



FIRST PRESBYTERIAN CHURCH

Charlottesville, Virginia

2006 ANNUAL REPORT

Reports from Session Committees, Diaconate Teams and Others

March 2007

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COMMITTEES OF THE SESSION

Christian Education/Youth Ministry Committee Highlights of 2006

- Sunday School offered for children, youth and adults at both 9:30 and 11:00
- Young Adult class started
- First Fellowship groups formed and organized
- Opened Children's Library in Room 109
- Covenant groups continue meeting
- Bible study offered on Wednesday morning and Wednesday evening
- Kirk night dinner and adult programs offered throughout the school year. A Financial Peace program was presented for a 10-week period.
- Spring of 2006 16 youth were confirmed. A fall confirmation class began with 15 youth.
- Vacation Bible School held with Westminster Presbyterian Church
- Children and Youth Sunday School teacher training sessions held
- Advent workshop with Advent wreath making held
- Continued updating and upkeep of Adult Library
- Preschool Liaison established
- Carol Schneider, DCE, attended General Assembly as an elected representative for the Presbytery of the James. Carol was the Moderator for the Health Issues committee at General Assembly.
- All-church family retreat was held at Massanetta Springs
- Workshop rotation held for one month for Children's Sunday School classes
- Worship bags provided for elementary age children
- Year end teacher appreciation dinner held
- Provided nursery care for all services and events
- Christingles Sunday School event held for 2nd thru 8th graders
- Bibles presented to each third grader during worship service
- Supervised work of our summer intern
- Youth attended Mission and Music trip to Charleston, South Carolina
- Youth met on Sunday evenings throughout the school year. Mid-Hi groups also held Fun Fridays once a month.
- Senior Hi Youth participated in Montreat Conference in July
- Youth leadership teams formed
- Youth led worship services and Senior Highs gave sermons on Youth Sunday

Christian Education/Youth Ministry Committee: Sara Ray, Elizabeth Gatewood, Jocelyn Schauer, Chris Sesler, Steve Van Epp, Elaine Knight, Lois Baylor, Tina Munchmeyer, Maurya Brennan, Susan Berger, Susan Anderson, Marcie Linton
Staff: Carol Schneider, Kristen Barner, Lesley Forloines

Christian Outreach Committee

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. In 2006, the Christian Outreach Committee empowered the congregation for outreach ministry through the following projects:

2006 Mission Trips

- 24 First Pres participants on 3 Katrina mission trips to Mississippi (Jan. & April '06, Jan. '07)
- 7 First Pres participants on the District 1 summer mission trip to Mexico (July 1-8)
- 15 First Pres, participants on the District 1 summer mission trip to Southwest Virginia (July 22-29)

2006 Local Hands-On Mission Projects

- 24 regular First Pres participants worked on a local Habitat House (Dick Fowler and Ken Derby, coordinators)
- 20 First Pres participants at a Bridge Ministry Service Day (Joint Christian Outreach & Youth event)
- 4 First Pres participants constructed a ramp for a retired disabled minister in Charlottesville (Glenn Forloines, Don Dougald, Roger Authers, Murray Hulse)
- 27 First Pres, participants in Project Transformation, a summer educational enrichment ministry for at-risk children in Charlottesville and Waynesboro (Tom Doyle, coordinator)
- 20 First Pres participants in the CROP Walk (Tom Doyle and Rich Lutz, First Pres coordinators)
- \$9,443.39 was raised at the Alternative Marketplace on November 12--our biggest total to date! (Dana Henderson, Mary Lou Fowler, Jeannette Halpin, Jane Adair, Nancy Lutz, lead volunteers)
- 80 Thanksgiving Food Baskets delivered to homes (Deborah Starns, Taylor Starns, Katie Read)
- 70 First Pres participants prepared and served Blue Ridge House Thanksgiving Meal (Barbara Herath, leader)
- 165 gifts purchased for families through the Christmas Giving Tree (Brad Hamilton, coordinator)
- 70 First Pres volunteers for PACEM December 23-January 6 (Downing Miller, Susan Netemeyer, coordinators)
- 35+ regular volunteers serving at the Soup Kitchen every Wednesday of the year (Annie Lee Pilkington, leader)

2006 Collections & Drives

- April & August emergency food drives, May book drive

2006 Local Justice Ministry (IMPACT)

- 41 First Pres participants at the April IMPACT Orientation to Justice Ministry
- 62 First Pres participants in 7 IMPACT House Meetings during July-August
- 76 First Pres participants at the September IMPACT Covenant Assembly, front page Daily Progress coverage
- 1 First Pres participant on the IMPACT Housing Research Committee (Susan Netemeyer)

2006 New Mission Initiatives (approved by Session for support from the Endowment Fund)

- ❖ Cameroon-\$5,000 in Endowment funding toward a Yag, Laser for the Mbingo Eye Clinic in Cameroon, taken there in December 2006 by First Pres member, Dr. Ashley Schauer
- ❖ Brazil-\$3,000 in Endowment funding for a fish pond and a new photo-evangelism project in Corumba, Brazil; \$8,000 in funds set aside to subsidize First Pres participants to go to Brazil in June 2007 to implement these projects (Gary Greene, leader, with 10+ other First Pres participants committed so far)

- ❖ Pakistan-\$20,000 in Endowment funding for 2 years toward the building of a strategic, long-term ministry partnership of relationship and financial support for Forman Christian College in Lahore; developed and implemented 6-week Christian Education class on "Christians in the Muslim World"; plans in place for February 2007 trip (5 participants) and February 2008 trip.

2006 Christian Outreach Committee Financial Report

First Priority Outreach Projects	<u>Total</u>
Alliance for Interfaith Ministries (AIM)	15,146
Blue Ridge House Thanksgiving Meal	204
Bridge Ministry	15,578
Building Goodness Foundation	6,783
District 1 Funding for Summer Mission Trips	3,800
First Presbyterian Church Preschool	15,131
Habitat for Humanity	17,442
IMPACT	3,162
Montreat/Massanetta Operations	3,101
PACEM	4,426
Presbytery of the James-General Funding	24,226
Project Transformation	1,314
	\$110,313
Second Priority Outreach Projects	
CARES	1,308
New Church Development-Blue Ridge PC	2,200
Shelter for Help in Emergency (SHE)	436
Babes/Haiti	1,000
CODEP/Haiti	5,000
	\$9,944
Third Priority Outreach Projects	
Salvation Army	872
Interfaith Alliance for Homeless Children	3,488
Interfaith Alliance for Homeless Children-Snacks	119
International Rescue Committee	1,308
Presbyterian Home for Children	3,101
Hope House	436
Free Clinic	774
UTS Operations	1,000
UTS Theological Education	1,000
	\$12,098
PC(USA) Special Offerings	
Peacemaking	1,268
Joy Gift	4,558
One Great Hour of Sharing	5,247
Pentecost	1,639
2 cents-a-meal	4,609
	\$17,321
Other Outreach Projects	
Forman Christian College, Pakistan	1,277
Ramp Materials for Disabled Minister	1,060
Seminary Support for Church Member	1,000
Medical Supplies to St. Kitts (partnership with Ebenezer Baptist)	750
Travel Expenses for Cad King, Global Encouragers' Ministries (Brazil)	500
Mission Trip Contributions for Church Members	500
Love INC	500
Cameroon Water Project (Jason Manto)	336
Church of Christ (Fire Relief)	250
Nicaraguan Orphan Fund (Caitlin Dean)	200
2006 Christmas Giving Tree	171
Miscellaneous	56
	\$6,600
Good Works Mission (now transferred to Christian Education/Youth Committee)	\$1,464
Grand Total	\$157,730

Endowment Committee

The Endowment Committee administers the First Presbyterian Church's Endowment Fund, including promoting, receiving, investing and managing the contributions to the Fund. The church's Endowment Fund was established in 1991 under the guidance of Dr. Thomas D. Kennedy.

The Endowment Fund is designed to seek and receive gifts, bequests, memorials, and other contributions of all types and amounts. Under the Session's present directives, five percent 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 Endowment Fund, \$18,050 was spent during 2006 for:

- Assistance to International Response to Improve Sight (IRIS) in the purchase of a yag laser to help end preventable blindness in Cameroon
- Interest expense on the First Presbyterian Church HVAC loan

The beginning and ending balances of the two funds that make up the Endowment and the activity for the year are shown below.

	-----Building Endowment-----		-----Mission Endowment-----		Total
	<u>Funds</u>	<u>Accumulated Income</u>	<u>Funds</u>	<u>Accumulated Income</u>	<u>Endowment</u>
Balance 1/1/06	\$458,886	\$35,260	\$539,063	\$10,837	\$1,044,046
Additions	-	-	-	-	-
Spending	-	(13,050)	-	(5,000)	(18,050)
Inc/Mkt Value Change	55,300	738	63,433	289	119,760
Transfers	(24,707)	24,707	(27,495)	27,495	-
Balance 12/31/06	\$489,479	\$47,655	\$575,001	\$33,621	\$1,145,756

The Endowment Committee reminds the congregation that neither the principal nor the income from the Endowment is used for the operation of the church or for its normal and regularly budgeted items. Instead, the Endowment is intended to facilitate an extension of the church's program and an enlargement of its Christian concern.

The Endowment Committee recently implemented a "wills emphasis program," which was designed to heighten the congregation's overall awareness of the Endowment Fund and the many good works supported by its income. The committee thanks the congregation for the opportunity to demonstrate how the Endowment Fund is enabling us to extend our reach in ways that otherwise would not have been possible.

We give thanks to God for the generosity of those who have made gifts to the Endowment Fund, which continues to serve as a living memorial to those who have chosen to help extend the mission of the church in this way. 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.

Committee members are: Ron Critzer, Ed Davis, Amy Gillespie, David Maloney (chair), and John Paterson. In addition, the committee is assisted by Mack Halsey, Betsy Swett, Judy Blair, and Tim Read.

Equipping Ministries Team

The Equipping Ministries Team began 2006 with the "Heart-felt Thanks" wall in the Fellowship Hall. This event invited our church members and friends to express thanks to those special people and teams in the church who showed Christ's love through their actions. In May and June, we led a four-Sunday introspective called *"Grow Where You are Planted. Plant Where You Are Growing!"* Pamphlets were designed and distributed. Their purpose was to help members to recognize their spiritual gifts and to expose them to ways in which they might put them to use in our church and community. In the fall, a successful coffee hour was held to inform and invite potential new members to join our team. In October, four team members went to an Equipping Ministry conference in Arlington, Virginia, where we were rejuvenated and inspired to new and better things for 2007. Among these, plans were begun for a new 11:00 a.m. Sunday School class that started on January 28, 2007. Another of our team's initiatives for 2007 will be to meet with each of our new members to assist them in growing in their faith and finding where to best use their God-given gifts and talents.

Active members: Kathy Doby Harriet Grosh
 Brenda Hathaway Gail Houser
 Adriana Nicholson
Staff: Dr. Sam Massey

(We are honored to have been under the leadership of our brother in Christ, Fred Foster, who joined the church triumphant in March, 2006. He is greatly missed.)

Evangelism Committee

The Evangelism Committee plans and organizes opportunities for members of First Presbyterian Church and others to live out our calling to share the Good News of Jesus Christ with others. During 2006, the Evangelism Committee engaged in the following activities:

Continued to educate committee members on what it means to be an evangelist, Presbyterian style, by studying the book *Me, an Evangelist?* Anyone interested is invited to attend this portion of our meetings.

We made 91 visits (or mailed if no map was available) to local guests to the Church, delivering information on our ministries and a small packet of homemade cookies donated by a volunteer. This ministry involves approximately 32 volunteers. All volunteers received a personal thank you letter. We continue to greet new guests to our church, providing a guest bag of information. Ten volunteers staffed our Guest Table for all three services each Sunday. Guests receive a letter following their attendance.

Continued Church advertising in Sprint Yellow Pages, the Yellow Book, Charlottesville Guide, and *The Daily Progress* for special seasons. Advertised in *The Daily Progress'* new publication, ***Faith and Values***, which was an excellent opportunity. Rev. Timothy Read was interviewed in conjunction with this ad.

Partnered with our youth in the parking fundraiser for their mission and music trip by providing a greeting, key chain, hot coffee and chocolate to Charlottesville Marathon runners on April 15. The parking pass carried our invitation to worship with us.

Agreed to partner with the Outreach Committee by purchasing supplies for a photographic ministry with the local natives during the mission trip to Brazil in June 2007.

Hosted a media training session presented by committee member, Dory Hulse, to ensure that we make the most of media opportunities to promote FPC. Invited Blue Ridge Presbyterian Church. Ten persons attended.

Monitored our Radio Ministry, which is funded through designated gifts, to ensure this ministry's continued success.

Contracted with Dan and Beth Gould and provided the funds for the upkeep of our website, which had become out of date.

Explored other opportunities where we might distribute our Church's brochure, such as, Visitor's Center, Newcomers, and realty company packets.

Sponsored Evangelism Sunday with an invitation for self-offering by Caroyl Gooch and sermon on evangelism by Rev. Read.

First Night Virginia used our sanctuary for two events. For the second year, we welcomed these visitors to our church by passing out key chains with a church brochure, and offering coffee and hot chocolate. Volunteer interest was outstanding. Well received.

Finance and Administration Committee

The Finance and Administration Committee provides review and oversight of the accounting, budgeting, financial reporting, and administrative activities of the church. Each month the committee reviews operating revenues and expenditures and the designated funds prior to presenting financial reports to Session. **See Appendix for detailed financial report.**

In January 2006, the committee presented to Session for its approval a balanced operating budget for 2006 totaling \$1,337,340 in revenues and in expenditures. Actual revenue for 2006 totaled \$1,322,800 and actual expenditures, including \$40,000 for replenishing reserves, were \$1,316,000 resulting in an operating surplus of \$6,800 for the year.

To fund the HVAC renovation project activities in 2006, the church borrowed monies to supplement the contributions to the Fund for the Future and the reserve funds used for the project. In December, the church launched a campaign to reduce the anticipated final debt amount of \$390,000 prior to the May 2007 loan conversion from interest only payments to interest and principal payments.

The committee developed a policy on fundraising and solicitation of other resources, which was approved by Session in October.

In November, Session re-elected Robert Ramsey as Treasurer and Ann Foster as Assistant Treasurer for 2007.

In December, the committee reported that potential cuts of approximately \$100,000 to projected operating expenditures for 2007 would be needed to balance the budget. An anonymous donor responded with a \$50,000 commitment to the 2007 operating budget if that amount could be matched, and that challenge was met within a few days. The church was reminded that giving is not merely a mortal endeavor, but it is a reflection of the work of God's Spirit in the human heart.

Many thanks go to the committees for managing their budgets frugally in 2006 and to the congregation for generous contributions to the operating budget and to the HVAC project.

Committee members: Elder Steven Ball, chair; Elder Tom Baylor; Elder Glenn Forloines; Mack Halsey

Staff Support: Judy Blair, Sam Massey

Pastoral And Staff Relations Committee

Organization and Staffing

- Developed a concept of Organization for the Church in response to the changing life and mission of FPC; upon approval by the Session, began implementation (see chart below). Detailed implementation will continue in 2007, with the assistance of other committees and of staff.
- Hired Michael Joyce as Facilities Maintenance Manager to fill the vacant position
- Accepted the resignation of Kristen Barner as Director of Youth Ministries, and recommended interim responsibilities for the youth programs until an assessment can be made of the church's staffing needs for these important ministries

Policies and Procedures

Several policies and procedures were developed, approved by the Session, and implemented, including:

- An amended *Policy for the Protection of Children, Youth, Elderly, and Persons With Disabilities*
- A revised *Leave Policy* covering program, administrative, and facilities staff
- A new *Compensation Review Policy*, covering all church employees, independent contractors.

Other Pastoral and Staff Relations Committee Activities

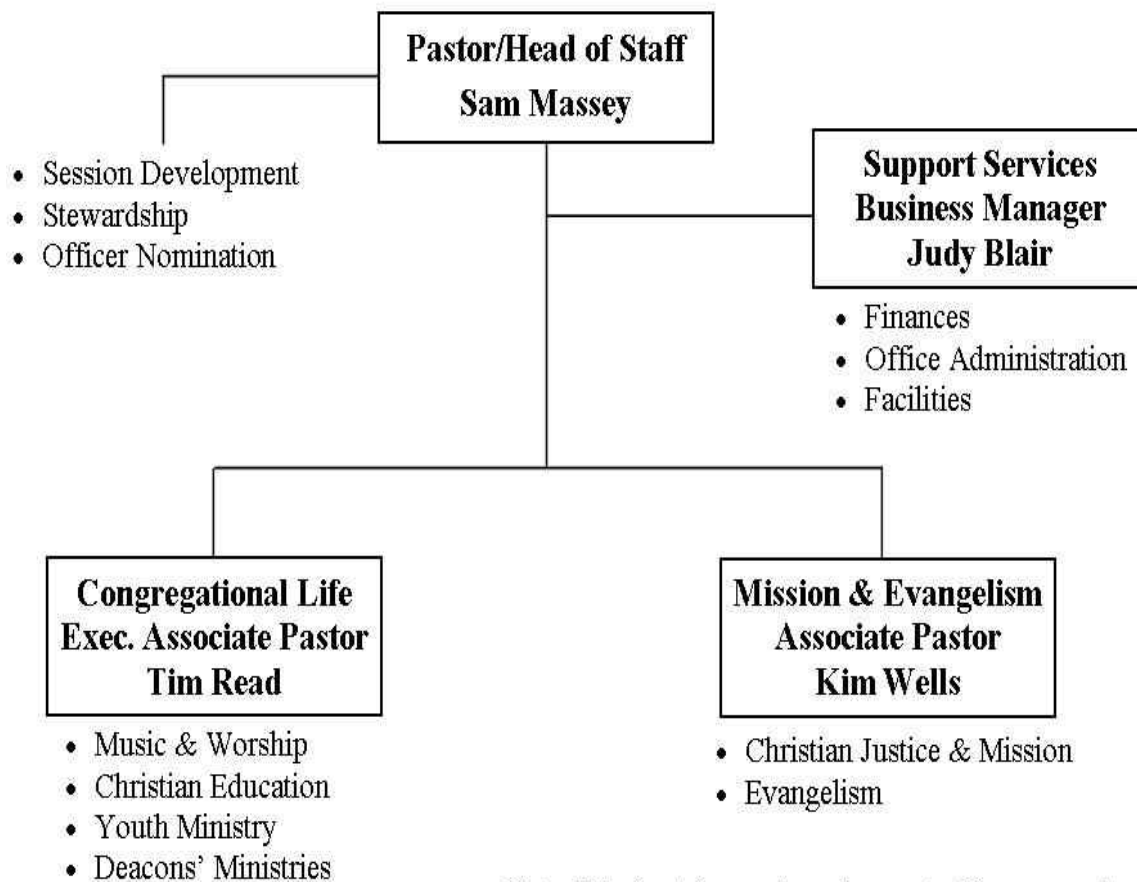
- Conducted formal appraisals of all staff for the first time, using input from peers, supervisors, subordinates and others familiar with each staff member, and self-

appraisals. Feedback was provided to each staff member by his/her supervisor in conjunction with a member or members of the committee.

- Reviewed 2006 goals of ministerial and senior staff, prepared by each staff member and discussed with the Pastor/Head of Staff.
- Collaborated with the Christian Education and Youth Ministry Committee in conducting an in-depth survey of the Church's Youth Ministries programs, comprising over 70 parent(s) of youth currently in mid- or senior high school.
- Recommended 3 percent salary increases for all administrative and facilities staff which were implemented on employment anniversary dates; recommended a freeze on the compensation (except for mandated benefits increases) of all ministerial and senior staff due to budgetary constraints
- Expressed thanks and grateful appreciation for their service to retiring committee members Eleanor Maloney and David Pettit, and welcomed new members Phyllis Colman and Diane Schmidt, and Rev. Tim Read as staff to the Committee.

Members of the Committee as of January 1, 2007: Rod Beckwith (Chair), Beverly Kocotas, Jim Snead, David Rathburn, Phyllis Colman, and Diane Schmidt. Staff to the committee effective January 1, 2007: Sam Massey, Tim Read, and Judy Blair.

NEW STAFF ORGANIZATION CHART



Note: This chart shows a broad concept of the proposed organization; it is not comprehensive in showing all FPC ministries.

Property and Maintenance Committee

The Property and Maintenance Committee works with the business manager and facilities manager to plan and manage the necessary maintenance, repairs, and improvements to meet the needs of the church building and grounds.

In 2006, following HVAC project work, many areas of the church received cosmetic repairs and improvements. For example:

- Extensive woodwork was necessary on one wall in the Chapel.
- Ductwork in the sanctuary was cleaned and sections of its ceiling were repainted.
- New overhead lighting and new security lighting were installed in the hallways on the lower level.
- All of the classrooms were painted, and new cabinets were installed in many of them.
- The Preschool funded partial carpeting in its classrooms, and new area rugs were put in many of the other classrooms.

To reduce expenses, the annual contract for landscaping and lawn services was not renewed for 2006. The facilities staff assumed responsibility for mowing and trimming, and volunteers handled the other grounds maintenance tasks. In June, the committee held a church-wide workday, where church volunteers seeded, weeded, pruned, and tackled other landscaping tasks.

Two memorial benches were added: one near the chapel and another near the lower level entrance.

In September, Michael Joyce joined the FPC staff as the Facilities Maintenance Manager.

For additional protection from electrical surges, two industrial surge protectors were added on the main electrical service of the church. Session funded this project from the Building Reserves.

The committee received Session approval for funding additional security lighting. Installation is planned for February or March 2007.

Committee Members as of January 2007: Roger Authers; Tom Baber; Bill Carswell; Deacon Bryan Chambers; Elder Richard Herath, chair; Murray Hulse; Elder David Reynolds

Staff Support: Michael Joyce, Judy Blair

Session Development Committee

Members: Kirk Pilkington, Chairperson; Ron and Arletta Dimberg; David Martin; Bob Nootbaar; Ralph Stoudt; Katie Sherrerd-Smith (moved away); Sam Massey, staff.

The Session Development committee is a relatively new committee to Session and is still finding its feet. But it initiated some important projects in 2006 that should have lasting, positive impact on First Presbyterian Church.

1. Began to assemble an Administrative Manual for the congregation;
2. Began to assemble the key information and support to initiate a Session and church-wide strategic planning process in 2007 (recommended for most congregations to occur every five years, which makes this timely for First Presbyterian);
3. Began to work with the CE/Youth Ministry Committee as it explores with Worship and Music Committee the best means to strengthen both callings of the church;
4. Began to explore intentional spiritual discernment as a spiritual discipline can inform the decision-making processes of the Session (for a vision of how this occurs see The Acts of the Apostles, chapter 15 in your Bible);
5. Through its two elders, Pilkington and Dimberg, led the church's Nominating Committee processing.

It is anticipated that 2007 will see additional progress in all of these arenas.

Stewardship Committee

The committee conducted the fall stewardship campaign based on the New *Consecration Sunday* program, by Herb Miller. The focus of the campaign was leading the congregation in spiritual growth, not a fund-raising effort. We were called to ask the question, "What is God calling me to do?" rather than, "What does the church need in order to pay its bills?"

A joint meeting of the Session and the Board of Deacons was held October 30. After dinner in the Fellowship Hall, our guest leader, the Rev. Dr. George Conway, spoke to the officers about personally considering their response to God with respect to their own financial stewardship for 2007. Over the next few days, the officers attempted to contact all congregation members who had not responded to the invitation to attend a worship service and a complementary brunch on Sunday, November 5. There were 333 individuals responding that they planned to eat at one of the brunches.

Dr. Conway preached at all three services of worship on Consecration Sunday, November 5. At the end of each service worshippers placed their pledge cards for 2007 on the Lord's Table. All present were invited to enjoy the brunch meal in the Fellowship Hall.

As of December 31, 2006, there were 393 pledges for 2007 (392 in 2006). The average pledge amount increased 5% over that of 2006. The total amount pledged was \$1,141,649.00 (compared to \$1,083,097.00 for 2006).

An anonymous person, who is not a member, challenged the congregation to match a \$50,000.00 donation for the 2007 budget in a communication with Dr. Sam Massey. Dr. Massey contacted officers and other congregation members the week before Christmas. By December 25, an additional \$50,000.00 had been pledged.

Members of the committee are Cathy Burgess, Jean Carswell, Amy Gillespie, Jeff Jenkins, Gerald Lientz, Ashley Schauer, Doug Starns, Wayne Turner, and Mieke Zylstra.

Worship and Music Committee

2006 was a very active year for the Worship and Music Committee. We offered extended communion to our homebound members in April and October following the celebration of the Lord's Supper at the 11 a.m. service. Elders and Deacons carried the Cup and the Bread from the Sanctuary and served communion to the members and their families and friends. In April, 16 members requested the service and 15 members were served in October.

Special services were held throughout the year starting with an Epiphany Service in January and ending with two Christmas Eve Candlelight Services. On Maundy Thursday the service was a Christian Seder Supper led by Rev. Tim Read. On Good Friday the choir of University Baptist Church joined our choir for our Tenebrae service. Slides of great art portraying the Protestant Stations of the Cross were used. We had two guest speakers at our Sunday Services -- Rev. George Conway and Dr. Alvin Edwards, Mt. Zion Baptist Church. Every third Sunday evening throughout the school year, Dr. Pickell led a worship service in the chapel.

The upgrade to the Sanctuary sound system was completed with the installation of a new soundboard and speakers. An Emergency Procedures Manual was written with the assistance of Parish Nurse, Kathy Freer, and the staff and ushers have been trained in these procedures.

Music

First Presbyterian's music program had a good year. The overall music program, under our Music Director, Jeff LeDuc's leadership, is highly regarded in the Charlottesville church music sphere. First Presbyterian Church continues to be a preferred performance venue in our community. These strengths continue to attract people to our worship, into our ensembles, and to the concerts we host.

Our individual choirs and ensembles have grown and increased in 2006. We added singers and ringers to each of our choirs. The Sanctuary Choir continued as the cornerstone ensemble of our music program, singing for Sunday morning worship at nearly every 11:00 service, many 8:00 services, special services on Ash Wednesday, Maundy Thursday, Good Friday, and many more services throughout the year. This is an extraordinary commitment for the members of the Sanctuary Choir to maintain. The Sanctuary Choir's consistent high level of presentation is to the glory of God in this church and community, and even into our world. The Sanctuary Choir and the Adult Handbell Choir represented First Presbyterian Church on tour in Scotland in the summer of 2006. Our adult handbell choir rang for Sunday morning worship, and at many special services during 2006. Additionally, they rang at Cove Presbyterian Church in Covesville, Virginia, and attended workshops in North Carolina and Virginia. Our Children's and Youth Choirs continued its dual emphasis of music and mission under Cheryl Wetmore-Simpson's capable leadership. They sang for worship at 8:00, 9:30, or 11:00 on a monthly basis (and twice during some months) for most months of the 2006 program year. Our Children's Choirs produced two musicals that were each presented twice during worship and at Kirk Night. Our Youth Choir sang on tour to Charleston, South Carolina, during the summer. Brooke Mahanes started and resourced a youth string ensemble, which played for worship for the first time in '06. Jeff Bailes and the Praise Team matured musically in their leadership of the 9:30 service, at the 5:00 Christmas Eve service, and by hosting a concert to benefit PACEM. We hosted many musical groups in concert and in worship in 2006. We also developed the new, volunteer staff position of Organ Apprentice. Oliver Wolcott became our Organ Apprentice so that he may share his talent with our congregation, practice on the Casavant organ, and gain first hand experience being part of a busy and successful church music program.

2006 continued to demonstrate to our membership and community that traditional and contemporary music can co-exist in a highly regarded music program. This is NOT the norm in Presbyterian churches, or churches of other denominations. We are blessed that this musical co-existence can support and provide for a wide range of worship styles for our membership.

BOARD OF DEACONS MINISTRIES

Fellowship Team

Team Members: Linda Hitt (chair), Yvonne Jowdy, Jeannette Halpin, Sharon Price, Jan Garnett, Steve Harris, Dean Hibbs, Karen Dougald, Bill Hitt (TOPs)

The purpose of the Fellowship Team 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.

The Fellowship Team is presently made up of four deacons and four at-large members, who are responsible for organizing and overseeing fellowship events. As much as possible, church volunteers are sought to help with fellowship activities.

Each year the Fellowship Team plans some special events. The Fellowship Team planned and executed Heart Healthy Sunday with the Health Ministry Team February 19th, the first church carnival on May 28th that was a backdrop for the youth pie auction fundraiser, a potluck church picnic on September 10th timed with the fall Sunday school kickoff, and “Cider on the Lawn,” held October 29th, which included hot and cold apple cider and sweets.

The TOPs (Traveling Older Presbyterians) program is a special ministry for older adults. Events this year included day trips in the church van to visit VMI and Washington and Lee University, Big Meadows “Tea with the First Ladies,” the Green Valley Book fair, The Apple Blossom parade in Winchester, and special fellowship trips after church to nearby restaurants.

Health Ministry Team

Mission Statement: “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.”

Team Members: Patricia Inglis (Team Coordinator), Lois Baylor, Kim Colley, Betsy Critzer, Sue Brown, Chris Dean, Linda Hitt, Bettie Kienast, Nancy Lutz, Katie Paterson, Meg Riechman, Teller Stalfort and Jeanne Whitney

Staff Support: Tim Read and Kathy Freer

Activities:

1. Blood Pressure Screenings First Sundays - 100 screenings performed
2. Bereavement Visitation – formation of a new initiative to compassionately support the newly widowed through gestures of care
3. CPR/AED congregational training - 8 members trained in April

4. First Pres on the Move! – Two Kirk Night presentations on Affects of Aging and Importance of Exercise, spring group- walking program and fall Kirk Night walking trial
5. Health Education – Arthritis presentation, Alzheimer's display, 10 newsletter submissions and 5 bulletin board displays. Co-hosted a Heart Healthy Fellowship Hour
6. Health Supplies – the monitoring and restocking of church first aid supplies
7. Prayer Shawl Ministry – 15 shawls created and presented.

Prayer Team – 17 members of the congregation receive weekly requests

New Member Team

Team Members: Jocelyn Kelley, Ashley Schauer, Boo Greene

During 2006, the Diaconate's New Member Team organized and hosted three new member courses. The congregation welcomed eleven (11) new members from the winter class, nine (9) from the spring class, and twelve (12) from the fall class. The most recent class, winter 2007, brought us fifteen (15) new members. The team tries to match every new member with a member of the congregation who serves as a contact for the new member for at least a year. Eighteen congregants have volunteered to serve as new member contacts during the past year and we are always looking for more! Serving on the New Member Team ministry is pure joy! Time and time again we hear new members say that, as soon as they entered the doors of First Pres, they felt welcomed and right at home. They appreciate the stimulating preaching and the variety of offerings in worship and education. And the music always wins high praises! We should all be very proud of First Pres.

Stephen Ministry Team

In January 2006, with financial assistance from the FPC Endowment Fund, the Session approved the addition of a new deacon caring ministry called Stephen Ministry. This is a confidential, one-to-one ministry that is an extension of the pastoral care provided by our clergy. Four of our members were sent to an intense week-long Leaders Training Course in Orlando, Florida, to learn how to implement a tried and true Stephen Ministry, now being used in over 10,000 churches.

The leaders were commissioned on January 22 and were charged by our congregation to recruit, select, and train members to become Stephen Ministers. Stephen Leaders and their coordinator roles are: **The Rev. Tim Read** – Pastoral Support; **Donna Authers** – Team Leader and Awareness Coordinator; **Phyllis Colman** – Supervision and Referrals Coordinator, and **Alice Micklem** – Training and Continuing Education Coordinator.

Upon completion of a 50-hour training course that ran weekly from March to June, the following were introduced to the congregation and commissioned as Stephen Ministers on Sunday, June 11, 2006.

Diane Brownlee	Karen Kennedy	Bob Garnett	Heather Lloyd
Martha Grattan *	John Meaney	Gwen Hoyle	Lee Read
Katherine Jenkins	Ellen Roberson	<i>* = leave of absence</i>	

To date, our active Stephen Ministers have developed caring relationships with 10 individuals, and all are required to attend Supervision and Continuing Education Meetings twice a month. Our Stephen Leaders meet regularly to evaluate our first year's implementation progress, and network with five local Stephen Ministry congregations for support, and to share experience and ideas. Stephen Ministry will begin to recruit for a new class, 4th quarter 2007.

If you are interested in learning more about Stephen Ministry or if you need the care of a special friend at this time in your life, call one of our pastors or any Stephen Leader. Also, a Stephen Ministry Brochure is available in the sanctuary pews, or, you can read about Stephen Ministry on the FPC website, www.fpchurch.com. To access detailed information, enter the password "peace."

Respectfully submitted
Donna Authers, Stephen Leader

Visitation Ministry Team

Mission - to provide church contact with the homebound. The Visitation Ministry is comprised of four subgroups: Visitation, Flowers, Cards, Agape and Transportation.

Committee Members - Deacons: Robin Halsey, Pam Holden (Co-chairs), Dwight Colley and Susan Park. Member at-large: Deb Gibson, Agape Coordinator

Staff Support - Tim Read and Kathy Freer

Visitation - Forty-five church members were identified as homebound candidates for visitation. Twenty-two of those identified were paired with fifteen visitors (some visitors cover more than one member). A December informal gathering was held for current volunteers, as well as new recruits. Three new volunteers were added to the team for 2006.

Committee members provide ongoing communication with volunteers, via phone or email, to assess if the visitation relationship is still intact or identify needs of the homebound. Team members now meet monthly with the parish nurse for updating both the referral and volunteer lists.

Flowers - Sunday Sanctuary flowers are made into three arrangements and delivered to church members who have been ill, lost a loved one, faced with a personal challenge or are homebound.

Cards - Fourteen homebound church family members are receiving cards monthly, thanks to the efforts of three volunteers (previously 6 in number).

Agape - a large pool of volunteers deliver church members meals, desserts or other thoughtful tokens in recognition of a birth, death in immediate family or hospitalization. Fifty-six referrals were made with forty-four Agape visits completed by year-end. In addition, four cards were sent.

Transportation - arranges for volunteers to transport members who no longer drive to church. Three church family members are being provided with rides to church, with four others identified in need of transportation.

Goal for 2007 - is to increase the volunteer base to assist with all of these important ministries.

OTHER MINISTRIES

First Presbyterian Church Preschool

Director: Bonnie Reynolds; *Assistant Director:* Cathy Perry. *Teachers*, with years of service: Susan Baber (23); Kathy Brust (5); Sharon Culbertson (9); Tina Dever (1); Pat Doyle (2); Sandi Hawkins (20); Gail Houser (26); Kaye Lauffenburger (5); Leigh Moon (12); Carol Nicoll (20); Cathy Perry (15); Sara Ray (9); Clair Robison (6); Jodi Roper (9); and Anne Whitlock (6). *Board of Directors:* Evie Angevine, Secy.; Diane Brownlee, Lesley Forloines, Ed Gatewood; Jennifer Hamilton, Vice-Chair; Caroline Kipps, Chair; Elaine Knight, Carole Lear, Lee Owen, Paige Pullen; Carol Schneider, ex-officio.

The Preschool year runs from July 1-June 31, so we have just begun the second half of our next fiscal year. For purposes of the annual congregational meeting, this report reflects efforts and accomplishments for the January - December 2006 calendar year.

- ❖ Began systematic long-range planning process, to be completed June 2007, covering six goals and objectives as determined by the Board and with input from the staff.
- ❖ Adopted revised mission statement: "The mission of First Presbyterian Church Preschool is to serve children and families throughout the community by creating a foundation for continuous growth and development in a nurturing Christian environment."
- ❖ Integrated a new, updated curriculum into our program and added PALS assessments for pre-kindergarten students.
- ❖ Installed a shade-giving awning to the playground from operating reserves and from almost \$7,000 in Preschool family donations; this is one example of the Preschool's continuing efforts to improve the physical setting.
- ❖ Increased, with support from Christian Outreach, the number of scholarship students attending Preschool to nine.
- ❖ Ended fiscal year 2005-2006 with a balanced budget and monies to begin an operating reserve for capital and emergency expenses.

Presbyterian Men's Group

The Presbyterian Men's Group meets at 11:30 a.m. on first Tuesdays at the Ponderosa Steak House at Pantops. By gathering each month we are able to break bread together, bring each other up to date, sometimes cheer the lonely, provide assistance when needed, uplift the worried, and, when the opportunity occurs, speak the Good News while we are also being brought up to date on what is going on in our church, our community, and beyond. At the same time we endeavor to make room for hope, prayer, fellowship, and laughter.

Our Group Co-leaders are Jimmy Westbury and Carl Hunter. Programs presented in 2006 included timely topics such as "The What and How of (our own) Bob Howe," "How to Leave a Legacy," "Southwest Virginia Mission Trip," "Habitat for Humanity," "Stephen Ministry" and "Deacon's Visitation Ministry."

If you have a desire to just be with people, interact with people, and learn from people, people who want to welcome you and become your friend, we invite you to join us on the first Tuesday of every month. The purpose and goal of our Presbyterian Men's Group is to promote Christian fellowship among men of all ages and to enjoy programs that are interesting, informative, and provide opportunities for service. We strive to focus our efforts on issues and actions that assist, unite, strengthen, and build up the health, understanding, and promise of our church fellowship.

O taste and see that the Lord is good; blessed is the man that trusteth in him. Ps. 34:8

Presbyterian Women of the First Presbyterian Church

There are four active Presbyterian Women Circles and a Mission Sewing group at First Presbyterian Church with approximately 100 women involved. The groups focus on mission projects, Bible study, prayer and fellowship. Each year 2 offerings are collected to support the Creative Ministries Offering Committee of Presbyterian Women (USA). This year First Pres PW contributed \$1,057 to the Thank Offering and \$993 to the Birthday Offering. We also contributed \$300 to the Mustard Seed mission trip for Lavale Riddick and \$150 for the Forman Christian College mission fund. We support the Fair Trade coffee project of the PC and contribute to the Least Coin offering yearly. During the last few years we have also been able to contribute \$225 to the PW of the Presbytery of the James and \$225 to the PW of the Mid-Atlantic Synod. We host the new member receptions, and circles contribute to the Salvation Army Day Care, the FPC preschool, the Christmas Giving Tree, staff potluck holiday luncheon, and numerous other mission projects within each circle.

With sincere thanks and much gratitude I offer my personal appreciation to the circle leaders (Helen Minor, Mary Evelyn Rogers, Chris Kennedy, and Shirley Whitt) and Bible study leaders (Evelyn Kerr and Marge Coppage) and our staff liaison, Carol Schneider, for their time and faithfulness. I would like to also thank the PW Coordinating Team for their hours of dedicated service to fulfill the purpose of the PW at First Presbyterian Church: Beth Hyder-Secretary; Ann Foster-Treasurer; Marcie Speight-Vice-Moderator; Betty Hubbard-Spiritual Nurturer; Joan Nootbaar-Global Missions; Meg Riechman-Search Committee; Gayle Kunkel and Lavale Riddick-Special Events.

Katie Paterson, Moderator – Presbyterian Women

STAFF REPORTS

Pastor's Annual Report

As a child, I played with iron filings using a magnet. Remember how you could make pictures and patterns with them? The magnet, with its positively and negatively charged poles, would in turn charge the filings causing them to line up.

When Jesus Christ's church operates as it should, it lines up between two poles. On one end is the Realm or Kingdom of God that Jesus proclaimed to be inaugurated in his ministry. On the other end is needy humanity: the godless, the poor, the oppressed, the harried and all the rest. Magnetizing the church is the Holy Spirit of God, which lines us all up into a cruciform pattern. By the cross, and by the gospel that proclaims the One who died on it, do we measure our effectiveness.

2006 was hard for all of us in one specific way: Among many saints who joined the church triumphant, we lost Dr. Tom Kennedy, Pastor Emeritus, as well. The older we get, the more we number those precious ones whom we miss but we trust we shall see again. This is not the only loss that you or I have suffered, of course, but it is the one that impacted all of us significantly.

I found comfort personally in the rhythm of the year: hospital and other pastoral calls, spiritual direction and counseling, worship and sermon preparation, staff meetings and community work absorbed my days. In a typical week I have three evening committee meetings. Friday is my Sabbath day, set aside for recreation and prayer. Saturday is a family day, punctuated with additional sermon work. Other than now and again, I have had fewer opportunities to teach as I have had in other pastoral situations, but I am hoping that the reorganization of our pastoral responsibilities (see another newsletter article in this missive) will leave me with more time to do so once the pieces are in place.

For those who wonder how a pastor sets his or her priorities, I have learned what those of you who are far wiser know already: The healthiest order of priorities is to put God first, family second, personal health third, and the demands of one's vocation fourth. Everything else – no matter how important – comes after these. In addition, the health of the congregation depends upon the pastor keeping one foot in the church and one foot in the community, where the Realm of God is realized.

Collapsing into congregation or community completely might make for a shorter workday, but it leads to distortions in ministry. Remember that Micah said, "What does the Lord require of you but to do justice, to love kindness and to walk humbly with your God (Micah 6:8)?" Jesus accused the temple leaders of "ignoring the weightier matters of the law: justice, mercy and faith (Matthew 23:23)." It is no accident that justice is always listed first.

Keeping an "open door policy" toward church members assures me that any parishioner truly in need of a prayer or a teaching can walk right in and get help.

I have taken great pride in the work of our pastors and staff, in the realization of several personal goals in mission and ministry, and in the congregation's financial solvency that demonstrates that

the spiritual growth and the commitment of our members is “on track.” Well done, good and faithful servants!

This coming year promises much reflection on our part. Symbolizing this meditative season marvelously is “A Lenten Journey,” held on Kirk night, beginning at the Ash Wednesday service on February 21 and continuing through March 28, 6:30-7:30 p.m.

We can celebrate the growing strength of our mission, justice and congregational care programs. We observe the fruit of our equipping ministry in Stephen Ministry, the IMPACT and PACEM organizations, and both the new Sunday 11:00 a.m. Friendship is First class and the Sunday evening adult Bible study class, to name just a few examples. While our worship schedule works very well for our worshipping congregation; i.e., those who attend each worship service are having their worship needs met, we would like greater participation in our education ministry. Before any strategy is implemented, assessment work is needed in this area in light of best practices in other congregation, new scholarship that give rise to new insights, and the emerging culture that all of us are experiencing. Youth ministry likewise needs consideration in light of the new realities faced by our youth and their families.

I look forward to working with our staff and lay persons as we continue to reach toward becoming a lead congregation in our region, to the glory of God and as a witness to the presence and power of Jesus Christ through the work of the Holy Spirit. Amen!

I leave you with an important quotation from the Biblical book of Ephesians 4:11-13 that I believe speaks directly to the future of First Presbyterian Church: “The gifts he (Christ) gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of full stature of Christ.” Make it so, Lord.

Executive Associate Pastor’s Report

In a Presbyterian church, the congregation may elect not only a pastor, but it may elect one or more associate pastors, and the pastoral relationship is officially established by the presbytery. On March 1, 2007, I celebrated my third anniversary as Executive Associate Pastor at FPC.

As one of the church’s three installed pastors, I share responsibility for studying, teaching, and preaching the Word; for administering Baptism and the Lord’s Supper; and for prayer with and for the congregation. As an elected officer of the church, I serve as a member of the Session. With the elders, I am responsible for encouraging the people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; and to participate in governing responsibilities. With the deacons, I share in the ministries of sympathy, witness, and service. I am directed in my work by the pastor, in consultation with the Session.

My duties in 2006 included preaching and teaching, improving our systems for providing pastoral care, both by the pastors and by the congregants helping the church to provide “hands on” opportunities to share the Good News we have in Jesus Christ, and improving our church’s communications, within and beyond the church.

It has been my special privilege to support and encourage the Board of Deacons. In the past year, the Board has consolidated its own identity focused on caring servant ministry. Among other areas new to the Board of Deacons, we have enhanced our efforts to prepare and integrate new members for lives of committed discipleship. The deacons also have inaugurated Stephen Ministry at FPC, with plans already underway to select and train a second cohort of Stephen Leaders and Stephen Ministers.

Other personal highlights for my ministry in 2006 included planning a Seder Meal on Maundy Thursday. Who knew we Presbyterians could have such fun celebrating Passover? I enjoyed supporting our Nominating Committee in identifying new officers with a calling to serve in areas where the church needed their gifts. I loved traveling with many FPC folks on one of the wonderful Presbyterian Heritage Tours planned by Charles Pickell. It was a pleasure to work with the Endowment Committee as it continued its excellent work of equipping the Session to enhance our ministries with income from the gifts of those who have gone before.

Some may not know that I serve our denomination by working with the General Assembly’s Advisory Committee on Litigation. This national committee of six Presbyterian lawyers advises the General Assembly’s Stated Clerk regarding court cases in which our church can be a witness for justice. I also enjoy serving as a member of the Life-long Learning Advisory Council of Columbia Theological Seminary in Decatur, Georgia.

With new responsibilities assigned to me in 2007 to oversee Christian Education and Worship & Music, I am looking forward to another wonderful year in which I will have many opportunities to use my gifts, time and talents to glorify God and build up the body of Christ at this church.

Grace and peace,
Timothy T. Read

Report of the Parish Associate

The role of a Parish Associate in Presbyterian churches is undefined in the *Book of Order* as to specific duties. In our church my involvement has varied by year, circumstances and need—indeed, it has been quite fluid, ranging from virtually full time for some months in 2002 and 2003 to very part time. In 2006 my contributions were in the areas of teaching, worship leadership, preaching, organizing and booking our Presbyterian Heritage and Choir Tours of Scotland, participating in staff meetings and attending Session meetings. During the year I led 51 Wednesday morning and Kirk Night Bible studies, taught 14 Sunday School lessons, participated as a liturgist at the 11:00 a.m. service most Sundays, designed and preached at eight “third Sunday” evening services, led three seminars related to the Presbyterian Heritage and Choir tours -- and was tour guide for the tours which totaled 29 days.

In addition I engaged in ministry beyond our church by preaching 8 times at other area Presbyterian churches; as a member of the Committee on Ministry of the Presbytery of the James attending 10 meetings; and serving as liaison for the Committee on Ministry to the Pastor Nominating Committee of the South Plains Presbyterian Church.

I am grateful for the opportunity, in retirement, to have a continuing ministry of this kind.

Charles N. Pickell

Parish Nurse – Kathy Freer, RN

As your parish nurse I work collaboratively with both church and community resources to *CARE* for our congregation. The role of a parish nurse can be summarized in the acronym C.A.R.E.S.: C = a Consultant, A = an Advocate, R = a Resource, E = an Educator, and S = a Support.

My responsibilities include the following:

Health consultations with an emphasis on spirituality and compassion. These consultations take place in the home, health facilities, at church or by phone. A focus on home safety is incorporated in home visits for aging adults, as well as assistance for caregivers.

Monitor church outreach for the homebound and provide referrals for the following ministries: Agape, Transportation, Flower Delivery, Extended Home Communion, Newborn Ministry, and Stephen Ministry.

Ongoing pastoral care referrals with a weekly pastoral care review session.

Coordinate staff training in CPR/AED as well as monitor the upkeep of the AED units.

Provide staff support for church health and safety issues which included assisting in the rewriting of the church Emergency Procedures Manual.

Assist Michael Joyce, Facilities Maintenance Manager, in training ushers in Emergency Procedures.

Provide staff support in coordination with Tim Read, for the Health Ministry Team and Visitation Team.

Contribute health education information and learning opportunities to church newsletter and Sunday bulletin inserts.

**First Presbyterian Church
Years 2006 and 2007**

	2006 Budget	2006 Actual	2007 Budget	2006 Actual vs 2006 Budget	2007 Budget vs 2006 Actual
Operating Revenues					
Pledges, Current Yr.	\$ 1,100,000	\$ 1,029,916	\$ 1,145,000	93.6%	111.2%
Challenge 2007			100,000		
Pledges, Prior Yr.	5,000	18,880	7,500	377.6%	39.7%
Pledges, New Members	20,000	2,945	8,000	14.7%	271.6%
Non- Pledge Offerings	100,000	152,383	125,000	152.4%	82.0%
Plate Offerings	15,000	15,622	17,000	104.1%	108.8%
Sunday School Offerings	600	580	800	96.7%	137.9%
Youth Offerings	100	339	300	339.0%	88.5%
Other Income	3,000	4,363	3,500	145.4%	80.2%
Interest Income	1,000	2,193	2,000	219.3%	91.2%
Parking Fees	76,960	76,220	79,060	99.0%	103.7%
Use of Church	4,500	5,600	6,000	124.4%	107.1%
Preschool Contribution	8,000	8,000	8,000	100.0%	100.0%
Donnally Trust	3,180	5,770	5,400	181.4%	93.6%
Total Operating Revenue	\$ 1,337,340	\$ 1,322,811	\$ 1,507,560	98.9%	114.0%
	2006 Budget	2006 Actual	2007 Budget	2006 Actual vs 2006 Budget	2007 Budget vs 2006 Actual
Operating Expenditures					
Congregational Life					
Christian Education	\$ 35,249	\$ 40,011	\$ 45,580	113.5%	113.9%
Youth Ministry	15,500	15,868	18,715	102.4%	117.9%
Worship & Music					
Worship	2,850	2,514	9,990	88.2%	397.4%
Contemp. Service			16,500		
Music	34,950	32,453	20,600	92.9%	63.5%
Deacon Ministries					
Fellowship	2,500	2,362	3,000	94.5%	127.0%
Health Ministry	1,000	532	950	53.2%	178.6%
Member Care	1,150	908	650	79.0%	71.6%
New Member Team	1,200	656	1,200	54.7%	182.9%
Stephen Ministry	1	-	3,332		
Visitation	2,030	1,440	1,690	70.9%	117.4%
Board of Deacons Projects			300		
Presbyterian Women	2,415	1,284	2,415	53.2%	188.1%
Mission & Evangelism					
Christian Outreach	141,080	140,387	157,368	99.5%	112.1%
Evangelism	6,825	6,108	11,725	89.5%	192.0%
Support Services					
Administration	40,000	\$ 31,288	\$ 42,500	78.2%	135.8%
Debt Service	7,000	-	8,000		
Replenishment of Reserves	40,000	40,000	40,000	100.0%	100.0%
Property & Maintenance	140,000	148,547	174,000	106.1%	117.1%
Leadership Ministries					
Pastoral & Staff Relations	857,590	846,606	894,000	98.7%	105.6%
PSR 1-time expenses			25,000		
Equipping Ministry	1,000	828	4,900	82.8%	591.8%
Stewardship	4,000	2,837	4,000	70.9%	141.0%
Session Projects	1,000	1,400	21,000	140.0%	1500.0%
Total Operating Expenditures	\$ 1,337,340	\$ 1,316,029	\$ 1,507,415	98.4%	114.5%
Operating Surplus (Deficit)	\$ -	\$ 6,782	\$ 145		