

The First Presbyterian Church of Dearborn



Annual Meeting of the Congregation & Annual Report for 2018

February 3, 2019

Our Mission Statement

*We glorify Christ by being and making disciples
who share God's love, seek His truth, and serve His world.*

Our Vision

Come home to God's love.

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**Annual Meeting of the Congregation
February 3, 2019 - Agenda**

1. Call to Order and Opening Prayer
2. Determination of Quorum and Secretary
3. Clerk of Session Reports
 - Approval of the minutes from the February 4, 2018, Annual Congregational Meeting
 - Approval of the minutes from the May 20, 2018, Congregational Meeting
 - Roll of the Church Triumphant
 - Membership Report
4. Ministry Reports
 - Pastor
5. Endowment Report
6. Reports of Committees
 - Christian Education Ministries
 - Finance Committee
 - Nominating Committee
 - Outreach and Mission Committee
 - Personnel Committee
 - Property Committee
 - Worship and Arts Committee
7. Report of the Board of Deacons
8. Recess for Corporation Meeting
9. Corporation Meeting
10. Adjournment of Corporation Meeting
11. Resumption of Congregational Meeting
 - Treasurer's Report
 - Presentation of the 2019 Financial Guidelines
 - Session instructed to review and approve minutes of this meeting
12. Terms of Call
13. Adjournment with Prayer

**The First Presbyterian Church of Dearborn
Called Annual Congregational Meeting Minutes
Sunday, February 4, 2018**

The called annual meeting of the congregation of the First Presbyterian Church of Dearborn convened on Sunday, February 4, 2018 at 11:01 am in the sanctuary immediately following morning worship. The meeting was called to order and opened with prayer by Rev. Chris Thomas. The assistant to the clerk, Carole Higgins, attested to a quorum.

ACTION: Motion to approve the minutes from last year's Annual Congregational Meeting of February 26, 2018 and Congregational Meeting of August 20, 2017.

APPROVED

Assistant to Clerk, Carole Higgins, reviewed the Membership Report. We had **363** active members as of January 1, 2017 and the active membership as of December 31, 2017 was **362**. We had a total of nine (9) active members added to the rolls in 2017.

Rev. Chris Thomas then reviewed the Christ Provides website which we have had rights to for some time. We are moving forward with creating testimonial videos regularly on the site.

A Video by Dan Saylor, "Christ Provides" was shown.

Rev. Chris Thomas then recognized Doug Stormzand for his many years on the Stewardship Committee. He also called for new team members willing to work on stewardship seeking time, talents, relationships as well as treasures.

The stated purpose of this meeting is to act on the business of the church and the terms of the call for Rev. Chris Thomas. Elders and deacons will be voted on at a meeting later in the spring.

Rev. Chris Thomas requested that if members have complaints, bring them to the committee that fits, and be willing to be part of the solution.

He then opened the meeting for questions on committee meetings. There were none.
The meeting was opened to recognition of committees and their work.

Christian Education Committee-

Sue Young, chair of the committee, presented a report from the committee including the new format for the summer program and its success. Beckie Dicks reported on the origins and success of the new summer program. Congregation is invited to contact them with ideas for service projects for next summer and to volunteer to plan and participate in next summer's program. Rev. Chris Thomas spoke on the Youth Ministry, Nerf Nights, and Post-College youth (ages 21-40) programs. Other members of the committee recognized were Julia Casey, Jane Dearth, Barret Kaltz and Mike Hoffman.

Finance Committee-

Endowment Report-This fund is designed to pay for physical operation of this church. It also supports music, education, and outreach. Dick Fisher was honored for his long service on this committee as well as his service on the Finance Committee. An outside firm has been hired to do bookkeeping; Assenmacher & Associates, PC. Cathy Stormzand will be Chair going forward on Finance Committee. The committee will be working to clean up the ledger thereby producing a report that is clearer for general congregational use. Dave Hall and Lou Orcut were recognized for their service as they have retired from

the committee. Thanks were extended to the congregation for the completion of the new roof. There was a celebration as the 2017 budgeted giving was exceeded by \$18,765 thanks to congregational giving!!! This budget closed with the first surplus in decades.

Outreach and Mission-

Several members were recognized for the programs they are heading up. Kevin Watts was recognized for his work with ChristNet. Also honored was Anne Witkowski for her work with ChristNet. Charlene Reid and Tracey Szczechura were recognized for the Diaper Ministry. Charlene pointed out that these families cannot use childcare if they can't afford diapers and there is no safety net or other source of funding for them. Mike Hoffman spoke of the Converge Program and its success. Lynn and Mike Hoffman were recognized for their work with the Peru program for many of the 17 years the ministry has existed. The Peru Team will become a biennial project on alternate, odd-numbered years. This will allow for more opportunities to serve our local community with a week-long "Mission Trip" here in our area on even-numbered years. Jeremy Hughes explained it would involve linking up with a local organization intensely for a week, possibly in August. Lynn Campbell spoke of the SOAR program which is aimed to reach the over 50% of Dearbornites that are single, especially those seeking a relationship with God. The Euchre/Game Night has grown to as many as 60 people. This group also serves to increase networking. Outreach and Mission next meets Wednesday, February 7th.

Nominating Committee-

Proposed nominees for the committee include: currently serving members Nancy Slanec, Anne Witkowski, Brian Mayer as well as adding in 2018, Mike Barr, Donna Barranger, Alan Brailsford, and Fran Buckley.

Floor was opened for nominations. No nominations were made from the floor.

ACTION: Motion to accept the nominating committee members as proposed.
APPROVED

Personnel Committee-

The meeting was handed over to Jan Witkowski to present the terms of call for Rev. Chris Thomas. The only change to his terms of call is a 2% increase of salary. This has been voted by Session so no discussion is required. This is in line with the 2% increase for all staff members.

ACTION: Motion to accept the change to terms of call as proposed.
APPROVED

Jan also took the time to recognize all of our staff and their exceptional service.

Worship and Arts-

Brenda Ferguson recognized our staff and congregation for the support the music program has received. This program has grown rapidly; it now incorporates about 75 people each week participating in this ministry. Our choirs now include: Symphony Choir (Adults), Praise Band, Bells of Heaven (Handbells), Inspiration Station (young adults), Cherub Choir (children), and Renaissance Camerata (Renaissance themed). We also have an organ student.

Honoring the DNA-

DNA, formed as "Dynamic New Atmosphere," created a number of successful events designed to reach the local community. These included a Pet Blessing, Trunk or Treat, Giggles and Grub, and Talent Show. They truly did bring a dynamic new atmosphere with their wild and crazy ideas. A plaque was presented to be hung in the church to honor their service. [The plaque was created by Nancy DeHamer.] Session will vote on where the plaque will be hung.

Recess for Corporation Meeting-

ACTION: Motion to recess the congregational meeting to hold the corporate meeting.
APPROVED.

Corporation Meeting - Jan Witkowski, Vice President

Corporation meeting was convened at 12:17pm. Secretary agreed a quorum was present. In accordance with the Corporation By-Laws, the Session has elected the following Corporate Officers:

President- Richard Fisher
Vice President-Jan Witkowski
Secretary- James Barber
Treasurer- Joel DeHamer
Resident Agent- James Barber

ACTION: Motion to adjourn the Corporation Meeting at 12:18pm
APPROVED

Resumption of Congregational Meeting

Rev. Chris Thomas declared, "Great Things are Happening! Get involved and be Hands and Feet!"
The meeting was closed in prayer by Rev. Thomas and adjourned at 12:19pm.

Respectfully submitted,

Carole Higgins, Assistant. to Clerk

**The First Presbyterian Church of Dearborn
Congregational Meeting-Minutes
Sunday, May 20, 2018**

The called annual meeting of the congregation of the First Presbyterian Church of Dearborn convened on Sunday, May 20, 2018 at 11:05 am in the sanctuary immediately following morning worship. The meeting was called to order and opened with prayer by Rev. Chris Thomas. The assistant to the clerk, Carole Higgins, attested to a quorum.

Pastor Chris Thomas invited the chair of the Nominating Committee, Nancy Slanec, to come forward to present the candidates. Nancy read the following names into nomination:

For the position of Elder, class of 2021: For first term: Kevin Watts, Sue Smith, and Cathy Stormzand; and for a 2nd term, Bob Missler.

For the position of Deacon, class of 2021: Matthew Higgins, Carol McFadden, Diane Missler and Doug Stormzand.

Pastor Chris Thomas opened the meeting to nominations from the floor. There were none.

Seeing this, he opened the floor to discussion. There was none.

ACTION: Nancy Slanec moved to end discussion and move to vote. This was seconded by Alan Brailsford.

APPROVED

The nominees were asked to leave the room.

ACTION: Nancy Slanec moved to elect these nominees to the positions of Deacon and Elder as stated above.

APPROVED

The new Deacons and Elders returned and were welcomed.

The meeting was adjourned with prayer by Pastor Chris Thomas at 11:06 am.

Respectfully submitted,

Carole Higgins, Assistant to Clerk

Roll of the Church Triumphant - 2018

"I am the resurrection and the life. Those who believe in me, even though they die, will live, and everyone who lives and believes in me will never die." John 11:25-26

We celebrate the life and ministry of those who passed on to the Church Triumphant:

<u>Member</u>	<u>Date of Death</u>
1. Bryer, Doris	July 14, 2018
2. Foster, Vivian	June 22, 2018
3. Hazzard, Carol	May 11, 2018
4. Hespen, Hilda	January 28, 2018
5. Jensen, Georgine	January 13, 2018
6. Kopke, Thomas	January 6, 2018
7. Smith, Clara	July 15, 2018

**THE FIRST PRESBYTERIAN CHURCH OF DEARBORN
MEMBERSHIP REPORT AS OF DECEMBER 31, 2018**

THE FOLLOWING INFORMATION INDICATES THE CONDITION OF MEMBERSHIP IN OUR CHURCH
AS OF DECEMBER 31, 2018:

ACTIVE MEMBERSHIP AS OF JANUARY 1, 2018: 362

GAINS:

By Profession of Faith, Reaffirmation, Restoration	
A. 17 and under	10
B. 18 and over.....	0
Certificate (transferred in).....	1
Restored to Active.....	2
TOTAL GAINS	13

LOSSES:

Certificate (transferred out)	2
Death	7
Made Inactive	3
All Other Losses (removed from the rolls).....	1
TOTAL LOSSES	13

TOTAL ACTIVE MEMBERSHIP AS OF DECEMBER 31, 2018:..... 363

(ACS database total of active members number did not reconcile with the Excel spreadsheet; ACS database number showed 1 more than Excel Sheet. This number reflects the database number)

Baptisms:

Adults – 0
Children – 0

Pastor's Report - 2018

When I came to the First Presbyterian Dearborn I held a very strong belief that God gives to his people exactly what they need to accomplish the mission he is calling them to. I still hold strongly to this belief. I challenged the Session of our Church in my first year to take this idea seriously and to truly do the work of listening to God and discerning where he is calling us. Session and I agree that once we know what God is calling us to be and do, we will know how to better structure our ministries to accomplish that mission. I am so proud of our spiritual leadership and the work they have done these two years.

Session is planning a few events for early this year to communicate what they believe God has been saying to them. The goal will be to open a dialog with the congregation to gather more discernment of God's will through your reactions and wisdom as we ponder these things together.

I do want to give you some highlights of our process and our journey of discernment. The entire leadership team has placed trust in God and has been developing group discernment in a series of exercises that allowed sufficient time to both study scripture, listen and pray, then discern both individually and as a group. Session has placed great trust and effort into this process in the last two years; the following are some of the ways we have worked together in this faith journey:

- Session dedicated half of their meetings each month to spending time in prayer and discussion with the express purpose of listening to God speak through each other.
- Session dedicated at 2-3 hours a month outside of our meetings in doing homework assignments meant to help them learn the process of listening and give them time to listen to God's Spirit speak to them. These more time consuming homework assignments lasted for the first six months of our discernment.
- Session then used more concentrated time together on listening in a retreat format and have done so six times. These have been half-day meetings on Saturday mornings conducted over the last year.

The total outcome of these concentrated times of listening equals roughly 41 hours of each Session member's time committed to listening to God in a structured way. More than this, I can say that for our Elders, listening to God has become more of a habit. This is in addition to the amount of time each Elder has spent on their own listening to God's direction for our future. As I already said, the job is not over. We are at a point where we believe God wants the listening to expand to our whole membership. With our Elder's leadership we will begin that process soon and I hope you will be open and ready to listen with us as we continue to discern God's voice and direction among our family of faith.

Love in Christ,

Rev. Chris Thomas

ENDOWMENT FUND REPORT FOR TWELVE MONTHS ENDING SEPTEMBER 30, 2018

PURPOSE OF THE FUND

To serve as a depository for gifts and bequests to be invested from which the income and a portion of the appreciation will be used to continue, strengthen, expand, and enrich the mission, ministry, and work of The First Presbyterian Church of Dearborn, Michigan in particular and also its related presbytery, synod, boards, agencies, or other programs of the Church.

FINANCIAL SUMMARY

As of September 30, 2018, the Church's Endowment Fund totaled \$2,839,356. This amount represents the market value of locally-controlled funds, \$2,294,525, with an original contribution of \$1,794,425. Included in the total Endowment Fund value, the Presbyterian Church (U.S.A.) Foundation holds an investment account identified as the Murray D. Wilson Memorial Fund with a September 30, 2018 market value of \$544,832 representing an original investment of \$411,004. The Wilson Fund's income is provided to our Church; the principal is not available.

FINANCIAL DETAILS

The information below represents significant portfolio transactions and data for 12 months ending September 30, 2018.

Endowment Funds transferred to church operating funds	\$ 125,600
Dividends and interest received	\$56,665
Gifts to Endowment Fund received	\$ 20,125
Locally controlled Fund's value above the donors' original contributions	\$500,100
Asset Allocation of Portfolio:	
Equity funds	60%
Bonds, bond funds, and notes	39%
Cash and money market accounts	1%

The Endowment Fund promises donors that the dollar value of their bequest/gift will be preserved for investment purposes so as to increase the Fund's value and to allow the annual transfer of a portion of the Fund's appreciation to the church's operating funds. The initial value of their bequest/gift will not be invaded.

Locally-controlled funds are invested through TD Ameritrade and the Presbyterian Church (U.S.A.) Foundation's New Covenant Funds. The Investment Sub-Committee reviews their performance quarterly and authorizes changes when and if advisable. For locally-controlled funds, the annual contribution to church operations equals 5-1/2% of average market value at the end of the three prior years, unless such payments would cause the Fund's market value to fall below original cost resulting in the Sub-Committee authorizing a lower contribution. The Murray D. Wilson Memorial Fund contribution to operations is equal to income received.

The Investment Sub-Committee thanks all those who have contributed to the Fund since its inception. Contributions to the Endowment Fund can be made in any amount by outright gift, memorial gift, bequest, charitable lead or remainder trust, appreciated securities, or the purchase of insurance naming the Endowment Fund of The First Presbyterian Church of Dearborn as beneficiary. The continued support of the membership is appreciated, as revenues from the Fund are clearly essential to the maintenance of the church's programs.

Respectfully submitted, Gene Smith, Chairperson

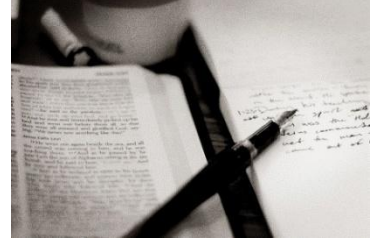
Sub-Committee Members: Joel DeHamer, Dan Kutt, and Bob Putnam

Christian Education Annual Report – 2018

Our Christian Education program remains one of the strengths of our legacy at FPC. Sunday mornings include Adult options for both Bible Study classes as well as Current Topics discussions. Children and Youth classes are led by a strong group of dynamic and dedicated teachers. More information on these classes and other offerings follow.

Adult Sunday Morning Bible Study and Current Topics Classes

- Taught by Mike Hoffman and Julia Casey, the 2018 Adult Bible Study classes utilized spiritual Christian subject areas which were suggested by the class participants. Books of the Bible, CD visuals and discussion, prepared lessons by the instructors on certain topics, as well as discussions utilizing participants' past Bible study knowledge, all reviewed and clarified by class participants and instructors, were part of the curriculum this past year.
- Jane Dearth taught a contemporary video series titled *The Broken Way* by Ann Voscamp during the winter. In the fall she facilitated a video series titled *The Life You've Always Wanted* by John Ortberg. The group has enjoyed the topics and discussion opportunities which these classes offer.



Come be a part of the 2019 series each Sunday at 9 AM for a transformational experience in which you can grow, whether you are 18 or 80! As Christians, we are always growing. Please join us!

High School and Middle School Sunday Morning Classes

- Our 2017-2018 Confirmation Class was taught by Jim Dickieson, Sue Young and Pastor Chris Thomas. After a year of study, ten students were confirmed in Christ on May 20th, 2018.
- Our High School Class was led by Kevin Watts in the winter and starting in the fall, by Elissa Hoffman, Anthony Osborne, and Nathan and Riquele Barranger.
- Rebecca and Jim Scott continue to faithfully lead our Middle School Class.

Children's Ministries directed by Beckie Dicks

On Sunday mornings, Sunday School meets at 9:00 AM for Bible stories, life lessons, crafts and more. Children's church gathers after chancel chat during the service to hear the morning's bible lesson, share their experiences, and enjoy and games. Many thanks to our 2017-2018 team of Bunny Barr, Stacy Thomas, Laura Thormann and Mary Jo Miller for their commitment to the kids in our programming. The kids always seem to have a great time while learning about the Christian faith.

We discontinued our Wednesday night Kids' Club, because our families' commitment to homework, activities and bedtime had led to decreased attendance. We are thankful for a great run over the years, with lots of activities, learning and fun.

This year was our second **"Summer of Service" (SOS)**, an all-church summer program. For three events during the summer, the entire church family was invited to participate in church and community service projects.

- On June 3rd, we met at the church for an all-church outdoor cleanup. We raked, we shoveled, we planted, and we had fun!



- On July 15th we went to the Cass Community Center to put our creativity to work with the "Empty Bowls Project" of Detroit. We painted bowls that would then be used to raise funds and increase awareness about hunger in Detroit.



- On August 12th, at the Second Mile Center, we ran a community cookout as the kickoff for Good Week, our church's mission project in Detroit. We fired up the grill, served hamburgers, salads and ice cream, we rented a bouncy obstacle course, and we had a good fellowship time with the workers and kids of the Second Mile Center.



Many thanks to all who have made these programs possible by contributing your time, support and prayers. Please continue to keep the children and youth of our church in your prayers as they grow and learn.

Youth Ministry Annual Report - 2018

The youth program of First Presbyterian Church of Dearborn had a big year. At the beginning of the school year in 2017, the youth took a tour of The Second Mile Center with Ruth Azar (the program director and founder) to learn about their needs. The youth discussed those needs and decided to support Second Mile by raising funds to refurbish their computer lab. They set a goal, made a plan and

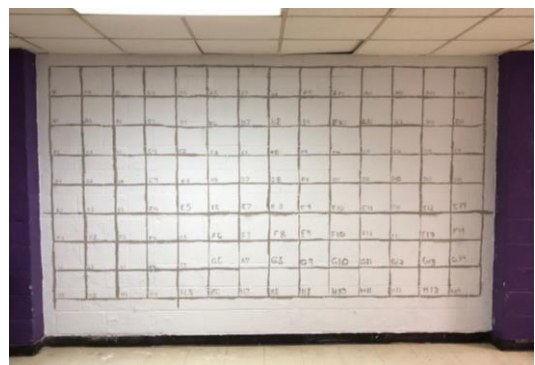


To the left: The Second Mile Center's computer lab with new computers. Above: Their old computers which were ten years old from when we initially built their lab.

Youth Ministry Annual Report - 2018

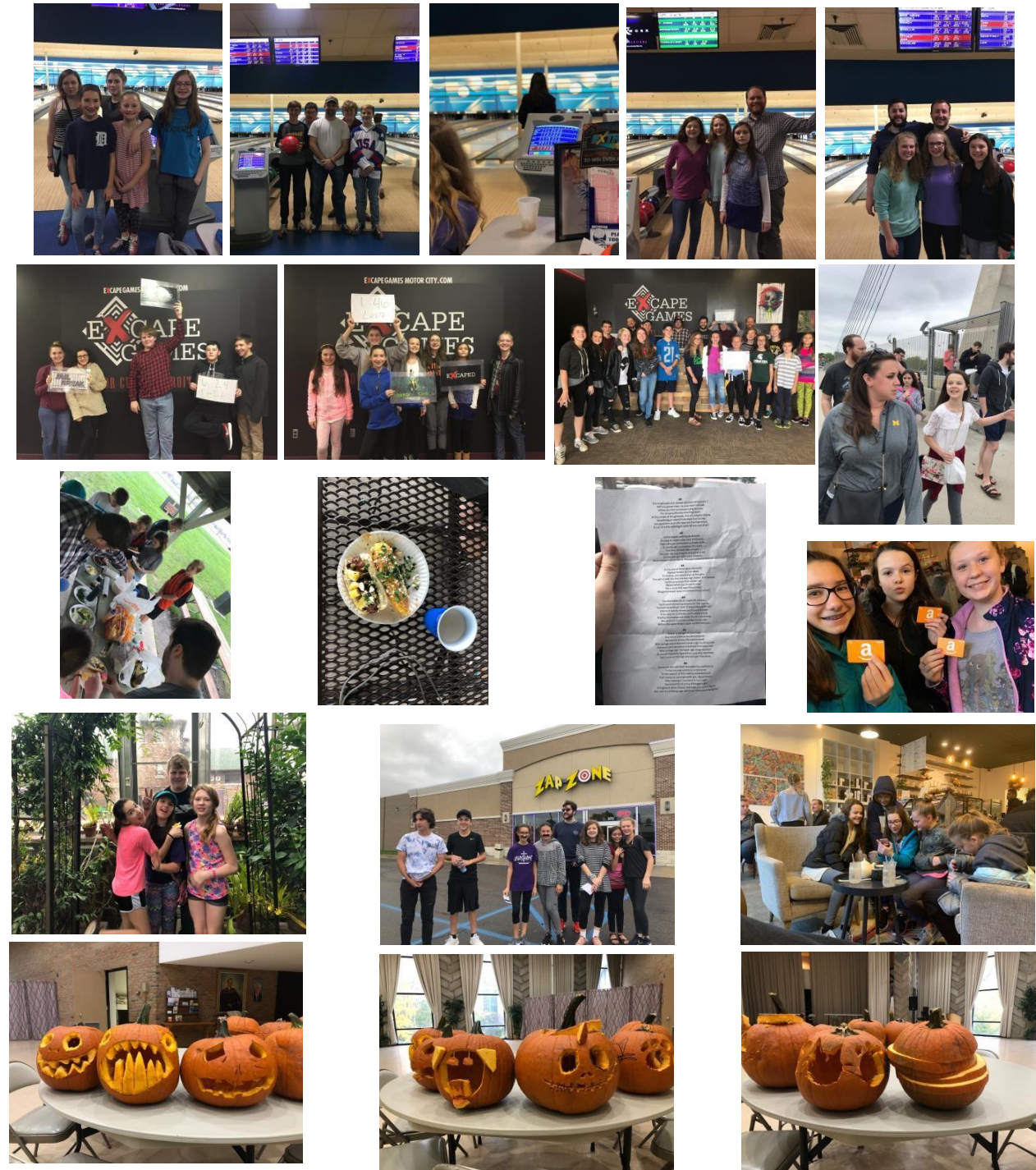
ran a fundraiser. With the Church's support the Talent Night fundraiser in February raised \$8,185.50 toward that goal.

In April, the Youth installed twenty new computers and cleaned up the computer lab at The Second Mile Center. That is an increase of five computers from their previous setup. While our tech savvy youth installed the computers, the other Youth prepared a mural design to be finished at Good Week in August.



Youth Ministry Annual Report – 2018

We also had a ton of fun together this year. We went Bowling, to an Escape Room (twice, once in January coming off Christmas break and once in October at the start of a new school year), made a trip to Belle Isle for an end of school year picnic, did our usual end of year trip to Mexican Town, went to laser tag, did a few scavenger hunts, and carved pumpkins.



Youth Ministry Annual Report - 2018



The Youth did their share to serve the community as well. Along with the project at The Second Mile Center with their computer lab, the youth also served food in Detroit to those in need, helped organize a storage unit for a local Animal Shelter, served dinner the first night of ChristNet and put together six care packages for our military men and women for the holidays.

The start of the 2018-2019 school year saw a new energy with our youth mentors. A special thanks for Emily Kaltz, Barret Kaltz, Randy Bruder, and Chris Masouredis for investing in our youth by helping to plan our activities, showing up at their extracurricular events to cheer them on, and helping them navigate faith in their teen years.

Women's Bible Studies

This year our new **Tuesday Evening Women's Bible Study** led by Chris Meyer and Carrie Bastin has grown and flourished! Three studies were completed:

- **Finding I AM**, by Lysa TerKeurst. She expounded on the "I AM" statements of Jesus, in order to help us recognize that He can meet us where we are at and help satisfy the cries of our hearts.
- **Audacious**, by Beth Moore, expounded on daring women to find healing and wholeness in Jesus, to be courageous and step out and live a Life of Passion and Purpose.
- **The Armor of God**, by Priscilla Shirer, helped us to identify the ways the Enemy rages war around us, with the intention of thwarting God's plans and purposes for our lives. With a recognition of his tactics and concrete strategies, she equipped us to be more intentional in "armoring up" and standing more firmly against his schemes. Thus, gaining more victory in our lives.

The Lamkin PW Bible Study, led by Charlie Aronson and Jane Mykytenko, continues to meet on Thursday mornings. This year we followed an inspiring Bible Study by Priscilla Shirer, "Discerning the Voice of God." We explored developing a relationship with God that will make hearing him an ongoing experience. In the fall, we began this year's Horizon's Bible Study, "God's Promise: I Will Be With You Always." We studied the recurrence of God's promise of presence throughout the Bible and how the promise speaks into our present circumstances.

Spiritual Fitness Class led by Jane Mykytenko

The Spiritual Fitness class continues to meet on Tuesday mornings at 10:00. We exercise, discuss intriguing topics, and build a support group that strives to strengthen the mind, body and spiritual life.

Book of the Every Other Month Club Annual Report – 2018

The Book of the Every Other Month Club has met continuously since its founding in the late 1980's by former pastor Dr. William Steele, who reasoned that busy readers might lack sufficient time to finish a book every month, and might more easily manage a book every other month. Dr. Steele introduced us to the writings of Frederick Buechner, G.K. Chesterton, Walter Wangerin, Jr., Kathleen Norris, and many more enlightening books that have inspired and assisted us along in our spiritual journeys. Under the able leadership of former member Wanda Moon, we continue to explore a variety of works on a broad range of topics from a Christian perspective. Books for the following program year are suggested by participants and chosen by consensus, generally at each May meeting.

The group meets for a spirited discussion on the second Saturday of September, November, January, March and May from 10:00-11:30 in the North Parlor. Selections for the 2018-2019 program year include:

September 8: ***My Beloved World*** by Associate Supreme Court Justice Sonia Sotomayor. A memoir of her childhood, education and early career.

November 10: ***The Postmistress***, a novel by Sarah Blake. "...Sarah Blake takes readers back and forth between small town America and war torn Europe in 1940...Blake captures two different worlds – a naïve nation in denial and, across the ocean, a continent wracked with terror" – Publishers' Weekly

January 12: ***The Soul of America: The Battle for Our Better Angels*** by Jon Meacham. "Rather than curse the darkness, Jon Meacham...has offered us all the sublime and calming reassurance that, as threatening as so much of the present moment seems, Americans have weathered such storms before and come out on the other side with fresh and progressive horizons."—Ken Burns

March 9: ***Grateful: The Transformative Power of Giving Thanks*** by Diana Butler Bass. "...Bass weaves together social science research, spiritual wisdom, and contemporary issues as she calls for a richer understanding and practice of gratitude. What emerges are surprising insights about the power of thankful living to change how we treat one another, and how we might transform our world." -- Amazon

May 11: **TO BE ANNOUNCED** Have a book in mind that you'd like to read and discuss? Let us know! All are welcome and new participants are encouraged. Additional information is available by contacting Janet Witkowski or Bill and Janet Leslie.

Submitted by Susan Yarrington Young, Christian Education Committee Chair

Finance Committee Annual Report - 2018

The Finance Committee meets monthly. It receives reports from the Endowment/Investment subcommittees. In addition, the Finance Committee receives a monthly Treasurer's report in which it reviews and analyzes the monthly financial statements of the church. The Committee's major purpose is to ensure the financial soundness of the church and to assure that adequate funds are available to support the Session's planned programs.

2018 Activity

Treasurer reported financial results to Session at least quarterly and upon request of the committee.

- During the year the committee sent financial updates to the congregation
- The Endowment/Investment subcommittee is continuing to support our financial needs with over \$100,000 applied to the operating fund in 2018
- The Committee worked with Session to improve the current format of the financial statements to make the statements more user friendly
- The Committee has had a broader initiative to better align the financial reporting to industry practice, which continues
- The Committee recommended to Session that FPCD pay 2018 Per Capita of \$9,558
- Our congregation remains faithful in its giving. In addition to pledged giving, the congregation gave more than \$55,000 to other programs and missions in 2018. The most significant of those were: the Summer Mission Trip \$12,000, Converge Pastor Compensation \$10,000 and Second Mile Renovation Fund \$8,300.
- The Committee also worked with the other committees to ensure fulfillment and usage of donor restricted gifts

2019 Goals/Activities

We ask that the congregation offer their prayers to support our achievement of the following goals:

- Monitor on-going costs and revenues. We welcome cost containment and cost reduction ideas from the congregation and will refer them to the appropriate committee and/or staff follow-up
- Update financial statement format to better align financial reporting to industry practice and improve usability
- Work with Session and committees to improve the budget process

During 2018, we welcomed Bud Cashwell to the Finance Committee as the Deacon representative. In addition, Mike Barr elected to step down from the committee. We thank Mike for his service and dedication.

The Finance Committee consists of the following members:

- Cathy Stormzand, Chair
- Joel DeHamer, Treasurer
- Chris Thomas, Pastor
- Jim Barber
- Bud Cashwell
- Dick Fisher
- Dan Kutt
- Bob Putnam
- Nancy Setterlun
- Gene Smith

The Endowment/Investment sub-committees consists of the following members:

- Gene Smith, Chair
- Joel DeHamer
- Dick Fisher
- Dan Kutt
- Bob Putnam

Finance- Business Administration Annual Report - 2018

Administration of our church's business affairs includes oversight of day-to-day operations of the office, as well as coordination of building maintenance and repairs. Church financial operations have included accounting of contributions, preparation and submission of payroll, vendor payments, entry of these data into our ACS computer system, and monthly financial reporting.

In addition to ongoing operations, projects were completed to support organ repairs and tuning, a mid-summer flood clean-up and associated repairs, and Converge Missionary fundraising.

Assistance was provided for our 2019 Financial Giving Campaign, 2019 budget preparation and IT infrastructure upgrades.

These accomplishments were made possible by the greatly appreciated support of dedicated volunteers, a team-oriented staff, understanding vendors, and a loyal congregation.

Jim Barber, Business Administrator

Nominating Committee Annual Report - 2018

The Nominating Committee met several times to determine nominees for open positions for elders and deacons. A full slate of officers was presented at the congregational meeting in May. Three new elders were installed, and one renewed. Four new deacons were installed.

Deacons

Class of 2021

Matt Higgins

Carol McFadden

Diane Missler

Doug Stormzand

Elders

Class of 2021

Bob Missler (renewed)

Sue Smith

Cathy Stormzand

Kevin Watts

Respectfully submitted,

Donna Barranger (Member at large)

Mike Barr (Member at large)

Alan Brailsford (Member at large)

Frances Buckley (Member at Large)

Brian Mayer (Session representative)

Nancy Slanec (Member at large)

Anne Witkowski (Deacon Representative)

Outreach and Mission Annual Report - 2018

Joel DeHamer, Bob Missler, Janet Witkowski, Alan Brailsford, Jeremy Hughes, Doug Stormzand

The Outreach and Mission Committee (OMC) is pleased to report that the First Presbyterian Church of Dearborn (FPCD) supported the following ministries through the Session-approved budget for a combined total of \$27,650: Barnabas Project (\$500), Alternatives for Girls (\$1,000), Dearborn Pastoral Counseling Center (\$1,000), Presbyterian Village (\$1,000), Ministry of Hope Malawi orphans in the Khawamba Feeding Center (\$2,550), ECHO (\$500), Thailand Mission (\$1,000), World Mission Initiative (\$2,000), Medical Benevolence Foundation (\$2,500), Bridging Communities (\$1,000), Presbyterian Disaster Assistance (PDA) (\$3,000), Outreach Foundation (\$1,000), Presbyterian Frontier Fellowship (\$500), Member Mission Fund to support our Peru mission workers (\$3,000), FPCD Converge Programming (\$600), First Step (\$1,000), Gleaners Food Bank (\$800), Cherry Hill Presbytery Church Food Bank \$450, Turk Mission – Madagascar (\$2,000), Second Mile (\$500), Starfish (\$1,000), a local economic need (\$750)

The congregation also gave generously to non-budgeted ministries: Christmas Joy (\$1,100), the One Great Hour of Sharing (\$3,342), Converge Compensation Gifts (\$11,639), ChristNet Corporate (\$1,000), and the Golf Outing (\$250). Finally, the congregation supported fund-raising activities for the Presbyterian Women (PW not listed elsewhere) (\$3,000), for the Touch of Hope (Deacon's Budget) (\$5,898), for the Member Mission Fund (\$3,115), Singles Outreach and Renewal (SOAR) (\$3,000), ChristNet (\$6,000), Special Congregational Offerings including Hurricane Relief (\$6,230), Diaper Bank Ministry (\$5,000), and for the Summer Mission Trip (\$6,870). The combined support for all these budgeted, non-budgeted, and fund-raising ministries total \$84,094 or 14.48% of the budgeted total church spending or above the traditional tithe (10%).

In addition, thank-you to the congregation for the many donations of time, talent, and treasure that are not quantified above but are well known to our Lord.

The OMC is pleased to announce the addition of Jeremy Hughes and Doug Stormzand as full-time members of the OMC.

The following are the subcommittees of the OMC and their liaisons: Sue Ingram: Presbyterian Women, Mike Hoffman: Converge Programming, Lynn Campbell: Singles Outreach and Renewal (SOAR), Kevin Watts/Anne Witkowski: ChristNet, Charlene Reid/Tracy Szczuchura Diaper Ministry.

For 2019, the OMC has submitted a budget to support the same ministries as in 2018. For the most part, OMC left the budgeted funds at the same levels as 2018 because the committee decided that increasing the amounts is not sustainable given the financial issues facing FPCD.

The OMC again plans on providing opportunities for members of FPCD to directly participate in outreach and mission activities. Please look for these activities in the "Our Vision" and church bulletin in 2019. Please prayerfully consider enhancing your support of our on-going ministries in the name of Jesus Christ. If you would like to learn more about the OMC, or if you are interested in joining this committee, please contact a committee member listed above or Pastor Chris Thomas.

Personnel Committee Annual Report -2018

Accomplishments of 2018

The Personnel Committee oversaw the successful completion of the performance evaluation of the Senior Pastor. Input of the Session and development of key performance indicators were established for 2018. Everyone was highly satisfied with the leadership of Pastor Thomas. Additional performance evaluations were completed on all other staff, with special emphasis on their spiritual growth and development.

The staffing expenses continued to be on solid financial footing and well positioned throughout the year to direct future energies toward fulfillment of God's given mission.

The committee focused energies on revising and updating the Personnel Manual. Changes were made to reflect actual practice in the vacation policy. A keycard policy was developed for use of the automatic locking doors. The smoking policy was updated.

The year was closed with a recommendation for a three percent salary increase for staff for 2019.

Objectives for 2019

In the coming year, the committee will be overseeing the annual performance evaluation of the Senior Pastor. Evaluation of all staff will be completed. The updated Personnel Handbook will be shared with staff. A volunteer driver policy will be developed. Volunteers and staff will be educated on a child security report mandated by local law authorities.

The committee wishes to thank the congregation and Session for support during this past year. Additional thanks goes to the Finance Committee and the Property Committee for their support. Lastly, the committee: Jan Witkowski, Jon Husby, Mary Currie, Mike Maurer, Matt Higgins and Karen Fink are thanked for their dedication and creativity over the past year.

Administrative Assistant Annual Report – 2018

My position at FPCD involves serving as the primary staff person responsible for worship service administrative support and church membership administrative accountability. I report directly to the Senior Pastor and the Personnel Committee.

My responsibilities are to maintain the church calendar, prepare bulletins, meeting packets, brochures, certificates, greeting cards and other documents as needed. I also help coordinate funeral and wedding services and maintain the People aspect of the ACS church database and official church records. In addition, I assist Chris Mayer with the Prayer Chain email updates and Carole Higgins with documents for the Session meetings, prepare the Sunday PowerPoint announcements, and process memorial contributions and Building Usage Request Forms.

My Objectives for 2019 are to continue to grow personally, professionally, and in my faith, and to become more involved in the life of God's church.

The Lord has truly blessed me to be able to work with such wonderful staff and volunteers for (almost) 14 years, and I look forward to continuing in the years to come.

In Christ,
Vicki Davidson – Administrative Assistant

Property Committee Annual Report - 2018

The Property Committee coordinates the maintenance and improvement of our church building and grounds. A few of the projects coordinated by the committee this past year were:

- Maintenance and repair of the heating and cooling systems
- Coordinating roof drain plumbing repairs
- Coordinating general plumbing repairs
- Lawn sprinkler repair
- ChristNet preparation
- Noel decoration help
- Nativity set up
- Lawn service
- Snow removal
- Tree trimming

The Men's Fellowship Work Crew is separate from the Property Committee. It provides a considerable cost savings to FPCD by doing all sorts of jobs which do not require an outside contractor. A big thank you to Carl Bryer, Vic Todor, Nick Mills, Gary Wolter, and Bob Missler.

Respectfully submitted,
Bob Missler, Property Committee Chairman

Worship & Arts/Music Ministry Annual Report - 2018

God has blessed our Music Ministry with joyful abundance, growth, and beautiful music in 2018. We are grateful for the excellence and spirit of love, in our music, and throughout our church.

Our SANCTUARY CHOIR membership peaked at 29 singers, leading 10:00 worship and Holy Days, filling our sanctuary with inspiring anthems and hymns for each service.

Bells of Heaven plays throughout the church year, and gives concerts at American House for Christmas outreach.

Renaissance Camerata is excelling with sacred music from the past 500 years, practicing in the sanctuary on Fridays, 5:00-6:00 pm. They sing for special occasions and are ready to go out into the community, sharing this music with other congregations.

Inspiration Station presented a fabulous musical for Noel night 2017, "Angels Aware!" giving our congregation a delightful look at Christmas through the eyes of angels. We so much appreciate our youth, their talent, and their willingness to work.

Summer Soloists were outstanding this last year, making every service lovely with singing and instrumental anthems. We had different music volunteers each week, offering exciting leadership in our Worship. Carole Higgins, organ student, prepared and played an entire worship service in July! Much appreciation to each and every one.

Our TOWER Sacred Concert Series continues to grow this year in attendance, popularity, and offerings. Last year we contributed over \$2,000.00 to our general church fund, and this year, we have given \$1,000.00 so far, with more to come.

2017 Concerts

December 1, 2:00 AMERICAN HOUSE Outreach Concert
Bells of Heaven

December 8, 10:00 Worship MYSTERY AND THE MAJESTY
Sanctuary Choir Christmas Cantata, with Youth

NOEL NIGHT, December 8, 2017 "Angels Aware!"
Inspiration Station Youth Christmas Musical

TOWER Sacred Music Series 2018:

May 27, 10:00 Worship GREAT AMERICAN HYMN FESTIVAL
Sanctuary Choir and soloists



(Continued on next page)

September 23, 2:00 pm AUTUMN SERENADE
Rebekka Dicks, Flute

October 28, 10:00 Worship, 11:00 A LITTLE MORE BACH
Sanctuary Choir, Bells of Heaven

November 11, 2:00 pm HYMNS OF FAITH AND HOPE
Dean Masouredis, trombone

December 2, 2:00 pm AMERICAN HOUSE Outreach Concert
Bells of Heaven

December 16, 10:00 Worship WINTER'S GRACE
Sanctuary Choir Christmas Cantata
Youth Dancers -Jeanette Pryciak, Choreographer

ORGAN MEDITATIONS Wednesdays, Lent and Advent



Jane Mykytenko has worked with our Youth musicians, preparing them for their Mother's Day anthem. Jane is busy with NOEL NIGHT for December 9, 2018, giving a production of IN BETHLEHEM'S INN, which promises to be a very exciting dinner evening, food catered by Park Place. Much appreciation to Jane for her solos in funerals, concerts, choir anthems, and her many talents in work throughout the church.

Our gorgeous Aeolian Skinner pipe organ is maintained by Ken Holden. He and his crew have begun the massive re-leathering process, which is vital to being good stewards of God's great gift of this organ. This project is funded by a private family gift to our church. Our Chapel Organ has been tuned, and is also in great shape. Our sanctuary Steinway piano has been tuned three times this year, and our Baldwin concert grand is used constantly for anthems, preludes and concerts.

I appreciate the continued support of our Pastors Chris and Mike, the superb staff, and Worship and Arts committee, with excellent leadership by Mark Dearth and new chairman, Andrew Mayer. Nancy DeHamer has done so much work for our programs and communications, plus other special projects. God will have to reward these wonderful people; we cannot possibly thank them enough.

Soli Deo Gloria!

Brenda Ferguson,
Organist and Director of Music

Board of Deacons Annual Report - 2018

The Deacon Board is made up of fourteen dedicated Christians who serve our congregation in the name of the Lord by providing services, support and loving care for those in need on an ongoing basis. The Deacons meet monthly to review the progress of designated Ministries and Support Services for the previous month and pray for guidance in sharing God's love and serving his world.

The following are ways the Deacon Board reaches out to serve the congregation:

Ministries – Coordinator

- Card Making – Chris Mayer
- Cards (Homebound) – Dee Kawucha
- Cards (Special) – Anne Witkowski
- EMS (Emergency Meal Service) – Dee Kawucha
- Parish Nurse/Health Ministry – Chris Mayer
- Phone Calls – Carole Higgins
- Touch of Hope – Margie Maurer
- Visitation – Dorinda Hughes

Support Services – Coordinator

- Communion Prep (Church Service) – Carol McFadden
- Communion Service (Homebound) – Doug Stormzand
- Funeral and Memorial Service Meals – Sheryl Matthews
- Meal Support – Diane Missler
- Name Tags – Matt Higgins
- Special Needs – Bud Cashwell
- Transportation – Bud Cashwell
- White Rose – Sheryl Matthews

Deacon Representatives attend various church committee meetings

- Christian Education – Laurie Gentinne
- Finance – Bud Cashwell
- Nominating – Anne Witkowski
- Outreach and Mission – Doug Stormzand
- Personnel – Matt Higgins
- Property – Diane Missler
- Worship and Arts – Carole Higgins

Our Parish Nurse, Chris Mayer, provides the Deacons with monthly concerns and status reports of those in need in our church family. The Touch of Hope coordinator, Margie Maurer, has agreed to join the Board of Deacons to provide progress reports on the TOH ministry goals and activities.

Parish Nurse/Health Ministry

The Health Ministry, led by the Parish Nurse, continues to be a practical way to serve our members by providing emotional and spiritual support, as well as education to members and their families during times of difficulty or crisis. It is a collaboration of efforts by staff, Deacons, Elders and other lay leaders, as we come alongside and minister in Jesus' Name.

(Continued on next page)

My primary responsibility is to be aware of those who are having health issues or special needs (physical, emotional, spiritual or social) and to see what the church can do to help support them. I am often a “first responder” when there is an issue going on. I call and/or visit, gather information and then report back to the Pastor to determine what is needed.

Another responsibility is to keep our members informed and up-to-date on health-related information that is of value to them or their families. This occurs through our newsletter, classes, or individual/family visits.

And finally, I coordinate and arrange for opportunities to help our members stay healthier via flu/pneumonia vaccine clinics, blood drives, grief support courses, Bible studies, etc.

Over the past year, I have made over 550 contacts with our members or those in the community seeking assistance, either via phone or in person. And I am working harder to engage more people in pastoral care through training sessions.

If you have any specific needs, would like some training in a particular area, or desire to engage in serving our members more, you can contact me via my cell at 313.575.5853 or email me at cmayer83@gmail.com.

Card Making Ministry

Our church has a dynamic ministry of caring for our members through making and sending handmade greeting cards. We are called “*First’s Impressions*” and we have been making cards for almost 20 years! Besides making and sending “get well,” “thinking of you” and “sympathy” cards; 5 times per year, we create and send holiday cards to those who need “special care” or are homebound (20-25 people). This past year, we had 7-10 people helping us each month, and we made and sent over 250 cards! People who receive these cards often comment on how wonderful it is to be “remembered by the church,” and in such a personal way. 😊

If you are creative (or would like to be creative), and like to make new friends, consider joining us on the 2nd Monday of the month from 10 am -12 noon, upstairs in room 14, or contact Chris Mayer @ cmayer83@gmail.com / (313) 575-5853. NO Experience is required and bring a friend.

Touch of Hope Ministry

The Touch of Hope Ministry is a subcommittee of The Deacons and provides support to screened and selected families. Touch of Hope enables church members to become involved in a ministry that touches the lives of local families in need of assistance. The ministry has grown to the point that tasks are shared among volunteers. A goal for 2018 is to continue encouraging volunteers to use their time and talents in a variety of ways to make the ministry stronger, while receiving satisfaction doing God’s work. Many of our present families are having medical, financial and life changing difficulties. We ask you to pray for our families as they face life’s challenges. Please pray also for God’s hand in our future planning and whether He leads you to further involvement in the Touch of Hope Ministry.

(Continued on next page)

The ministry presently has 15 families. We have continued stronger relationships with families and continue to monitor need appropriateness. The ministry's family support includes Easter donations of food and paper products, back to school support, and Christmas support. The Christmas ministry includes angel adoption by congregation members to provide personal gifts and distribution of donated and purchased food. The monthly grocery shopping by church members for some of our families has been a blessing to various families involved; more volunteers are needed to donate to this aspect of the ministry. Emergency needs for many families have been met. The estimated value for 102 Christmas angels donated was \$2,715. The ministry's increased success is due to participation by the congregation and the work of dedicated family sponsors and other church members who consistently support the ministry with time, talents, and funds. The ministry is in need of monthly grocery shoppers and people willing to help with the various Touch of Hope offerings. Thank you to all who have contributed to a successful year.

Margie Johnston-Maurer – Touch of Hope Coordinator

**The Deacon Board Annual Report Respectfully Submitted By,
Jo Ann Cashwell, Moderator**

**THE FIRST PRESBYTERIAN CHURCH OF DEARBORN
YEAR 2018 FINANCIAL SUMMARY
OPERATING INCOME & EXPENSE
PERIOD ENDING DECEMBER 31, 2018**

INCOME	YTD Actual	Annual Budget	Variance	%
Offerings & Pledges	456,676.00	424,586.00	32,090.00	7.6
From Endowment	106,276.00	106,000.00	276.00	0.3
All Other	46,695.00	30,000.00	16,695.00	55.7
Transfer from Equity Reserves	4,246.00	5,150.00	(904.00)	(17.6)
Total Income:	613,893.00	565,736.00	48,157.00	8.5
EXPENSE/DISBURSEMENTS:				
Finance Committee	80,332.00	84,850.00	4,518.00	5.3
Session	231.00	250.00	19.00	7.6
Property Committee	104,112.00	117,600.00	13,488.00	11.5
Christian Education	4,557.00	6,220.00	1,663.00	26.7
Outreach Committee	27,079.00	29,650.00	2,571.00	8.7
Worship & Arts Committee	7,755.00	12,733.00	4,978.00	39.1
Deacon Committee	431.00	900.00	469.00	52.1
Personnel Committee	332,192.00	328,050.00	(4,142.00)	(1.3)
Total Expense/Disbursements:	556,689.00	580,253.00	23,564.00	4.1
 \$ Surplus/(Deficit):	 57,204.00	 (14,517.00)		
 % Surplus/(Deficit):	 9.3%	 -2.6%		

**THE FIRST PRESBYTERIAN CHURCH OF DEARBORN
2018 CALENDAR YEAR FINANCIAL REPORT
2019 APPROVED BUDGET**

	2018 ACTUAL	2018 BUDGET	2019 BUDGET
OPERATING INCOME:			
Offerings & Pledges	\$456,676	\$424,586	\$425,661
From Endowment	\$106,276	\$106,000	\$105,400
All Other Income	\$46,695	\$30,000	\$30,000
Transfers from Equity Reserves-Designated	\$4,246	\$5,150	\$0
TOTAL OPERATING INCOME:	<u>\$613,893</u>	<u>\$565,736</u>	<u>\$561,061</u>
OPERATING EXPENSE:			
TOTAL OPERATING EXPENSE:	<u>\$556,689</u>	<u>\$580,253</u>	<u>\$610,369</u>
\$Surplus/(Deficit):	\$57,204	(\$14,517)	(\$49,308)
%Surplus/(Deficit):	9.3%	-2.6%	-8.8%

2019 Terms of Call for Reverend Christopher Thomas

Cash Salary	\$51,651.58
Housing Allowance	<u>\$20,000.00</u>
Total Salary	\$71,651.58

In addition to the above, the church pays 37% of total salary to the Board of Pensions (pension, medical, death & disability benefits), 7.65% Social Security Allowance, \$1 632.36 dental premium, \$2,500 medical deductible reimbursement, and reimburses certain budgeted business expenses (auto mileage, continuing education, books, dues) as incurred.

