



- 2018 -

FIRST PRESBYTERIAN CHURCH
ANNUAL REPORT

Presented at the Annual Meeting on January 28, 2019

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The 2018 Annual Report is also available on our website at www.fpcholland.org.

If you have any questions or would like more detailed information about any of the following reports, please contact Pastor Linda.



A NOTE FROM LINDA

What makes us First Presbyterian Church of Holland?

In this Annual Report, you will see numeric, pictorial, and verbal witness to who we are,

- > from owners of a new-to-us bus,
- > to mission partners with the community,
- > to hosts to a Preschool and a Boy Scout Troop
- > to compassionate carers for one another
- > to worshipers of the God of Jesus Christ, and so much more.

Together we play, create, grow, worship, learn, ride, give. In the sanctuary, we baptize into the covenant life of the church our wee ones, and in our Memorial Garden, we return ashes of those who have “finished the race” to the earth.

It has been my joy and my privilege to now enter my 14th year with you. There’s never a dull moment, and always a joy around the corner.

This last year has been full—

- > embarking on a successful capital campaign;
- > completing an architectural design and building plan thanks to Cornerstone Architects and Lakewood Construction
- > Integrating new temporary staff (Rev. Culpepper) and permanent staff (Publication Specialist Sue Stock, Organist/Accompanist Ross Underberg)
- > and saying goodbye to Erin Drews, Caitlin Boersma, and interns Hillary Roethlisberger and Trey Tirpak.

We laugh together, tear up together, struggle together, celebrate together. Some folks move away, some new travelers arrive. We are a dynamic, welcoming, thriving, community of faith formed and united by the Spirit of our Living God.

We are: First. Presbyterian. Church.





A NOTE FROM CULLY

In December, Chris Urbaniak hosted our Spiritual Growth Council meeting at her home. As I approached the door, I noticed a small garden sign which read,

Life can be a blessing
If you just learn to adapt.

It's from a poem Chris' father, Wallace VanStratt, wrote, and it brought to mind Paul's words:

"God can pour on the blessings in astonishing ways so that you're ready for anything and everything, more than just ready to do what needs to be done."

2 Cor. 9:8 The Message



2018 has indeed been a year full of blessing and adapting. I have had the privilege and blessing of serving God with you in ways anticipated and unanticipated. But that isn't unusual for transitional ministry. What does seem unusual and amazing to me after so many years in interim and transitional ministry is your communal willingness and ability to adapt when circumstances (such as personnel changes) or needs (such as accessibility and welcome) arise. After a year, I still marvel at it. I'm also well aware that it is due largely to the faithful and creative leadership of Pastor Linda and our elders and deacons.

Perhaps on paper FPC looks much like many Presbyterian Congregations of our size. I'm grateful for my "on paper" primary responsibilities even though they shift now and then. I'm also truly grateful for what may not always appear on the surface: the quality of our life together, the breadth and depth of caring relationships among us, and the love that moves out from this place into the life of the world. It has truly been a gift to be a part of "Life at First." Many thanks to you all for your partnership in ministry in 2018. I look forward to our journey together in 2019 as we continue to rely on God's blessings to make us "more than just ready to do what needs to be done" to welcome a new Associate Pastor when the time comes and to continue to be the hands and heart of Christ known as First Presbyterian Church.



YOUTH@FIRST

What did we learn?

*Being Friends, Death by Suicide, World Communion Sunday, "Saints", Vocation,
Being Thankful, Advent & Waiting.*

Activities!

*Laser Tag, Bowling, Halloween with First Presbyterian Grand Haven & Muskegon,
Christ Candle Making, Semester-End Christmas Party.*



2018 at a glance...

8

average youth
attendance at
Mid Time

13

active middle
school & high
school students

7

going to
Triennium in the
summer

FIRST PRES PRESCHOOL

Miss Megan's Class

4-year-olds
M/W/F am:
16 kids

Miss Haley's Class

4-year-olds
M/W/F pm:
9 kids

Miss Lise's Classes

3-year-olds
T/Th am: 16 kids
T/Th pm: 13 kids

54 enrolled students

13 students receive a scholarship from "Ready for School"

7 families benefit from tuition assistance funds

Highlight of 2018 - Jingle Bell Jamboree
at DeGraaf Nature Center
(our biggest fundraiser for the year)

Learn more about the special programs at FPP by visiting: www.fppreschool.org

SPIRITUAL GROWTH & DEVELOPMENT

We encourage spiritual growth through worship, small groups, mission, experience, fellowship, prayer, discussion, and honest questioning.

*Spiritual Growth Council invites you to join us in our work;
and/or if you have new ideas, we would welcome them.*

13

adult
Celebrants for
"Children in
Worship"

26

children
attending
"Children in
Worship"

50

kids/youth/adults
from the
community
participated in
Peace Camp

25

children and
adult volunteers
had fun together
in our 2 "Parents
Day Out" events

100%

Volunteers trained in our
Child Protection Policy



SMALL GROUPS



As connections are made in small groups, they form the foundation for a stronger congregation.

This year the Small Groups Council has continued most of the favorite activities and added some new ones.

We focused on both ends of the age spectrum to provide something new and exciting!

14

people
attending
Bethel Bible
Study

64

average
number of
people who
attended two
"Dinners for 7"

55

number of
attendees at
the favorite
August Shrimp
Boil

3

dinner and
theater outings
where 12-35
people
participated

THANK YOU FOR COORDINATING SMALL GROUPS!

Dinners for 7: Chris Urbaniak >> **Hannah Circle:** Jauanna Jackson >> **Men's Book Group:** Larry Lynn >> **Miriam Circle:** Bev Plagenhoef >> **2nd Friday Night Film Group:** Jack Hyde >> **Yoga:** Gwen Boeve >> **Women's Retreat:** Bonnie Cowie >> **Women's Book Club:** Bev Plagenhoef >> **Midtime Ministries:** Rev. Katherine Culpepper >> **Men's Discussion Group:** David Ford >> **Bethel Bible Series:** Judy Faber >> **Dinner & Theater Group:** Chris Urbaniak >> **Chick Flick Outing:** Elaine Evenson >> **Young Families:** Chris Urbaniak

SMALL GROUPS



We bought a bus! On Sundays we currently pick up groups from Freedom Village, and this winter we'll expand to Warm Friend. The bus also allows seniors to easily attend the Senior Breakfasts and Christmas Eve service. As an added benefit, the bus allowed us to transport our Youth Group to the Halloween party held at the Grand Haven Presbyterian Church.

For Young Families: We planned an event (mostly free) on the 3rd Saturday of each month where they could get together and enjoy playing and visiting with each other. **We went to the Critter Barn, Central Wesleyan indoor playground, Moran Park, "Stuart Little" play at HCT, Zeeland splash pad, Timbertown, and apple picking at Crane's.** We helped with child care on 2 occasions: one at church so parents could have an outing "alone" and one was reimbursed babysitting so that they could participate in "Dinners for Seven."



NEW in 2018: Bethel Bible Study has been reborn with about 14 people attending.

Flicks for Chicks has been organized by Elaine Evenson. These spur of the moment gatherings have been a lot of fun!

We had the **tried-and-true** favorites continue this year. **All members of the church are invited to participate** in these options:

- **FOR MEN:** Monthly Book Club, a bi-weekly Friday morning Discussion Group, and a fun Golf League.
- **FOR WOMEN:** Monthly Miriam & Hannah Circles studying "I Am With You", Lenten & Advent Luncheons; Book Club Sunday afternoon; Yoga meets every Tuesday, and a highlight is the annual Women's Retreat in February for a weekend at Camp Geneva.
- **ALL ADULTS:** we had 2 Dinners for 7 with 64 people meeting in 9 homes; 3 Dinner & Theater outings where 12-35 people participated each time; the favorite August Shrimp Boil at the Fabers was attended by 55 people; Lenten Study Groups met for discussions; Food for Thought took a break for a while but will be back January-May 2019! It's always an interesting movie with even more interesting information and discussion led by Jack Hyde. We've offered bus pick-up for seniors who would like to attend this evening event.

PRESBYTERIAN WOMEN

Presbyterian Women Life Awards were presented to two women of our congregation who support the work of PW: Chris Urbaniak and Rev. Linda Knieriemen. Both women generously embody the gifts of the Holy Spirit in their seen and unseen work that enhances the worship and fellowship of First Presbyterian Church, Holland MI.



500

\$500 was raised for the PW Birthday Offering that supports a mission opportunity not funded by the General Assembly of the PC(USA).

2

Circles (Hannah & Miriam) that meet once per month

1

Year-long Bible Study: "God's Promise: I am With You"

We have **directed funds to Presbyterian Disaster Assistance twice to help with communities hit by hurricane damage.**

We made another gift to PDA to honor the work of Rev. Katherine Culpepper.

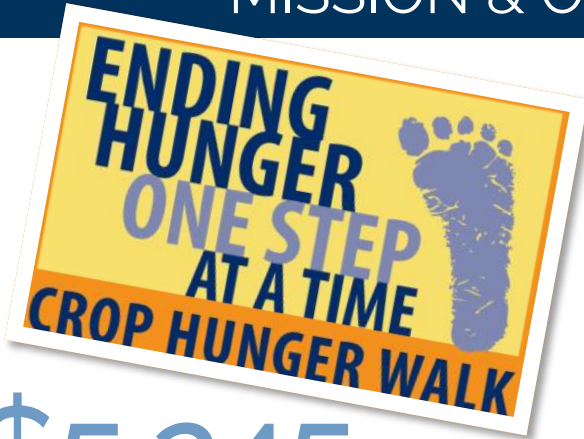


\$1000

PW Serving as Information Guides during Tulip Time, raised \$1,000 for the scholarship fund at our Presbyterian Preschool.

For the first full year of a change to a calendar fiscal year, Presbyterian Women had a balance of \$7,586 at the end of October.

MISSION & OUTREACH



\$5,245

raised for the Crop Walk

\$60,000

distributed for local
and PC(USA) global Mission

\$3,000 scholarships
provided to
Pre-school and Peace Camp

1 new (to us!) bus to
facilitate outreach and
church membership

2 Empty the Pallet Weeks
raising \$4,300

10

local ministry partners:
*ACTS Holland, Center for
Women in Transition,
Community Action House, Good
Samaritan Ministries, Holland
Free Health Clinic, 70x7 Life
Recovery, Kids Food Basket,
Escape Ministries, Children's
Advocacy Center, Lakeshore
Habitat for Humanity,
and others.*



WORSHIP & THE ARTS

We are worshipping, serving, and living with a fresh vision of God's vibrant energy and grace for all.



- >> 1 new soundboard and sanctuary speakers
- >> 8 unique displays in the Art Alcove
- >> 42 30 vocalists + 12 instrumentalists who share their gifts



In 2018, the Worship and the Arts Council added a new soundboard and speakers to the sanctuary for clearer content both vocally and musically. We have a new usher manual and a training seminar to provide our volunteers a clear understanding of the duties and responsibilities required for the position.

The Worship and the Arts Council decorated the sanctuary to complement the various liturgical themes throughout the year, especially during Pentecost, Lent, and Advent.

With worship trends changing, the Council will continue to strive for new and innovative ways to ensure that First Presbyterian will continue to grow and thrive. Over the last year, we have begun a more focused dialogue regarding these trends and what they mean to us. Our ongoing commitment to provide a secure and meaningful worship experience for our guests and members is paramount for First Presbyterian to be “A Place for All.”



CONNECTIONS

The Connections Council works toward the goal of **strengthening relationships with one another and with God** by building connections...connections between generations, connections with visitors to FPC, and connections with new and long time members of our congregation.

70

volunteers who
staff the M&M Café

98

volunteers who
welcome & greet



DEACONS



"The meals were delicious, plentiful, and so very welcome. It was wonderful not to have to be concerned over how we were going to eat. It is also good to know that we are a part of a caring Christian community. Thank you so much!"

4

care teams including
Handy Workers,
Transporters, Nourishers,
and Comforters

10

deacons

35

cards sent

2

special events
(Christmas Senior
Brunch & Senior
Summer Picnic)

54

visits



DEACONS



Big changes were made in how the FPC deacons are meeting the needs of our congregation. Under the guidance of seminary intern Hillary, we have trimmed from 15 deacons to 10. Rather than deacons being assigned to members in geographical parishes and asked to handle concerns and requests of all types, we now specialize.

Our new format consists of Care Teams headed by deacons and assisted by member volunteers. We have four teams: Handy Workers, Transporters, Nourishers, and Comforters. Susan Kehrer is the administrator of our Care Teams working to follow up with congregational needs. Intern Brigitte is sharing her wisdom as we continue to improve our process. We use software called Servant Keeper to help coordinate requests and line up volunteers. **A request for help can be made by calling either the church office, or Rev. Linda, or by sending an email to deacons@fpcholland.org.**

The deacons hosted two events for the congregation's senior members and friends. On July 11, we enjoyed picnic food at the Senior Picnic. Musical entertainment was by the Holland Windmill Chorus. On December 8, we held our annual Christmas Senior Brunch. There was hearty breakfast food followed by a handbell concert performed by the handbell duo, Carla and Larry.

STEWARDSHIP

Blessed TO BE A **BLESSING**

2017

201 giving units
contributed \$528,085

2018

189 giving units
contributed \$488,961

2019

budget \$494,895
with contributions from
187 giving units

*Thanks
to all
for your
faithful
support!*



- Pledges received — \$1,091,427 over three years
- Fulfilled in 2018 — \$541,983



A PLACE FOR ALL— CAPITAL CAMPAIGN

The Capital Campaign team was formed at the end of 2017 to raise the financial support to accomplish the building renovations as the last piece of the 2014 Strategic Plan.

Our first goal was to hire an outside consultant to guide us in running a successful campaign. John Laster from Horizon Stewardship was hired in 2018.

A Place for All is structured on these values:

Growth – numerical, spiritual, program

People – infants to youth to older adults

Safety – accessibility, safety, security

Partnerships – ministry connections and shared space with community groups

Efficiency – wise and effective utilization of space

Environment – FPC understands that God’s welcome is communicated not only by spoken theological convictions, but also by a physically inviting and comfortable environment.

The team members’ leadership plus engagement from the congregation led to a very positive campaign. What a blessing from all!

To date:

\$1,091,427 in commitments received

\$541,983 of the pledges received

\$122,166 spent toward the project

A Place for All Capital Campaign Committee: Don Cowie, Steve Gardiner, Sarah Glover, Linda Knieriemen, Bob Knittel, Krish Knittel, Tom Urbaniak, Mark VanOostenberg, with support from FPC staff Sheri Harris and Karla Kammeraad-Bos.





BUSINESS & BUILDING



This year the business and building council continued to oversee grounds and building maintenance. In 2018 we held off on most investments in updates and improvements to the facility, as those will be rolled into the ***"A Place for All"*** building project.



Early in the year a **much needed sound system** upgrade was put in place. Many thanks to Tim Richardson for his work on identifying the needed upgrades and helping to implement the new system.



Computer and technology services were kept current with a **new staff computer** and a **change in IT service providers**.



The Business and Building council will oversee the **Transportation committee**, which has been created to **coordinate and maintain the new bus**. We extend a big thank you to Cassie Kregger, who identified the opportunity to purchase the bus from Escape Ministries, and advocated for this new and exciting part of our ministry.



PERSONNEL

“The purpose of the Personnel Committee is to support Pastor Linda in managing the staff and creating policy for the efficient management of church personnel. FPC is blessed to have a talented and committed staff. It truly does take an entire village to create a friendly, welcoming place of worship that challenges the congregation to grow spiritually.

>> 1 full-time pastor

>> 1 Interim associate pastor

>> 11 part-time staff

>> 15 volunteers providing needed assistance to support staff



Not pictured
Ross Underberg
and Nick Norris.



BOY SCOUTS TROOP 147

43 awesome Scouts **48** fabulous adult leaders **16** outings

**Thank you, First Presbyterian, for giving us a home.
Our journey is better because of you!**

- > **29** Number of scouts earned rank!
- > **9** Number of years scouts have placed flags on graves of Veterans and participated in the Memorial Day Parade.
- > **4** Scouts who earned their Eagle! *(with 4 others oh-so-close)*
- > **7** Awards earned at Outing for Scouting! *Including the Scout Spirit Award!*
- > **658** Number of non-perishable food items collected for the Community Action House during our Scouting for Food campaign.
- > **10** Number of scouts (7) and adults (3) who earned their Polar Bear award.
- > **99** Number of merit badges earned by our awesome scouts!

**As leaders, we are amazed by how much the scouts are learning and growing and by how much we as leaders are learning and growing.
It is truly a blessing to be part of this family and each of us
leaders recognizes that.**

We had 16 outings, including: our annual service project at Sleeping Bear Dunes. This year there was snow!! Also, Summer Camp (week long) with 32 scouts and 12 adults, Mackinac Honor Guard (week long) with 5 scouts and 1 adult, Boundary Waters Canoe High Adventure Trip in Minnesota (week long) with 10 scouts and 8 adults.



CLERK OF SESSION

CHURCH MEMBERSHIP in 2018

New Church Members: 7 | Total Church Members: 432

We celebrate our members who joined in 2018: Jan Brashler, Donna Brendahl, Sandy Buller, Mickey and Neal Harris, Brian and Kathryn Morrow

We celebrate these Baptisms in 2018: Whitney Joy Boeve, Jack Wilder Morrow, Peter Sterner Rund

We celebrate the lives of those who passed in 2018: Catherine Benedict, Sammie Birdsall, Elizabeth Bristol, Lou Bussey, Anne DuMez, Peggy Hart, Ted Heger, Mary Jenkins, Sylvia Jones, Alfred Kane, Dottie Smeenge, Jean Urquhart, Clark Weersing, and Julius VanDyke

RULING ELDERS

CLASS OF 2020

Bill Haines
Chris Urbaniak
Jean Williams
Dave Zessin

CLASS OF 2021

Don Cowie
Bob Gansen
Cassie Kregger

CLASS OF 2022

Mary Bennett
Janet Hostetler
Tim Richardson
Gary Smith
Lauren Stouffer
*Ben DeWaard (1 year)

*Youth Elder at Large

DEACONS

CLASS OF 2020

Keith Hayes
Susan Kehr
Nancy Kreple
Danielle Peterson
Gloria Slaughter

CLASS OF 2021

Sarah Anderson
Liz Hoffswell
Paula Perkins

THANK YOU to our retiring class of 2019 Elders: Stephanie Edwards, Jan Goodwin, Laura McCranner, Chris Olney, Martha Wilson, and *Eli Brown; and Deacons: Linda Avery, Bruce Blitch, Jeanne Gerow, Marcia Lievense, and Paul Van Kolken.



TREASURER

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
INCOME			
Pledge/Plate receipts	\$495,100	\$489,041	\$494,895
TOTAL INCOME	\$505,000	\$506,151	\$516,795
TOTAL EXPENSES	\$505,745	\$499,284	\$516,795
INCOME/(LOSS)	-\$745	\$6,866	\$0

Gazing into the Rear-View Mirror

Treasurer's Report – 12/31/18

Interesting year. Session established a budget knowing of the imminence of a significant capital campaign, wondering – assuming? – that giving was likely to be impacted by this second ask. Would there be a shift of pledging and gifting from day-to-day expenses to new construction?

As it turns out, not so much. Truth is, this is a remarkable feat – to anticipate income so accurately, not even enough to label a rounding error. We are steady and reliable.

We ended the operational fiscal / calendar year with a surplus of \$9,248. Several line-item variables help to account for this small but real positive cash flow, including staffing changes (particularly the resignation of the Associate Pastor) and less than anticipated spending by a couple of Councils. Interestingly, we even paid some expenses for the new bus out of operations. This is all normal budgetary ebb and flow.

We ended the year in quite reasonable financial condition, including the following cash and investment

Your giving statement for 2018 has been mailed to you. This piece includes pledged or envelope giving, as well as special offerings. Thank you for your generosity.

Note that Capital Campaign gifts dated by 12/31, even if received in January, are reported separately.

Please examine the entire giving report and let us know if you have any questions or concerns about our recordkeeping.

In faith,
Tedd Oyler, Treasurer

2018 YEAR END FINANCIAL REPORT

Ordinary Income/Expense

Income

Pledged Receipts	\$489,040.65
Loose Offerings	5,253.62
Interest Income	302.03
Meeting Room Rental	4,367.04
PerCapita	4,552.18
Preschool Rent	<u>2,635.50</u>
Total Income	<u>506,151.02</u>

Expense

Pastor Salary	114,614.26
Associate Pastor Salary	61,706.07
Staff Salaries	127,692.95
Building & Business	73,119.31
Spiritual Growth & Development	9,636.69
Worship & Arts	6,115.67
Connections	6,816.44
Session & Deacons	1,025.74
Transportation	10,217.85
Outreach	64,906.30
Per Capita	<u>12,925.08</u>
Total Expense	<u>497,648.21</u>

Net Ordinary Income 8,502.81

Other Income/Expense

Other Income

Other Income	<u>45,002.36</u>
Total Other Income	<u>45,002.36</u>

Other Expense

Other Expense	<u>46,639.03</u>
Total Other Expense	<u>46,639.03</u>

Net Other Income 1,636.37

Net Income \$6,866.44

ASSETS

ASSETS

Current Assets	
Checking/Savings	
Chemical Bank	577,329.07
Total Checking/Savings	577,329.07
Other Current Assets	
Raymond James Investment Acct	14,389.53
Total Other Current Assets	14,389.53
Total Current Assets	591,718.60
Other Assets	
Certificates of Deposit	90,719.93
New Covenant Mission Fund	381,496.41
New Covenant Building Fund	119,338.90
Total Other Assets	591,555.24
TOTAL ASSETS	1,183,273.84

LIABILITIES & EQUITY

Liabilities	
Current Liabilities	
Other Current Liabilities	
Head of Staff Cont Ed	3,412.69
Walter Pacific Fund	3,000.00
Associate Pastor Cont Ed	800.00
Total Other Current Liabilities	7,212.69
Total Current Liabilities	7,212.69
Total Liabilities	7,212.69
Equity	
Special Mission Offerings	1,992.50
Designated Funds	537,899.58
General Fund Balance	69,369.95
Memorial Fund Balance	8,335.03
New Covenant Mission Fund	381,496.41
New Covenant Building Fund	119,338.90
Unrestricted Net Assets	30,942.08
Reserve Fund	18,175.53
Contingency Fund Balance	1,645.03
Net Income	6,866.14
Total Equity	1,176,061.15
TOTAL LIABILITIES & EQUITY	1,183,273.84

LIABILITIES & EQUITY

2019 BUDGET

Income

Pledged Receipts	\$494,895
Loose Offerings	5,000
Interest Income	3,500
Meeting Room Rental	4,000
Per Capita	6,000
Preschool Rent	3,400

Total Income 516,795

Staff Expenses

Pastor	118,655
Associate Pastor	79,801
Staff Salaries	140,356

Total Staff Salaries 338,812

Other Expenses

Total Building & Business Expenses	70,000
Total Spiritual Growth & Development Expenses	12,000
Total Worship & Arts Expenses	6,000
Total Connections	8,330
Total Session & Deacon Expense	1,550
Transportation	3,000
Total Outreach Expense	63,000
Per Capita	14,104

Total Other Expenses 177,984

Total Expenses 516,795

Net Income \$0

2019 TERMS OF CALL

Linda Knieriemen, Head of Staff

	<u>2018</u>	<u>2019</u>
Salary	\$51,126.30	\$53,226.58
Housing	24,969.60	25,000.00
TOTAL Salary	<u>76,095.90</u>	<u>78,226.58</u>
FICA offset	5,821.34	5,984.33
Pension/Health	27,775.00	28,943.84
Continuing Education	1,500.00	1,500.00
Books	2,000.00	2,000.00
Professional Expense	2,000.00	2,000.00
TOTAL Reimbursable and Allowances	<u>39,096.34</u>	<u>40,428.17</u>
TOTAL COMPENSATION	<u>\$115,192.23</u>	<u>\$118,654.75</u>

2 weeks study leave including 2 Sundays

5 weeks vacation including 5 Sundays

3 months Sabbatical leave will be available after 7 years of service

Automobile expenses are to be vouchered and reimbursed at the current 2018 IRS rate of \$.545 per mile

At First Presbyterian Church, we...



*"Worshipping, serving, and
living with a fresh vision of
GOD's vibrant energy and
GRACE for all."*



first presbyterian church

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