



FIRST PRESBYTERIAN CHURCH 2019 ANNUAL REPORT

Presented at the Annual Meeting on January 26, 2020

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The 2019 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

“Hold your breath.” ... (pause) ... “You can breathe now.”

That’s the feeling which I sense permeated our lives as 2019 ended and 2020 began.

Our collective body wasn’t prone in a CT scan machine; in fact, we were peddling like mad:

- In **February**, sledgehammers began knocking down walls and earthmovers excavated for a new elevator. The front entrance was barricaded, and worshipers became familiar with the Preschool entrance and the Pastor’s office door.
- In **April**, the Associate Pastor Nominating Committee reported their choice of the Rev. Paul Van Kempen as Associate Pastor and you joyfully concurred.
- In **June**, steelworkers and masons and electricians were at work with infrastructure. The Third Annual Peace Camp hosted by our neighbors at Grace Episcopal Church thrived with the most campers ever. We said goodbye to Interim Associate Pastor Cully Culpepper.
- In **July**, we welcomed Paul, Shanna, Ben, Ian and then infant Ellarie Van Kempen. A breath of fresh air and a perfect fit!
- In **September**, the 8:45 worshippers felt the Spirit of God in inspiring music— a new concert grand piano, and a classical flute, cello, piano trio.
- In **December**, the construction walls came down, the back lit stained glass windows were revealed, and the new North Entrance reopened!



No, we’ve not been stationary this year. In fact, we’ve been all shook up! Now it’s time to take a deep breath, collect ourselves, and move on to the next phase of our lives together.

I am grateful for all of you. The dreamers, the planners, the workers, the pray-ers, those who bring life and joy and caring, music and celebration to our life together within these walls. Thank you.

May 2020 be a year of living into our new spaces, worshiping with both new and familiar faces and breathing deeply of Spirit who longs to shower this congregation with energy and grace.

~ Linda Knieriemen

A NOTE FROM PAUL

I have always liked New Year's Day. It is the only holiday where self-reflection and self-improvement are baked into the celebrations. We don't reflect on our lives and how we can better ourselves on Independence Day or Arbor Day, but on New Year's Day there is an expectation and a tradition to think about the past year and the dream about the year to come. We make resolutions. We prepare for a fresh start. It is quite a lovely tradition.

This annual report, in many ways, is similar to our reflections on New Year's Day. We look back at the past year, we remember our successes, our journey, our joys and our sorrows. But it is also an opportunity to look to the future and to try to think of ways that we can better ourselves - to make resolutions, so to speak.

In that spirit, here are some "resolutions" I am excited to be working on in this new year:

- Increasing youth involvement in all aspects of church ministry
- Restarting the Highlanders group (or a group similar to this)
- Using our new beautiful labyrinth well
- Engaging the youth in meaningful service opportunities (including a mission trip)
- Increasing engagement at Midtime
- Increasing knowledge of and engagement with our outreach partners.

That list is not comprehensive, nor is it in any particular order. Maybe you can help me work toward these things. I am already excited for the end of next year when we can reflect on our joys and successes and continue dreaming about the future together.

~ Paul



New year's reflections & resolutions



Youth movie night

YOUTH@FIRST

- 17 Youth participants and 51 adult church members participated in youth group activities on Sunday evenings during 2019.
- 6 High school youth attended Presbyterian Youth Triennium in July at Purdue University.
- During construction while the youth room was not available for use, youth met in many church member homes and got to know many of you...thank you for your hospitality and generosity!
- Youth partnered with Outreach Council to assist with Empty the Pallet and the annual CROP Walk.
- A new Youth Council, composed of youth and adults, was formed to help shape and guide youth ministry at FPC



Empty the pallet



Youth heading to Triennium

FIRST PRES PRESCHOOL

28 4-year old students + 25 3-year old students
= 53 Enrolled students



- 9 Students receive a scholarship from “Ready for School”
- 10 Families benefit from tuition assistance funds
- 8 Number of Enrichment students

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



Fun at school

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
If you have new ideas, we would welcome them.**

- 25 children involved in Worship Center
- 13 Celebrants involved in Worship Center
- 15 Participants in the 2019 Women's Retreat, "***Anchor in the Storm***" at Camp Geneva
- 33 Kids and 44 adult volunteers respectively who participated in Peace Camp June 24-28. FPC partnered with Hope Church, Grace Episcopal Church, Boys and Girls Club, ACTS, Lakeshore Women for Peace, and Holland Openly Secular Alliance to help children in our community explore and practice peacemaking
- Adult Midtime met weekly exploring the Lord's Prayer, FPC's updated value statements, and learning/singing and discussing Spirituals
- Participants in an Advent Labyrinth retreat at FPC in the newly finished Fellowship Hall



Advent labyrinth event



Youth participation

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!

- 4 Dinner and theatre outings
 - 35 Participants in a progressive dinner
 - Lenten small groups met in homes and at FPC to study the Lord's Prayer, including an inter-generational youth and adult group.
 - Young Families monthly meetings including pizza in the park, Critter Barn, play at Timbertown, the Zeeland splash pad, apple picking, and parents' day out.
- **SMALL GROUPS FOR MEN:** Monthly Book Club, Friday morning Discussion Group.
 - **SMALL GROUPS FOR WOMEN:** Monthly Miriam & Hannah Circles studying "Love Carved in Stone", 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.



Critter Barn



Young families at Dunton Park

SMALL GROUPS

- We had a successful first full year providing Sunday second service bus transportation for residents of Freedom Village and recently added a pick-up at Warm Friend responding to their request.
- For special services, we have fulfilled a request for a wheelchair pick-up at Appledorn, too.
- We have 4 committed duos (Petersons, Richardsons, Kreples, and Kregger/D'Addona) that drive and assist each month with 2 others (Haines & Urbaniaks) as back-up.
- We also have used the bus for youth activities Sunday evenings.
- We hope to expand the bus use in 2020 to include excursions outside of Sundays.

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 >> **Salsa Dancing:** Belinda >> **Women's Retreat:** Bonnie Cowie >> **Women's Book Club:** Bev Plagenhoef >> **Midtime Ministries:** Rev. Paul Van Kempen >> **Men's Discussion Group:** David Ford >> **Dinner & Theater Group:** Chris Urbaniak >> **Young Families:** Chris Urbaniak and Cassie Kregger



Shrimp boil



FPC Bus

PRESBYTERIAN WOMEN

GLOBAL

- Mission Fund gift to Presbyterian Women and PLM Serve programs around the world and in our region.
- Least Coin is an ecumenical, global ministry based upon our giving at the time of personal prayer.



NATIONAL

- Support given for Presbyterian Disaster Assistance at times of disaster needs.
- Mother's Day card program funds go to women and family programs in the PC(USA). One final time in 2020 as our current stock will not be resupplied.

LOCAL

- *Resilience: Advocates for Ending Violence* (formerly CWIT)
 - Underwear donations at Christmas
 - May Basket donations for personal items/gift cards
 - Thank gifts to local speakers which they shared in turn.



CONGREGATIONAL

- Travel expenses support six teens and chaperones for 2019 Youth Triennium
- Created a funding resource for women of FPC Holland to attend retreats and conferences
- \$100 to support the Blanket Month at FPC



MISSION & OUTREACH

11 Local ministry partners:

ACTS Holland, Resilience, 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, Out on the Lakeshore and others.

- \$60,000 distributed for local and PC(USA) global mission
- 2 Empty the Pallet Weeks raising \$4,200
- Over \$3,000 in scholarships provided to FPC Preschool and Peace Camp.



**First Presbyterian
Preschool**

PEACE CAMP

Weaving a World of Peace » 2019

Listen
Imagine
Cultivate
Inclusive
Community
Inspire
Think
Communicate
Thoughtful
Cooperate
Reconcile
Courage
Truth
Justice
Hope
Grow

Care
Forgive
Recycle
Kindness
Encourage
Share
Love



New Outreach kiosk



Out on the Lakeshore

WORSHIP & THE ARTS

Worship Council seeks to enable our pastors to provide a meaningful worship experience for members, friends, and guests of the First Presbyterian Church of Holland.

- 1 New Associate Pastor
- 3 Classical Musicians
- 171 Worship Council Volunteers

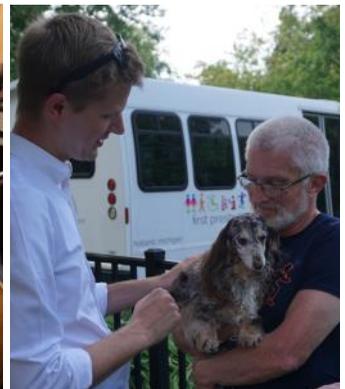
With the talent and commitment of the choir and instrumentalists, sound board, liturgists, ushers, Communion preparers and servers, and Worship Council members, our church has experienced services enhanced by scripture, meditation, prayer, and music. God's creation was celebrated in August at the Outdoor Discovery Center and then in the fall with the Blessing of the Animals.

A chamber music trio of flute, cello, and piano has been included in our early service several Sundays a month adding a meaningful and beautiful element to our worship. New musical opportunities are being created with the purchase of a quality piano that is now in its permanent place in the sanctuary.

FPC is a worshipping congregation that is, ***A Place for All!***



Classical trio



Blessing of the animals

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 Cafe
- 98 Volunteers who welcome & greet



Palm Sunday

Easter brunch

DEACONS

FPC Deacons strive to serve Christ through ministering to the needs in our church family.

- 4 Care teams including Handy Workers, Transporters, Nourishers and Comforters

Transporters – Coordinate rides for the many members of our congregation who need help getting to church or to doctors' appointments.

Nourishers - Arrange for meals to members who have had surgery or are coping with illness; organize two special events for seniors each year.

Comforters – Coordinate visits to the homebound and shut-in members of our congregation, deliver books and prayer shawls, and send birthday cards to seniors and children, as well as sympathy, get-well, thinking-of-you, and new-baby cards.

Handy Workers – Help those in our church family who need assistance with home repairs and maintenance.



Blessing Deacons & Elders



Summer Senior BBQ

DEACONS

- 2 Special events; Christmas Senior Brunch and Summer Senior BBQ

- Besides deacons, there are many members of the congregation who are serving on our teams and making a real impact. We'd love to have more volunteers!
- A request for help from the deacons can be made by contacting the church office, or Pastor Linda, or by emailing deacons@fpcholland.org



Senior Christmas Brunch

STEWARDSHIP

Giving – thanks to all

- 2017 – 201 Giving Units contributed \$528,085
- 2018 – 195 giving units contributed \$490,044
- 2019 – 187 giving units contributed \$459,581
- 2020 budget – 178 giving units contributing \$458,258

Big Book

- 65 “Possibilities” submissions sorted by category and turned over to Session for action
- All submissions will soon be available in a pamphlet for members to pick up
- Never too late for new ideas to submitted to the church office

Service – an active congregation

- 60 responses to the volunteer survey reporting service over a four-week period
- 1,756 service hours reported
 - FPC volunteer service – 821 hours
 - FPC Outreach service agencies – 217 hours
 - Other local area and private volunteer service – 718 hours



A Place for All

- Pledges received over three years - \$1,112,191
- Fulfilled through 12/31/2019 - \$876,337 (79%)



A PLACE FOR ALL - CAPITAL CAMPAIGN

It was a long year for our, *A Place For All* Construction project - filled with starts, stops and delays. But it's finally over. Let's do a brief review.

- 6-8: The number of people the new elevator will carry either down to the renovated lower level or up to the narthex level. Accessibility has been a key theme of the remodel project.
- 0: The number of dollars our project was over budget in our contract with Lakewood Construction!

COMPONENTS OF OUR PROJECT:

- New north entrance with exterior canopy for sheltered drop-off
- Elevator to lower level and narthex; access ramp to chancel and improved access to choir loft
- Expanded narthex reducing bottle necks and improving circulation
- South entrance and stair with new windows on exterior wall making access to the lower level more inviting
- Enhanced security and technology
- Arts and worship room—room for choir robes and sink for communion prep
- New and refurbished movable partitions in lower level to improve flexible space use
- New light panels behind the stained glass windows in sanctuary to replace the natural light lost in the new construction
- Addition of a Mission and Outreach kiosk to highlight the work of community partners and volunteer opportunities
- Fresh furnishings including new carpet, lighting and paint in renovated areas
- Worship Centers relocated to be together in the lower level simplifying drop-off and pick-up for families
- Renovated Fellowship Hall with new flooring including a prayer labyrinth
- New Family Restroom in lower level with accessible toilet, shower, washer and dryer
- Improved storage area for Boy Scouts

Next Steps - all of our committees, councils, staff, etc. have been challenged to find ways that our renovated facility can better serve not only our members but our community.

Special thanks to committee member Jon Kreple who visited the project almost daily to oversee activities and handled a myriad of tasks on behalf of the church.

Construction Committee members: Larry Briggance, Sandy Peterson, Bill Haines, Jon Kreple, Larry Grinwis, Linda Knieriemen

BUILDING & BUSINESS

- 2019 was a year of watching the progress of **A Place for All** building project. While so much was going on in the building, the Building and Business council worked to ensure items that were outside the scope of the building project were addressed.
- Late in the summer of 2018 the air conditioning units in the sanctuary and the east wing needed repair. These repairs were put off through the winter, and took place in the spring of 2019 so they could occur in conjunction with installation of new equipment in the building project, saving additional deployment costs.
- The building project saw much destruction of the grounds around the building, and late in the summer, the committee allocated funds to install new landscaping and upgrade and repair the sprinkling systems where they were affected by construction.
- Although more work was completed on the roof in an attempt to take care of leaks, we continue to see marks on new ceiling tiles and this will be a priority for 2020.



Construction crew and youth

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 Senior Pastor
- 1 Associate Pastor
- 10 Part-time employees
- 15 Volunteers providing assistance to support staff



Not pictured
Ross Underberg
and Nick Norris.



BOY SCOUT TROOP #147

Thank you, First Presbyterian family, for all your support over the many years you have given us a home. Our troop is truly blessed to call First Presbyterian "home".

- 33 Awesome scouts
- 37 Fabulous leaders
- 14 Outings
- 25 Number of scouts earned rank!
- 3 Scouts earned 5 Eagle Palms.
- 7 Scouts attended Mackinaw Honor Guard.
- 4 Scouts who earned their Eagle! (with 2 others oh-so-close)
- 2 Scouts attended National Youth Leadership Academy in Washington D.C
- 275 Hours of service to the community including collecting non-perishable food for Community Action House, placing flags at Pilgrim Home cemetery, and assisting at Sportsman for Youth
- 931 Miles hiked by our scouts and leaders.
- 163 Number of merit badges earned by our awesome scouts!
- 4 Number of outings including: Our annual service project at Sleeping Bear Dunes, Summer Camp at Cole Canoe Base, Mackinaw Honor Guard and High Adventure Backpacking Trip to the Porcupine Mountains.



Summer Camp 2019

CLERK OF SESSION

CHURCH MEMBERSHIP in 2019

New Church Members: **12** | Total Church Members: **405**

We celebrate our members who joined in 2019: Carleen Bauer, Kurt Bauer, Sue Bohlander, Noah Brown, Eli Edwards-Parker, Kyle Magennis, Andrew McMaster, Kim McMaster, Tom Rund-Scott, Shanna Van Kempen, Sue Carpenter, Colleen Roddy. Jeff Holmes has been approved by Session, will be received upon baptism, and will be added to the permanent record books in 2020.

We celebrate the Baptism in 2019 of Ezra Scott VanderMeer Howell.

We celebrate the lives of those who passed in 2019: Alice Joy Anderson, Gerry Fuller, Priscilla Klerekoper, Sylvia Kraai, Judy Phillips, Gene Scholten, Stanley Stynes.

RULING ELDERS

CLASS OF 2021

Don Cowie
Bob Gansen
Bill Haines
Cassie Kregger
Ben Dewaard —
Youth Elder at Large

CLASS OF 2022

Mary Bennett
Janet Hostetler
Tim Richardson
Gary Smith
Lauren Stouffer

CLASS OF 2023

Mary Hoffman
Andrew McMaster
Paula Perkins

DEACONS

CLASS OF 2021

Janet Haines

CLASS OF 2022

Marianne McBeth
Liz Hoffswell
Sarah Anderson

CLASS OF 2023

Gloria Ford
Sarah Glover
Vern Hostetler
*Rev. Jen Rund-Scott

*Serving in capacity of Deacon, as her status is Minister of Word and Sacrament

Thank you to our retiring class of 2020 Elders: Chris Urbaniak, Jean Williams, Dave Zessin., **and Deacons:** Keith Hayes, Susan Kehrer, Nancy Kreple, Danielle Peterson, Gloria Slaughter, and Paula Perkins.

TREASURER

	2019 BUDGET	2019 ACTUAL	2020 BUDGET
INCOME			
Pledge/Plate receipts	\$499,895	\$477,588	\$458,458
TOTAL INCOME	\$516,795	\$493,867	\$496,805
TOTAL EXPENSES	\$516,795	\$503,020	\$506,991
INCOME/(LOSS)	-\$0	\$9,153	\$10,186

Moving parts. Lots of moving parts around here these last many months.

- Capital campaign and disruptive construction
- Part-time Associate Pastor and called Associate Pastor
- Out with a lot of our furniture, in with new

And we not only survived, we thrived. Not all change is good, but these changes surely were.

'Tis my responsibility now to help explain how all the numbers worked. This has to do with checking on the efficacy of our tools.

And here is a simplified comparison between the 2019 budget and actual accounting, excluding any capital campaign numbers:

	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>
INCOME	\$516,795	\$493,868

In other words, we received about \$22,928 less than originally estimated.

	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>
EXPENSES	\$516,795	\$503,020

In other words, we ended the operational fiscal / calendar year expending about \$9,000 more than we received. We used savings to cover the deficit.

This constitutes my last report to you as your Treasurer. My term ends January 31, 2020. Bob Knittel has been elected to succeed me. Thank you for the honor of serving.

You are blessed to be blessings,
Tedd Oyler,
Treasurer

2019 YEAR END FINANCIAL REPORT

Ordinary Income/Expense

Income

Pledged Receipts	\$472,055
Loose Offerings	5,533
Interest Income	3,514
Meeting Room Rental	4,585
PerCapita	5,358
Preschool Rent	2,823
Total Income	<u>493,868</u>

Expense

Pastor Salary	115,927
Associate Pastor Salary	41,925
Interim Associate Salary	36,461
Staff Salaries	132,868
Building & Business	74,437
Spiritual Growth & Development	7,987
Worship & Arts	4,946
Connections	5,567
Session & Deacons	1,310
Transportation	1,757
Outreach	65,898
Per Capita	14,068
Total Expense	<u>503,152</u>

Operating Income (9,285)

Other Income (46,368)

Other Expense 42,236

Net Income (9,153)

ASSETS

ASSETS

Current Assets

Checking/Savings	\$156,381
Raymond James Investment Acct	1,915

Total Current Assets 158,296

Other Assets

Certificates of Deposit	90,912
New Covenant Building Fund	457,226
New Covenant Mission Fund	173,285

Total Other Assets 721,423

TOTAL ASSETS 879,719

LIABILITIES & EQUITY

Current Liabilities

Head of Staff - Cont Ed	2,796
Total Current Liabilities	2,796

Total Liabilities 2,796

Equity

Special Offerings	1,080
Designated Funds	7,391
Capital Campaign	103,717
Memorial Fund Balance	3112
New Covenant Mission Fund	457,226
New Covenant Building Fund	173,285
Arts & Music Fund	15,115
Unrestricted Net Assets	125,149
Net Income	(9,153)

Total Equity 876,922

TOTAL LIABILITIES & EQUITY \$879,718

LIABILITIES & EQUITY

Capital Campaign Detail

Funds Received	876,337
Funds Dispersed	<u>1,192,248</u>
Receipts net of Disbursements	(315,911)
Capital Loan Draw	425,000
Capital Loan Interest	<u>(5,371)</u>
Capital Campaign Fund Balance	<u>103,717</u>

2020 BUDGET

Income

Pledged Receipts	\$458,248
Loose Offerings	5,000
Mission Fund Earnings	16,657
Interest Income	3,500
Meeting Room Rental	4,000
Per Capita	6,000
Preschool Rent	3,400
Total Income	496,805

Staff Expenses

Pastor	120,028
Associate Pastor	83,730
Staff Salaries	125,827
Sabatical Coverage	2,000
Total Staff Salaries	331,585

Other Expenses

Total Building & Business Expenses	70,000
Total Spiritual Growth & Development Expenses	10,750
Total Worship & Arts Expenses	5,500
Total Connections	6,750
Total Session & Deacon Expense	1,200
Transportation	3,000
Total Outreach Expense	63,000
Per Capita	15,206
Total Other Expenses	175,406

Total Expenses 506,991

Net Income \$ (10,186)

2019 TERMS OF CALL

Linda Knieriemen, Head of Staff

	<u>2019</u>	<u>2020</u>
Salary	\$53,227	\$54,791.54
Housing	25,000	25,000.00
TOTAL Salary	<u>78,227</u>	<u>79,791.54</u>
FICA offset	5,984	6,104.05
Pension/Health	28,994	29,522.87
Continuing Education	1,500	1,500.00
Books	2,000	2,000.00
Professional Expense	2,000	2,000.00
TOTAL Reimbursable and Allowances	<u>40,428</u>	<u>41,126.92</u>
TOTAL COMPENSATION	<u><u>\$118,655</u></u>	<u><u>\$120,918.46</u></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 applied IRS rate

2019 TERMS OF CALL

William Paul Van Kempen, Associate Pastor

	<u>2019</u>	<u>2020</u>
Salary	\$38,400.00	\$38,400.00
Housing	16,600.00	16,600.00
TOTAL Salary	<u>55,000.00</u>	<u>55,000.00</u>
FICA offset	4,180.00	4,180.00
Pension/Health	20,350.00	20,350.00
Continuing Education	1,500.00	1,500.00
Books	700.00	700.00
Professional Expense	2,000.00	2,000.00
TOTAL Reimbursable and Allowances	<u>28,730.00</u>	<u>28,730.00</u>
TOTAL COMPENSATION	<u><u>\$83,730.00</u></u>	<u><u>\$83,730.00</u></u>

2 weeks study leave including 2 Sundays

4 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 applied IRS rate



***At First Presbyterian Church,
we value...***

We value creative worship in the Presbyterian tradition.

We strive to recognize God's image in all people and to be respectful of our differences.

We welcome all to Christ's Table.

We affirm that church membership and leadership are not constrained by human labels but by God's gifts and grace.

We believe lifelong spiritual growth happens by navigating life's tough questions as individuals and as a community of faith.

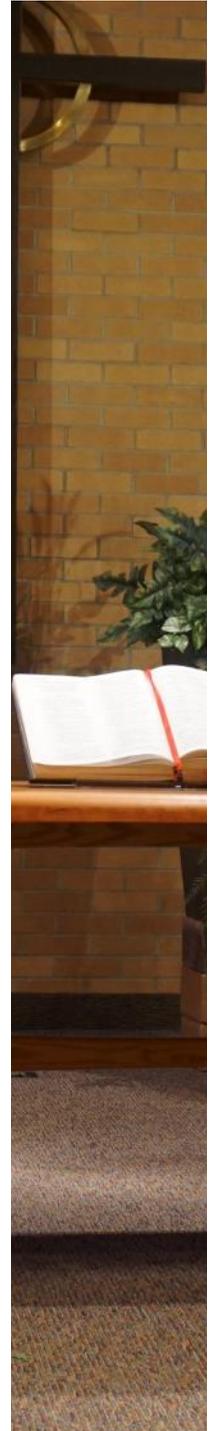
We value strengthening community through serving, playing, studying, and eating together.

We value sharing God's abundant grace and love in Jesus Christ today more than we value striving for salvation tomorrow.

We commit to outreach ministries through volunteering our time, talents, and treasures.

We engage together in thoughtful Biblical and theological reflection on social and global issues, encouraging honest questioning and response.

We are proudly a congregation of the Presbyterian Church (USA).





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