



2014 ANNUAL REPORT



FIRST PRESBYTERIAN CHURCH
500 PARK STREET, CHARLOTTESVILLE, VIRGINIA 22902
(434) 296-7131
WWW.FIRSTPRESCHARLOTTESVILLE.ORG

ELDERS OF THE SESSION

Class of 2015

David Bear
Tory Blackford
Bill Kennedy
Jim Stone
Mac Thompson
Hannah Walker
Susan Wilson
Lois Baylor, Clerk of Session

Class of 2016

Susannah Fuller
Jean Hudson
Jim Patterson
Caleb Pennock
Tom Phelps
Vicki Snead
Presley Thach

Class of 2017

Ashley Shauer
Bethany Carlson
Chris Kennedy
Derik Rice
John Meaney
Kendall Cox
Robin Halsey

BOARD OF DEACONS

Class of 2015

Brian Campbell
Lori Chapman
Melanie DeBerardinis
Jim Gillespie
Gary Greene
Pat McPhillips
Cathy Meaney
Mac Walker

Class of 2016

Wes Ammons
Susan Gianakos
Dirk Katstra
Megan Phillippe
Marta Ruggles
Heather Sieg
Jim Tiedeman
Ashley Walker

Class of 2017

Elias Awad
Jeanne Busse
Jocelyn Thach
Julie Sparks
Liza Sackson
Michael Kidd
Richard Stairhime
Joseph Warden

CHURCH STAFF

Rev. Dr. David G. Forney	Pastor
Rev. Kimberleigh E. Wells	Associate Pastor
Rev. Liz Forney	Covenant Pastor for Congregational Care
Rev. Kendall Pearson	Covenant Pastor for Mid High Youth and Their Families
Dr. Jeremy Thompson	Director of Music
Jordan Davidson	Assistant Director of Youth Music
Ashley Grundler	Assistant Director of Children's Music
Kathy Doby	Director of Ministry for Children and Their Families; Member Involvement Coordinator
Kathy Freer	Parish Nurse
Judy Blair	Business Manager
Susannah Fuller	Communications Director
Susan Lawson	Office Administrator/Receptionist
Michael Joyce	Facilities Maintenance Manager
Ronald "PD" Yates	Facilities Worker
Dave Stipe	AV Technician
Donna Buchanan	Preschool Director
Cathy Dalton	Assistant Preschool Director

Dear Friends,

In 2014, our church continued in its earnest commitment to our vision statement, “You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself.” (Luke 10:27) Our church is greatly blessed with members who continually exemplify God’s love through their word and deed, not only on Sundays but on every day of the week.

God’s work through our church is tangible in the many ways we serve our own members through extended communion and visits to those home-bound; our close community through myriad venues like the Soup Kitchen, PACEM, and Habitat for Humanity; and an extended community through mission trips to Philadelphia, Haiti, and Southwest Virginia. Both young and old, our church members touch the lives of many and truly act as disciples, spreading God’s love within and beyond our own church walls.

God’s love is visible in the joys we celebrated together as a church this year: our annual church retreat, which focused on “Loving God/Loving Self;” the celebration of First Presbyterian’s 175th Anniversary; Rally Day; Cider on the Lawn; and so many other events fostering fellowship and connection. Through these opportunities, we grow in the wisdom that comes from God’s love and deepen our relationships with God and one another. We also see God’s love in sharing our burdens and grief, especially as we have followed twenty saints to their graves and onward to the very presence of God.

As displayed in the First Presbyterian Church history exhibit unveiled in 2014, our church celebrates a rich heritage, and together we look forward to continuing this *ongoing heritage* that God has given us. Thank you for choosing to grow in God’s love with us.

Gratefully,

A handwritten signature in black ink, appearing to read "David", with a stylized, flowing script.

David Forney, Pastor

Church Report 2014

PIN Number **22643**

Presbytery Number **150298**

Church **First**

Address **500 Park St**

City/State **Charlottesville, VA 22902**

Phone **434-296-7131**

Email **info@firstprescharlottesville.org**

Web Site **www.firstprescharlottesville.org**

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Membership

Prior Active Members **1070**

Gains

17 & Under **8**

18 & Over **1**

Certificate **18**

Other **9**

Total Gains **36**

Losses

Certificate **6**

Deaths **19**

Other **2**

Total Losses **27**

Total Active Members **1079**

Baptized **366**

Other Participants **4**

Total Adherents **1449**

Female Members **626**

Average Attendance **372**

Affiliate Members

Baptisms

Child Baptisms	12
Adult Baptisms	1

Officers

Male Session	11
Female Session	10
Male Deacons	10
Female Deacons	14

Age Distribution of Active Members**Male****Female**

25 & Under	110
26 - 45	225
46 - 55	139
56 - 65	177
Over 65	350
Total Distribution	1001

54**102****58****72****134****420****56****123****81****105****216****581**

People with Disabilities

Hearing	20
Sight	5
Mobility	55
Other	

Christian Education

Birth 3	26
Age 4	10
Kindergarten	12
Grade 1	10
Grade 2	3
Grade 3	8
Grade 4	5
Grade 5	4
Grade 6	13
Total	386

Grade 7	6
Grade 8	8
Grade 9	9
Grade 10	12
Grade 11	10
Grade 12	12
Young Adults	
Over 25	155
Teachers/Officers	83

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	7			2	5
Black	2			1	1
African American	2			1	1
African					
Middle Eastern	1			1	
Hispanic					
Native American					
White	1067			448	619
Other					
Totals	1079	0	0	453	626
Potential Giving Units	620				
Budgeted Income	1,292,700				
Budgeted Expense	1,291,785				
Receipts					
Regular Contributions	1,136,584	Bequests			
Capital Building Fund	46,300	Other Income	105,507		
Investment Income	11,354	Subsidy or Aid			
Expenditures					
Local Program	1,069,870	Per Capital Apprt	25,000		
Local Mission	67,533	Validated Mission	30,586		
Capital Expenditures	64,718	Theological Fund			
Investment Expenditures	1,236	Other Mission	39,280		

BOARD OF DEACONS

Moderator: John Wehmann

Committee Members: All Deacons, with staff support from Kathy Freer, Parish Nurse, and Liz Forney, Pastor

Number of Meetings: 9

Goals for Year:

“Serve the congregation and community in compassion, witness, and service. Sharing in the redeeming love of Jesus Christ for the poor, the hungry the sick and the lost, the friendless, and the oppressed, those burdened by unjust policies, or structures, or anyone in distress.” (Book of Order G: 2.02)

- Plan and conduct monthly meetings that incorporate spirituality, through devotion and prayer, address current activities and needs of Deaconate Teams:
 - Fellowship
 - New Members
 - Congregational Life
 - Visitation and Health

Accomplishments:

- Held two new member classes, welcoming over 30 new members into the life of the congregation.
- Congregational Life provided funeral receptions for six families.
- Created two more small group fellowships through “Tables of 8.”
- Provided hospitality for Hanging of the Greens.
- Celebrated the 175th Anniversary of the Congregation with an all-church picnic.

Submitted by Liz Forney

Visitation and Health Ministry Team

Purpose: The Visitation and Health Ministry Team has two purposes. The Visitation Ministry serves church members who are experiencing a life challenge or crisis that may involve joy or sorrow (new birth, recent death, etc.). Health Ministry serves the entire congregation by providing health-related education, community awareness, and health screenings.

Accomplishments:

- Ten church visitors regularly visited 15 members at home.
- Twenty card ministry volunteers regularly wrote to 26 recipients.
- Home flower deliveries were made to 150 church family members by 38 volunteers.
- Agape visit referrals were made to 18 church members who had experienced a serious illness, hospitalization, a death in the family, or the birth of a new baby. Typically, the volunteer takes a meal, baked goods, fruit basket, or a plant to the church member as a gesture of Christian love and concern.
- Weekly prayer requests from the church prayer boxes, website, and Sunday announcement page were sent to the fifteen-member prayer team.
- Bereavement mailings were initiated for eight church family members. This equates to 32 book mailings throughout the year with pastoral support letters.

- In April, 17 members at home were served Extended Communion by 28 officers. In October, 14 members at home were served by 20 officers.
- Blood pressure screenings were offered on the first Sunday of the month for 11 of the 12 months.
- Two successful Blood Drives were held in Fellowship Hall with Virginia Blood Services. Forty-three units were collected for the year.

Submitted by Kathy Freer

CHRISTIAN OUTREACH COMMITTEE

Purpose: To glorify and celebrate God, by empowering the congregation to minister to those in need beyond the church walls by initiating, communicating, supporting, and implementing outreach projects.

Chair: Hannah Walker

Committee Members: Keith Berger, Gary Greene, David Maloney (August – present), Susan Berger, Jeannette Halpin, Kaki Pearson, Chris Dean, Rich Lutz, Heather Sieg, Don Dougald (January – April)

Number of Meetings: 11

Goals for the Year:

- Evaluate mission trip opportunities and recruit participants.
- Revitalize ongoing projects.
- Develop ideas for projects to provide more local assistance.
- Work cooperatively with discipleship ministry committee on community outreach projects and work to develop youth leadership.
- Seek worthy recipients for endowment funding.

Accomplishments:

- Welcomed new members to the committee: Jeannette Halpin and David Maloney.
- Received money and cans of food for the Soup Kitchen from a benefit concert (a youth's Eagle Scout project).
- Provided funds and volunteer personnel to assist with hosting 40-45 PACEM guests at FPC for two weeks.
- Recommended the OCT Retina Scan Project from International Response to Improve Sight (IRIS) for funding from the Mission & Benevolence Endowment Fund. Session approved this one-time request.
- Sent a representative on the POJ Haiti Trip.
- Collected over \$800 on "Souper" Bowl Sunday for local hunger ministries.
- Continued to serve approximately 100 meals each Wednesday in the Soup Kitchen.
- Continued financial and volunteer support of Habitat for Humanity.
- Supported local gleaning efforts by volunteering to pick up food from local grocery stores and distribute.
- Continued promotion of Food Bank donations in conjunction with 5-cents a meal offering.
- Approved the development of the Mission Construction Team: A Subcommittee of the Christian Outreach Committee.
 - Purpose: In the spirit of "love one another," the Mission Construction Team (a subcommittee of the Christian Outreach Committee), exists to provide disaster, reconstruction, and renovation support to those in need locally, regionally, and in other parts of the country.
- Members of the Mission Construction Team organized two trips to Binns-Counts (Southwest VA) to help prepare the new community center. The Christian Outreach Committee provided funding, which included building supplies. Ten individuals volunteered their time during the week-long trip in March, while seven volunteered for the trip in October.
 - Out of the March trip, the Mission Construction Team organized a drive to collect books for the new children's library at the Binns-Counts community center. Books were delivered during the October trip.

- Hosted POJ's Rally to Serve youth event, which had a speaker from the Charlottesville Habitat for Humanity. Approximately 40 youth were in attendance from our presbytery.
- Hosted the starting point for the community-wide Crop Walk.
- Continued to provide financial support to regional organizations/agencies: A.I.M., IMPACT, Love INC, Building Goodness, Blue Ridge Presbyterian Church, FPC Preschool, The Haven, UVA's Greek IV, and Presbytery of the James.
- Collaborated with the Discipleship Ministry Committee on the youth summer mission trip with Broad Street Ministries in Philadelphia, PA.
- Met with the new UVA Greek InterVarsity staff member to discuss FPC's relationship and future collaboration with UVA Greek IV.
- Along with the Discipleship Ministry Committee, recommended the Practical Theologian in Residence proposal for funding from the Mission & Benevolence and Discipleship Endowment Funds. Session approved this one-time request.
- Provided over 80 area families with Thanksgiving food boxes. After donations were collected, the balance of the costs was covered by COC's discretionary money.
- Blue Ridge Thanksgiving Dinner was very successful.
- The 2014 Christmas Giving Tree project had 146 "tags" for children and adults in the Charlottesville-area.

Financial Resources/Activity:

Total budget of \$124,600. Funds used to support mission trips and supplies, outreach projects, area service agencies, FPC Preschool scholarships and Presbytery of the James. See budget in FPC annual report for specifics.

Thank You to:

- Don Dougald for his service as a member of the Christian Outreach Committee for six years.
- Dory Hulse and Bill vonReichbauer for co-leading the new Mission Construction Team.
- Individuals who volunteered their time and talent to participate in mission trips.
- Soup Kitchen volunteers for their faithful service every week.
- Ryleigh Katstra and her family for the food bank donation program.
- Keith Berger for his work with Habitat for Humanity.
- All who contributed time, food, and money to support the Thanksgiving food box ministry – especially Chris Dean for leading the effort.
- Susan Berger for running the Christmas Giving Tree program and to the generous congregation of FPC for their gifts.
- Annie Lee Pilkington and helpers for providing Thanksgiving dinner to the Blue Ridge House.
- Jennifer Jones, Mac Walker, and Marta Ruggles, FPC's lead PACEM volunteers, and all those that provided meals and/or their time to make our guests feel "at home."
- David Forney, Kim Wells, Judy Blair, and all the members of the Christian Outreach Committee for their continued guidance, hard work, support, patience, and positive attitudes.

Submitted by: Hannah Walker

DISCIPLESHIP MINISTRY COMMITTEE

Chair: Linda Hitt

Committee Members: Sue Brown, Sally Clarry, Amy Gillespie, Jean Hudson, Debbie McPhillips,
Staff: Kathy Doby, Kendall Pearson, Kim Wells

Number of Meetings: 10

Goals for the Year:

- Develop a long-term plan for children's rotation Sunday school and look at other curriculums.
- Develop a 4-5 year curriculum map for adults to cover current events, life applications, and old/new testament scripture.
- Continue to review library offerings for children and adults and determine the role of the library in providing DMC resources to church.
- Review and update church manual for DMC activities.
- Evaluate past methods and plan future teacher training, to include on-line and face-to-face activities and shadowing existing teachers, with mini-retreats, educational sessions, and group activities.
- Explore ways of increasing Sunday school attendance of all ages (currently 25% of those attending worship also attend Sunday school).
- Offer in-service training on signs of child abuse and what to do, using "Stewards of Children: Darkness to Light."

Accomplishments:

Youth

- Attended Montreat Youth Conference in July.
- Urban Replunge attended by senior highs.
- Philadelphia Mission trip attended by senior highs.
- Successful Sunday evening programs included intergenerational family night.
- Recognition of seniors included gift of prayer shawls.
- Curricular action/reflection model has been effective overall.

Adults

- All-church retreat: Theme "Loving God/Loving Self" on August 29-31 was a successful event.
- On February 10th, "Stewards of Children; Darkness to Light" training was conducted for DMC and other church members concerning child sexual abuse society issues.
- First Presbyterian Church's 175th Birthday events included church and Sunday school history.
- Rally Day well attended for fall and spring to introduce all new adult classes.
- Intern Kelly-Ann Rayle helped lead Sunday morning adult classes.

College Outreach

- Montreat College retreat attended in January.
- Care packages and notes sent throughout the school year.

Children and Nursery

- "Children's Ministry Council" DMC subcommittee was added to review children's ministries activities.
- New/updated activities included Valentine's night out for parents, 3-4-5 club events, and church events held for preschool.
- New Easter Sunday rotations depicting the Easter story replaced the Easter egg hunt previously done.

- Summer story book time meeting regularly in summer was well attended.
- Camp Hanover Day Camp was held in August.
- Superintendent job description modified to “Sunday Class Hour Greeter,” simplifying work of volunteers.
- Children’s Lectionary bibles were purchased and made available during worship.

Thank You to: Sandy Bishop and Susan Berger, College Ministry; Youth Group volunteers, Sunday morning leaders, nursery staff, nursery volunteers.

Suggested Goals for Next Year’s Committee:

- Support and implement the Theme-based curriculum and planning process for adult educational ministries that support Christian Spiritual formation.
- Partner with the Practical Theologian in Residence.
- Develop an infrastructure for future sustainability of Children’s ministries.
- Implement continued offerings of the Stewards of Children workshop and recommend it for all volunteers working with children.
- Review church policy in light of the Stewards of children workshop.
- Add a high school graduation recognition activity in late spring.
- Support library subcommittee in developing DMC resources for the church community.

Submitted by Linda Hitt

ENDOWMENT COMMITTEE

Chair: Mac Walker

Committee Members: Tom Baylor, Ed Gatewood, Mack Halsey (Session liaison), Richard Howard-Smith, David Maloney (advisory member), Ellen Roberson, and Judy Blair (staff support).

Number of Meetings: 4 regular meetings

Accomplishments:

- The Committee continued to manage cash accounts to stay fully FDIC-insured, maximize returns, minimize costs, and spread out maturity dates on certificates of deposit.
- The Committee monitored the performance of the Endowment assets, which are held with New Covenant Funds.
- Gifts to the Endowment Fund in 2014 totaled \$21,200.
- As of December 31, 2014, the Endowment Fund held assets with a value of \$1,320,990. The table below shows the asset value for each of the four components of the Endowment Fund.

Building Endowment	\$ 540,754
Mission and Benevolence Endowment	690,016
Choral Masterworks Endowment	24,592
Discipleship Ministry Endowment	<u>65,625</u>
Total	<u>\$1,320,990</u>
- The Committee authorized an income distribution for 2014 totaling \$48,518 from the Building, Mission and Benevolence, Choral Masterworks, and Discipleship Ministry Endowment funds. Distributed income supports projects and initiatives that (a) normally are not a part of the Church's general operating budget and (b) are consistent with the intentions of the Fund's donors, as provided by the Articles of Endowment.
- The Committee elected Chris Kennedy as an at-large voting member; she replaced Tom Baylor, who faithfully served on the committee for many years.
- The Committee endorsed expenditures from accumulated income over the past year to support the following purposes:
 - Massanetta Springs building campaign
 - IRIS/OCT project
 - Support for Haydn concert
 - Granite benches
 - Railing and track lighting systems
 - Haiti missionary support
 - Intergenerational mission activities

Goals for 2015:

- Continue to raise awareness among Church members of the existence and possibilities of the Endowment Fund.
- Continue the on-going monitoring of the church's cash accounts.
- Assess options for investment of the Endowment corpus.

Submitted by: Mac Walker

EVANGELISM COMMITTEE

Purpose: To share the good news of Jesus Christ, calling people to repentance, faith in Jesus Christ, active membership in the church, obedient service to the world.

Chair: Vicki Snead

Committee Members: Ed Davis, Becky Ewing (staff), David Forney, Karen Dougald, Elizabeth Gatewood, Polly Wehmann, Jim Miller, and Pat Wood

Accomplishments:

- At the beginning of the Advent season, 200 informational postcards were hand delivered to the Park Street neighborhood residents, inviting them to join us for services from December 14, Lessons and Carols, to January 4, Epiphany Services.
- “Bring a Friend Sunday” occurred on March 2, 2014.
- Two sturdy music stands were purchased to alert different groups in the church of funerals and other services. These stands can also be used outdoors.
- Elizabeth Gatewood established an interactive history timeline.
- Lighting project as well as new arrangements of photos completed.
- Ed Davis participated on the 175th Anniversary committee, contributing to three beautiful banners and a wonderful celebration of this anniversary on August 24.
- Committee attended “Growing the POJ” at Union Presbyterian Seminary Campus.
- Proposed two motions that were approved by the Session for a standing committee for communications be established, and that the Finance and Administration Committee develop a Communications Committee budget from existing line items from Session committee, that are currently used for communications.
- Studied and discussed “The Complete Evangelism Guidebook” and studied the “Engage” Series from the Office of Evangelism, Presbyterian Church (U.S.A.).
- Committee members helped with the Fall Festival for the Preschool.
- Committee members were ushers for Music on Park Street.

Thank You to:

- Pat Wood for her continued support of the Door Step Visits.
- Ed Davis for his continued work of recruiting and keeping Greeters.
- Polly Wehmann for tirelessly wrapping cookies and scheduling the “Cookie Kids.”
- Judy Blair, Susan Lawson for establishing a Sign Up Genius for the Session and Diaconate to sign up for Officer of the Day.

Suggested Goals for Next Year’s Committee:

- Establish ways for more involvement with our children with Kathy Doby; we want third graders and up to become ushers.
- Continue our involvement with Door Step Visits, Greeters, Cookie Kids, and Officer of the Day.
- Plan and implement short presentations to Session on the “Engage” Series.
- Review handout regarding reminders for the Officer of the Day responsibilities at Session meeting.
- Prayerfully, and with thoughtful study, determine ways to engage our congregation to be a church in a new way.

Submitted by Vicki Snead

FINANCE AND ADMINISTRATION COMMITTEE

Chair: Mack Halsey

Committee Members: Bill Burgess, Dick Brownlee, Ed Gatewood, Bill Henderson, Susie Morris, Cal Pennock (starting Nov 2014), and Presley Thach (2015 Chair). Judy Blair, FPC Business Manager, serves as staff support to the Committee.

Number of Meetings: 11

Accomplishments:

- Reviewed monthly financial reports and assessed church's financial health.
- Supported the implementation of payroll direct deposit for church staff.
- Conducted the triennial review of insurance coverage and selected coverage through a new broker and insurer, achieving a cost savings.
- Engaged Keiter, an accounting firm, to conduct a review of 2013 church financials and a review of the Preschool's end of fiscal year financial report.
- Approved online bill payment or auto pay as appropriate.
- Contributed to the 2015 budget cuts by delaying the implementation of technology support improvements and identifying alternatives for the annual financial review.
- Proposed a 2015 budget to Session.

Summary of Financial Activities in 2014:

As shown in detail on the next page, First Presbyterian Church ended 2014 with a surplus of \$33,424. Because committees were able to keep their costs below budget, it was not necessary to use any surplus monies from prior years.

Thank You to:

- Tom Baylor, who faithfully served on the committee for many years.
- All who contributed to the Operating Budget in 2014.
- Committees and teams for carefully managing their budgets.
- Financial Stewards for their dedication in counting and recording receipts weekly.
- Judy Blair for her diligent care in managing the finances and operations of the church.

Goals for 2015:

- Conduct a mid-year assessment of the church's financial health.
- Implement earthquake insurance coverage.
- Implement full managed services for technology support (delayed start date to achieve budget savings).
- Monitor the committee's budget to determine the feasibility of implementing items cut from the original budget proposal.
- Ensure adequate financial review of 2014.
- Review cost/benefit analysis of accepting credit card contributions (postponed in 2014).
- Prepare a 2016 budget for Session approval.

Submitted by: Presley Thach

Comparison of 2014 Budget versus 2014 Actual

	2014 Budget	2014 Actual
Operating Revenue		
Pledges, Current Year	\$ 1,009,400	\$ 998,903
Non-pledge Offerings	135,000	119,976
Other Offerings	15,000	17,706
Total Offerings	\$ 1,159,400	\$ 1,136,585
Use of Prior Yr Surplus	30,000	0
Parking Fees	75,000	75,767
Preschool Contribution	8,700	8,700
Other Receipts	19,600	21,040
Total Operating Revenue	\$ 1,292,700	\$ 1,242,092
	2014 Budget	2014 Actual
Operating Expenditures		
Christian Outreach	\$ 124,600	\$ 116,675
Discipleship Ministry	30,400	25,013
Evangelism	7,700	4,283
Worship	22,000	21,381
Stewardship	3,000	1,539
Property Management	141,000	125,289
F&A	93,500	82,323
Personnel	859,000	822,984
Board of Deacons	6,735	5,804
Presbyterian Women	3,000	3,000
Stephen Ministry	500	165
Session Projects	500	212
Total Operating Expenditures	\$ 1,291,785	\$ 1,208,668
Operating Surplus	\$ 915	\$ 33,424

Reserve Funds as of Dec. 31, 2014

Operating Reserve	\$ 258,445
Emergency Reserve	100,781
Building Reserve	225,422
Organ Reserve	9,150
Parking Lot Reserve	16,984
Fund for the Future	10,078
Total for Reserve Funds	\$ 620,860

NOMINATING COMMITTEE

Purpose: To nominate persons with exceptional Christian faith, devotion, and leadership qualities to serve as officers of the church, in accordance with the “Book of Order,” as well as discerning persons to serve as at-large members of the next Nominating Committee.

Chairperson: Jim Stone

Committee Members: Elders: Jim Stone, Mac Thompson; Deacons: Pat McPhillips and John Wehmann; At-large members: Jeff Alberts, Sally Clarry, Betsy Critzer, Tom Doyle, David Rathburn, Susan Howard-Smith, and Diane Schmidt.

Number of Meetings: 3

Goals for the Year:

- Educate committee members in the use of a Spiritual discernment selection process.
- Nominate seven Elders and at least eight Deacons.
- Nominate candidates to fill the seven at-large positions on the Nominating Committee 2015.

Accomplishments:

- Continued to use the Spiritual discernment process to identify slates of candidates for Deacons, Elders, and the Nominating Committee that fulfills requirements of diversity, pledging, and attendance.
- Established slate for Deacon Class of 2017: Elias Awad, Jeanne Busse, Michael Kidd, Liza Sackson, Julie Sparks, Richard Stairhime, Jocelyn Thach, and Joseph Warden.
- Established slate for Elder Class of 2017: Bethany Carlson, Kendall Cox, Robin Halsey, Chris Kennedy, John Meaney, Derik Rice, and Ashley Schauer.
- Established slate for 2015 Nominating Committee at-large members: Jeff Alberts, Margaret Ball, Dick Brownlee, Chris Dean, Glenn Forloines, Amy Gillespie, and Elaine Knight.

Suggested Goals for Next Year’s Committee:

- Continue using the Spiritual discernment selection process for establishing slates of candidates.
- Establish slates of candidates for Deacons, Elders, and the Nominating Committee consistent with the stated purpose.

Submitted by Jim Stone

PERSONNEL COMMITTEE

Chair: Pamela Turner

Committee Members: Vernon McMinimy, John Fuller, Gary Selmeczi, Elaine Knight, Bill Kennedy and Tory Blackford; Staff support: Rev. David Forney, Pastor and Head of Staff; Judy Blair, Business Manager

Meetings: Monthly, with ad-hoc meetings and electronic communications and actions as required

Goals for 2014:

- Continued implementation of recently adopted staffing model.
- Continued assessment of employee benefits options.
- Implementation of a common salary review date for all staff.
- Review health benefits for staff.
- Integration of goals assessment into annual performance evaluation process.
- Continued development and implementation of revised Volunteer Coordination Model.

Accomplishments:

- Gathered and considered information regarding employee benefit alternatives. Oversaw the implementation of benefits changes for the staff away from BOP and toward a small group health plan.
- Continued to oversee the implementation of the new Staffing Model, including office relocations.
- Hired Kathy Doby as a combination of two positions: Director of Ministry for Children and their Families and the Member Coordinator position.
- Renewed Liz Forney's Covenant agreement.
- Renewed Kendall Pearson's Covenant agreement.
- Approved Nursery School personnel changes.
- Approval process for updates to the *Personnel Committee's Policies and Procedures Manual*.
- The program staff engaged in leadership development with Russ Linden.
- Accepted resignation of Communications Director. Initiated a search committee to secure a replacement.
- Coordinated the revamped annual performance evaluation process for all staff – the new process specified and prioritized the responsibilities of each position and culminated in a set of agreed-upon objective goals for each staff member. The salary administration portion of the annual evaluation process was supported/enhanced by a comprehensive market compensation analysis.
- Arranged recognition for departing staff members.
- Continued employee recognition protocol including the honoring of birthdays and employment anniversaries.
- Provided support and guidance to staff.
- Managed 2014 Personnel budget and developed 2015 Personnel budget.
- Supported Preschool Council with respect to personnel matters as appropriate.

Thank You to:

- Staff and congregation for their continued trust and faithful support in development and implementation of the staffing model.

- All who participated in the search committees to identify and recruit our outstanding Communications Manager.
- Bill Kennedy and Vernon McMinimy, who rotated off the committee after faithful service.
- Judy Blair for her consistently stellar input and support.

Suggested Goals for Next Year's Committee:

- Review the committee's roles and responsibilities document, recommending to Session any updates.
- Support transition from a full-time custodian to two part-time custodians working split-shifts.
- Evaluate the revised performance review process and modify the process as appropriate.
- Conduct annual performance and compensations reviews of all staff members.
- Assess the implementation of the staffing model.

Submitted by Pamela Turner

PRESBYTERIAN WOMEN (PW)

Moderator: Donna Nunley (June 2014 - May 2015 program year)

PW Leaders: Elizabeth Best, Diane Brownlee, Lori Chapman, Bettie Dinwiddie, Vicki Farmer, Lynn Ferguson, Elizabeth Gatewood, Boo Greene, Harriet Grosh, Dana Henderson, Sandra Henneman, Chris Kennedy, Helen Minor, Donna McCauley, Monika Mentzer, Donna Nunley, Caroline Payne, Sara Ray, Julie Sparks, Becky Treakle, Ashley Walker, and Barbara Worrell. Staff support: Rev. David Forney.

Number of Meetings: Coordinating Team meets 10 times per year; Circles and Mission Sewing Group meet monthly during the school year; Bible Study meets weekly during the school year; and Quilt Sowers meet weekly throughout the year.

Accomplishments for 2014:

- Collected 100 shoeboxes contributed by church members for Operation Christmas Child.
- Held a successful sale of quilts through which the Quilt Sowers raised more than \$4,000 for the Madeline House.
- Sent children's clothing made by the Mission Sewing Group to Little Dresses for Africa and, in conjunction with Medical Benevolence Foundation of the Presbyterian Church (U.S.A.), sent receiving blankets, baby gowns, and layettes to Presbyterian hospitals in Africa.
- Collected mittens and hats as well as backpacks, school supplies, and books for children at Barrett Learning Center.
- Made and distributed Christmas floral arrangements for home-bound women of the church.
- Conducted Sew-A-Thons to craft quilts, prayer shawls, and baby blankets.
- Attended the PW POJ's spring meeting in Richmond.
- Provided two new member receptions.
- Promoted PW activities through the FPC website, monthly newsletter, weekly announcements, and bulletin boards.
- Continued to sell Fair Trade products during Sunday Fellowship Time, adding new products to the available inventory.
- Held a Spring Gathering luncheon with Robert Johnson as the featured speaker on the Forman Christian College in Pakistan.
- Held a Fall Gathering luncheon with Liz Forney as the featured speaker on the Stephen Ministry.
- Received \$672 for the PW Birthday Offering, \$1,013 for the Thank Offering, and \$220 for the Least Coin Offering.
- Donated \$400 to Forman Christian College and \$100 to Thomas Jefferson Area Coalition for the Homeless.

Thank You to:

- All leaders who give of their time, talent, and interest to PW.
- Lori Chapman for serving as Moderator for the 2013-2014 program year.
- The speakers at the Fall and Spring Gatherings.
- PW Nominating team, led by Chris Kennedy.
- Phyllis McMinimy for continued support as Area IX leader.

Goals for 2015:

- Recruit younger women into PW leadership roles and circle membership.

- Participate in Samaritan Purse's Operation Christmas Child.
- Host FPC New Member Receptions.
- Increase participation in Fall and Spring Gatherings.
- Continue support for missions church-wide.

Submitted by: Donna Nunley

PRESCHOOL COUNCIL

Chairperson: Susannah Fuller

Committee Members:

<u>Class of 2014/15</u>	<u>Class of 2015/16</u>	<u>Class of 2016/17</u>	<u>Elders</u>
Karen Hathaway	Mark Sackson	Kristin Gass	Susan Wilson
Susie Morris	Josh Metz	Megan Haas	Susannah Fuller
Jamie Price		Ashley Walker	

Staff Support: Donna Buchanan, Director

Number of Meetings: The council meets monthly on the second Monday of the month, August through June (no meeting in July). The Preschool's fiscal year is July 1 to June 30.

Accomplishments for 2014-15:

- Implemented a new class offering: 5 Day 3's/4's class.
- Worked with Kathy Doby to utilize previous preschool space into Sunday school spaces (moved art to 102, and shared space in room 115 between office and Sunday school classroom).
- Had two classrooms repainted for the 2014-15 school year (103, 104), as well as the assistant's office/Sunday school classroom (115).
- Offered a matching Retirement Savings program (403(b)(9)) to teachers, as well as a benefits package for Director.
- Set up more detailed application process for Preschool substitutes.
- Replaced two teachers for the 2014-2015 school year.
- Had a surplus in the budget from 2013-14 school year of \$37,200.
- Gathered information to guide decision-making, and approved an increase in tuition for the 2015-16 school year of 5%.
- Approved a \$415,000 budget for the 2015-16 school year.

Thank You to:

- We are thankful to Susan Wilson for her service to the preschool as Council Chair. She led with grace and strength, and maintained a positive energy on the council.
- Thanks to Kathy Doby for continued support to the preschool in a variety of ways, including offering help with the Fall Festival and the Spring Eggstravaganza.
- Thanks to the church staff for all the support they give the preschool each and every day (Judy Blair, Susan Lawson, Michael Joyce, and PD Yates). We could not do what we do without all the support!

Suggested Goals for 2014-15:

- Implement, review, and revise the Preschool Policy Manual as needed.
- Continue to review enrollment offerings to assess needs.
- Plan ways to raise money for the preschool as needed in the future.
- Form a committee with teachers to review and revise Petty Cash policies.
- Plan for additional outdoor play opportunities.

Submitted by Donna Buchanan

PROPERTY MANAGEMENT COMMITTEE

Responsibilities: The Property Management Committee (PMC) has oversight responsibility for the FPC physical facility and its property, to provide for the use, maintenance, repair, security, and enhancement of the church buildings, grounds, and equipment, all of which nurture the faith, life, mission, and ministry of the members of the church. Its budget includes the costs for all utilities, kitchen and cleaning supplies, property taxes, maintenance of the church van, upkeep of the grounds, storm water utility fees, materials and labor costs associated with general building maintenance and repairs, and regular improvement projects. Large projects for capital improvements are managed by the committee and are typically funded through reserves, gifts, or the accumulated income from the Building Endowment fund.

Chair: Ron Critzer

Committee Members: Tom Baber, Bryan Chambers, Dick Herath, Jim Hubbard, Michael Hastings, Ginny Lindsey, Cal Pennock, Jim Snead, Jim Stone (chair in 2015), Andrew Wiley, Michael Joyce (Staff), and Judy Blair (Staff).

Number of Meetings: Typically once a month.

Summary Review of 2014:

- Installed railing and track lighting systems in the hallway between the Sanctuary and Fellowship Hall.
- Held Church Workday in the spring.
- Added 2 granite benches near the ramp at the North entrance.
- Initiated a campaign to encourage financial support to the Landscaping Fund.
- Continued implementing Master Landscaping Plan approved by Session in 2010:
 - Landscaped the circle between the upper and lower parking lots.
 - Landscaped the sloped area between the upper parking lot and the Carriage House.
- Installed post lanterns between the upper parking lot and the Carriage House for improved visibility and safety.
- Refurbished external Sanctuary and Chapel doors.
- Completed roof repair project, installing new snow guards and replacing damaged slate.
- Initiated project to replace old toilets with taller versions.

Thank You to:

All of the members who made the work day a success; and to Michael Joyce, PD Yates, and Judy Blair for facilities support throughout the year.

Special Projects Anticipated for 2015:

- Plan and hold a Church Workday.
- Plan and implement a renovation of the kitchen cabinets and countertops.
- Install emergency lighting in the Sanctuary.
- Install post lanterns near Sanctuary entrance.
- Treat the tree in the circle for Emerald Ash borer.
- Complete toilet replacement project.
- Repaint the steeple and develop a schedule for repainting other external areas.
- Continue to work in accordance with the facilities engineering report on proactive repairs and maintenances.

Submitted by Ron Critzer

STEWARDSHIP COMMITTEE

Chairperson: David Bear

Committee Members: Lee Witherow, Pat Tiedeman, David Bear, Richard Stairhime

Number of Meetings: 9 meetings

Goals for the Year:

- Change our theme from “Sharing God’s Good Gifts” to “An Ongoing Heritage.” **Achieved**
- Conduct a successful pledge drive from a logistical and financial perspective. **Achieved**
- Recruit new members, especially women, to serve on the committee. **Did Not Achieve**
- Have more direct dialogue with the congregation during the pledge campaign. **Achieved**
- Get all ruling elders actively involved in the response to those who have pledged. **Achieved**
- Implement a new Time and Talent survey for 2014. **Achieved**
- Increase the number of pledges and pledging units by 10% and raise \$1.05 mil. **Not Achieved**

Accomplishments:

- Completed a successful financial campaign. The number of pledges increased while the average decreased. Raised a total of \$1,049,667 with 282 pledges.
- The traditional Officer’s Dinner was not held in 2014. Instead, the chair attended a meeting of the Diaconate to explain the approach to the pledge campaign.
- Developed the Ongoing Heritage campaign and significantly used testimonials to engage the congregation.
- 100% of the Ruling Elders voted to be involved in the final phase of the Stewardship campaign.
- The Stewardship Committee had good achievements with the smallest number of committee participants and did not spend all of the money in the budget. Budgeted \$3,000 but spent only \$1,700.
- Hosted two Fellowship Hours.

Financial Resources/Activity: We expended roughly \$1,700 of our budget of \$3,000.

Thank You to:

- Judy Blair for her continued vigilance, support, and financial analysis.
- David Forney for his continued support and historical perspective on pledge campaigns.
- Richard Stairhime, Lee Witherow, and Pat Tiedeman for being excellent representatives of the church and Stewardship Committee.
- Susan Lawson, Becky Ewing, and the FPC volunteers for assembling mailings to the congregation.
- John Fuller and Caroyl Gooch for their testimonials.
- To all of our members who pledged and helped us have a successful year.

Suggested Goals for Next Year’s Committee:

- Continue to utilize Time and Talent survey.
- Continue to attempt to understand the pledging/giving habits of our membership through the use of modeling and anecdotal conversation.
- Promote Stewardship as a year-round activity.
- Help create a “Culture of Participation at FPC.”

- Work with other teams and committees to be sure that we get new members involved as quickly as possible.
- Work with other committees to ensure as many people are giving their time and their talent. If we can get them to give their time and talent, their treasure will follow.
- Continue to start the campaign in the September timeframe.

Submitted by: David Bear

WORSHIP COMMITTEE

Chair: Gweneth West (Elder, Year 3, 2014)

Committee Members in 2014: Carol Jepson (member at large, Year 3, 2018), Nancy Roche (Member at large, Year 5, 2014), Bob Wilson (Member at large, Year 6, 2014), Jim Patterson (Elder, Year 1, 2016), Mac Thompson (Elder, Year 1, 2015), Betsy Critzer (Member at large, Year 1, 2019), Jolene Kidd, Year 1, 2019); David Forney (Staff, Pastor), Jeremy Thompson (Staff, Director of Music). Bill Blackford was a member of the Committee until his death on February 1, 2014. We remember thankfully his many contributions to the Church.

Accomplishments:

- Mission – Ongoing support of the Pastors and Director of Music in delivery of all aspects of Worship and the facilitation of worship teams, including ushers, chancel teams, communion instruction.
- Communion – Jim Patterson organized servers for Communion at the 11:15 a.m. service. Mac Thompson organized preparers for the Communion on the odd months at the 11:15 a.m. service. Thanks to the Hubbards, the Dougalds, the Browns, and the McMinimys for preparing Communion on the even months throughout the year. We prepared an instruction sheet for the Communion Preparation. Communion continues to be served every Sunday at the early service. Thanks to Judy Blair for her leadership on the Communion preparation at the early service.
- Ushering – Tom Phelps continued to lead the ushers and made important recommendations. In particular, he suggested that we reduce the number of trays for Communion from 16 to 12. He also asked the ministers to be mindful of the ushers' need to have some time in the back to prepare the contributions before the 11:15 a.m. service ends.
- Gender Neutral Language – Gweneth West and David Forney led a discussion of gender neutral language. The Committee agreed that the Church needs to continue to be sensitive to concerns expressed and conscious of the importance of the use of language in the service.
- Worship and Music – David Forney presented materials relating to the use of music in the worship service. The Committee discussed the appropriate response to the postlude and concluded that the postlude should not be viewed as “traveling music” but an integral part of the service, analogous to a prayer. The Committee’s recommendation was that those leaving should be respectful of those who wish to stay and that David Forney and the other ministers should explain this to the congregation. This was also presented to the Session. The congregation has responded well.
- Fellowship Hour – The Worship Committee hosted Fellowship Hour on two occasions during the year.

Goals for 2015:

Communion

- Participation in and support of preparers by establishing additional teams that will be willing to serve Communion three times a year at 11:15 a.m.
- Encourage officers of the Church to serve communion on a regular basis at 11:15 the first Sunday of every month.
- Encourage 11:15 congregation to serve each other, speaking “the body of Christ” and “blood of Christ” as we pass the sacraments through the pew. This was a goal in 2014 and was not accomplished.
- Reflection and prayer once everyone has been served prior to eating and drinking.
- Consider how to provide gluten-free bread to those who require it.

Drama and Art

- Banners add a great deal to the appearance of the Sanctuary. Hope to continue in 2015.
- Highlight specific days in the church calendar with special drama and art experiences.
- Role playing for seeing and hearing the text in different ways.

Enrich the Worship Experience

- Prayer of Confession – incorporate more silence, space for meditation seated instead of standing.
- Call/response prayers for adults with repeat prayers for children's sermon closure.

Worship Outreach

- Consider ways to reach out to those in other congregations and in our own.

Submitted by Mac Thompson

2014 Highlights:

- Increased participation in choir, handbells, and praise team.
- Haydn's 'Maria Theresa' Mass in May 2014 was a major accomplishment.
- Lessons and Carols service in December 2014.
- Introduction of a Brass Quintet at Easter.
- Launched the Music on Park series.
- Increased number of presentations in worship by handbell choir – including early service.
- Continued growth of Praise Team.

Goals for 2015:

- Growth of Music on Park series for the fall
- Presentation of another major choral work - Dubois – Seven Last Words of Christ
- Participation in Handbell Conference
- Continued refinement and growth in all ensembles

Submitted by: Dr. Jeremy Thompson

