loan repayments deposited into this account; one scholarship awarded. *18 month certificate of deposit purchased.
Minister Housing	108,600.95	Funds are moved to the operating budget monthly to cover housing allowance. \$100,000 of the current balance is in a 12 month certificate of deposit.
Princeton Grant	14,927	Princeton Theological Seminary has given \$15,000 to be spent on equipment, training, and food for the Log College Project.

*18 month CD = \$50,000 split between Contingency and Scholarship funds

FIRST PRESBYTERIAN CHURCH - 2019 MISSION GIVING HIGHLIGHTS

MISSION SUPPORT FUND* DISTRIBUTIONS

<i>Local/International Financial Support</i>	
Hope House	2,000
Bob & Kristi Rice (Outreach)	3,000
Mt. Pleasant Life Care Fund	2,000
Presbyterian Disaster Relief	2,000
Young Life	800
Heifer Foundation	750
Big Brothers & Sisters	790
Abilities First Foundation	500
Safe Haven Farms	500
Tandana Foundation-scholarship	300
Ronald McDonald House	400
Tornado Relief	1,000
Kirkmont Camper Scholarship	1,650
Kirkmont General Fund	1,000
PC(USA) - One Great Hour of Sharing	200
PC(USA) - Peacemaking	125
PC(USA) - Pentecost	125
PARACHUTE – Peacemaking	250
PC(USA) Christmas Joy	<u>200</u>
	\$17,590

<i>Church-Sponsored Program Support</i>	
Kindergarten Readiness Program	\$ 11,907
FISH** Program Funding	7,200
FISH Birth Certificates (students)	1,000
Highview Backpacks/STEAM supplies	2,361
Rosa Parks Family Support	1,472
Member Support	1,766
Other (South Sudan Book, Dolly Parton Books)	<u>148</u>
	\$25,854

DESIGNATED CONGREGATIONAL GIFTS

Christmas Baskets	\$3,010
Highview – Backpacks/STEAM	1,522
FISH	962
Big Brother / Big Sister	40
Member Gifts	<u>1,120</u>
	6,654
	\$

CHURCH BUDGET SPONSORED SUPPORT

Miami Presbytery/Synod/G.A.	\$17,060
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*The Mission Support Fund is funded through	
bequests from 3 trust funds	\$39,095
member gifts	\$3,644
Rummage Sale, PKR Fees, Interest	<u>\$3,231</u>
2019 receipts were	\$45,970

****The FISH FUND provides emergency medical, utility and agency assistance to members of our community. Distributions in 2019 were \$9,878. There was a carryover of \$2140 from 2018 funding.**

First Presbyterian Church

Consolidated Balance Sheet December 31, 2019

Assets

First Financial Bank – Checking	\$	62,101	
Chase Bank – Building & Grounds		6,071	
Endowment Funds		1,667,060	
Support Funds Money Market		254,151	
Certificates of Deposit		150,000	
Petty Cash		<u>200</u>	
TOTAL			\$2,139,584

Property & Equipment

Land, Buildings, Furniture & Equipment			<u>1,042,734</u>
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Total Assets **\$3,182,317**

Liabilities

Transfer/Escrow Accounts	\$	1,152	
Ongoing & Gift Funds		10,008	
2020 Prepaid Pledges		<u>39,550</u>	
TOTAL			\$ 40,702
Support Funds	\$	254,151	
Endowment Funds		<u>1,667,060</u>	
TOTAL			\$1,921,211
Membership Equity			<u>\$1,058,973</u>

Total Liabilities & Equity **\$3,020,886**

The Session recommends the following Terms of Call for 2020 for Rev. Michael Isaacs:

● Annual Cash Salary	\$56,846.15
● SECA Reimbursement	5,852.25
● Pension/Major Medical Dues	28,305.00
● Supplemental Medical	2,000.00
● Professional Expense Reimbursement	2,500.00
● Continuing Education/Study Allowance	1,220.00
● Housing Allowance	\$17,653.85
● Four weeks vacation	
● Two weeks study leave (cumulative for two years)	
● Two personal days per quarter (One day per quarter may be used for Sunday worship.)	
● Effective Salary (cash salary and use of Manse)	\$76,500.00