



FIRST PRESBYTERIAN CHURCH

Charlottesville, Virginia

2004 ANNUAL REPORT

**Reports from the Session Committees, the Diaconate Committees
and the Pastors**

March 2005

First Presbyterian Church

Session

Elias Awad	Bob Nootbaar
Steven Ball	Bill Orr
Rod Beckwith	John Paterson
Mary Blauvelt	Carolyn Pettit
Duane Blough	Kirk Pilkington
Tuck Carter	Sara Ray
Fred Foster	Tim Read
Jane Franklin	Bob Simpson
Sue Fulton	Margaret Smith
George Grattan	Ralph Stoudt
Dana Henderson	Mac Thompson
Richard Herath	John Warren
Beverly Kocotas	Kim Wells
Eleanor Maloney	Barbara Worrell
Sam Massey, Moderator	

Board of Deacons

Pam Arnette	Jim Houser
Lu Bolen	Dennis Hutchins
Sandi Bosselman	Larry Jepson
Bryan Chambers	Yvonne Jowdy
Sally Clarry	Jocelyn Kelley
Ron Critzer	Jamie Miller
Christine Dean	Martha Mueller
Tom Doyle	Karen Parks
Mary Lou Fowler	Bonnie Reynolds
Amy Gillespie	Ashley Schauer
Jeannette Halpin	Jeff Sesler
Linda Hitt	Robert Simmons

Trustees

Jean Abbott	Hank Haines
Roger Barron	Kal Howard
Frank Beddow	Don Kunkler
Robert Bradley	Betty Leake
Clarice Brown	Nancy Maine
Harvey Dodd	Jane Tucker
Ann Foster	Jimmy Westbury
Bob Haigh	

Christian Education/Youth Ministry 2004 Accomplishments

- 1) Successful merger of Christian Education Committee and Youth Committee to form the Christian Education/Youth Ministry
- 2) Formed separate leadership teams for the mid-high and senior high youth groups
- 3) Expanded activities for the Youth to other than just Sunday School and Sunday night fellowship
- 4) The inclusion of music and mission as integral parts of the Youth program
- 5) Supported Kristen as she attended training for conflict mediation
- 6) Completed a successful Confirmation class of 19 Youth in the spring, and began the fall class with 24 members
- 7) Participated in the Montreat Youth Conference in July
- 8) Began planning and fund raising for the music and mission trip to Hawaii
- 9) Expanded Sunday School to 2 hours each Sunday morning and successfully recruited teams of 3 teachers for all children's and youth classes
- 10) Held the first workshop rotation for the children's Sunday School classes
- 11) Held four day camps during the summer
- 12) Planned and held the Advent workshop, brought back making Advent wreaths
- 13) Provided worship bags every Sunday for elementary children
- 14) Planned and carried out two teacher appreciation events
- 15) Provided Care Notes for the church
- 16) Provided Sunday School superintendents for every Sunday
- 17) Maintained a full Kirk night program
- 18) Provided nursery care for all services and events
- 19) Held an all-church retreat at Massanetta
- 20) Provided a special adult class on Faith & Technology with Westminster and Olivet Churches

2004 Annual Report Of The Christian Outreach Committee

The Christian Outreach Committee (the “Committee”) invites the congregation to celebrate the fact that, in 2004, First Presbyterian Church’s total outreach and benevolence spending was \$238,394! (Please see the “Expenditures for Outreach and Designated Offerings.”) We thank you for your tremendous generosity in support of those in the community and beyond. The Committee’s responsibilities for this total spending included support to the Presbytery for General Assembly initiatives such as worldwide mission, for Synod initiatives such as campus ministries, and for Presbytery initiatives such as summer mission trips to Mexico and Southwest Virginia. In addition, our funds to Presbytery supported operations at Massanetta, Montreat, Union Theological Seminary-Presbyterian School of Christian Education, the Presbyterian Home for Children, and two PC(USA) mission workers in Haiti—Rodney and Sharyn Babe—and the CODEP project which they serve. Also, our church provided significant financial support to the Blue Ridge Presbyterian Church in Ruckersville, which has recently completed a new sanctuary.

In 2004 the Committee also provided both “hands-on” volunteer and financial support to an array of other outreach projects. In coordination with other congregations, we participated in the new PACEM program. Our church provided shelter to homeless men for three weeks, serving as many as thirty-five men each evening. During the summer months, we participated in Project Transformation, through which church volunteers provided a week of meals and activities for underprivileged children. The Committee also continued our support of the Bridge Ministry, which provides Christian rehabilitation to men who have been incarcerated, and of the Building Goodness Foundation, which builds houses, schools, and clinics both locally and in Latin America. In addition, we have supported the Charlottesville Area Interfaith Sponsoring Committee, a congregation-based community organizing initiative.

Please also see the report of the Local Help Committee of the Deacons for more information on our church’s benevolence giving and “hands-on” support of outreach ministries.

During 2004 the Committee began a strategic planning process, which culminated in the early months of 2005. After this intensive strategic planning process, the Christian Outreach Committee and the Deacons’ Local Help Committee voted unanimously to merge and become one committee of the Session, called the Christian Outreach Committee, consisting of Session members, deacons, and members-at-large. This merger was approved by the Session on March 7, 2005. The Committee also adopted the following mission statement:

In order to glorify and celebrate God, the Christian Outreach Committee of First Presbyterian Church empowers the congregation to minister to those in need beyond the church walls by initiating, communicating, implementing, and supporting outreach projects.

To implement that strategic objective, the Committee has organized four ministry teams: a New Initiatives Team, a Stewardship Team, a Communications Team, and an Implementation Team, supported by a Liaison to the PC (USA) and Presbytery of the James.

The Committee welcomes ideas for new ministries which can help us reach out to those in need in the community and beyond. We invite you to serve as a volunteer on our Committee or with one of the projects that we support. If you have a ministry that you would like to present to the Committee for support, or if you would like to volunteer on a project, please let a member of a committee or staff know. We welcome participation!

First Presbyterian Church

Expenditures for Outreach and Designated Offerings

2004

2004

Operating Budget items*

Christian Outreach Committee expenditures	\$107,822
Local Help Committee expenditures	\$70,500
Outreach expenditures in operations (a)	\$178,322

Total Operating budget	\$1,386,700
Actual Operating expenditures	\$1,300,771

Total Church Receipts (non-designated)	\$1,221,831
Total Church Members on active roll on Jan 1	1,763
Total Outreach Budgets/Total Oper. Budget	12.86%
Outreach Actual Expenditures/Total Exp.	12.86%
Outreach Actual Expenditures/Total Receipts	14.59%

PCUSA offerings

One Great Hour	\$6,311
Pentecost	\$1,446
Peacemaking	\$2,898
Joy	\$5,873
	\$16,528

Other Benevolence Expenditures

PW Birthday Offering	\$352
Alternative Market	\$5,201
Advent Workshop	\$686
CROP Walk	\$72
2 Cents a Meal	\$4,831
Soup Kitchen contributions	\$3,366
Thanksgiving Food Baskets	\$1,020
PW-Least Coin	\$239
PW-Thanks offering	\$478
Pastor's Discretionary	\$667
Massanetta Capital Campaign	\$1,880
Radio Ministry	\$15,372
Haiti Hurricane relief	\$775
Outreach-school supplies	\$183
AED	\$4,309
Designated gifts-congregation	\$3,450
PW Fair Trade Coffee	\$663
	\$43,544

Total Outreach and Benevolence Spending	\$238,394
Outreach & Benevolence Spending per member	\$135

Notes:

(a) The total outreach expenditures in the operating budget do not reflect expenditures through P&SR funded by the Endowment's Mission & Benevolence Fund for new mission positions for the Parish Nurse and Coordinator of Lay Ministry & Mission in 2002-2004.

Endowment Committee 2004 Annual Report First Presbyterian Church – Charlottesville, Virginia

The Endowment Committee was established by the Session for the purpose of administering the church's Endowment Fund, including promoting, receiving, investing and managing the donations to the Fund. While the Endowment Committee functions under the general oversight of the Session, it is composed of one elder of the Session, one deacon, and four at-large members from the congregation appointed by the Session. In 2004, the membership of the committee was:

Rob Freer, Interim Chair, At-Large Member, Class of 2004
Nancy Grimes, At-Large Member, Class of 2004
David Maloney, At-Large Member, Class of 2005
Alan Culbertson, At-Large Member, Class of 2006
John Paterson, Session Class of May, 2007
Ron Critzer, Deacon Class of May, 2005, member of Stewardship Committee

In addition to these six members, the committee was assisted by David Pettit, the committee's scribe; Duane Blough, elder and chair of the Finance Committee; Todd Pullen, the church's accountant; and Tim Read, Executive Associate Pastor.

The Endowment Fund is designed to seek and receive gifts, bequests, memorials and other contributions of all types and amounts. Thanks to a generous donation from the late Mrs. Elizabeth P. Brobeck, the church's Endowment Fund received the condominium at University Village in which Mrs. Brobeck lived until her death on October 16, 2003. Through the diligent work of Bev Kocotas, Robert Ramsey, and Bud Treacle, the committee successfully marketed and sold the condominium in 2004, generating net proceeds of \$263,525.65. The proceeds from this unrestricted gift were divided equally between the Endowment's Building Fund and the Mission & Benevolence Fund.

Under the Session's present directives, five percent (5%) of each of the Endowment's funds is made available as accumulated income to be spent on ministry initiatives as they are approved by the Session. Of the income generated by the Building Fund, \$13,160.32 was spent in 2004 for

- renovation of Room 207
- upgrade to the heating and air conditioning system
- preliminary planning for improvements to the parking lot, and
- new signage.

Of the income generated by the Mission & Benevolence Fund, \$18,368.27 was spent in 2004 for

- initial funding for a new staff position to support lay ministry & mission, and
- to support the new radio broadcasts of our 11:00 a.m. worship service in the surrounding community.

The beginning and ending values of these two funds that make up the Endowment, the additional gifts received, the expenditures for ministry at the Session's direction, and the income generated in 2004 are summarized as follows:

Endowment Funds:	Building Fund		Mission & Benevolence Fund		Total <u>Endowment</u>
	<u>Principal Funds</u>	<u>Accumulated Income</u>	<u>Principal Funds</u>	<u>Accumulated Income</u>	
Balance 12/31/03	\$285,151.50	\$10,926.89	\$356,833.60	\$5,510.91	\$658,422.90
Additions	131,762.82	0.00	131,762.83	0.00	263,525.65
Spending	0.00	(13,160.32)	0.00	(18,368.27)	(31,528.59)
Income/Mkt Value Change	42,485.53	154.87	54,505.95	79.98	97,226.33
Transfers to Acc. Income	(14,257.55)	14,257.55	(17,841.68)	17,841.68	0.00
Balance 12/31/04	\$445,142.30	\$12,178.99	\$525,260.70	\$5,064.30	\$987,646.29

The Endowment Committee reminds the congregation that the principal and income from the Endowment may not, except in very limited circumstances, be used for the operation of the church or for its normal and regularly budgeted programs. The Endowment is intended to facilitate an extension of the church's program and an enlargement of its Christian concern. It is expected that annual giving by the congregation of the church will continue to increase, and the percentages of the annual budget devoted to missions and benevolences will continue in accordance with past practices, all as if the Endowment Fund were not in existence.

We give thanks to God for the long-time work on this committee by Rob Freer and Nancy Grimes, as well as the assistance provided by former chair Howard Blauvelt, in 2004. We are especially grateful for the generosity of those who have made gifts to the church's Endowment Fund, and we encourage all church members to make appropriate provision (by will or otherwise) to make a gift to the Endowment that will result in a perpetual contribution to the ministries of our church.

For more information how you can make a gift to the church's Endowment Fund, please contact the committee's current chair, Alan Culbertson or Executive Associate Pastor Timothy Read.

Fellowship Committee Year End Report 2004

Chair: Sandi Bosselman
Co-Chair: Linda Hitt

Committee Members: Yvonne Jowdy, Jeannette Halpin, Sharon Price, Jan Garnett

The purpose of the Fellowship Committee is to offer a welcoming presence of Christian Fellowship within the church, by planning and coordinating an inviting environment in fellowship hall on Sundays after services, and to set up special activities periodically for additional fellowship. This is an important part of the church schedule, allowing visitors to be greeted and befriended, and for all members to get to know each other better. Members are also encouraged to become involved in the church through participation as a host/hostess for the fellowship hours, or by contributing baked goods, etc.

The Fellowship Committee is presently made up of three deacons and two at-large members, who are responsible for organizing and overseeing Fellowship events. We are responsible for recruiting hosts and hostesses for the worship time after the services or for filling in ourselves, as well as maintaining all the food and beverage supplies needed for serving during each fellowship hour. New volunteers are also trained by fellowship committee members.

Special Events

The Fellowship Committee planned and coordinated a church picnic in June, 2004, catered by P.D. "Cider on the Lawn" was another outside event, done in the fall, with hot and cold apple cider and sweets.

Routine Events

The 8 a.m. service was prepared in advance on Fridays by fellowship members and put out on Sunday by David Thompson, staff. This lessened the need to ask for additional volunteers. The fellowship committee members often hosted fellowships after the 9:30 a.m. and 11 a.m. services and both services in the summer. There was some frustration at the lack of volunteers willing to sign up in fellowship hall. Those who selected food preparation, serving and clean-up from the time and talent survey were e-mailed and called, with a small positive response for set-up and clean-up. Very few people completed the last time and talent survey. Also, some of those showing up on the list are already involved in new member receptions, funeral receptions, or other activities in the church. The Fellowship Committee is much more successful now obtaining volunteers, when phone calls are placed with those who have helped with fellowship in the past several years. Foods provided this year included healthy choices, such as fresh fruit, cheese and crackers, and veggies and dip, as well as cookies and cake.

Suggestions for next year

Continue to phone call previous volunteers and the time and talent volunteers, asking them to contribute a set-up/clean-up for one or more services during a six month period. Rotate the names to the members of the fellowship committee.

Train new volunteers. Be sure that the Time and Talent names of new members are distributed to the Fellowship Committee.

Continue the healthy trend of cutting back on sweets and maximizing fruit, veggies and healthy munchies.

Continue to put out minimal spread for the early service and ask David Thompson, staff to put out what has been prepared earlier by a volunteer or fellowship member.

Look at other possibilities for special activities. Try to do more fellowships outside in good weather.

Continue to plan and have the early summer picnic and Cider on the Lawn.

**First Presbyterian Church
Charlottesville, Virginia
Finance Committee Annual Report for 2004**

The principal functions of the Finance Committee are to provide assistance to the church's finance office and to provide review and oversight of the accounting, budgeting and financial reporting practices of the church.

Each month the committee reviews the revenue and expenditure statement for the prior month for accuracy and completeness before presenting it to Session. The Committee also receives and reviews quarterly reports from the Endowment Committee before sending them to be received by Session.

In January the committee presented to Session for its approval a 2004 budget totaling \$1,254,500 in revenue and \$1,386,700 in expenditures resulting in a budgeted operating deficit of \$132,200. Actual revenue for 2004 was \$1,221,831 and expenditures were \$1,300,771 resulting in an operating deficit of \$78,940 for the year. Undesignated bequests of \$122,821 received during the year were used to fund the deficit. These included \$70,000 from the Elsie Eggleston estate, \$28,318 from the Cullen Eggleston trust and \$24,502 from the Nadya Karakacheff estate. The 2005 budget approved by Session in January 2005 is shown on the 2004 operating statement which is part of this report.

Robert Ramsey and Ron Higgins, respectively, were nominated by the Committee and approved by Session to be Treasurer and Assistant Treasurer of the church for the year 2004. In September the Committee approved the appointment of David Maloney and Steve Isaacs to perform a review of the church's financial practices and operations for the year 2003. This review was completed in December and determined that the practices and procedures followed in the management and control of the church's finances were fiscally sound. The Committee is grateful to Messrs. Isaacs and Maloney for performing this service as a contribution to the church.

The Committee approved and sent to Session for its approval the recommendation that the name of the Committee be changed to "Finance and Administration Committee" and that it be assigned oversight of the administrative functions of the church. This was approved by Session at its January 2005 stated meeting.

Members of the committee for 2004 were Duane Blough (Chair), Margaret Smith (Secretary), Steven Ball, Howard Blauvelt, Fred Foster, Roger Fulton, Amy Gillespie, Mack Halsey, Brett Johnson, Jeff Sesler, Robert Simmons and Robert Simpson. Staff was represented by Sam Massey, Tim Read and Todd Pullen.

DMB: 2/24/05

**First Presbyterian Church
Charlottesville, Virginia
Years 2004 and 2005**

				2004 Actual	2005 Budget
	2004	2004	2005	vs.	vs.
Operating Revenues	Budget	Actual	Budget	2004 Budget	2004 Actual
Pledges, Current Yr.	\$ 1,000,000	\$ 955,089	\$ 1,000,000	95.5%	104.7%
Pledges, Prior Yr.	5,000	4,285	5,000	85.7%	116.7%
Pledges, New Members	40,000	15,522	20,000	38.8%	128.8%
Non- Pledge Offerings	110,000	138,802	90,000	126.2%	64.8%
Plate Offerings	15,000	16,936	15,000	112.9%	88.6%
Sunday School Offerings	1,000	519	700	51.9%	134.9%
Youth Offerings	1,000	179	300	17.9%	167.6%
Other Income	2,000	1,659	2,000	83.0%	120.6%
Interest Income	1,000	1,167	1,000	116.7%	85.7%
Parking Fees	64,000	69,972	75,000	109.3%	107.2%
Use of Church	4,000	4,315	4,000	107.9%	92.7%
Preschool Contribution	8,000	8,000	8,000	100.0%	100.0%
Donnally Trust	3,500	5,386	5,000	153.9%	92.8%

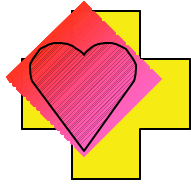
Total Operating Revenues	\$ 1,254,500	\$ 1,221,831	\$ 1,226,000	97.4%	100.3%
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				2004 Actual	2005 Budget
	2004	2004	2005	vs.	vs.
Operating Expenditures	Budget	Actual	Budget	2004 Budget	2004 Actual
Administration	\$ 59,400	\$ 47,123	\$ 41,500	79.3%	88.1%
Christian Education	22,000	16,509	46,000	75.0%	278.6%
Christian O/R Local	70,500	70,500	62,430	100.0%	88.6%
Christian O/R Mission	112,000	107,822	109,000	96.3%	101.1%
Endowment Development	500	-	-	N/A	N/A
Fellowship	2,500	2,495	2,500	99.8%	100.2%
Health Ministry	-	-	2,625	N/A	N/A
Memb/Evangelism	7,600	2,884	26,705	37.9%	926.0%
Music	55,000	43,133	61,080	78.4%	141.6%
Pastoral & Staff Relations	890,000	827,632	891,200	93.0%	107.7%
Presbyterian Women	2,000	2,000	2,100	100.0%	105.0%
Property & Maintenance	125,000	129,379	140,000	103.5%	108.2%
Stewardship	1,500	1,660	4,950	110.7%	298.2%
Visitation	200	-	3,610	N/A	N/A
Worship	5,000	4,242	5,700	84.8%	134.4%
Youth Ministry	30,000	27,525	28,400	91.8%	103.2%
Servant Ministry Team	3,500	3,121	5,240	89.2%	167.9%
Session Projects	-	14,746	4,000	N/A	27.1%

Total Operating Expenditures	\$ 1,386,700	\$ 1,300,771	\$ 1,437,040	93.8%	110.5%
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Operating Surplus/(Deficit)	\$ (132,200)	\$ (78,940)	\$ (211,040)	59.7%	267.3%
Use of Prior Year Funds	132,200	-	43,881	N/A	N/A
Use of Other Years' Funds	-	-	167,159	N/A	N/A
Undesignated Bequests	-	122,821	-	N/A	N/A

Net Generation/(Use) of Funds	\$ -	\$ 43,881	\$ -	N/A	N/A
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Health Ministry Team Report for the year ended 2004

The Health Ministry Team is a relatively new organization, formed in October 2003. In May of 2004 a Health Ministry Team Mission Statement was developed:

“The Health Ministry Team of First Presbyterian Church is committed to creating a caring and nurturing environment in our church community that promotes health, wellness, healing and peace found in God. The Health Ministry Team develops and provides educational programs, volunteers and ministry programs to meet individual and group needs that foster this supporting network for the church community.”

The Health Ministry Team, under the responsibility of the Board of Deacons, has approximately 14 active members, each of whom heads a vital ministry or brings a special professional healthcare knowledge and expertise to the team. These ministries include

- a prayer team,
- a cancer support group,
- prayer shawls,
- Hospice Watchman Program,
- Automated External Defibrillator (AED),
- nutrition and exercise information,
- blood pressure screenings,
- *Walking With Spirit*,
- outreach to the homebound, and
- provision of medical information upon individual request.

The Deacons' Visitation Committee, which includes transportation and card ministry, and the Membership & Evangelism Committee's Agape ministries also work closely with both the Health Ministry Team and the Parish Nurse. Health professional representation includes a physician, nutritionist, social worker, medical librarian and several nurses.

Walk to St. Andrews, a special program promoting physical exercise, was initiated in 2004. A conversion chart was distributed, allowing for all forms of exercise to be recorded as miles. Those in Youth Ministry helped to calculate *miles walked* from weekly records turned in by the First Pres community.

In addition to these ministries, the HMT members also update a Health Ministry Bulletin Board in Fellowship Hall, sponsor educational opportunities, publish health related articles in The First Pres as well as contribute to the weekly Sunday church bulletin. A future goal under consideration is to be able to facilitate more *hands on* home support for families facing a health challenge or life crisis.

Written by Bettie Kienast, Kathy Freer, and Linda Hitt

Local Help Year 2004 Report

Committee members: Bonnie Reynolds, Jeannette Halpin, Deborah Starns, Annie Lee Pilkington, Tom Doyle, Marty Mueller

Chair: Karen Parks

Local Help Committee began the year by considering each line item of the committee's budget. This began as a result of a considerable decrease in the final budget approved by the Finance Committee from the one submitted by the committee in the fall and from the 2003 budget. Letters to all organizations requesting a summary of their mission and activities and how those were accomplished, a financial statement, and a list of possible types of goods and services our members might be able to help contribute. Organizations were also invited to come and talk to us more about their mission and needs.

The committee then spent a great deal of the meeting times the rest of the year considering the mission of local help and listening to presentations from charities; ones in which First Presbyterian contributes and new ones that may be possibilities in the future. We formed a sub-committee that began to look at the process our committee might use to evaluate the organizations First Presbyterian supports and ways the committee considers the mission of the church. As September approached, we learned that the Christian Outreach Committee was struggling with the same questions and we began to meet with them to consider these questions.

In order to increase member awareness, monthly we highlighted local help activities and/or organizations First Presbyterian Church supports.

Our hands on activities and collection drives for 2004 included:

SHE (Shelter for Help and Emergency): gathering of personal care items, household goods, etc.

Book Buddies: Books collected for elementary and high school children

School Supply Drive: gathered supplies for back to school needs

International Rescue and Hope House: Coordinated furniture and household items to be donated to those in need.

Crop Walk: Helped with organization, food and advertisement

Thanksgiving food boxes: Delivered 80 food boxes

Christmas giving tree: Contributed gifts for 150 people from MAACA and Region 10

Submitted by,
Karen Parks

Membership & Evangelism Committee 2004 Year-End Report

Membership & Evangelism had a successful year providing service to our members and visitors.

AGAPE volunteers made 68 visits delivering cards, flowers or food to members who have been hospitalized, had a death of an immediate family member, or the birth of a baby.

Doorstep Visitor volunteers delivered information about the church and homemade cookies to 74 first-time visitor households.

Seven funeral receptions were coordinated and provided at the request of member families.

Thirty-nine new members joined our congregation after attending three New Member Class sessions organized and facilitated during the year.

Visitor Bags containing brochures describing the many opportunities and ministries available in the church are distributed from a table in the Narthex before each worship service.

Membership Care sent letters to 350 active members who had shown no indication of attendance during a six-month period. The letter was to let the members know they were missed and to encourage them to become actively involved again.

Yearly Report From Pastoral & Staff Relations For 2004

1. Completed our policy for the protection of children, youth, and persons with disabilities
2. Completed short form for employees of our policy for the protection of children, youth, and persons with disabilities
3. Set up monthly budget statements for P&SR Committee so decisions can be made with full knowledge of financial implications for the annual budget.
4. Conducted staff reviews and discussions along with pastors and did performance evaluations
5. Established clarification between P&SR Committee and pastor as head of staff.
6. P&SR Committee is now taking confidential written minutes of our meetings for recording actions, decisions and comments for future reference.
7. Started discussion on committee guidelines about whether only the pastor, or the pastor and members of Session, may suggest or propose potential candidates to be considered for service on the P&SR Committee
8. Set up and maintained job descriptions for staff
9. Worked with The Rev. Susan Richey Nienaber of the Alban Institute concerning difficulties being experienced by the church
10. Established budget for pastors and staff and presented to Session
11. Established a disbursement approvals policy as recommended by the Finance Committee for payment approval of certain items in the P&SR budget
12. Heard from staff and members of the congregation on several issues concerning the church
13. Met with Carson Rhyne concerning his relationship with the progress task force.

Property & Maintenance Committee 2004 Year-End Report

The mission of the Property & Maintenance Committee is to work with the Facilities Manager in planning and managing the necessary maintenance, repairs, and improvements to meet the needs of the church buildings and grounds.

Property & Maintenance Committee Accomplishments in 2004

- Office renovations completed – construction, conversion, and/or painting offices for pastors Massey, Read, Wells, and Pickell
- Replaced HVAC unit serving the upper level classrooms
- Installed interior signs - completed room sign project and installed directional signs
- Facilities management training - continuing education for the Facilities Manager
- Established routine monitoring of air and water quality per OSHA regulations
- Replaced the carpet in the nursery
- Carpets in the sanctuary, chapel, and offices professionally cleaned
- Renewed Memorial Garden plantings
- All beds freshly edged and mulched and shrubs pruned thanks to the efforts of the garden committee
- Received approval from the City Planning Office to proceed with the lower parking lot expansion project.
- Developed a capital project plan for 2005

Projects slated for implementation in 2005

- Lower parking lot expansion project
- Phase 1 exterior painting
- Foundation wall repair project
- Boiler pit drain repair

Servant Ministry Resource Team 2004 Report

Biblical mandate:

“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for works of ministry, for building up the body of Christ, until all have come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.” Ephesians 4:11-13 NSRV

“But you are the ones chosen by God, chosen for the high calling of priestly work, chosen to be a holy people, God’s instruments to do God’s work and speak out for God...” 1 Peter 2:9 The Message

Mission statement:

God calls us to assist all Believers at First Presbyterian Church in discovering, developing, and celebrating their God-given talents, spiritual gifts, and passions and to connect them to servant ministries in the church and community.

Accomplishments related to Discovery:

Life Keys class in Fall 2003 and Winter of 2004

New “Gifts, Talents, and Interests Survey” Church wide distribution campaign (225 responses to date)

Trained interviewer/consultant team who are available to work with new members’ class and FPC congregation. Provide ongoing continuing education opportunities to this team

Conducted one-on-one interviews with four classes of new members

Conducted one-on-one interviews with 2005 officers-elect.

Accomplishments related to Connection:

Lay ministry opportunities in church bulletins and newsletters. Adriana Nicholson has established contacts with other non-profits in the community to cast a broad net for ministry opportunities.

Presentations on lay ministry to every church committee/team, soliciting identification of a Ministry Connector for potential new volunteers for a committee and written descriptions of ministry opportunities. This will be an ongoing part of the SMRT ministry

Training for connectors and continuing education for the team

Procedures for tracking “connections”. This effort is hampered at present by having the program assistant position unfilled.

Database overhaul to support connections. In process but again hampered by lack of program assistant.

Ministry Fair in conjunction with church picnic and push for survey data. 2005 plans for a church wide celebration and information fair in process.

Support to All Church Retreat on gifts for ministry

Accomplishments related to Celebration:

Celebration of volunteers –“I’m a Volunteer in Ministry” highlights in Sunday service and stickers. Celebration/Dedication time planned for Pentecost Sunday, 2005

Joint effort with CE to honor and celebrate our teachers

Collaboration with M&E for the “Fellowship of Ordained” dinner

Accomplishments related to Training and furthering the Equipping Church vision:

“Equipping Ministry Seminar” spring of 2004 with Rev. Chris Hardy, National Equipping Ministry consultant. 2005 Seminar in planning stages

Level Two Equipping Training seminar, Fall 2004, attended by Adriana Nicholson and Barbara Herath

Partner with Pastors on committee assignments of officer core based on skills, talents and interests for 2005

Equipping Moments (articles containing nuggets of info and ideas) distributed to FPC Staff, Officers, and congregation

Adriana Nicholson attends continuing education workshops as available, bringing knowledge gained back to FPC and SMRT team.

Stewardship Committee End of the Year Report March, 2005

Developed a stewardship philosophy that focuses on the spiritual perspective of giving to God, rather than a fund-raising perspective of “paying your fair share to the church”.

Implemented the Consecration Sunday concept

Attempted to educate the congregation about Stewardship

Planned, developed and carried out the Consecration Sunday celebration, including guest speaker and meals

Results

Approximately 74 pledges from 2004 were not renewed

Approximately 78 new pledges were submitted for 2005

Pledges promised for 2005: > \$1,000,000

Feedback from the congregation was overwhelmingly positive

Plans for coming year

Continue with the Consecration Sunday concept

Continue to focus on education of the congregation on the spiritual need to give to God's work

Ushering Committee

During the past year we have had many “ups and downs” with our various ushering teams. We have lost quite a few ushers (3-4) for each ushering team through transfers, job relocations, etc. We have also not done a great job recruiting other church members to each individual ushering team. However, I believe all of the teams have begun to work together better and despite the low numbers of ushers, members on different teams have bonded, become closer and are more willing to help one another out.

Recently we had an informal safety meeting with some of our ushers sponsored and developed by our Parish Nurse Kathy Freer and Facilities Manager Dean Hibbs. This meeting, although small in numbers was very helpful. Kathy and Dean covered everything from medical emergencies to natural disasters. This session was very helpful. Kathy and Dean also developed a pamphlet to be given to all new members of the various ushering teams.

One of the areas of focus that I would recommend for the upcoming year is dividing the responsibility for the ushering teams into “blocks”. I have had little help during the past year and it has been difficult for one person to coordinate all three services; many times I usher during two services and on rare occasions, three. In my humble opinion, the teams and the ushering will run most smoothly if one person is assigned to each time block and is responsible for coordination with the head ushers for that time space. One person will coordinate with the 8:00 service teams, one with the 9:30 teams and one with the 11:00 service teams.

I have greatly enjoyed serving and ushering for the past three years. I will continue to usher and help invite others to participate. Thank you for the opportunity to serve the church.

-- Jamie Miller

Visitation

In 2004, the Visitation Committee of the First Presbyterian Church Board of Deacons was proactive in seeking to meet their mission of providing church contact with the homebound. These efforts are reflected in the sending of cards, visiting in the home or care facility, driving individuals to church, and the distribution of the weekly flower arrangements to those with a special need at the moment.

During the past year the committee reorganized itself along the lines of the above-mentioned ministries so that each of the four ministries would have a Deacon in charge of those activities. This has worked extremely well, and significant efficiency has been enjoyed as a result. For example, Deacon Chris Dean assures each week that someone has been designated for delivery of the communion table flowers; Deacon Mary Lou Fowler ensures that there is a sufficient number of card senders to have a least once per month card contact with the homebound to whom we send cards; and Deacons Sally Clarry and Larry Jepson ensure the visitation and driving roles are carried out.

The year saw a significant increase in the population served by Visitation as well as a corresponding increase in the number of volunteers involved in this ministry. We, the Deacons of the Visitation Committee, are grateful to the many volunteers who give so much of themselves to ensure that those who cannot get to church on a regular basis can still enjoy the contact with our church through their efforts.

Thanks to the talented support provided by the Parish Nurse, Kathy Freer, and the Executive Associate Pastor for Evangelism and Congregational Development, Tim Read, the role of Visitation is ever-growing and expanding in a variety of ways. Persons not affiliated with First Presbyterian but who have expressed an interest in our church are visited, driven to services and/or sent cards. Also a special appreciation is expressed for the new initiative Barbara Stone has actively pursued in her role with the Healthy Ministry Team. Through Barbara's telephone efforts a number of our older church members have been identified who are in need of pastoral and/or visitation care. Many of these members have now been added to our card, visit, flower, and driving activities.

In summary, during 2004 there were 144 flower arrangements delivered by a number of volunteers to 144 households. A total of 13 visitors went to the residence/facility of 17 members on a basis of a minimum of once per month. Five volunteers sent cards to 12 households at least once per month for a total of 150 cards. And five drivers have regularly provided weekly rides to church for six persons. We commend the many volunteers engaged in this highly rewarding ministry.

Worship and Music Committee Of Session Annual Report - 2004

One of the most important and vital-to-the-life-of-the-church duties of this Committee of Session was to plan, coordinate, and institute a successful Sunday schedule of three Worship Services. In February, an abbreviated Traditional Worship Service (45 minutes duration) was begun at 8:00 a.m.; a Contemporary Service was established at 9:30 a.m.; and the long-time Traditional Service was continued at 11:00 a.m. Informal fellowship time was hosted after each Service. The Christian Education Committee worked closely with Worship and Music to reschedule the single hour schedule of 9:45 a.m. Church School to provide Christian education opportunities consistent with the expanded Worship schedule. In all instances, the proper elements of Reformed Worship, as designated by the *Book of Order*, were followed for each type of service. The change of number and types of Worship Services was not without controversy in a congregation of long pastorates and little innovation. Faithful ministers, staff, and ordained and lay leaders persevered through the shakedown months to an established pattern of three well-attended services. From the beginning, leaders felt led by the Holy Spirit to open our patterns of Worship to invite others into our midst. It has been proven that the current three Worship Services are providing variety in both worship experiences and times, and are fulfilling needs not previously met within our congregation.

The Contemporary Worship Service, particularly, required much planning and support from this committee. Musicians, both professional and amateur, were secured for this most different type of Service. Additionally, video screens were purchased and installed. Communion by intinction every Sunday during this service also required supplies and staffing.

The long-time Children's Music Director retired and Worship and Music Committee provided support for the Director of Music Ministry as he searched for a replacement. The new Children's Music Director has revitalized the children's programs and wonderful groups, the *Joyful Praise Choir* (K-2nd grades) and the Holy Spirit Choir (3rd-5th grades), are well attended and participating in the Worship Services.

On-going discussions of redesign of the Chancel area were carried over from the previous year. After investigation and pricing, the committee decided not to begin this renovation this year in an effort to limit the number of changes to which the congregation had to adjust. The Committee, however, did ask that undesignated funds recently acquired by the Endowment Committee be held available for this Chancel redesign in the relatively near future.

The failing hearing assist system in the Sanctuary was replaced by a newer, and more advanced, system as a gift from a member of Worship and Music Committee and his wife. This proved to be a real blessing to our hard-of-hearing congregants.

Additional Communion Service pieces were also given to the church by another member of the Worship and Music Committee.

Worship and Music Committee members participated in leadership roles as the Session and congregation approved calling a professional consultant from the Alban Institute to monitor and mediate conflict within the congregation, particularly as it related to changes in worship patterns and pastoral styles. As noted previously, this is a congregation of long and stable pastorates.

Change and innovation do not come easily to us. It is felt that this consulting process was of great benefit to the staff, the Session, and the congregation at large.

Worship and Music Committee began study of the Extended Communion Service as introduced by the 211th General Assembly in 1999 and included in the *Book of Order, W3.3616e*. Session has passed the implementation of this service and it is our intent to train servers and institute the process by summer, 2005.

One of the more joyful duties of this committee has been the support of a Youth Mission and Music Trip to Hawaii during the early summer, 2005. It is an ambitious plan, but the youth of the church are excited and we see the trip as a rejuvenation of the lagging Youth Ministry in our congregation.

This committee has also firmly supported the inclusion in the budget of the Radio Ministry. Heretofore, the Radio Ministry has been funded by individual donations. It is a wonderful way to stay in touch with our current and past members who are unable to attend services, and, additionally, an avenue to reach outsiders and the unchurched. The committee felt this to be too important a mission not to be financially supported by the budget.

In an effort to communicate better with the congregation, this committee is assuming the responsibility of publishing average attendance at Worship Services each month in the Sunday bulletins and in the church newsletter. Members are also making themselves available, with the rest of Session, for informal question-and-answer times with the congregation at large.

It is anticipated that several of the current committees of the Diaconate will become committees of Session when new officers are installed in June, 2005. One of these changes will be to include the Deacon's Ushering Committee as a sub-committee under Session's Worship and Music Committee. To that end, our member who is serving as Head of Ushering is in the process of realigning the current Ushering Teams to better serve the expanded hours of Worship.

One of the last committee duties of the year, was to host the annual Sanctuary Choir Breakfast during Advent. It is a way to honor the choir for their service during the year.

January, 2005

Church Membership

On January 1, 2004, our roll of active members showed 1763 individuals. On December 31, 2004, our roll of active members showed 1562 individuals. This reduction of 201 members came about through the following actions:

Additions (91)

69 new members joined the church.

22 members of the Blue Ridge Mission were taken into our rolls early in the year.

Subtractions (292)

23 deaths of members

41 transferred to the inactive roll. These were mostly non-residents who did not want to completely sever relations with the church.

44 members transferred out. These were mostly individuals who moved to other communities and joined a new church.

106 removed from the active roll. This was action taken by the Membership and Evangelism Committee. These were predominantly non-resident young adults who joined the church as youth, went off to college and then established a new "home" in another community or state.

78 all the members of the Blue Ridge Mission who were carried on our active roll but who were transferred over to the Blue Ridge Presbyterian Church when it became a certified church of the Presbytery later in the year.

Robert F. Nootbaar
Clerk of the Session
Secretary of the Congregation

Dear First Presbyterian brothers and sisters in Christ,

This past week I celebrated three years of residence in Charlottesville and almost three years of ministry at First Presbyterian Church. A quick scan of the bulletin suggests some of the obvious reasons for feeling festive. Building on what was already very good at First Presbyterian we can point to the following:

- **Our health ministry, with the leadership of our parish nurse Kathy Freer and the health ministry board, has expanded the caring ministry for the benefit of our members and visitors.** Blood pressure screening, support groups, the Walk, the progress we are making in identifying and visiting our “at home” members, the prayer shawl ministry – to name just a few of the blessings we receive from this ministry – all contribute to the many levels of health that God wants for us.
- **We have settled into a rich offering of worship and education classes that are shaping lives for Jesus Christ.** The 8:00 a.m. contemplative worship service, the 9:30 contemporary worship service (with new staff leadership for music – Jeff Bailes - and technology, Tegan Nicholson) and the 11:00 a.m. traditional worship service all boast worshippers who feel God speaking to them in powerful ways. While not all of our parishioners presently take advantage of the offerings of worship and education for adults, youth and children, the present options allow people choices to which we can all commit. In the education realm in particular there is plenty of space now to add new classes and experiences. Adding to these blessings is the vibrancy of our small group ministry, thanks to the diligence of many laypersons and our Director of Christian Education, Carol Schneider. In addition, I am grateful for the leadership and support of our Director of Music Ministry, Jeff LeDuc, and many supportive laypersons that have fostered the success of all of these initiatives.
- **Our youth and music ministries have combined to create a powerful opportunity for our youth to minister to and with the very poor and the culturally different.** Hawaii “boasts” some of the poorest children in the nation, most of them native Hawaiian, and yet the cost of living on that island state is incomprehensible to us on the mainland. Sometimes we can forget that the world’s “pleasure colonies” are built on the misery of underpaid workers who receive few social services; yet their need is masked by the manufactured façade of tourism. The opportunity to serve these needy, to experience a different ethnic culture, and to learn about the geography and history of Hawaii (including encountering “the day of infamy” at Pearl Harbor) has brought new energy to our youth and youth music ministries. We are fortunate that our Director of Youth Ministry Kristen Barner and Director of Music Ministry for Children and Youth Cheryl Wetmore-Simpson – along with several dedicated laypersons - bring such deep commitment to the spiritual formation of our children.
- **Our Christian Outreach Committee has responded positively to the vision embodied by Adriana Nicholson, our Coordinator of Lay Ministry and Mission, by reorganizing itself into a body committed to using the gifts of our people in mission; thereby multiplying the sum total and impact of our First Presbyterian missions.** The excitement arising from the work of so many committed persons related to Christian Outreach is palpable. An outstanding example is PACEM, People Around Charlottesville Engaged in Ministry, which has brought together members and non-members; Jews, Christians, and Muslims; and the home-owning and the homeless into one great community committed to human shelter and dignity. Providing new energy and vision to this important ministry and others is our Associate Pastor for Mission and Christian Justice, Kim Wells.

- **Our deacons have committed to focus their attention and efforts on providing our congregation with member care, which allows for new commitments to be made by our Evangelism Committee.** Signs of the inspiring future of member care and evangelism are two significant initiatives being supported by our Executive Associate Pastor for Evangelism and Congregational Development Tim Read (in partnership with the Worship and Music Committee and Health Ministry). First, on May 1 home communion will be extended to all of our “at home” members who request it, and it will be delivered by our ordained officers as allowed by the Book of Order. Second, our radio ministry – which has touched our “at home” members and brought new members to our congregation - continues under the auspices of the Evangelism Committee.

Are there other joys to mention? Oh yes, many more that do not receive much publicity and many more that still lie in the offing. Time and space fail me or else I would attempt to mention them.

I do not want to leave unmentioned the tremendous contribution made by laypersons and staff persons who are the “glue” who keep daily operations “together.” The laypersons are too numerous to mention, although I must say that I have been so pleased to see our new members and visitors jump in enthusiastically to support and expand the labors of the rest of us. As for mentioning the contributions of our staff - along with those already mentioned - we count as gifts our Office Administrator Susan Lawson, our Music/Administrative Assistant Becky Ewing, our accountant Todd Pullen (who is about to leave our employ and be replaced by our first business manager, Judy Blair), our Facilities Manager Dean Hibbs, our Facilities Workers PD Yates and David Thompson, and our spectacular pre-school staff who bring so much honor to Christ and this congregation. God has blessed us repeatedly through them!

On a personal note, I thank God for our Parish associate Charles Pickell, who is a fountain of wisdom for our staff and officers.

Honesty also demands that the challenges we face presently be expressed.

- **This year’s budget, like last year’s, is funded partially out of prior year gifts, including bequests left to Session’s best judgment for designation; probably 2005 is the last year this will be possible.** With so much happening in the congregation worthy of our joy, my own hope is that congregational giving this year and next will exceed significantly pledges made. I am happy to report that already a handful of members and regular visitors have stepped forward to offer additional financial help. Please join me in prayer that God will inspire more of us to repeat this miracle of added generosity - upon which so much depends - again and again! Let us thank God also for those saints who have joined the church triumphant and who have provided for our congregation after their life’s journey. We will not forget their generosity in our time of need.
- **Our boiler and other parts of our infrastructure need replacement, which suggest that some significant planning and renovation lie ahead in the near future.** Needless to say, the entire building relies on the boiler and chillers, and it is said that both are overdue significantly for replacement, the boiler by perhaps a dozen years or more. While less expensive alternatives may be available, “as is” replacement of the boiler and chillers alone will require well over \$1 million.
- **We have lost and are losing some beloved members of the church for a variety of reasons: death, geographic moves, and the natural transition that happens with a change in pastor and vision which is so very painful for all concerned.** On some

occasions the pain of the latter has taken me by surprise to the extent that I have reacted with more frustration than I should have. Inasmuch as it has been within my power, I have made the effort to make course modifications, offer apologies, and rededicate myself to the pastoral leadership of the entire congregation and community. I have been grateful for those who have assisted me and those who have recognized that congregational adjustments - to a new generation of pastoral leadership in a post 9/11 world - are also in order. In the offing we might anticipate a strategic planning process that will allow us to assess our present congregational culture and look down the road toward our hopes and dreams.

Needless to say, the future of First Presbyterian Church lies with God's Holy Spirit poured out on our congregation, and our committed laypersons who step into the breach and say bravely to the Lord, "Here I am; send me (Isaiah 6:8)."

Thank you for giving me the joy of being your pastor. It has given me the opportunity to engage in the kind of complete ministry that I enjoy and to which I have been called by God. As I finish this letter I am preparing for a time of fellowship with the staff. I have just left the company of an African-American pastor who shares a passion for justice with me. After lunch I will spend time with some of our congregation members, and then work on Sunday's sermon. Tonight I will make a hospital call; tomorrow I will take make a round of meetings, visit a neighboring church and its pastor, and deliver home communion to one of our at-home members. It is a season to reflect on what God is doing at First Presbyterian and how God has blessed me through you.

May God bless all of you as well.

With much affection,

Sam

Annual Report from Timothy T. Read

Executive Associate Pastor for
Evangelism and Congregational Development
March, 2005



Dear Friends:

I came to you in March, 2004, and I reminded you in worship our first Sunday together that my calling as a pastor was to care for you and lead you as a shepherd cares for and leads the sheep of the flock. I am so grateful that you have allowed me to do that in so many areas; but in this report, I'll just mention a few.

Worship – What a privilege it has been to preach at our worship services on twelve Sundays in my first twelve months. Hopefully, my preaching has helped you find both still waters of God's grace and green pastures with plenty to "chew on". On other Sundays, you have allowed me to lead prayers, liturgy, sacrament, conversations with children, and even congregational singing. Especially meaningful to me have been opportunities to organize worship on occasions marking some of the most significant events in peoples' lives – presiding at four weddings, seven funerals and five baptisms.

Teaching and Spiritual Formation – It has been a joy to teach adult Christian Education classes on Sundays and Kirk Nights. I especially enjoyed planning and leading (with Adriana Nicholson) our program during last summer's three-day, All Church Retreat at Massanetta Springs Conference Center.

Pastoral Care, Counseling and Fellowship – You have welcomed me into your homes, work places, and hospital rooms as we prayed, visited and sometimes took communion together. We gathered more than a hundred of the church's former officers for a meeting of *The Fellowship of the Ordained* in October. And many of you met with me individually in my study or elsewhere to share our lives together. It was great fun to host the Deacons' Christmas party and a New Member Class dinner at our home this past year. I'm not sure being the M.C. of the Kirk Night Talent Show in the spring was such a good idea, but I'll never forget it! And didn't we have a great time last year meeting at Westminster Canterbury of the Blue Ridge or traveling by bus and attending the opening worship service at the General Assembly in Richmond?

Equipping Ministry – While my pastoral role has included support for all the ministries of the Deacons, I was also asked by our pastor in my first year to give special support to the ministries of

- the Stewardship Committee
- the Session's Finance & Administration Committee
- the Endowment Committee
- the Pastoral & Staff Relations Committee
- the Membership & Evangelism Committee
- the Worship & Music Committee, and
- the Health Ministry Team

See their committee reports for the wonderful work done by our church members in these areas. In addition, it has been my constitutional responsibility to serve as a full, voting member of FPC's Session, with all that that has entailed in the last year. On two occasions in the past year, I moderated our Session meetings. As "Executive Associate", it has also been my job to provide leadership to the church staff and others when our pastor, Sam was away or unavailable.

I am grateful for all these opportunities to serve. But what's next? I am especially pleased with the fruits of our efforts to identify and hire a new Business Manager, Judy Blair, who began serving our church on March 16, 2005. Judy's contributions will free me up to spend less time on church administration and more time on the following **new ministry priorities for 2005**:

- **Deacons Ministry** – Our church is in the process of reorganizing our two officer boards (Session & Diaconate) so that Deacons will be freed from many administrative responsibilities. Deacons will give up such things as property & maintenance, finance, ushering and stewardship. With the Session taking on these tasks, I hope to help the Deacons discover new ways in which they might focus on the caring ministries of sympathy, witness and service after the example of Jesus Christ. Through the leadership of the deacons and others who "minister to those who are in need," our church will become more the *caring congregation* we seek to be. Creative ways to do this will come from the Deacons themselves, but are certain to include opportunities for visitation, fellowship and member care.
- **Stephen Ministry** – In an effort to reinvigorate and enhance our existing Walking with Spirit program, I am hoping to identify and train laypersons who feel called to caring ministries in our congregation. One way we might do this is through a program called "Stephen Ministry" in which lay persons are well trained and equipped for lay ministry.
- **Older Adult Ministry** – Why should the youth have all the fun? I hope to join with others who want to provide opportunities for fellowship, Christian education, pastoral care, mission and worship for folks who have been blessed with God's gift of long life.
- **Evangelism** – We have countless opportunities to reach out and share the good news of Jesus Christ, but for many of us it is hard to do so. And yet, it is our common calling. In the coming year, I will be looking for opportunities to enhance our own abilities to share, be and do the Good News in our own community.

Let me know if God is nudging you to service in any of these areas. And thank you for allowing me to be one of your pastors this past year. I look forward to continuing our ministry together!

Grace and peace,



Timothy T. Read
Executive Associate Pastor for
Evangelism and Congregational Development



Associate Pastor's Report Kimberleigh Wells

It has been such a joy to join this church family! I am so grateful for the ways that you have embraced and encouraged me as I have embarked on my first ordained call. It has been a privilege to begin to get to know you, as well as to witness your remarkable gifts for ministry and mission. Thank you for being my partner in ministry! Some of the highlights of 2004 that I'd like to celebrate along with you are:

My ordination and installation service – on September 26, 2004, you participated, along with me, in this milestone event in my life. Perhaps the most moving element of the service was when the elders came forward to participate in the laying on of hands and prayer. We were also blessed by the tremendous efforts of Jeff LeDuc, who made the service such a wonderful musical celebration. As someone who loves youth, I'm very grateful that Kristen Barner brought the whole youth group to share in this family event. I'm also grateful to the Pastoral & Staff Relations Committee for providing hospitality during the fellowship hour that followed. Thank you to all of you who made the start of my ordained ministry such a blessing.

Alternative Marketplace – in November, our volunteers took the Alternative Marketplace to a new level. Our lead volunteers were Cathy Burgess, who blessed us with her amazing organizational skills, and Mary Lou Fowler, who brightened the event with her artistic and creative talents. New to the marketplace were tables representing the outreach ministries of our own church and community. Through your generosity, we brought in over \$5,200!

PACEM – in December and January, I witnessed your hearts overflow with compassion and concern as we opened our facilities to host homeless men for three weeks. We served as many as 35 men each night! I was amazed as I watched volunteers pour themselves into this new ministry—making toiletry kits, donating new underwear and towels, bringing meals, serving dinner, providing an evening atmosphere of hospitality and fellowship, and even spending the night (sometimes on the floor!). I was very proud of how our volunteers took their relationships with these men very seriously. You saw this ministry not just as providing a service but as an expansion of our church family. Several of these men have come to Sunday worship at First Pres and continue to stay in touch with the friends they have met here. Our church did such a good job that the outside community, and even the media, took notice! Special thanks to Downing Miller, Judy Blair, Cathy Burgess, Kay Sands, Barbara Worrell, Lawson & Suzanne Drinkard, and David Goodwin for the leadership roles they played in this extraordinary volunteer effort!

Graduate Student Group – I have been overjoyed to be part of this new group of graduate students (and other young adults in their 20s). We come together for theological study and fellowship, seeking to use our intellects as tools for deepening our faith in Jesus Christ.

Christian Outreach and Local Help Committees – I am very proud of the intensive strategic planning process that these two committees undertook in the early months of 2005. We spent hours in study and discussion, thinking creatively about how to organize ourselves to catalyze and support a new wave of outreach ministries at First Pres. Out of this process came a new structure and mission statement, and I am looking forward to being part of this new structure's development in the coming year!