

# 2013 ANNUAL REPORT



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

## ELDERS OF THE SESSION

### Class of 2014

Ron Critzer  
Jeannette Halpin  
Mack Halsey  
Linda Hitt  
Jim Miller  
Jayne Rathburn  
Gweneth West  
Lois Baylor, Clerk of Session

### Class of 2015

David Bear  
Tory Blackford  
Bill Kennedy  
Jim Stone  
Mac Thompson  
Hannah Walker  
Susan Wilson

### Class of 2016

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

## BOARD OF DEACONS

### Class of 2014

Anita Brockette  
Jan Garnett  
Jennifer Jones  
Stauffer Miller  
Julie Patterson  
Amy Richardson  
Barbara Stone  
John Wehmann

### Class of 2015

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

### Class of 2016

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

## CHURCH STAFF

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

Dear Friends,

This has been a joyful year of ministry together! We have been enriched by the many ways we as a church are living into our Vision Statement: “You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself.” (Luke 10:27) Truly, we are a congregation desiring to deepen our love for God and grow in our ability to love our neighbors as ourselves.

Our Mission Statement is centered on three verbs: worship, nurture, and serve. We have come before God as a worshipping community every Sunday, calling upon God to shape us as disciples who engage God with every aspect of our lives. Our worship services are led by our whole congregation – musicians, liturgists, Conversation with Children leaders, communion preparers and servers, Officers of the Day, Cookie Kids, artists and decorators, actors, greeters and ushers, audio-visual technicians, and those listening and praying from the pews. The word *liturgy* literally means “the work of the people,” and our liturgy of worship is truly that – the people of God working together to worship God!

We move from worship to nurture and serve those within and beyond our church walls. Our congregation has a rich life of nurture, with education, formation, and fellowship opportunities on Sundays and during the week for people of all ages. Through participating in these opportunities together, we grow in the wisdom that comes from God’s love and deepen our relationships with God and one another. As a community that gathers together for worship and nurture, we also rely on the Holy Spirit to help us put into practice our vision to “love our neighbors as ourselves” – regardless of whether those neighbors are next to us in the pews, in our community, or somewhere around the world. Our congregation’s outreach giving of over \$200,000 this year reflects an earnest commitment to grow as disciples who serve others!

For all these reasons and so many more, it is such a pleasure to minister alongside all of you. We look forward to where God will lead us in 2014!

Joyfully,

A handwritten signature in black ink, appearing to read "David", written in a cursive, flowing style.

David Forney, Pastor



## Church Report 2013

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**PIN Number**                      **22643**

**Presbytery Number**        **150298**

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**Church**                              **First Presbyterian Church**

**Address**                            **500 Park St**

**City/State**                        **Charlottesville, VA 22902**

**Phone**                                **434-296-7131**

**Email**                                **[info@firstprescharlottesville.org](mailto:info@firstprescharlottesville.org)**

**Web Site**                          **[www.firstprescharlottesville.org](http://www.firstprescharlottesville.org)**

**Fax**                                    **[434-296-0751](tel:434-296-0751)**

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### **Membership**

Prior Active Members        **1052**

#### **Gains**

17 & Under                        **12**

18 & Over                           **4**

Certificate                        **24**

Other                                 **15**

**Total Gains**                      **55**

#### **Losses**

Certificate                        **19**

Deaths                              **18**

Other

**Total Losses**                  **37**

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**Total Active Members**    **1070**

Baptized                            **360**

Other Participants                **2**

Total Adherents                **1432**

Female Members                **619**

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**Average Attendance**        **369**

### **Affiliate Members**

#### **Baptisms**

Child Baptisms                  **6**

Adult Baptisms                  **1**

#### **Officers**

Male Session                    **9**

Female Session                **12**

Male Deacons                  **8**

Female Deacons                **16**

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<b>Age Distribution of Active Members</b>		<b>Male</b>	<b>Female</b>
25 & Under	<b>113</b>	<b>54</b>	<b>59</b>
26 - 45	<b>175</b>	<b>82</b>	<b>93</b>
46 - 55	<b>133</b>	<b>53</b>	<b>80</b>
56 - 65	<b>170</b>	<b>70</b>	<b>100</b>
Over 65	<b>319</b>	<b>129</b>	<b>190</b>
<b>Total Distribution</b>	<b>910</b>	<b>388</b>	<b>522</b>

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**People with Disabilities**

Hearing	<b>28</b>
Sight	<b>10</b>
Mobility	<b>55</b>
Other	<b>28</b>

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**Christian Education**

Birth 3	<b>24</b>	Grade 7	<b>8</b>
Age 4	<b>10</b>	Grade 8	<b>8</b>
Kindergarten	<b>6</b>	Grade 9	<b>12</b>
Grade 1	<b>5</b>	Grade 10	<b>11</b>
Grade 2	<b>6</b>	Grade 11	<b>12</b>
Grade 3	<b>5</b>	Grade 12	<b>9</b>
Grade 4	<b>6</b>	Young Adults	
Grade 5	<b>10</b>	Over 25	<b>146</b>
Grade 6	<b>5</b>	Teachers/Officers	<b>45</b>
<b>Total</b>	<b>328</b>		

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<b>Racial Ethnic</b>	<b>Membership</b>	<b>Elders</b>	<b>Deacons</b>	<b>Male</b>	<b>Female</b>
Asian	<b>7</b>			<b>2</b>	<b>5</b>
Black	<b>2</b>			<b>1</b>	<b>1</b>
African American	<b>2</b>			<b>1</b>	<b>1</b>
African					
Middle Eastern	<b>1</b>			<b>1</b>	
Hispanic					
Native American					
White	<b>1058</b>	<b>21</b>	<b>24</b>	<b>446</b>	<b>612</b>
Other					
<b>Totals</b>	<b>1070</b>	<b>21</b>	<b>24</b>	<b>451</b>	<b>619</b>

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<b>Potential Giving Units</b>	<b>627</b>
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<b>Budgeted Income</b>	<b>1,286,000</b>
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<b>Budgeted Expense</b>	<b>1,285,685</b>
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**Receipts**

Regular Contributions	<b>1,135,762</b>	Bequests	<b>14,952</b>
Capital Building Fund	<b>25,600</b>	Other Income	<b>110,239</b>
Investment Income	<b>13,600</b>	Subsidy or Aid	

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**Expenditures**

Local Program	<b>1,070,040</b>	Per Capital Apprt	<b>25,000</b>
Local Mission	<b>72,213</b>	Validated Mission	<b>43,482</b>
Capital Expenditures	<b>22,445</b>	Theological Fund	
Investment Expenditures	<b>1,297</b>	Other Mission	<b>35,850</b>

## **BOARD OF DEACONS**

**Moderator:** John Wehmann

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

**Number of Meetings:** 9

### **Goals for Year**

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

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

### **Accomplishments**

- Held two new member classes welcoming over 30 new members into the life of the congregation
- Expanded the role of Congregational Life committee to include provision for funeral receptions
- Added new congregational relationship opportunities through the Tables of 8 program
- Provided visits, flowers, meals, and blood pressure screenings to the congregation
- Implemented by unanimous vote by the Diaconate for the incorporation of a Vice-Moderator within the Deaconate; allowing for fluid succession planning between outgoing and incoming Moderators.

**Submitted by John Wehmann**

## CHRISTIAN OUTREACH COMMITTEE

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

**Chair:** Jayne Rathburn

**Committee Members:** Keith Berger, Susan Berger, Chris Dean, Don Dougald, Gary Greene, Rich Lutz, Alice Micklem, Kaki Pearson, Heather Sieg, Debbie Vermillion, Hannah Walker. Not officially on committee but frequent attendee, Jim Hassmer

**Number of Meetings:** 11

### Goals for the Year

- Evaluate mission trip opportunities and recruit participants
- Revitalize ongoing projects
- Develop ideas for projects to provide more local assistance
- Develop partnership between PEB (Presbyterian Education Board) and FPC to support, not only PEB, but also college scholarships
- Work cooperatively with Discipleship Ministry Committee on community outreach projects and work to develop youth leadership
- Seek worthy recipients for endowment funding

### Accomplishments

- Welcomed new members to the committee: Keith Berger, Susan Berger, Alice Micklem and Hannah Walker
- 2012 Christmas Giving Tree project provided 130 gifts for individuals referred to us by area agencies.
- Continued support of Habitat for Humanity
- Provided funds and support personnel to assist with hosting PACEM at FPC for 2 weeks
- Continued to serve approximately 100 meals each Wednesday in our soup kitchen
- Supported local gleaning efforts by volunteering to pick up food from local grocery stores and distribute
- Agreed to support a Presbytery of the James mission coworker in Haiti - \$3,000 annually for three years
- Continued promotion of Food Bank donations in conjunction with 5 cents a meal offering
- Hosted starting point for community wide CROP Walk
- Provided full tuition for 9 students to attend Foreman Christian College in Pakistan and financial support for PEB schools in Pakistan
- Continued to provide financial support to The Haven homeless day shelter



- Continued relationship with Greek IV at UVA, providing funds for activities and leadership conference tuition.
- Hurricane Sandy mission trip - 14 people went to Tom's River, New Jersey, hosted by Morningstar Presbyterian Church. Supported with \$6,000 in funding of which \$2,800 was initially used. The committee later spent money on replacing Morningstar's camera and then buying a refrigerator/freezer to be used for mission teams to ensure there is adequate storage for their food while there. Also, \$1,000 was sent to King of Kings Church to be designated toward their relief efforts.
- Intergenerational Mission Trip was a success. 52 people of all ages attended. The group was disbursed among several building projects, volunteering on a farm, working with disabled adults, and sorting donated items to be disbursed to third world countries. A group activity for Stop Hunger Now was very popular. 10,000 meals were packaged with each meal being able to feed 6 people.
- \$5,000 donated to build a house in Reynosa, Mexico
- Supported FPC youth, Austin McPhillips, with a gift of \$2,000 to help with the cost of his summer mission work in Haiti
- SW Virginia mission trip was attended by Kaki Pearson and Annie Lee Jacobs from FPC (14 people attended all together). They worked on several building projects.
- Assisted Blue Ridge Presbyterian Church with a gift of \$8,700
- Supported the efforts of Binns-Counts of Southwest Virginia in their efforts to purchase a new building with a gift of \$5,000.
- Provided 80 families with Thanksgiving food boxes at a cost of \$1,900. \$1,400 was collected in food and monetary donations. Balance came from COC.
- Continued financial support for area agencies: IMPACT, Love, Inc. and Building Goodness
- 2013 Christmas Giving Tree project provided 125 gifts for three agencies - Blue Ridge House, MACAA and ARC. Youth sorted the gifts on December 15 and all gifts were delivered by December 20.

### **Financial Resources/Activity**

Total budget of \$123,100 also received an allocation of \$9,586.63 from the church's 2012 surplus. Funds used to support mission trips and supplies, outreach projects, area service agencies, FPC preschool scholarships and Presbytery of the James. See budget in FPC annual report for specifics.

### **Special thanks to**

- Don Dougald for spearheading the mission trip for Hurricane Sandy relief
- Those who participated in mission trips
- Soup kitchen volunteers for their faithful service every month
- Ryleigh Katstra and her family for the food bank donation program
- Jim Hassmer for his support of hunger related initiatives
- Keith Berger for his work with Habitat for Humanity
- All who contributed time, food and money to support the Thanksgiving food boxes, and to Chris Dean and Missy Witherow for leading the effort.

- Debbie Vermillion and Susan Berger for running the Christmas Giving Tree program, and to the generous congregation of FPC for their gifts
- Annie Lee Pilkington and helpers for providing Thanksgiving dinner to the Blue Ridge House
- Kim Wells, David Forney, Judy Blair, Susan Lawson and all the members of the Christian Outreach Committee for their continued guidance, hard work, support, patience and positive attitudes.

**Submitted by Jayne Rathburn**

## **DISCIPLESHIP MINISTRY COMMITTEE**

**Chair:** Amy Gillespie (chair January-July 2013), Linda Hitt (chair August-December 2013)

**Committee Members:** Sue Brown, Sally Clarry, Debbie McPhillips, Staff: Kathy Doby, Kendall Pearson, Colleen Plitt (January-August), Kim Wells

**Number of Meetings:** 11

### **Goals for the Year**

- Develop Adult Education Ministry long term plan/curriculum map
- Review/revise role of Library in providing DMC resources to church
- Continue to strengthen Nursery, Children, and Youth ministries in accordance with YRT report

### **Accomplishments**

#### **YOUTH**

- Senior highs attended Youth Conference in July
- Revised Sunday evening program to accommodate parents, and mid and senior highs
- Overall 8<sup>th</sup> grade curriculum, Confirmation II, reviewed and changed, to include more emphasis on what Presbyterians believe and to spend more time on what youth need in the decision to join the church
- Confirmation I youth received study Bibles to use in the three year confirmation process
- Three to four year cycle of youth mission trips planned to offer variety, such as one major trip, one intergenerational trip, a joint mid and senior high trip, etc.

#### **ADULTS**

- by September 1<sup>st</sup>, curriculum map developed for fall 2013-spring 2014, class topics determined and class leaders selected
- Rally Day well attended for fall and spring to introduce all new adult classes
- Sunday evening Bible study started for parents of mid and senior highs

- Multi-generational summer mission trip well attended in June
- Advent devotional booklet written by church community and staff were distributed

## **COLLEGE OUTREACH**

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

## **CHILDREN AND NURSERY**

- Marietta McCarty, author of *Little Big Minds*, conducted a mini retreat February 8<sup>th</sup> and 9<sup>th</sup> for those who work with children entitled, “*The Lifelong Art of Conversation: Faith Means Not Having All the Answers*,” on facilitating children’s philosophical questions, funded by the Discipleship Ministry Endowment Fund
- Camp Hanover Day Camp with Westminster Presbyterian Church in July
- Orientation brochures developed by Kathy Doby for nursery volunteers, shepherds and rotation leaders
- Recruitment of church volunteers for children included Rally Day adult activities in January
- Job descriptions were revised for various volunteer positions with children
- Kindergarten children received *Jesus Story Book Bible* and 3<sup>rd</sup> graders *The Children’s Illustrated Bible* in fall
- Special rotations added, to include mission
- Special topics offered in designated room—Lent activities during March
- Communion and sacrament children’s rotation added the month of November by staff and volunteers
- Sunday school classes – one for 2 year olds, and one for 3/4 year olds, begun in the fall with own curriculums
- Informal gatherings of parents and Discipleship team to gather parent input and provide support and education for parents
- Meetings help with preschool parents and Discipleship team to strengthen ties between church and preschool

## **Thank You**

- Sandy Bishop and Susan Berger, College Ministry
- Youth Group volunteers
- Sunday morning rotation leaders, nursery staff, nursery volunteers

## **Suggested Goals for Next Year’s Committee**

- Develop a long-term plan for children’s rotation Sunday School and look at other curriculums
- Develop a 4-5 year curriculum map for adults to cover current events, life applications, old/new testament scripture
- Continue to review library offerings for children and adults and determine the roll of library in providing DMC resources to church
- Review and update church manual for DMC activities

- Evaluate past ways and plan future teacher training, to include on-line and face-to-face activities and shadowing existing teachers, with mini-retreats, educational sessions and group activities
- Explore ways of increasing Sunday school attendance of all ages (currently 25% of those attending worship also attend Sunday school).
- Offer in-service training on signs of child abuse and what to do, using *Stewards of Children: Darkness to Light*

**Submitted by Linda Hitt**

## **ENDOWMENT COMMITTEE**

**Committee Members:** Tom Baylor, Ed Gatewood, Mack Halsey (Session liaison), Richard Howard-Smith, David Maloney (chair), Mac Walker, Judy Blair (staff support).

**Number of Meetings:** 4

### **Accomplishments**

- The Committee implemented additional cash account changes to stay fully FDIC-insured, maximize returns, minimize costs, and spread out maturity dates on certificates of deposit.
  - A one-year certificate of deposit (CD) at Blue Ridge Bank was established with \$100,000 from the church's account with Wells Fargo.
  - A one-year CD at Sonabank was established with \$100,000 from the church's account at that bank.
  - When the one-year CD established in 2012 at Carter Bank and Trust matured, one-half of the proceeds were used to establish a new one-year CD; the other half was invested in a shorter-term CD.
- The Committee monitored the performance of the Endowment assets, which are held with New Covenant Funds.
- As of December 31, 2013, the Endowment Fund held assets with a value of \$1,244,601. The table below shows the asset value for each of the four components of the Endowment Fund:

Building Endowment	\$ 517,247
Mission and Benevolence Endowment	640,910
Choral Masterworks Endowment	23,556
Discipleship Ministry Endowment	<u>62,888</u>
Total	<u>\$1,244,601</u>

- The Committee authorized an income distribution for 2014 totaling \$44,796 from the Building, Mission and Benevolence, Choral Masterworks, and Discipleship Ministry Endowment funds. Distributed income supports projects and initiatives that (a) normally

are not a part of the Church's general operating budget and (b) are consistent with the intentions of the Fund's donors, as provided by the Articles of Endowment.

- The Committee elected Mac Walker to chair the committee, Ellen Roberson to serve as an at-large committee member, and David Maloney to serve as an advisory member, effective January 1, 2014.
- The Committee endorsed expenditures from accumulated income over the past year to support the following purposes:
  - Massanetta Springs building campaign.
  - IRIS/Eye laser project.
  - Haiti mission trip
  - Intergenerational mission trip
  - Discipleship Ministry mini-retreat
  - First Presbyterian Church's HVAC loan payments

### **Goals for 2014**

- Continue to raise awareness among Church members of the existence and possibilities of the Endowment Fund
- Continue the on-going monitoring of the church's cash accounts
- Review the impact of the Presbyterian Foundation's investment management changes

**Submitted by David Maloney**

## **EVANGELISM COMMITTEE**

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

**Chair:** Karen Dougald

**Committee Members:** Ed Davis, Tom Doyle, Becky Ewing (staff), Elizabeth Gatewood, Steve Harris, Megan Phillippe, Mac Thompson, Pat Wood, David Forney (staff)

### **Goals for the Year**

- Finalize the FPC logo design and color scheme
- Using the FPC logo, design business letterhead stationery/envelopes and note card/envelopes
- Design, fabricate and install exterior worship schedule panel to be hung below the monument sign
- Continue to discuss ideas and format for the "FPC History Hallway" to better illustrate the history of our church and life of our congregation
- Have a new radio script written for the WINA weekday advertisement

- Investigate the options for portable sign stands to inform people entering the church that there is a service or meeting occurring
- Create a new Visitor Card for the Friendship Pad and Greeter desk
- Continue work on welcoming visitors and trying to keep track of specific contacts for each person who has had a visitor bag, a pastoral call or doorstep visit
- Oversee bulletin boards to make sure they are attractive and current
- Oversee special projects related to Evangelism
- Work cooperatively with other committees and groups to achieve and strengthen the above goals

## **Accomplishments**

### Advertising/Marketing

- Managed FPC advertising: Welcome to Charlottesville; The Charlottesville Guide; Dex Yellow Pages; Daily Progress (Easter, Church of the Week, Christmas)
- Two new scripts were written for the daily WINA advertising spots
- In mid-December, 200 informational post cards were hand delivered to the Park Street neighborhood residents, inviting them to join us for Lessons and Carols and Christmas Eve services

### Bulletin Boards/Signage/Church Building

- Monitored bulletin boards to keep them attractive, organized and current
- Purchased additional trappa frames to highlight events and information
- The exterior worship schedule panel was designed, constructed and hung below the monument sign
- Monitored displays and posters to keep them current and safely positioned
- Discussed additional ideas to have the church facility be comfortable and pleasant

### Hospitality Ministry

- The Guest Table, Visitor Bag, Cookie Kids and Greeter activities were continued
- Distributed 24 Visitor Bags from January until December
- Made 41 Doorstep Visits from January until December
- The Cookie Kids distributed cookie bags to first time visitors at both services
- Greeters were staffed for FPC activities, music events, funerals, memorial services and other events to welcome members and non-members
- Greeters were scheduled in the Narthex for both Sunday services
- The Officer of the Day has been continued. At both Sunday services a designated Ruling Elder or Deacon is introduced to the congregation, they help the Cookie Kid distribute cookies and extend additional hospitality at the conclusion of the service
- A scheduled Sunday morning presentation gave helpful suggestions in greeting and welcoming our church members and visitors

### Radio Ministry

- Maintained the Sunday broadcast of sermons on WINA 1070 AM at 9:30 AM

### Special Events/Other

- Hosted two Sunday Fellowship Hours
- Read and discussed specific chapters in the book *An Evangelism Primer: Practical Principles for Congregations* by Ben Johnson
- Five Evangelism members shared the teaching of a three week evangelism unit to elementary aged children in their Sunday School class
- Recommended to Session to include in our church manual the category of Affiliate Member (to allow someone who may be a member of another Christian congregation who has chosen to worship with us and participate in the life of the congregation in the same manner as an active member, but they may not vote in congregational meetings, nor be elected to ordered ministry or any other office in the congregation). The Session voted to add the category of Associate Member
- Stayed below our 2012 budget

### **Financial Resources/Activity**

The 2012 budget was \$8,500--we expended \$6,513.20. Hospitality Ministry \$193.68; Advertising \$4,410; Displays \$391.51; Special Projects \$1,519.01. The cost of the exterior worship schedule panel and the graphic designer's fee for "fine tuning" the logo, color scheme, business letterhead and note card design was covered by FPC's discretionary funds. The radio ministry was generously funded by a church member.

### **Thank You**

- Susie Morris for her wonderful generosity in financing the radio ministry for 2013
- Dory Hulse for expertly writing the two new radio ads for WINA
- Steve Harris for creating the logo design and installing the worship schedule panel
- Elizabeth McMartin of EJ Communications for her skill and patience in "fine tuning" the logo design, color scheme and stationery
- Megan Phillippe for the design of the exterior worship schedule panel
- Murray Hulse for constructing and painting the worship schedule panel
- Becky Ewing for her artistic flair with posters and the many FPC communications
- Caroline Payne for creating the bulletin boards for the New Member photos and bios
- John Wehmann and Jocelyn Kelley for distributing the New Member Feedback at the completion of the New Member classes
- To all our Greeters on Sunday morning and for special events
- To the Deacons and Ruling Elders who have done such a great job as Officer of the Day
- To all our enthusiastic and welcoming Cookie Kids
- All those who provide a warm and welcoming "live voice" on the FPC office phone
- David Forney for his support, guidance and suggestions

- To all the members of the Evangelism Committee who have worked tirelessly to accomplish our goals

### **Suggested Goals for Next Year's Committee**

- Develop and implement the "FPC History Hallway" with photographs and written history
- Relocate old organ pipes and background painting
- Design new visitor card
- Make a decision and purchase portable sign stands
- Continue to work on Greeter program with specifically identified, trained and scheduled Greeters
- Work with Congregational Life and Worship Committees in areas that overlap
- Encourage everyone to wear their name tag

**Submitted by Karen Dougald**

## **FINANCE AND ADMINISTRATION COMMITTEE**

**Chair:** Mack Halsey

**Committee members:** Tom Baylor, Bill Burgess, Dick Brownlee, Ed Gatewood, Bill Henderson, Susie Morris, Presley Thach (starting January 1, 2014). Judy Blair, FPC Business Manager, serves as staff support to the Committee.

**Number of Meetings:** 11

### **Accomplishments**

- Reviewed monthly financial reports
- Conducted a mid-year financial assessment and advised Session that budget adjustments were not necessary
- Conducted a review of the financial agreement between the church and the Preschool, aligning the contribution amount with current costs
- Engaged Keiter, an accounting firm, to conduct a review of 2012 financials
- Implemented technology upgrades, including a new server and improved wireless access
- Presented a 2014 budget to Session

### **Goals for 2014**

- Conduct a mid-year assessment of the church's financial health and advise Session of any potential for a revenue shortfall



- Collaborate with other committees and teams to determine opportunities for financial improvements
- Engage Keiter for the financial review of 2013
- Review cost/benefit analysis of accepting credit card contributions
- Implement online bill payment or auto pay as appropriate
- Determine procedural impact and implementation costs of making check deposits via scanned images

### **Summary of Financial Activities in 2013**

As shown in detail on the next page, First Presbyterian Church ended 2013 with a surplus of \$84,457. With \$25,000 from the 2012 surplus allocated to the 2013 Operating Budget, the actual difference between 2013 revenue and expenditures was \$59,457. This positive variance resulted mainly because non-pledged offerings and parking fees were higher than budgeted and committees were able to keep their costs below budget. In particular, due to the timing in fully implementing the staffing model, the Personnel Committee's expenditures were \$46,000 below budget.

### **Thank You**

- All who contributed to the Operating Budget in 2013
- Committees and teams for carefully managing their budgets
- Financial Stewards for their dedication in counting and recording receipts weekly – with special thanks to Ann Foster, Luther Morris, and John Warren whose terms ended in December

## Comparison of 2013 Budget versus 2013 Actual

	2013 Budget	2013 Actual
<b>Operating Revenue</b>		
Pledges, Current Year	\$ 988,000	\$ 965,784
Non-pledge Offerings	132,000	143,484
Other Offerings	44,000	26,494
Total Offerings	<b>\$ 1,164,000</b>	<b>\$ 1,135,762</b>
Use of Prior Yr Surplus	25,000	25,000
Parking Fees	70,400	80,013
Preschool Contribution	8,000	8,350
Other Receipts	18,600	21,876
<b>Total Operating Revenue</b>	<b>\$ 1,286,000</b>	<b>\$ 1,271,001</b>
	2013 Budget	2013 Actual
<b>Operating Expenditures</b>		
Christian Outreach	\$ 123,100	\$ 123,045
Discipleship Ministry	33,000	22,355
Evangelism	8,500	6,513
Worship	20,000	17,387
Stewardship	3,200	2,677
Property Management	141,500	122,612
F&A	99,000	84,847
Personnel	845,000	799,083
Board of Deacons	7,385	4,489
Presbyterian Women	3,000	3,000
Stephen Ministry	1,000	167
Session Projects	1,000	369
<b>Total Operating Expenditures</b>	<b>\$ 1,285,685</b>	<b>\$ 1,186,544</b>
<b>Operating Surplus</b>	<b>\$ 315</b>	<b>\$ 84,457</b>

<b>Reserve Funds as of Dec. 31,</b>	<b>\$ 174,162</b>
<b>2013 Operating Reserve</b>	
Emergency Reserve	100,465
Building Reserve	236,280
Organ Reserve	9,121
Parking Lot Reserve	16,930
Fund for the Future	10,047
<b>Total for Reserve Funds</b>	<b>\$ 547,005</b>

## NOMINATING COMMITTEE

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

**Chair:** Gweneth West

**Committee Members:** Elders – Gweneth West, Jim Stone; Deacons – Richard Myers, John Wehmann; At-large members – Susan Berger, Jane Brennan, Dick Brownlee, Jim Hubbard, Nancy Roche, Doug Starns

**Number of Meetings:** 4

### Goals for the Year

- Educate committee members in the use of a Spiritual discernment selection process
- Nominate seven Elders and at least eight Deacons
- Nominate candidates to fill the seven at-large positions on the Nominating Committee 2014

### Accomplishments

- Effectively used the Spiritual discernment process to identify slates of candidates for Deacons, Elders and the Nominating Committee that fulfills requirements of diversity, pledging, and attendance
- Established slate for Deacon Class of 2016: Wes Ammons, Susan Gianakos, Dirk Katstra, Megan Phillippe, Marta Ruggles, Heather Halsey Sieg, Jim Tiedeman, and Ashley Walker
- Established slate for Elder Class of 2016: Susannah Fuller, Jean Hudson, Jim Patterson, Cal Pennock, Tom Phelps, Vicki Snead, and Presley Thach
- Established slate for 2014 Nominating Committee at-large members: Jeff Alberts, Sally Clarry, Betsy Critzer, Tom Doyle, David Rathburn, Susan Howard-Smith, Diane Schmidt
- Recommended changes to the bylaws regarding the nominating committee, which were approved by the congregation

### Suggested Goals for Next Year's Committee

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

**Submitted by Gweneth West**

## **PERSONNEL COMMITTEE**

**Chair:** Pamela Turner

**Committee Members:** Robert Nootbaar, Vernon McMinimy, Nancy Lutz, Elaine Knight, Bill Kennedy and Tory Blackford

**Staff Support:** Rev. David Forney, Pastor and Head of Staff; Judy Blair, Business Manager

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

### **Goals for 2013**

- Assessment of current staff performance appraisal process
- Assessment/modification of current salary review process/cycles
- Salary market analysis
- Continued implementation of recently adopted Staffing Model
- Continued assessment of employee benefits options

### **Accomplishments**

- Continued to oversee the implementation of the new Staffing Model including office relocations
- Managed transition to new Music Ministry model, including the hiring of a full time Director of Music and two part time Assistant Music Directors for Children and Youth
- Successfully managed unplanned vacancy in the Logistics and Volunteer Coordinator position
- Participated in revisions to Volunteer Coordination program model
- Coordinated coverage during Associate Pastor's sabbatical leave
- Coordinated revamped annual performance evaluation process for all staff – the new process specified and prioritized the responsibilities of each position and culminated in a set of agreed upon objective goals for each staff member. The salary administration portion of the annual evaluation process was supported/enhanced by a comprehensive market compensation analysis
- Revised and expanded the Covenant Pastor for Congregational Care's contract
- Worked with Nominating Committee in creation of ad hoc search committees
- Gathered and considered information regarding employee benefit alternatives
- Arranged recognition for departing staff members
- Continued employee recognition protocol including the honoring of birthdays and employment anniversaries

- Provided support and guidance to staff
- Managed 2013 Personnel budget and developed 2014 Personnel budget
- Supported Preschool Council with respect to personnel matters as appropriate

### **Thank You**

- Staff and congregation for their continued trust and faithful support in development and implementation of the staffing model
- All who participated in the search committees to identify and recruit our outstanding new Music Ministry staff members
- Bob Nootbaar and Nancy Lutz who rotated off the committee after faithful service
- Judy Blair for her consistently stellar input and support

### **Suggested Goals for Next Year's Committee**

- Continued assessment of employee benefits options
- Implementation of a common salary review date for all staff
- Comprehensive review of personnel costs to determine opportunities for budget savings
- Integration of goals assessment into annual performance evaluation process
- Continued development and implementation of revised Volunteer Coordination Model

### **Submitted by Pamela Turner**

## **PRESBYTERIAN WOMEN (PW)**

**Moderator:** Lori Chapman (June 2013 - May 2014 program year)

**Staff Support:** The Rev. Kimberleigh Wells

**Coordinating Team (CT):** Lois Baylor, Lori Chapman, Elizabeth Gatewood, Bizz Glover, Boo Greene, Harriet Grosh, Dana Henderson, Sandra Henneman, Betty Loving, Nancy Lutz, Leigh Moon, Donna Nunley, Donna Packard, Julie Sparks, Ashley Walker

**Circle, Handcraft Groups and Bible Study Leaders:** Betty Dinwiddie, Harriet Grosh, Betty Hubbard, Jean Hudson, Sara Ray, Barbara Worrell

**Number of Meetings:** CT meets 10 times per year; Circle and Handcraft Groups meet monthly during the school year, Bible Study meets weekly during the school year.

## **Goals for the Year**

- Recruit younger women into PW and CT
- Participate in Samaritans' Purse's Operation Christmas Child
- Host FPC New Member Receptions
- Increase participation in Fall and Spring Gatherings; particularly encourage younger church members
- Continue support for missions church wide
- Increase attendance for all groups and gatherings

## **Accomplishments**

- Recruited younger women onto the CT
- Collected more than 100 shoeboxes contributed by church members for Operation Christmas Child
- Held a successful sale of quilts through which the Quilt Sowers sold 31 quilts and raised \$4,848 for the Madeline's House Capital Campaign Fund; also donated 4 bed coverings to Madeline's House, 18 children's quilts (10 of those contributed by other sources) to Carolyn Pettit for children being adopted through Social Services and 2 lap quilts to other recipients
- Presented 13 prayer shawls to church members knitted or crocheted by the Prayer Shawl Group
- Sent 36 dresses and 10 pairs of boys shorts made by the Mission Sewing Group to Little Dresses for Africa, and in conjunction with Medical Benevolence Foundation of the Presbyterian Church (U.S.A.), sent 28 receiving blankets, 29 baby gowns, 9 knitted hats, 2 stuffed toys, and 5 undershirts to hospitals in Africa
- Conducted a Summer Sew-A-Thon to craft quilts for Madeline's House, knit prayer shawls and sew baby blankets
- Attended the PW POJ's spring meeting in Richmond and the summer gathering at Massanetta Springs Conference Center
- Provided two new member receptions
- Provided updated information about PW activities for the FPC website, monthly newsletter, weekly announcements and bulletin boards
- Held several coffee sales during Sunday Fellowship Hour and added new products to the available inventory
- Contributed \$1,250 for furnishing women's dorm rooms at Forman Christian College in Lahore, Pakistan. This was a mission project of the Elizabeth Circle.
- Held a Spring Gathering luncheon that featured displays by all the active circles and groups, enabling attendees to talk with members of each group and learn about their activities

- Held a Fall Gathering luncheon with Jennifer Jacobs, Executive Director of the Albemarle Housing Improvement Program (AHIP), as the featured speaker. She detailed how our donation was used to provide assistance through the "Seniors Safe at Home" program.

### **Financial Resources/Activity**

- The 2013 budget allocation from FPC of \$3,000 was used to purchase Circle study books and other resources, support of handcraft groups, new member receptions, local gatherings, PW Directory preparation and contributions (\$300 each) to PW at the POJ, Synod of the Mid-Atlantic and church-wide levels.
- Funds generated through the sale of fair-trade coffee and other products are earmarked for mission donations. These funds provided a portion of the \$1,500 donation made to AHIP used to furnish a new roof for a local elderly woman in our community.
- PW Birthday Offering - \$574.00; Thank Offering - \$675.00; Least Coin Offering - \$192.99

### **Thank You**

- All leaders who give of their time, talent and interest to PW
- Dana Henderson for serving as Moderator for the 2012-2013 program year
- The speakers at the Fall and Spring Gatherings
- PW nominating team led by Boo Greene
- Phyllis McMinimy for continued support as Area IX leader

### **Goals for 2013-2014**

- Continue financial support of local, national and church-wide PW missions
- Encourage more participation at PW POJ functions
- Continue support and coordination with other church committees
- Increase participation of younger women
- Encourage formation of a circle for young mothers or other new groups
- Increase attendance at Gatherings, circle and handcraft groups
- Reach out to women wherever they are - Fellowship hour, Sunday School time, etc.

**Submitted by Lori Chapman**

## PRESCHOOL COUNCIL

**Chair:** Susan Wilson

### Committee Members

<u>Class of 2014</u>	<u>Class of 2015</u>	<u>Class of 2016</u>	<u>Elders</u>
Cathy Meaney	Mark Sackson	Kristin Gass	Susan Wilson
Jamie Price	Chad Sopata	Megan Haas	Susannah Fuller
Susie Morris	Susannah Fuller	Ashley Walker	
	Karen Hathaway		

**Staff Support:** Donna Buchanan, Director

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

### Accomplishments for 2013-14:

- Approved a "Creative Dramatics" class with music teacher, Miss Melanie, as an additional extra-curricular choice
- Approved a Lego building class as an additional extra-curricular choice, called Bricks 4 Kidz
  - Approved a 'Creative Dramatics' class with Music Teacher Miss Melanie as an additional extra-curricular choice.
  - Approved a Lego building class as an additional extra-curricular choice, called Bricks 4 Kidz.
  - Surveyed parents for program requests to guide decision-making for new classroom enrollment
  - Approved new classroom enrollment plan for the 2014-15 school year
  - Implemented all parts of new security plan, including setting up new music room inside preschool double doors
  - Replaced three teachers for the 2013-2014 school year
  - Approved plans for outreach from the church to parents through meetings with Parent Committee, and offering in-service opportunities for the parents
  - Had a surplus in the budget from 2012-13 school year of \$40,347
  - Approved a \$374,600 budget for the 2014-15 school year, maintaining tuition rates for the 4<sup>th</sup> year at the current level



### **Suggested Goals for 2014-15**

- Implement, review and revise the Preschool Policy Manual as needed
- Analyze new enrollment offerings to assess success of changes
- Continue to coordinate activities for parent-church connections
- Gather information to plan tuition rates for the 2015-16 school year

### **Thank You**

- We are thankful to Jim Miller for his service to the preschool as Council Chair, and preschool 'cheerleader'!
- We are thankful to Vicki Snead for her service on the Preschool Council as Secretary, and all the love she has shown for the school
- Thanks to Kathy Doby for her creative talent and time to coordinate activities that have connected the preschool parents with the church (workshop on gratitude; music devotions on Wednesdays), as well as offerings of support in many ways
- Thanks to the church staff for all the support they give the preschool each and every day (Judy Blair, Susan Lawson, Becky Ewing, Michael Joyce, and PD Yates). We could not do what we do without all the support!
- Thanks to Sue Brown for using her sewing talents to create transom curtains for our security plan

**Submitted by Donna Buchanan**

## **PROPERTY MANAGEMENT COMMITTEE**

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

**Chair:** Ron Critzer

**Committee Members:** Bill Carswell, Bill Otis, Tom Baber, Bryan Chambers, Ron Critzer, Dick Herath, Jim Hubbard, Michael Hastings, Michael Joyce (Staff), Judy Blair (Staff) Jim Stone, Andrew Wiley, Jim Snead, Cal Pennock (eff. 1/1/14)

**Number of Meetings:** Typically once a month on the second Tuesday of the month. Additional meetings are possible depending on project demands.

### **Summary Review of 2013**

- Completed reception area expansion and remodeling that began in 2012
- Completed assisted hearing loop project that began in 2012
- Had steeple and roof inspected
- Completed security measures for preschool
- Repaired, repainted, reinstalled all sanctuary shutters
- Completed installation of shutter hardware
- Held Church Workday on April 27
- Continued painting projects
- Replaced teak benches with 6 granite benches around the Memorial Garden
- Cleaned and repointed high brick wall between playground and Memorial Garden
- Memorial Garden Subcommittee initiated a process to have 2 parking spaces on Maple Street permanently reserved for the handicapped
- Removed damaged tree at Park Street entrance
- Trimmed trees at various locations
- Continued implementing Master Landscaping Plan approved by Session in 2010:
  - Planted boxwoods at main Park Street stairs location
  - Planted boxwoods at Park Street vehicular entrance
  - At the circle between upper and lower parking lots, had curb raised to prevent erosion; put in place a plan to have entire circle professionally landscaped in later 2013 or early 2014
- Initiated project to have post lanterns installed around upper parking lot for better visibility and safety
- Supported installation of organ lift

### **Special Projects Anticipated for 2014**

- Obtain estimate for repairing stone wall along Park Street
- Plan and hold Church Workday
- Complete Master Landscape Plan
- Have roof repairs completed

- Have steeple repaired and repainted
- Continue to work in accordance with the facilities engineering report on proactive repairs and maintenances

### **Thank You**

All of the members who made the work day a success, Luther Morris for his continued dedication to the upkeep of the Church, John Boring for helping repair choir chairs, Bill Starry for his efforts in assisting Michael Joyce on a variety of projects. Michael Joyce, P.D. Yates and Judy Blair for the extraordinary work in helping with the Committee and the Church throughout the year.

### **Committee Member Qualifications**

As a church with so many active members, it is hard to believe only a few manage to keep our house of worship in such great shape. If you are able to manage the care of your own home, then you are more than qualified to serve on the Property Management Committee. It is with God's help and guidance that we do His will and care for His house.

**Submitted by Ron Critzer**

## **STEWARDSHIP COMMITTEE**

**Chair:** David Bear

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

**Number of Meetings:** 10 meetings plus the August Dinner. Held one lunch meeting.

### **Goals for the Year**

- Change our theme from "The Pony Express" to "Sharing God's Good Gifts" (achieved)
- Conduct a successful pledge drive from a logistical perspective (achieved)
- Recruit new members, and especially women, to serve on the committee (achieved)
- Have more direct dialogue with the congregation during the pledge campaign (achieved)
- Get all ruling elders actively involved in the response to those who have pledged (achieved)
- Study the need for a new Time and Talen Survey for 2014 (achieved)
- Increase the number of pledges and pledging units by 10%, and raise \$1.1 million (not achieved)

## **Accomplishments**

- Completed a successful financial campaign. The number of pledges increased while the average decreased. Raised a total of \$1,018,000 with 306 pledges (as of 1/5/14).
- The traditional Officers' dinner was not held in 2013. Instead, another dinner was used to explain the approach to the pledge campaign.
- Developed the *Sharing God's Good Gifts* campaign, and significantly increased the dialogue with the congregation
- 100% of the Ruling Elders voted to be involved in the final phase of the stewardship campaign
- The Stewardship Committee had good achievements with the smallest number of committee participants, and did not spend all of the money in the budget. Budgeted \$3,200, but spent only \$2,900.
- Dr. David Bartlett delivered the sermon on Dedication Sunday at the request of the Stewardship Committee
- Hosted two fellowship hours

## **Financial Resources/Activity**

We expended roughly \$2,900 of our budget of \$3,200.

## **Thank You**

- Judy Blair for her continued vigilance, support and financial analysis
- David Forney for his continued support and historical perspective on pledge campaigns
- Richard Stairhime, Lee Witherow and Pat Tiedeman for being excellent representatives of the church and Stewardship Committee
- Susan Lawson, Becky Ewing and the FPC volunteers for assembling two mailings to the congregation
- For their contributions to the writing or production of the "Sharing God's Good Gifts" devotional – Madeleine Fuller, Kim Wells, Liz Forney, Stephen Hitchcock, Ashley Hurst, George Conway, Kendall Cox, Glyndon Morris, Kendall Pearson, David Forney, Susan Lawson, Judy Blair, Barbara Worrell, Ethel Boring, Caroyl Gooch, Bernice Slawson, Libby Hoyle
- All of our members who pledged and helped us have a successful year

## **Suggested Goals for Next Year's Committee**

- Introduce a new Time and Talent survey

- Continue to attempt to understand the pledging/giving habits of our membership through the use of modeling and anecdotal conversation
- Promote stewardship as a year round activity
- Help create a “Culture of Participation at FPC”
  - Work with other teams and committees to be sure that we get new members involved as quickly as possible
  - Work with other committees to ensure as many people are giving their time and their talent. If we can get them to give their time and talent, their treasure will follow.
  - Continue to start the campaign in the September timeframe.

**Submitted by David Bear**

## **WORSHIP COMMITTEE**

Chair: Gweneth West (Elder, Year 2, 2014)

**Committee Members:** Jeannette Halpin (Elder, Year 2, 2014), Amy Richardson (Deacon, member at large, Year 2, 2017), Bill Blackford [excused] (Member at large, Year 1, 2018), Carol Jepson (member at large, Year 1, 2018), Nancy Roche (Member at large, Year 4, 2014), Bob Wilson (Member at large, Year 5, 2014), David Forney (Staff, Pastor), Jeremy Thompson (Staff, Director of Music)

### **Accomplishments**

- Mission – Ongoing support of the Pastors and Director of Music in delivery of all aspects of Worship and the facilitation of worship teams, including ushers, chancel teams, communion instruction
- Committee Charge – Reviewed and updated our official charge and handbook documents
- Chancel Team leadership – Accepted with praise, thanks and regret the resignation of Barbara Worrell. Many blessings for this fine ongoing service to First Presbyterian Church worship
- Liturgists – Various members participated as liturgists during Pastor Wells’ sabbatical and enlisted others to participate as well
- Hymnals - Approved adoption and purchase. Served as advisory in plans to shift to the new hymnal including congregational meeting to introduce the hymnal.
- Communion - Explored the theology and implementation of expanding 11:15 bi-monthly communion to the 1<sup>st</sup> Sunday of every month. Prepared and served our first in this initiative

January 2014 with the support of invited church community. Will continue through the year with Jim Patterson leading as Server Team Leader.

- Director of Music - Once announced, the Worship Committee participated in a series of meetings “The Power of Music in Worship” getting to know Dr. Jeremy Thompson, Director of Music, about his background, his goals and philosophy of music as integral to the scripture and message in each service. We learned about his goals for the various music groups and plans for implementation in the fall of 2013. All groups are active and engaged.

## **Goals for 2014**

- Communion
  - Participation in and support of preparers and serving of communion at 11:15 the first Sunday of every month
  - Encourage 11:15 congregation to serve each other speaking “the body of Christ” and “blood of Christ” as we pass the sacraments through the pew
  - Reflection and prayer once everyone has been served prior to eating and drinking
- World Communion Sunday
  - Embrace global culture, such as dress from other countries, singing Korean hymns in the new hymnals, the Lord’s Prayer in multiple languages, 24 hour international prayer vigil for peace in the world
- Drama and Art
  - Banners and cut work to continue
  - Highlight specific days in the church calendar with special drama and art experiences
  - Role playing for seeing and hearing the text in different ways
- Sign Language
  - Research the possibility of signing both services
- Enrich the Worship Experience
  - Prayer of Confession incorporate more silence, space for meditation seated instead of standing
  - Call/response prayers for adults with repeat prayers for children’s sermon closure
- Worship Outreach
  - Explore official exchanges for congregation members, pastors, music programs
  - Bridge Ministry service
  - Create worship opportunity throughout the week for us and other congregations coming together, especially for specific moments in the year, such as Martin Luther King, troubling global events, Passover service and dinner
  - Create, design and nurture a culture of spontaneous space for God with worship and prayer for each other

### **Accomplishments**

- Increased participation in choir, handbells and praise team
- Established Sunday morning music programs for children
- Began music activities for youth
- Improved administrative and organizational aspects of music program and unified oversight and vision of all music activities
- Improved sense of fellowship among participants in the music program
- Improved level of musical excellence in all groups
- Choir – December 15<sup>th</sup> Lessons and Carols service was a major accomplishment for the choir
- Praise Team – The growth in numbers and the forging of unity among the group was far better in 2013 than we could have even hoped for
- Handbells – The handbell ensemble grew closer as a group, and made great strides in terms of the quality of music being presented
- Children and Youth – The establishment of a music program for children and youth was a major accomplishment for this fall. Having the children sing in worship and the youth caroling event were specific highlights.

### **Goals for 2014**

- General
  - Increased sense of spiritual connection with music
  - Increase participation among congregation
  - Greater sense of unity of purpose across entire music program
- Choir
  - presentation of a major work in the spring – Haydn Mass
  - Continue to increase level number of participants
  - Develop a deeper spiritual connection with the music being sung
  - Improve musical quality
- Praise Team
  - Encourage congregational participation
  - Introduce new praise songs
  - Improve quality of music presented and ensemble playing
  - Develop musical leadership skills
- Handbells
  - Continue musical growth
  - Prepare AGEHR Level 5 repertoire
- Children and Youth
  - Increase frequency of children singing in worship services
  - Increase participation