

REPORTS

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The 2020 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 Paul Van Kempen.

A Note from Pastor Linda

2020 began with the dedication of the new building. It is beautiful. And functional. And welcoming.

And then there was Covid and with it: Crisis.

The Chinese character for crisis contains the character for danger and the character for opportunity. We've had both. And in this report, both need attention.

It has been a year of losses.

Deaths. Yes, 20 members or friends of FPC. Just a couple known to be Covid. You have experienced additional deaths, Covid and not, among your family and friends.

Compounding those losses has been our inability to gather collectively in our familiar pews to remember, celebrate, and let our tears mingle. You and I have found other ways, new ways, to mark deaths, but it's not been the same, and that's uncomfortable.

In our effort to avoid the danger of contagion, we've lost opportunities for **physical connections**: seeing and hearing one another directly, shaking hands, passing the peace, receiving communion, sitting side-by-side. We took these things for granted, didn't we? We are embodied creatures, and we bring our bodies to church, not just our souls.

For the same reason we haven't **socialized** together as usual. There was no Easter Breakfast, no Canoe Trip, no Family Camp. August brought no Shrimp Boil, September no Fall Picnic, or December no Senior Christmas Brunch. We are people who worship together, and we are people who eat together! We haven't! There's feasting to catch up on!

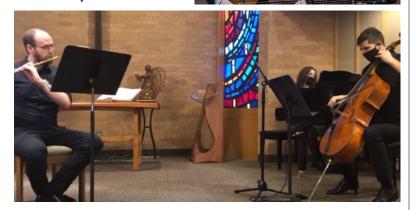
There were so many **concerns**. Can we keep all the staff? Can we keep connected? What will happen to congregational giving? How do we offer communion? Manage a congregational meeting? We've figured it out!

As Walter Bruggeman said, "The work of ministry is to render the

lethal force of the virus no match for the goodness of God." Yes, there have been opportunities to be the church, declaring and acting out the goodness of God and love of Jesus Christ

There was **worship!** No, of course it's not the same, but

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A Note from Pastor Linda

pastors and musicians and Worship Center celebrants have led worship every Sunday -- didn't miss one. Technology became a tool for ministry in ways many of us had not experienced. I am gratefully indebted to Paul for assuming leadership in

this area when I was out on bereavement leave. Many of you would never have considered participating in worship through your computer prior to pandemic. We've learned the importance of this media for homebound and distant members and new worshipers.

There was **pastoral care!** Immediately, Pastor Paul created small telephone check-in groups to help assess needs. I initiated "Driveway meetings with the Pastors" in early spring and



have continued through to fall with chilly lunches in garages meeting with more than 30 people outside. Families gathered for picnics following memorial services. Freedom Village residents gathering on the patio to greet pastors. Zoom Coffee hour became available as a virtual way to connect on Sundays. Deacons organized Christmas gift bags for our 80+ years old members offering a face-to-face masked greeting at their doors. Spiritual Growth brought Advent Activity bags to families.

There were **Session meetings** and **Council meetings** and **Staff meetings** on Zoom. Presbyterian Women continued in a variety of settings. AA returned to the building in June maintaining strict precautions and cleaning protocol. Similarly, Preschool returned in September. The administrative and business aspects of the church continued without missing a beat. And with no travel necessary, attendance for all meetings soared! Those unfamiliar with technology had new incentive to learn.

There was even a **Stewardship Campaign.** A large cadre of volunteers delivered Stewardship bags -- more than the typical envelope -- including an apple to tie into the Fruits of the Spirit theme, a section of a communal artwork, and suggestions for healthy activities. You continued to give, to show your faithfulness to this congregation and your gratitude to God — mailing checks and arranging for electronic fund transfers.

There was **ministry in the community**. Food boxes for Community Action House and opportunities to purchase coats for Children's Advocacy Center. Two members organized Holland Helpers using Facebook to network folks with particular needs with those who could assist.

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A Note from Pastor Linda

Oh, it's been quite a year. A Crisis... with its losses and opportunities. You have shown your resilience, your adaptability, your creativity, and commitment to this community of faith.

You have been looking at my email closure from Sister Julian of Norwich for years now. Some of you have jokingly told me you are sick of it. Some have said they are tired of it, but they need the reminder.

This past year God has shown me, and I hope you, that even in a pandemic which has turned the world upside down and inside out....

"All will be well, all will be well, all manner of thing will be well."

~ Rev. Linda Knieriemen

ALL SHALL BE WELL, AND ALL MANNER OF THING SHALL BE WELL...FOR THERE IS A FORCE OF LOVE MOVING THROUGH THE UNIVERSE THAT HOLDS US FAST AND WILL NEVER LET US GO.

JULIAN OF NORWICH

A Note from Pastor Paul

Back in May, the kids of the church put together a video to thank all the volunteers in the church. You may remember it. They listed all of the areas where volunteers serve the congregation, and it was an impressive list of duties fully managed by the members of this congregation. We are so grateful for the work you all do!

Similarly, as I reflect on 2020, I started to come up with a list of all that I am thankful for from this past year. We have adapted and done interesting and appropriate ministry for this season. This congregation has tried new things (like recording themselves on their phones!). We have gathered in new ways (outside! on Zoom!). We have stayed connected and cared for each other (deacons' bags, young families' events).

This year will be a turning point in the church -- there will always be BC (before Covid) and AC (after Covid). We will think of ministry in new ways. We'll stay connected in new ways. We will have a blank slate to dream about what the church looks like now and in the future after this pandemic that brought us to a halt. This year wasn't fun, but it was exciting. No one would choose a year like this, but I do think it has prepared us for the future in new and exciting ways.

So thank you for your adaptability. Thank you for your patience. And thank you in advance for your creativity and excitement moving forward.

~ Rev. Paul Van Kempen



Youth@First

The youth group has maintained a small but steady group meeting each week over Zoom. We discovered a lot of games that you can play online together (Outburst, Pictionary, Trivia, Among Us, Codenames and many more). We spent the fall talking about different relationships (friends, siblings, parent/child and more) and about what scripture tells us about those relationships. Most of all, we have had a lot of fun learning how to stay connected over these challenging months.



Spiritual Growth and Development Council

Growth in new and unexpected ways!

Before the Covid shut down, Spiritual Growth was able to attend the Women's Retreat at Camp Geneva. Water for Life was the theme of the retreat.

Covid challenged us to find new ways to stay connected with young families.

We used the FPC bus to deliver:

- Donuts
- Kites
- Back to school art supplies
- · Advent wreath making material
- Graduation cakes, flowers, and balloons to our graduating seniors

We recorded children's messages and videos for worship services.

Youth@first met via Zoom and even gathered for a few outdoor socially-distanced events.

Our goal was (and still is) to stay safe and stay connected!









Presbyterian Women

During 2020, our two Bible study circles were unable to meet, and we did not have our annual meeting. We are led by past officers and one current treasurer! We meet for our study times either on Zoom or in a socially-distanced group. Through help from our Horizons magazine study resource and the teaching gifts of our women, we are learning about Lament this year. Timely! We continue to support our Presbyterian Preschool even though our source of support from Tulip Time is no longer available.









Mission and Outreach Council

The First Presbyterian Church of Holland is very fortunate to have a congregation with a historical commitment to supporting local, national, and world causes.

\$20,000 is distributed to the General Assembly and Presbytery to support church wide missions.

\$20,000 is distributed to our 10 Partner Agencies: Children's Advocacy Center, Community Action House, Good Samaritan Ministries, Escape Ministries, Resilience, ACTS, Holland Free Health Clinic, Kids' Food Basket, 70x7 Ministries, and Out On The Lakeshore.

\$1,000 was distributed to the housing programs at Habitat for Humanity, Good Samaritan Ministries, and Resilience (previously Women in Transition).

The Council supported our Pre-school program with \$4,000 for Scholarships.

Due to the tremendously challenging year our partners and other agencies experienced due to the pandemic, the Council distributed from the Emerging Needs budget the following:



\$1,000 for the Refresh (Methodist)

Homeless program

\$500 for Homeless program (clothing)

Kids' Food Basket \$2,500 for additional support of food distribution.

ACTS \$1,000 for food and programming.

Out On The Lakeshore \$1,000 to support the merger of PFLAG and SAFE.

Resilience \$900 for additional housing and food support.

Escape Ministries \$900 for food and support for families.

Free Health Clinic \$900 for upgrades to reopen during pandemic.

Children's Advocacy Center \$400 for expanded programming.

70x7 \$400 for additional programming.

Nestlings Fundraiser \$1,200 for diapers provided to local agencies.

The Pastors also have discretionary funds to address community needs.

The Mission and Outreach Council also coordinates the congregation's involvement in the following fundraising: Crop Walk **and** Empty the Pallet

Special Offerings:

One Great Hour of Sharing (PDA, PHP and SDOP)

Pentecost Offering (children, youth, and young adults at risk)

Peace and Global Witness (peacemaking and reconciliation)

Christmas Joy (financial support for past church leaders)



Used Coats, hats and mittens were delivered to Community Action House.



Worship and the Arts Council

We consider all aspects of the worship experience at First Presbyterian, and the team includes Pastor Linda, Elders Gary Smith and Jan Brashler, and members Lois Rodgers, Marlene Gregory and Mark Van Oostenburg. Thank you all for your energy and commitment.

This year, of course, has been a challenge. Since March 15, we have only been able to worship in person on four occasions, and for three outdoor communion services. Our highest priority has been to maintain safety for everyone, and be aligned with the latest medical and political guidance. It was critical to be present, to be uplifting, and to provide a sense of community with each other, and amazing work has been done to respond to these challenges.

First, and most obviously, was the creation of a high-quality digitally-available worship experience. We are indebted to Linda and Paul for soldiering through the challenge of an empty sanctuary, and making it feel as though we were there together. From our humble first service, we have continuously explored the potential of this new medium of worship. Though many have contributed in very significant ways, it is impossible to overstate the effort, leadership and commitment of Pastor Paul in leading the production of these worship experiences. Thank you, Paul. Together, we have received inspired sermons, including a thematic expose on the importance of "Mountains" in scripture, and a theme series on the "Fruits of the Spirit." We have also shared communion, celebrated Easter, baptized our children, and welcomed insightful voices to our pulpit. Many have shared the voice of God from their homes and with their children. We have mourned the passing of loved ones from our congregation and families. Together, we have experienced worship content in new ways including videos, photographs and many other types of content not previously possible. A little data for you - to date, we have produced 39 full worship services, and have had over 9200 views of those services. averaging almost 230 views for each service. By the end of this year, we will have touched God's children nearly 10,000 times!

Music also presented a special challenge. We have been uplifted by the glorious voices of our choir - singing solos, singing in ensembles large and small through the magic of a technology which has allowed us to create music together in a safe way. We thank the amazing leadership of our Director

of Music, Chuck Norris, and thank all those individuals who surmounted the technical challenges and were courageous enough to allow their recorded voices or their instruments to be shared. Well done!

The amazing choral work was also supported by other instrumental work. We are thrilled to have re-hired the FPC Trio, consisting of Nick Norris on flute, Andrew Plaiser on cello, and Emily Grabinski on piano, and have been blessed by their beautiful work. We have also marveled at Nick's multi-voiced bells compositions and are thrilled that Emily is now on staff as First Presbyterian's Pianist and Organist. Intentionally tying this work together has been the importance of connection. We all miss the warmth that comes from being in physical presence with our church family, but our digital services, our outdoor services and communions, and our installation of a Christmas tree near the South entrance have all been conceived as a way to help us stay connected with each other, trusting that in Christ, we are one vibrant, grateful, and graced community of faith."

~ Gary Smith



From top to bottom: The creation of digital worship experiences; Music created and shared through technology; A vibrant, grateful, and graced community of Faith.

Deacons

Your FPC Deacons were not alone in their need to rethink how to best fulfil their ministry for the needs of our church family. For a time, everything was on hold per state mandate and until we learned how social distancing and masking could keep everyone safe.

Then the Transporters Team started transporting again, coordinating rides for members of the congregation that needed help getting to doctors' appointments and outdoor church services.

The Nourishers Team initially sent out meal gift cards to first responders and later to graduates, and when it was safe, started delivering meals again.

The Comforters Team sent many, many cards for all situations, delivered prayer shawls and also created weekly call lists for our members that might normally get a visit.

The Handy Workers Team helped a member get situated in a new home as well as some assistance with removing appliances.

Since the Deacons could not have any in person gatherings in 2020, we purchased 4 outdoor chairs to be used by members who wished to have a safe outdoor summer chat at the church. We also assembled and delivered a little over 100 Christmas gift bags for members who are 80 and over, plus a few to younger individuals living alone.

We appreciate your financial support!

Sarah Anderson, Vern Hostetler, Liz Hoffswell, Gloria Ford, Sarah Glover,
Marianne McBeth, Jen Rund-Scott, and Janet Haines



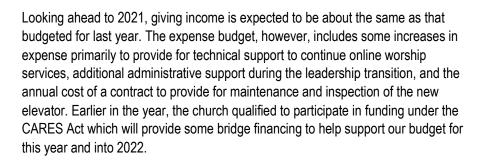




Stewardship Council

This has certainly been a time of change that has affected virtually everything in our lives. One thing that hasn't changed, however, is the faithfulness in which our congregation has provided its financial support for the ministries, programs, and administration of our church.

While as of this recording the books have not been closed for the year, it appears that giving will exceed budget and is further supplemented by a special gift that was received late in the year. This, combined with good expense control, means the year will end with a net surplus providing some additional financial cushion as we head into 2021. Thank you for your unwavering support of FPC, especially in a time such as this.



As we consider our future, we must recognize that we have had declining numbers in membership; this was accelerated this last year. This, of course, has translated into a reduction of our number of giving units.

It is impractical to provide the financial statements and budget in this online format, but this information will be provided in the next issue of Profiles.

Again, on behalf of the Stewardship Committee, we thank the congregation for their generous and faithful support of our church.

2020 Giving Income	2021 Giving Income	Giving Units
2020 Actual - \$465,063	2021 Budget - \$453.710	2017 - 200
2020 Budget - \$458,248	2020 Budget - \$458,248	2018 - 194
2019 Actual - \$472,055	2020 Actual - \$465,062	2019 - 191
		2020 - 162
Total Income	Total Income	
2020 Actual - \$519,510	2021 Budget - \$536,457	
2020 Budget - \$496,805	2020 Budget - \$496,805	
2019 Actual - \$493,868	2020 Actual - \$519,510	

A Place for All Campaign

In March of 2019, after several months of concept discussion, final project scope definition, acceptable budget analysis, and detailed plan preparation, the construction phase of A Place For All was started. The tentative schedule for completion was projected to be roughly 6 months.

Unanticipated issues cropped up almost immediately as potentially hazardous material was discovered and remediated. This was the first in a number of issues that resulted in an increase in work scope, schedule conflicts, and unanticipated costs that required us to dip into the contingency portion of the budget. Even though most of the contingency was used during the project, we completed the work within the original budget.

To complicate matters, the Holland and West Michigan area was enjoying a building boom that resulted in a lack of skilled workers. Our project, although huge from our perspective, was not a major construction endeavor when compared to other projects in the area. This resulted in further scheduling issues as our project had to be shuffled around to meet the availability of subcontracted personnel.

Further issues with material deliveries, also due to the related construction and general manufacturing demands, plagued the project as we tried to move forward with limited construction activities as time and worker availability allowed. The scheduled delivery of the new elevator was one of those manufacturing delay issues that caused more than a few headaches.

There were other issues concerning what is uncovered when portions of an existing building, with several previous additions, are demolished. The issues had to be evaluated and engineering solutions arrived at to assure proper structural integrity as building connections were constructed. All the while, we were worshiping and doing the work of the church while being surrounded by construction barriers to keep us safe and the building as clean as possible.

Then, and finally, there was the pandemic. The Session provided proper conservative guidelines for what could transpire during the shutdown. We are still somewhat in the midst of this from a worshiping and a general building access standpoint. As time passed and the severity of the pandemic became known, the project work was completed as the church became more accessible and construction personnel became more available.

As envisioned by the building committee, the church renovations will be enjoyed in the hopefully very near future. We have met our goals of increased accessibility to all building areas, increased usable space, improved security, and finally, a beautiful church home to truly be A Place For All.

I'd like to recognize and thank the members of the building committee led by chairperson Larry Grinwis, Hillary Roethlisberger (yes, she was here in the beginning of the conceptual discussions), Sandra Peterson, Larry Briggance, and William Haines. Of course, Reverend Linda was there to provide spiritual guidance as well as to contribute to the discussions of the details. Thank you all for your dedication and patience. Special thanks to Thom Samuelson and Sheri Harris for supporting our efforts and putting up with having the administrative assistant's office painted the wrong color due to one of the committee members reviewing the wrong drawing. Finally, thank you for trusting me to make whatever contributions I could during the project.

— Jon Kreple





New covered north entrance, renovated Fellowship Hall and the brightly-lit south stairway.

Business and Building Council

3 Major projects to report:

- 1. Established contract for the elevator for monitoring, testing, and service.
- 2. New furnace in upper east wing.
- 3. Siding and paint of garage.







Personnel Council

The purpose of the Personnel Committee is to support the Senior Pastor 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.

How has your area of ministry responded to COVID-19?

Where to begin? Quickly learning to videotape & edit recorded services so we could all worship remotely, pulling together a Phone-a-Friend Program to check-in on each other during long days at home, deep cleaning and tackling projects we rarely have time to do are just a few things the FPC staff has stepped up to do since the start of the pandemic.

How has your ministry flourished in unexpected ways in 2020?

The FPC Staff has gone above and beyond, pivoting their roles to create online worship services, working remotely, and learning new technology along the way. They supported each other during difficult times, including the loss of our Nursery Care Supervisor, Nancy Burkitt.

We have all been impacted in some way by this pandemic, yet the positive spirit, creativity, and resilience the staff at FPC demonstrates is nothing short of amazing.



Boy Scout Troop #147

2020 Scouting Year in Review

Rank Advancements:

20 total advanced, including 3 earning Eagle Rank (Nasif, Crandell, Murray)

Also awarded an additional 3 Eagle Palms to two existing Eagles (Gareau and Parrish, so not awarded with the Eagle Rank ceremony for the Scouts)

Merit Badges:

85 merit badges, which is still really good for not being allowed to attend summer camp!

Other Awards:

- 35 other awards of various types (Cyber Chip, Totin Chit or Fireman Chit, National Outdoor Camping, Word Conservation Award)
- We had 44 members of the Troop (youth and adults) participate in Scout Sunday 2020.
- Camping events were severely constrained due to COVID. But we did manage
 to hold 7 nights of tent camping in 2020 (Feb, Aug, Sep, Nov). We attended a
 Lumberjacks hockey game, John Ball Zoo, Meijer Gardens, and had an amazing
 weekend for welding merit badge.
- For 2021 we hope to attend Sea Base (June, 6 nights), Philmont Scout Reservation (July, 15 nights) and Cole Canoe Base (July, 7 nights) as well as resume our normal monthly camping schedule.
- All of our adult leaders have all been trained and had 2 more take Wood Badge as well.



Clerk of Session

CHURCH MEMBERSHIP in 2020

Total Church Members: 394

We celebrate a baptism in 2020: Ellarie Mae VanKempen

We celebrate the lives of those who passed in 2020: Don Brower, Nancy Burkitt, Beverly Cummings, Dave Cuthbertson, Barb Ditch, Ted DuMez, Shirley Effken, Elaine Evenson, Vern Gebben, Greg Klinesteker, Lois Nienhuis, Jim Oswald, Mary Robertson, Dick Rosensteel, Richard Rust, Ron Sisson, Cynthia Taylor, and David Porter Walter.

RULING ELDERS

CLASS OF 2022	CLASS OF 2023	CLASS OF 2024
Mary Bennett	Jan Brashler	Linda Clark
Janet Hostetler	Andrew McMaster	Sherry Martens
Tim Richardson	Paula Perkins	Tim Staal
Gary Smith	Lauren Stouffer	Amy VanderMeer
Lauren Stouffer		
Kyle Magennis, Youth Elder		

DEACONS

CLASS OF 2022	CLASS OF 2023	CLASS OF 2024
Sarah Anderson	Gloria Ford	Jessica Kregger
Janet Haines	Sarah Glover	Linda Winkelmann
Liz Hoffswell	Vern Hostetler	Open position
Marianne McBeth *Rev. Jennifer Rund-Scott		Scott

^{*}Serving in capacity of Deacon, as her status is Minister of Word and Sacrament.

THANK YOU to our retiring class of 2021 Elders: Don Cowie, Ben DeWaard

(Youth Elder), Bob Gansen, Bill Haines, and Cassie Kregger.

Deacons: No retirees.



Treasurer

Faithful Facts / Treasurer's 2020 Year-end Report

What a challenging year for all. We have been separated by the virus but reconnected through YouTube, our online ministry, and Zoom which reconnect us in a different way. The Place For All building renovations are 99% completed. But what is most impressive is your faithfulness to the ministry of First Presbyterian Church.

- The pandemic changed all our lives and First Presbytery Church.
- Associate Pastor Paul thru his many gifts balanced us young and old and connected us virtually.
- Senior Pastor Linda announced her retirement.
- One thing that didn't change was your faithfulness.

Through prayer and faithfulness, we finished the year amazingly better than budgeted. This is because of your commitment to First Presbyterian Church of Holland.

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

Following this letter, you can find the following detailed reports:

- The full and final 2020 Income (and Expense) Statement
- Our Balance Sheet, as of 12/31/2020
- Adopted 2021 Budget

Let us know if you have questions about any of this information.

And here is a simplified comparison between the 2020 actual accounting, excluding any capital campaign numbers.

2020 BUDGET	2020 ACTUAL	
\$496,805	\$516,933	

In other words, we received about \$20,128 more than originally estimated.

2020 BUDGET	2020 ACTUAL	

EXPENSES \$506,881 \$498,426

We ended the operational fiscal / calendar year in a favorable position spending \$18,507 less than income received. We will carry this forwarded as our Budget for 2021 is projecting an unfavorable finish, and this will help offset some of the projected losses.

It is my honor to serve you and thanks again for your faithfulness

Blessings,

INCOME

Bob Knittel Treasurer

2020 Year End Fiscal Year

2020 Year End Report		
Income Statement		
	Year Ended	
	12/31/2020	
Income		
Pledged Receipts	465,062	
Special Gifts & Loose Offering	20,833	
Mission Fund Earning	17,313	
Interest Income	989	
Meeting Room Rental	3,515	
Per Capita	7,721	
Preschool Rent	1,500	
Total Income	516,933	
Expenses		
Pastor Salary	116,971	
Associate Pastor Salary	81,380	
Staff Salaries	133,717	
Building & Business	77,234	
Spiritual Growth & Development	6,014	
Worship & Arts	3,162	
Connections	2,111	
Session & Deacons	416	
Transportation	1,315	
Outreach	60,899	
Per Capita	15,206	
Total Expense	498,426	
Operating Income	18,507	
Other Income	42,118	
Other Expense	46,044	
Net Income	14,581	

Assets and Liabilities

2020 Year End Report	
Balance Sheet	
	As o
Assets	12/31/2020
Current Assets	
Checking/Saving	280,147
Raymond James Investment Acct	1,869
Total Current Assets	282,013
Other Assets	
Certificates of Deposit	91,02
New Covenant Building Fund	508,28
New Covenant Mission Fund	200,01
Total Other Assets	799,31
Total Assets	1,081,33
	, ,
iabilities & Equity	
Current Liabilities	
Head of Staff Continuing Educatio	n 1,76
Advance Pledges	9,15
Accrued Liabilities	1,33
CARE Act/PPP Grant/Loan	69,09
Payroll Liabilities	5,26
Total Current Liabilities	86,61
Equity	
Special Offerings	99
Designated Funds	8,88
Capital Campaign	118,30
Music & Arts Fund	18,26
Memorial Fund	9,39
New Covenant Building Fund	200,01
New Covenant Mission Fund	508,28
Unrestricted Net Assets	115,99
Net Income	14,58
Total Equity	994,72
Total Liabilities & Equity	1,081,33

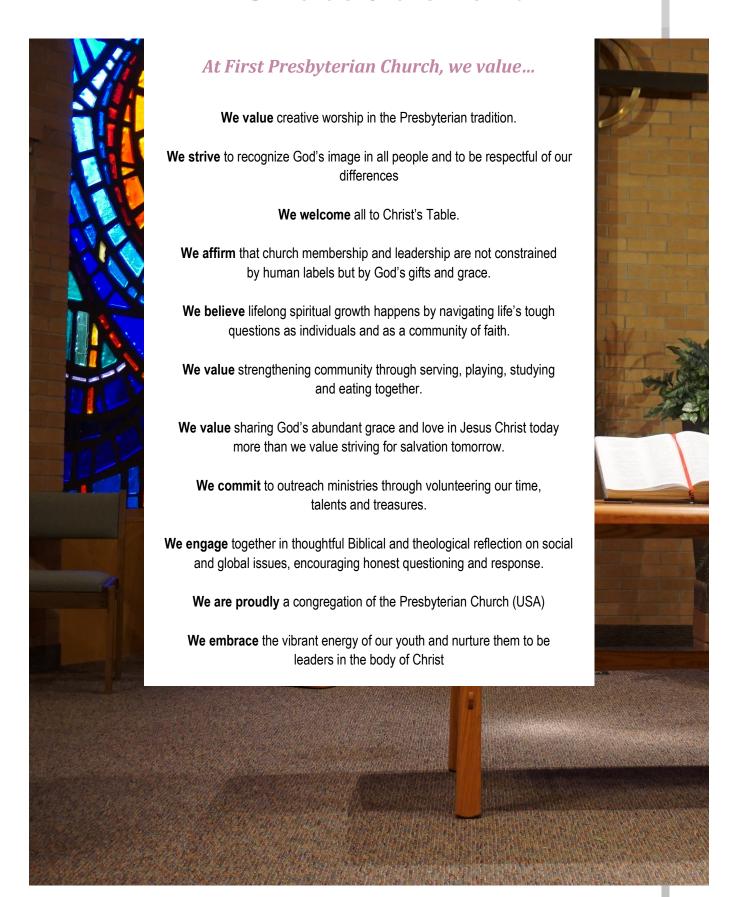
2021 Budget

2021 Budget	
	Year Ending
	12/31/2021
Income	
Pledged Receipts	363,115
Non-pledged Receipts	90,595
Loose Offerings	2,000
Mission Fund Earning	17,716
CARES Act Funding	38,364
Interest Income	1,200
Meeting Room Rental	4,000
Per Capita	7,500
Preschool Rent	1,967
Total Income	526,457
_	
Expenses	
Pastor Salary	121,339
Associate Pastor Salary	88,854
Staff Salaries	146,905
Building & Business	74,500
Spiritual Growth & Development	10,750
Worship & Arts	5,500
Connections	7,000
Session & Deacons	1,200
Transportation	3,000
Outreach	63,000
Per Capita	14,409
Total Expense	536,457
Net Income	(10,000)

2020 Terms of Call

Pastors' Terms of Call		
Linda Knieriemen, Head of Staff	2020	2021
Salary	54,791	55,828
Housing	25,000	25,000
Total Salary	79,791	80,828
FICA Offset	6,104	6,104
Pension/Health	29,523	29,906
Continuing Education	1,250	1,250
Books	1,500	1,500
Professional Expense	1,750	1,750
Total Reimbursable and Allowances	40,127	40,510
Total Compensation	119,918	121,338
Paul Van Kempen, Associate Pastor	2020	2021
Salary	38,400	24,715
Housing	16,600	31,000
Total Salary	55,000	55,715
FICA Offset	20,350	4,229
Pension/Health		
	4,180	20,615
Continuing Education	1,500	1,500
Books	700	700
Professional Expense	2,000	2,000
Cell Phone Reimbursement	-	1,920
Total Reimbursable and Allowances	28,730	30,964
Total Compensation	83,730	86,679

FPC Value Statements





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