

Annual Report

2017



FIRST PRESBYTERIAN CHURCH
Kalamazoo, Michigan

March 4, 2018

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MISSION STATEMENT

*Grounded in living faith, receiving diversity as a gift,
we seek to reflect Christ's light in God's world.
Continually discerning God's vision of grace and peace,
we share inspirational worship, spiritual nurture,
compassionate service to others, and
the pursuit of justice—all to the glory of God.*

- Adopted by Session in 2011

ANNUAL MEETING - HONORED GUESTS INVITED

New 50-Year Members

Joined in 1967

Cass S. Hough, Jr. (Sep 26)

Mark Olmstead (Mar 23)



HYMNS FOR THE ANNUAL MEETING

“Called as Partners in Christ's Service”

#761 / stanzas 1-4

Called as partners in Christ's service, called to ministries of grace,
we respond with deep commitment fresh new lines of faith to trace.
May we learn the art of sharing, side by side and friend with friend;
equal partners in our caring to fulfill God's chosen end.

Christ's example, Christ's inspiring, Christ's clear call to work and worth,
let us follow, never faltering, reconciling folk on earth.
Men and women, richer, poorer, all God's people, young and old,
blending human skills together gracious gifts from God unfold.

Thus new patterns for Christ's mission, in a small or global sense,
help us bear each other's burdens, Breaking down each wall or fence.
Words of comfort, words of vision, words of challenge, said with care,
bring new power and strength for action, make us colleagues, free and fair.

So, God, grant us for tomorrow ways to order human life that surround
each person's sorrow with a calm that conquers strife.
Make us partners in our living, our compassion to increase,
messengers of faith, thus giving hope and confidence and peace.

“Let Us Build a House / All Are Welcome”

#301

Let us build a house where love can dwell and all can safely live,
a place where saints and children tell how hearts learn to forgive.
Built of hopes and dreams and visions, rock of faith and vault of grace;
here the love of Christ shall end divisions:

Refrain: All are welcome; all are welcome; all are welcome in this place.

Let us build a house where prophets speak, and words are strong and true,
where all God's children dare to seek to dream God's reign anew.
Here the cross shall stand as witness and as symbol of God's grace;
here as one we claim the faith of Jesus:

Refrain

Let us build a house where love is found in water, wine and wheat;
a banquet hall on holy ground where peace and justice meet.
Here the love of God, through Jesus, is revealed in time and space;
as we share in Christ the feast that frees us:

Refrain

Let us build a house where hands will reach beyond the wood and stone
to heal and strengthen, serve and teach, and live the Word they've known.
Here the outcast and the stranger bear the image of God's face;
let us bring an end to fear and danger:

Refrain

Let us build a house where all are named, their songs and visions heard
and loved and treasured, taught and claimed as words within the Word.
Built of tears and cries and laughter, prayers of faith and songs of grace;
let this house proclaim from floor to rafter:

Refrain

REPORT of the PASTOR

The Reverend Dr. Seth E. Weeldreyer

A well-known phrase about *El Camino* affirms: “The way is made by walking.” It has been a privilege to walk the pilgrimage of everyday living faith with our congregation again over the past year. Regular routines of ministry continued for me throughout the past year. Worship, administrative leadership, teaching classes, social gatherings, and myriad varieties of personal conversation about matters of joy, concern, or questions that arise in life. Pastoral care is at the heart of everything I try to do. And sharing good news of God’s love is the goal of everything I try to encourage us to accomplish together. Here are a few highlights of what made 2017 distinctive in my service.

- I give thanks to God for the call of Chrissy Westbury to serve among us. The search process proved to be an affirming and energizing experience for the whole congregation, and for me personally. I am very pleased and grateful to be sharing ministry with Chrissy. I feel we have begun to work well together, and I look forward to hopefully many years ahead.
- I give thanks to God for the committed service of our Parish Associates, especially in months before Chrissy arrived. I value relationship with them as colleagues and friends. And I’m grateful I can rely on their willing and dedicated support throughout our life together, as needed.
- I give thanks to God for a strong staff. Through other transitions and ongoing challenges that always arise, it is a pleasure to work with caring, creative, competent, and dedicated people with whom we are all privileged share ministry and mission.
- I give thanks to God for Session and committees. Sometimes we joke about this aspect of our life together. Sometimes we lament how deliberate actions can be. And I won’t say every single moment of every meeting was pure bliss. And if we’re only meeting for the sake of meeting, it is clearly not enough. Still, this commitment by so many in our congregation is the vital spirit, energy, and grace of God in our congregation. And it is always a privilege to share this work among people with such varied perspectives and valuable gifts.
- I give thanks to God for a meaningful pilgrimage experience walking *El Camino de Santiago* with a group of fourteen. I enjoy planning such experiences, and even more sharing the relational, physical, emotional, and in all things spiritual insights and inspiration with others.

Beyond activities and responsibilities within our congregation, my call in ministry relates to the life of our community and wider Presbyterian Church. I have spoken, prayed, and assisted in many efforts, some formal such as City Commission meetings and Foundation for Excellence, and many more informal including conversations with leaders about community issues, or simply conversing with neighbors we know as we meet on streets around us. I continue to meet regularly with Rotary, Downtown Kalamazoo Incorporated, and various ministry groups (Downtown Churches, Northside Ministerial Alliance). Life in our Kalamazoo community is a treasure, and I’m grateful to be a small part of it. In our wider church, I attend Presbytery meetings regularly. I serve on Presbytery Leadership Team and Staff Services Committee. And I continue to value highly my service with CREDO for our Presbyterian Church (USA). CREDO is a program where clergy meet for a week-long conference / retreat to nurture holistic health (physical, mental / emotional, vocational, leadership, financial, spiritual). As the Spiritual faculty member for our team, I lead all worship and some plenary discussions at two conferences per year.

In some ways, dear friends, it has been a challenging year for us to navigate among the shifting winds and stormy seas of our society. At times, we have sailed beautifully. At times, we have pitched and rolled tumultuously. Of course, both experiences will always be part of our life together. In God’s grace, I will always try to help us live faith through our baptismal promise and our call to communion service. That is, we are all claimed as beloved children of God, with a voice to be heard. And even as our perspectives and experiences vary, we seek to nurture abundant life for all people and creation in that Divine Love. It is a privilege to hear your questions and concerns and hopes and joys in life. I will continue to give my heart to the twin tasks of “moderating” this conversation of living faith among us and inspiring us to bear loving witness in real ways that spread the reign of God’s grace and peace in our world.

REPORT of the ASSOCIATE PASTOR

Chrissy Westbury

“I will give thanks to the Lord with my whole heart; I will tell of all your wonderful deeds.”
– Psalm 9:1

I can think of no other way to begin this report than in a shout of thanksgiving! I am so grateful to be in ministry among you, and give thanks with my whole heart that God has called us together for such a time as this. It is a privilege and a joy to be with you as we seek more and better ways to live out the faith to which God has called each of us individually and this community as a whole.

Beyond just getting comfortable in my new call and getting to know the congregation, the areas that have consumed most of my time and energy over the past few months have been the youth ministries, the SEEDS Saturday evening worship service, Stewardship, and Congregational Life. I have also spent considerable time working with the Green P’s and developing some new adult educational opportunities.

Our youth Sunday School class now meets after church to allow youth to attend worship, and we have added a youth handbell choir. FPC youth provided leadership for the Candlelight Vespers service and the Christmas Eve children’s program and played bells at the Family Christmas Eve service.

The evening youth fellowship group, made up of youth from 5 area Presbyterian churches has been very active this year. The combined youth group has averaged 25-30 kids in attendance every week and has been a valuable space for the kids to fellowship with each other and to discuss issues such as bullying, social media use and addiction, and how to spread kindness in the face of negativity. The youth collected items for Presbyterian Disaster Assistance kits, did random acts of kindness in the community, and donated three large bags full of new warm socks for our friends at CTV. We rang in the New Year by selling concessions at New Year’s Eve Fest to raise funds for our mission trip to West Virginia this summer.

The SEEDS Saturday evening worship has been a meaningful time of worship and reflection for all who come. Our attendance has been steady and slightly growing as we work together to offer a creative and flexible space for worship.

I have been working with the Congregational Life committee to reevaluate how and how often we welcome new members. The new “Coffee with Chrissy” time was well received on Dec. 10. Heather Kortlandt and I spoke with several new people in our community and had the opportunity to talk with those who have been around as well. As we welcome new members, I am looking forward to offering a series of classes on the basics of the PC(USA) beginning with a class on baptism on January 14.

Within the wider community, I have enjoyed making some connections with other clergy and organizations. I have regularly attended the Northside Ministerial Alliance, the Presbyterian Clergy Book Group and the Downtown Clergy Group. I helped paint at the Vine Street project and volunteered at Ministry with Community one Sunday. I look forward to doing that again. I have also become involved in the Faith Alliance – a local group of clergy working with Out Front Kalamazoo on issues of the LGBTQ+ community.

Whew! That makes these past few months sound exhausting! In reality, however, I am more energized and excited than ever to continue to explore ways that I can be in ministry with FPC and the wider community. As I promised at my installation service, I continue to pray for and seek to serve the people with energy, intelligence, imagination, and love!

REPORTS of the PARISH ASSOCIATES

The Reverend Dr. Larry Boutelle

2017 was a busy year for the Parish Associates generally. The sabbatical of Pastor Weeldryer created demands for on-going leadership at First Presbyterian Church shared by we four PAs. I personally became the “back-up” pastor for several weeks, conducting Staff meetings and meeting with the Session. In truth, most of the functioning of the church went well with the capable office and maintenance staff. As a Parish Associate I did lead worship twice, and served as the co-leader of worship half a dozen times, and participated in serving communion a number of times. We Parish Associates also take on occasional visits at the hospitals, conducting funerals and I officiated at one wedding. I worked with the Adult Christian Education Committee, Congregational Life Committee, and the Stewardship Committee. I continue to enjoy teaching experiences, so I led several classes exploring the importance of Isaiah in the understanding of Jesus as the Messiah. I participate regularly in the Sunday morning Lectionary class, and the Men’s Tuesday Morning Fellowship.

The Reverend Liz Candido

Being a parish associate at First Presbyterian Church has been a great joy and privilege for me. I provide pastoral support such, as preaching, weddings, funerals, and pastoral visits, as called upon by the full-time staff. In addition, I greatly enjoy providing Christian education opportunities and also currently serve as the College Chaplain and Director of Religious and Spiritual Life at Kalamazoo College.

The Reverend Larry Farris

I count it a privilege to participate in the life of First Presbyterian Church and to offer whatever gifts I may to its ministry. My work touched several areas last year, including worship (preaching, being liturgist, leading the Advent Comfort and Hope service, officiating at a funeral), pastoral care (primarily hospital calling when staff members are away), committee participation and resourcing (McShane/Briner Colloquium and helping with Marilyn Chandler McEntyre’s visit, helping to design the visioning process, Health Ministries Committee, and Green P’s), teaching adult education classes (on Introversion, Pilgrimage, Literature of the Great War, and church history and polity for new members), and praying for the staff, session, deacons, and congregation. Thank you for these opportunities.

The Reverend Kathleen Robertson King

“Being heard
is so close to being loved
that for the average person,
they are almost indistinguishable.”
— David Augsburger

Over and over again, I am struck by the enormous privilege of spending time with people in this church through work with Deacons and pastoral visits, and hearing people tell their own stories. Thanks for inviting me to listen! I am inspired by the various ways faith takes shape in this body of Christ through commitments, questions, and experiences, especially with the profound suffering, injustice, and dislocation taking place in the wider world. While my primary vocation is as campus minister at WMU, I feel grateful for my few hours among you in a parish context each week. I am certain that God is working in the world in powerful ways, and it a true joy to be part of the unfolding with you.

COMMITTEES OF SESSION

REPORT of the ENDOWMENT COMMITTEE

Louise Taylor

The Endowment Committee is charged by the Session with the responsibility of managing the endowed funds of the church, encouraging contributions to the Endowment Fund, and recommending to the Session the annual distributions from the various Designated Funds. LVM Capital Management is the investment manager of these Funds.

Details regarding the activity in the Endowment Funds for 2017 are as follows:

1. Market value as of December 31, 2016:

General Endowment (non-restricted) Fund	\$3,090,213
Designated (restricted) Funds:	
McShane Colloquium	12,321
Briner Lectureship	21,828
John Dunning Guild II	8,882
Education Funds:	
Dunning	7,633
Eicher	22,028
Pond/Cain/Conner	219,413
Ford/Neff Memorial	230,821
L.J.Powell Sacred Music Composition and Organ	27,208
Elaine Kuney: Presbyterian Women	<u>215,785</u>
Total Endowed Funds as of 12/31/2016	<u>\$3,856,132</u>

2. Contributions to the Endowment:

General Endowment	<u>\$ 39,614</u>
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3. Distributions from the Endowment:

General Endowment:	
Blanche Boers Benevolence	9,000
General Operating Fund Disbursement	116,121
Transfer to Capital Improvement Fund	22,730
Designated Funds:	
Briner	1,000
Ford/Neff	10,852

	<u>\$159,703</u>
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4. Income from Investments	\$140,377
5. Increase in market value of investments	\$407,047
6. Ending Market Value as of 12/31/2017:	
General Endowment Fund	\$3,404,835
Designated Funds:	
McShane Colloquium	13,994
Briner Lectureship	23,713
John Dunning Guild II	10,088
Education Funds:	
Dunning	8,669
Eicher	25,019
Pond/Cain/Conner	249,203
Ford/Neff Memorial	246,070
L.J.Powell Sacred Music Composition and organ	30,902
Elaine Kuney: Presbyterian Women	<u>245,137</u>
Total Endowed Funds 12/31/2017	<u><u>\$4,257,629</u></u>

Fees paid to investment advisor	\$21,837
2016 Net Investment Return	13.7%
Annualized Return since inception	6.4%

Capital Improvement Fund

2017 Contributions-Church Members	\$ 9,900
Kalamazoo Community Foundation	10,047
2017 Distributions	\$53,789
12/31/2018 Available Funds	\$160,555

REPORT of the FINANCE COMMITTEE

Don Meldrum

The purpose of the Finance Committee is to manage the Operating and Capital finances of First Presbyterian Church. Committee membership includes Session, staff, and some members at-large from the congregation. The Committee meets monthly to review and approve the General Operating Fund and Capital Fund statements and the adherence to the budget. The Committee also develops and updates policies for managing both cash and accounts, reviews the annual audit/review, and reports its findings and recommendations to the Session. 2017 ended on a positive note with a budget surplus of \$17,198. This greatly due to the staffing changes during the year.

The 2018 budget was presented and approved by the Session at the December meeting. Totaling the committee requests for 2018, we have a proposed budget of \$944,541.00. It has been impressed upon each committee to monitor their finances closely with the possibility of adjusting their budgets during the year.

Thank you to the following committee members for keeping me on track and making my first term as moderator an enjoyable experience: Dave Rozelle, Dan Schut, Jonathan Willoughby, Rick Russell, and James VanBuren; and from the Staff: Louise Taylor and Rev. Seth Weeldreyer. Thank you to retiring members Dan Schut and Jim Van Buren for their dedication and hard work. I would like to welcome to the committee Pam Tritsch, Stuart Deming, and Bill Sorensen.

REPORT of the STEWARDSHIP COMMITTEE

Jim Van Buren

During calendar year 2017, \$601,018 in total pledge income was received from 237 households. Only \$32,127 (5.1%) of 2017 pledges remain outstanding. An additional \$21,076 was received from households that had satisfied their 2017 pledges, and \$16,625 was received from households for 2016 pledges. Non-pledge income for 2017 was \$77,305. Offerings placed in the offering plates during worship were \$8,650. Projected 2018 congregational giving, compared with the previous five years is presented in the table below.

Projected 2018 Congregational Giving Compared with Previous Five Years

(as of January 9, 2018)

	Budget Year					2018 YTD	Projected 2018 Range ¹
	2013	2014	2015	2016	2017 Budget		
Total Pledged Amount ²	\$ 662,376	\$ 649,355	\$ 638,616	\$ 608,275	\$ 635,686	\$ 524,223	\$621,283 - \$656,440
Total Number of Pledges ³	276	279	262	245	237	195	
Total Non-Pledged Amount ⁴	\$ 82,247	\$ 73,544	\$ 74,461	\$ 67,272	\$ 77,305	\$ 74,966	\$69,720 - \$79,766
Total Number ⁴	114	120	110	103	122	114	
Total Giving	\$ 744,623	\$ 722,899	\$ 713,077	\$ 675,547	\$ 712,991	\$ 713,243	\$694,003 - \$735,482

1-95% confidence interval, meaning that there is a 95% probability that the actual value will be within this range.

2-2018 value is the amount of actual pledges as of January 9, 2018.

3-2018 value is the number of actual pledges as of January 9, 2018.

4-2018 estimated value is the average of the previous five years.

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Data as of January 9, 2018 indicate that the amount of total pledges for the 2018 Stewardship Campaign is lagging significantly behind in both the number and the amount compared to 2017. However, the actual amount pledged for 2017 on the same date, year over year, was approximately \$605,000, thus reflecting the fact that many pledges are recorded early in the following year. The analysis of the pledges received so far for 2018, compared to other years, indicates that there are approximately 50 families who have faithfully pledged in the past that have yet to pledge for 2018. The uncertainty of when these pledges will occur creates difficulty in budgeting process for the coming year. The Stewardship Committee has committed to a total pledge amount of \$639,000 for 2018, based primarily on the history of giving within the church.

Report of the APNC (Associate Pastor Nominating Committee)

In October 2016, Session appointed a committee to nominate members of the church to serve on the Associate Pastor Nominating committee (APNC). By November 1, the committee had met, strategically chosen 9 individuals, and several alternates to request to serve. The APNC was formed and began meeting the first week of December.

The APNC considered nearly 100 candidates who submitted a “Ministry Information Form” through PC (USA) or by direct self-referral. The APNC used the PC(USA) strategic system for hiring clergy, which was very easy to follow and of monumental assistance narrowing down individuals to speak with. In addition, the Presbytery of Lake Michigan appointed a liaison from the Committee on Ministry (COM). Jerry Duggins was excellent in this role with us.

After many phone interviews and several Skype visits, the field of candidates was narrowed down to 5 and, unfortunately, 3 of the 5 either took other calls, decided to pursue other offers, or return to educational pursuits. The committee then conducted the Skype interview with Chrissy Westbury, heard her preach in Three Rivers, and then completed a very thorough interview prior to recommending the congregation extend a call. You, the members of First Pres Kalamazoo, did indeed extend the call - UNANIMOUSLY!

The committee members expressed what an honor it was to be called by the congregation to serve on the APNC. In addition, the APNC felt led by the power of the Holy Spirit to do God’s work, thus working through the process prayerfully.

Respectfully submitted by the APNC: Chris Bol, Mason Coleman (Treasurer), Ginny Dell (Moderator), Jay Heckler, Craig Kortlandt (Recording Secretary), Brenda Noel, Kelsey Oliver, Sally Pitt-Van Buren, and Pamela Zandt (Correspondence Secretary).

REPORT of the PERSONNEL COMMITTEE

Barbara Liggett

The Personnel Committee’s approved description/mission (approved January 2017) states the following: The Personnel Committee works in an advisory role to the Pastor/Head of Staff and the Session with the following responsibilities:

- Assist in building an effective and efficient work environment
- Recommend new and revised policies and practices
- Develop and revise staff position descriptions

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- Recommend compensation (salary/wages and benefits) for staff through the budget process
- Provide equal employment opportunities, in consultation with the Presbytery and approval by the Session
- Support professional growth of staff
- Recommend strategies to manage risk exposure
- Support a review process to assist in staff evaluation and work planning
- Act as a support team for the pastors and members of the staff

In 2017, the Personnel Committee also took on the following responsibilities to provide alignment with the FPC Vision:

- Keep current with human resources trends and practices to make recommendations as needed
- Work collaboratively with other committees on matters impacting staff and personnel costs
- Be available for staff and congregation members who have questions about FPC policies and practices

Major committee activities during 2017:

- Selected the PPO Gold Plan as the staff benefit plan from options offered by the Board of Pensions, and implemented this plan with eligible employees continuing 10% copay of the premium
- Reviewed select external market pay plans for comparisons with FPC pay systems
- Presented revisions to the Sexual Misconduct Policy, with approval by the Session
- Conducted staff evaluations
- Responded to staff and congregation questions re: human resources practices
- Recommended for congregational approval the Terms of Call for Pastors Weeldreyer and Westbury
- Served as a resource for staff members in their professional growth
- Continued review of four FPC Vision priorities for the Personnel Committee into monthly meetings: Worship, Care of the Flock, Communication, and Congregational Resources
- Changed a staff job description with resignation of a staff member (Norma Clack) and hiring of new staff member (Anna Barnhart) in the communications/technology area
- Collaborated with the Education Committee in its reception and gratitude for Rob Bradford's work and accepted his resignation
- Revised Associate Pastor position description for Associate Pastor and welcomed Pastor Westbury;
- Expressed appreciation to the Associate Pastor Nominating Committee for their diligent deliberations in the recommendation of an Associate Pastor
- Submitted a 2018 Personnel Budget to the Finance Committee, which included staff compensation of 3% increases supported and approved by Session
- Collaborated with other committees in discussing and learning more about security through meetings with Kalamazoo Public Safety and other community resources
- Explored the use of the church facility and the ramifications for staffing costs and the possible need for an event coordinator in the future
- Expressed appreciation to the staff for sharing of job assignments, adjusting to new staff and changed positions, and provided holiday bonuses;
- Communicated compensation increases to all staff members.

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Possible Major Objectives for 2018 (to be set by 2018 Personnel Committee):

- Ongoing review of healthcare benefits for staff and expected increased costs per the Board of Pensions
- Ongoing review of compensation plan
- Align implementation of the performance review system with the church calendar;
- Review and update of staff structure and position descriptions
- Review of Policy Handbook for alignment with other committees' handbooks, policies, and practices and changes in law and/or Presbytery practices and policies
- Continued collaboration with other committees for addressing security, facility usage, and other matters impacting personnel and costs

Members of the 2017 Personnel Committee were Susan Agostinelli, David Campbell, Mason Coleman (for January-March), Diane Durian (elder), Randy Eberts, Barbara Liggett (elder), and Pam Zandt (elder). Seth Weeldreyer serves as a staff member, with Ann Johnson and Louise Taylor providing resources to the committee.

Elder Liggett, as moderator for 2017, thanks the committee for their careful deliberations and especially notes appreciation for Mason Coleman continuing on the committee for January-March 2017 and serving as a liaison to the Associate Pastor Nominating Committee, also to Pam Zandt for serving as Interim Moderator during Barbara Liggett's absence in early 2017.

REPORT of the COMMUNICATIONS COMMITTEE

Jim Van Buren

The purpose of the Communications Committee is to define strategies and policies, implement activities, and manage issues related to the internal and external communications of the church, and our image as a force for good in the community. While expertise in copy writing, digital publishing, social media, and website design and management is helpful, this not a requirement to serve on the Communications Committee. Only a desire to improve the presence and public image of the church and a desire for open communications within the congregation and the community are all that are required to join the committee.

Major accomplishments for the year:

- The committee produced several publications during the year:
 - Two postcards that promoted Easter and the season of Advent, respectively, both of which were mailed to households that were new to the community
 - Design of a new church brochure, which will be finalized by the publications coordinator
 - A "word cloud" based on the design of the rose window and featuring the mission and programing of the church was produced and distributed to members of the congregation; a second order was produced in the fall
 - A new church website, which serves as a place for visitors to the community and members alike to go for news and events, an archive of sermons and important forms and publications, was introduced in January
 - A stronger social medial presence was established on Facebook that is steadily gaining followers.
 - Conducted an online survey for the Worship & Music Committee
 - In cooperation with the Property & Maintenance Committee, acquired and installed a new electronic sign for the front of the church

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With the hiring of a new Publications coordinator, the Committee has relinquished the job of layout and printing of church-wide projects. The Communications Committee members were Chris Bol, Caitlyn Brooks, Bob Candido, Stuart Deming, Deborah Droppers, Elaine Johns, Jim Van Buren, David Warren, Ann Johnson, and Chrissy Westbury.

REPORT of the WORSHIP AND MUSIC COMMITTEE

Elaine Johns

The Worship and Music Committee supports the Worship Planning Team of Pastor (Teaching Elder) Reverend Dr. Seth Weeldreyer, Associate Pastor (Teaching Elder) Reverend Chrissy Westbury, Director of Music Cindy Hunter, and Organist Elizabeth Bruce as they carry out their worship plans. The committee is responsible for preparing Communion elements, scheduling Communion servers, and scheduling lay readers and acolytes. It also oversees the sound system, ushers, and the Chancel Guild.

In response to the church's visioning process, discussions began in 2016 about offering an alternative worship experience. In 2017 a small group met regularly on Saturdays at 5 p.m. to develop a vision and a plan. "SEEDS" Worship was introduced to the congregation and the public in the fall. Since Rev. Chrissy Westbury's installation as Associate Pastor in August, she has assumed leadership for this service. It is promoted in various ways and is experiencing some growth in attendance. We look forward to seeing where the Spirit leads.

In April, the committee recommended to Session that Sunday morning Worship begin at 10:00 a.m. during the summer, and that a decision be made in August about regular worship time. About 125 persons responded to a survey taken in July and August, and after discussing the results that the committee recommended, and Session concurred, that 10:00 a.m. would become our regular Worship time. One result is that middle and high school students can participate in Worship as their Sunday school and music time are now held after the Worship service. Adults can spend the extra time in fellowship in the Gathering Place or attending a variety of classes.

In July we started serving only gluten free bread for Communion. It has simplified set-up and can be seen as a symbol of our unity.

The chimes on the organ were unplayable due to deterioration of the leather straps. Using money from a designated fund, they were disassembled, rebuilt and reinstalled. The sound system had repairs and upgrades this year also.

The Committee sponsored a variety of special events inviting the community into our sanctuary. Most events were followed by a reception hosted by the committee.

- February 12 - L.O.V.E. Benefit for YWCA Domestic Abuse Program (E. Bruce)
- March 3 – The West Michigan Opera Project - The Marriage of Figaro
- March 14 – Kalamazoo Symphony Orchestra Woodwind Quintet
- April 20 - Elmhurst College Women's Choir Concert
- May 9 – Kalamazoo Orchestra Symphony Brass Quintet
- October 15 – Spooktacular Sensations – Benefit for Orchestra Rouh (E. Bruce)
- November 17 – Voice Recital by Joel Snyder and Friends

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- December 11 – Christmas Concert by Portage Central High School Choirs

Members of the committee in 2017 included Pat Farris and Richard Coryell (Session), Phyllis Buskirk, Cheryl Fritz, Brenda Noel, Joseph Sablan and Bill Sorensen (members-at-large), David Dell (Usher Team leader), Bob Murray, (Sound Team leader), Louise McCallum (Chancel Guild), Elaine Johns (moderator). The Reverend Seth Weeldryer (Pastor) and Cindy Hunter (Music Director) are staff participants.

REPORT OF THE MUSIC DIRECTOR

Cindy Hunter

Under the direction of Cindy Hunter, the Adult Choir continued to lead worship weekly at the Sunday morning Worship Service, and the Adult Handbell Choir played in Sunday morning Worship on a monthly basis. They also participated in the Community Palm Sunday event at Bronson Park prior to worship at FPC.

A decision was made in August to keep the Sunday morning worship time at 10:00. In doing so, this allowed Youth Music time following Youth Group Sunday School. A new music group was formed for middle and high school youth - a handbell choir, which played for the first time at the 5 pm Christmas Eve service and continues to meet weekly from 12:15 - 1 p.m. on Sundays.

The FPC Adult Choir participated in a combined choir for the Community Ash Wednesday Service at First Congregational Church, under the direction of Michael Palmer and Cindy Hunter, with singers from First Presbyterian, First Congregational, and First United Methodist churches participating.

In the spring, a small group of members, in response to the church's visioning process, began meeting informally on Saturday evenings at 5 pm for the purpose of planning and experiencing an alternative worship service. "SEEDS" worship was introduced to the congregation in the fall, under the leadership of Associate Pastor Rev. Chrissy Westbury. Cindy Hunter, as well as additional musicians including Bob Murray, Caitlin Brooks, and Anne Louise Coryell continue to provide musical leadership.

The Kalamazoo Brass Collective Quintet participated in worship on Easter Sunday, Kick-off Sunday in September, Reformation Sunday, Reign of Christ Sunday, Advent Vespers, and Fourth Sunday of Advent. Opus IV string quartet accompanied the choir as they presented the large work "Magnificat" by Francesco Durante as part of the Advent Vespers service, and again at the 11 pm service Christmas Eve. Pat Farris (flute) and Don MacLeod (oboe) accompanied several choir pieces and played solos in worship during the year.

In the fall, thanks to special memorial funds, the chimes on the organ were refurbished by Jim Lauck and used again in worship beginning in December 2017.

FPC and the Worship and Music Committee hosted several community music events including Kalamazoo Symphony Orchestra Chamber Music concerts March 14 (woodwind quintet) and May 9 (brass quintet), Elizabeth Bruce organ recitals (February 12 and October 15), the Elmhurst College Women's Choir (Apr. 20) the West Michigan Opera Project - "The Marriage of Figaro" (March 3), a voice recital by Joel Snyder and Friends (November 17), and the Portage Central High School Winter Choral Concert (December 19).

REPORT of the HEALTH MINISTRY COMMITTEE *Pat Farris*

It has been my pleasure to moderate the Health Ministry Committee the past three years. We have a dedicated and creative group who have worked to support our **mission** as stated below:

- *The Health Ministry Committee recognizes that health involves the whole person —body, mind and spirit —and promotes the well-being of individuals and families through all stages of life. It exists to foster a healthful life style within the church community.*
- *Its objectives are to develop and execute health education programs in response to the needs of the congregation, provide worship services for wholeness and healing, and to support and assist the Health Ministry Coordinator and volunteers.*

In support of our mission, 2017 included the following:

A variety of educational offerings were offered, led by church members or professionals working in the field.

- January: *A Transgender Conversation*, with Amy Hunter (ACLU national transgender advocate) and Cindy Hunter. Over 60 people attended this class.
- April: *Hiking the Himalayas, a Travelogue*, with Bob and Bev Bloomquist.
- May: *Social Media: What it is, and How to Stay Informed Without Freaking Out*, with Kelsey Oliver and Craig Oliver.
- October: *‘Being Mortal’*, by Atul Gawande, a conversation on aging and end of life care, led by Marcia Cowell.
- November: *Healthcare in Haiti*, with Pat Farris.
- November: *Developing Your Own Spiritual Practice*, with Larry Farris.
- During the season of Easter, we developed and led a congregational activity titled “Walking to Jerusalem”. This six week program encouraged all members of the congregation to move and keep track of their ‘journey’ with the goal of collecting enough miles from Easter to Pentecost to make a virtual journey from Kalamazoo to Jerusalem (7,633 miles). All activity miles were collected and documented on a giant world map in the Gathering Place. We ‘trekked’ the entire way to Jerusalem, and past, finishing in Casablanca, Morocco!
- Three healing services were offered in April, August and December, the last of which was a Christmas service of comfort and hope. Larry Farris, Kathleen Robertson King and Chrissy Westbury provided pastoral leadership for these services.
- Monthly informational flyers were posted in the church bathrooms on subjects such as: cough and cold prevention, how to identify poison ivy, men’s health, mindfulness, and bullying.
- Two successful blood drives through Michigan Blood were held in the Gathering Place in January and July.
- Dr. Tom Reigel wrote a report on living with hearing loss for our occasional series titled *“My Life at Church”*, which was published in the March-April *Presbyter*.
- We participated in the church’s chili cook-off, providing a healthy vegetarian alternative with recipes.
- We continued to assist with the medical needs of the Syrian refugee family.
- Work continued on developing an ‘FPC Healthcare Support Network.’
- Reflection continued on the 2016 Church Vision Report and how our committee can respond.

I would like to thank each committee member for their creativity and hard work in pursuing our mission. Committee members include: Ann Ross, Tami Schab, Phyllis Curtis, Elisa Oliver, Kelsey Oliver, Diane Heckler, Stuart Deming, Jill Barnum, and Bev Bloomquist. I would also like to thank Larry Farris, Parish Associate, for his assistance, and Ann Ross, Parish Nurse, for her hard work and dedication to the health and wellness of the congregation.

REPORT of the HEALTH MINISTRY COORDINATOR

Ann Ross

As Health Ministry Coordinator and one of the parish nurses, I have the opportunity to work with Seth, Kathleen Robertson King, and Crissy Westbury, to determine some of the health needs in our congregation and how I can be of most help. During 2017, I made numerous hospital and home visits. I helped with coordinating care after surgeries, arranging for an advocate to go with members to stressful doctor appointments, and helping people to navigate the complicated health care system. I am continually blessed by the gracious welcome I receive when I visit with parishioners.

It is my privilege to be a part of and to work with the Health Ministry Committee. This is a group of dedicated people who work together to bring interesting, informative classes, and activities with a health focus, to the congregation. We have been blessed to have worked with Pat Farris as our moderator for the past 3 years, and welcome Laura Ford with excitement as our new moderator.

REPORT of the CHRISTIAN EDUCATION COMMITTEE

Sue Johnson

The mission of the Christian Education (CE) Committee is to provide a variety of opportunities to nurture spiritual growth for all ages, birth through adulthood.

The CE Committee is a committee of the Session, and is comprised of five sub-committees: Church School (includes Vacation Bible School), Youth, Adult Education, Green Presbyterians (or Green P's), and the Library. Representatives from each group make up the Christian Education Committee. The C.E. Committee, and each "sub-committee," focuses on equipping church members to "claim our identity as believers in Jesus Christ," and "equipping us to live as commissioned disciples in the world." (Book of Order, p. 139)

One goal of Christian Education is to offer a wide variety of learning opportunities that will challenge each church member to continually learn, apply those learnings, and grow in faith. We are always open to your input and suggestions for future programs!

C.E. Sub-Committees include:

- Adult Education; Larry Boutelle, Kathy Campbell, Sam Clark, Pat Farris, Sue Johnson, Phyllis Music, Sally Pitt-Van Buren, Janet Scarrow, Pat Stromsta, Janet Todd, Seth Weeldreyer, Chrissy Westbury, and Ray Wicks
- Church School Teachers and Shepherds: Heather Cloetingh, John Diamond, Lisa Diamond, Cynthia Feucht, Cindy Gleaton, Karen Hassler, Wendy King, Craig, Elisa, and Kelsey Oliver, Chris Palmer, Deb Taylor, and Laurie Tupper
- Green Presbyterians: Janet Scarrow, previous committee chair, new chair TBD; Carole Birch, Linda Digby, Larry Farris, Brendan and Bruce Goethe, Jessica Hay, Kay Howson, Margo Kinnear, Susanne Rose, Ron Tanis, Laurie Tupper, and Chrissy Westbury

We also extend special thanks to Janet Scarrow for her leadership, organization, and dedication to the Green P's. She has done amazing work in focusing the Green P's on our Christian responsibilities on caring for our earth. Detailed information on Church School, Vacation Bible School, and Adult Education is in the Report of the Christian Education Director. Detailed information about Youth programs, the Green P's, and the Library are in separate reports.

Special Thanks To all who serve on one or more of these groups!

To parents who bring their children and youth to church!

To all those who staff Church School and make it happen weekly!

To Seth Weeldreyer, Chrissy Westbury, Larry Boutelle, and Larry Farris for leading adult programs

To Chrissy Westbury and to Kelsey Oliver who lead our youth

And to Pat Stromsta, who keeps all CE components running smoothly!

I thank God for each of you! We are blessed!

REPORT of the CHRISTIAN EDUCATION DIRECTOR

Pat Stromsta

NURSERY

Our nursery, staffed by a paid childcare provider (Anna Corbett or Jamie Tuin) and an adult volunteer (Julie Bol, Aedin Clements, or Bev Murray) is offered during the morning worship service and other weekly educational opportunities. There are between 2 – 6 children (birth – 3 years) in the nursery each week. Pat Stromsta is the nursery coordinator.

CHURCH SCHOOL Teachers and Shepherds

Preschool

Teachers: Allison Meyers, Wendy King, Deb Taylor

Shepherds: Colleen Sherrill,

Kindergarten and 1st Grade

Teachers: Heather Cloetingh, Karen Hassler, Angela Van Heest

Shepherds: Grace Cook,

2nd and 3rd Grade

Teachers: Lisa Diamond, Cynthia Feucht, Rick Taylor

Shepherds: Sherry Sorensen, Laurie Tupper,

4th and 5th Grade

Teachers: Cindy Gleaton, Helena Lombardi, Craig Oliver

Shepherds: Elisa Oliver, Sherry Sorensen

Junior High and High School

Youth Director: Rob Bradford (thru 5/17) Chrissy Westbury (Aug-Dec)

Teachers, Sharon Bradford (thru 5/17), Kelsey Oliver

Piano Accompanist: Carrie Palmer

The Church School program meets during the morning worship service on Sunday morning from 10:15 – 11:15. Children ages 3 – 5th grade are invited to our classes on the third floor. Our classrooms are staffed by 12 teachers and 7 shepherds. We currently have 110 children and youth registered in our Programs.

Curriculum

Our curriculum, *Growing in Grace & Gratitude* is rooted in the foundation of Presbyterian identity where God's grace and our gratitude are the heartbeat of our faith, life, and worship. This curriculum extends an invitation to discipleship that inspires children to learn and practice hospitality, generosity, and love; and reaches beyond Sunday morning, encouraging children to live their lives as an expression of God's grace.

Confirmation Class: A Confirmation Class was offered to the youth during the months of January and February. Facilitators included Rob Bradford, Wendy King, and Seth Weeldreyer.

Offerings

The children and families of First Presbyterian Church collected money for Operation Christmas Child.

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Activities

- Our youth participated in Graduation Recognition Sunday on May 22nd and our children took part in the Annual “Children’s Sunday on June 5th followed by the All-Church-Picnic.
- Summer Church School was offered during the months of July and August.
- 48 members of our First Families enjoyed attending “The Little Mermaid” at the Civic Auditorium after church on December 6th.
- Christmas Brunch was enjoyed by children, youth and adult of First Presbyterian Church on December 10 after our morning worship service.
- The children and youth presented the Children Christmas Program, “A Shepherds Story”, on December 24th at 5:00 p.m. Maya Van Heest, Paisley Wall-Emerson, Evelyn Hay and Sierra Loughrin took part in the Prelude. Keenan Millar and his father, Michael sang a duet, and Sierra Loughrin sang solo along with a duet with Pat Stromsta. Connor Bigelow started the program with an instrumental solo on a penny whistle. Narrators from our Youth Group included Annaliese Bol, Bridgette Bol, Dylan Davis, R.J. Davis. Joseph Lucking, Keenan Millar, Daphne Westbury, The children (ages 3 – 5th grade) participated in the story as angels, shepherds and sheep. (34). The Youth Bell choir participated for the first time.
- At Christmas, our Tree of Love we provided gifts 45 children who attend Celebrate the Vision. These gifts were distributed at our Christmas Dinner on December 20.

Vacation Bible School

First Presbyterian Church participated in the Downtown Church’s Vacation Bible School, “God’s Garden, God’s City” (with 1st Methodist Church, 1st Congregational Church, and St. Luke’s Episcopalian Church). This year, 1st Congregation Church hosted the program. Over 110 children and 30 volunteers participated in this week long program (June 26 - 30).

Adult Education

FPC offers many opportunities to members of the congregation and community for education, faith formation, and fellowship. Our classes and programs include topics on God and theology, the Church and the world. These opportunities are listed in our monthly *Presbyter* publication.

Members of the Adult Education Committee include: Larry Boutelle, Kathy Campbell, Sam Clark, Pat Farris, Sue Johnson, Phyllis Music, Sally Pitt-Van Buren, Janet Scarrow, Pat Stromsta (staff), Seth Weeldreyer (staff), Chrissy Westbury (staff), and Ray Wicks. Classes are facilitated by our pastors, staff, members of the congregation, and guests from our community and beyond.

Adult Education,

On-going classes include:

- Lectionary Class – Sunday 9 a.m. (Rotating Facilitators)
- Reading Aloud – Sunday, 9 a.m. (Garrett Boersma and Kim Cummings)
- Prayer Partners – First Sunday of the month, 9 a.m. (Pat Stromsta)
- Thoughtful Readers – Fourth Monday, 7 p.m. (Kathy Campbell)
- Men’s Bible Study – Tuesday, 7 a.m. (Larry Boutelle)
- Martha Circle – Second Wednesday of the month, 3 p.m.
- Monthly Wednesday Night Men’s Group (Jeff Ross and Seth Weeldreyer)
- Wednesday Evening Bible Study, 7 p.m. (Pat Stromsta)
- Women’s Bible Study – Thursday, 9:45 a.m. (Pat Stromsta)

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Additional offerings included:

- The Luminous and Literary Web: Glimpsing Faith through the Vision of Barbara Brown Taylor (Seth Weeldreyer)
- Harry Potter and C. S. Lewis Teach Us What Love Is (Larry Farris)
- Study of Pope Francis' Encyclical on Climate Change "Laudato Si' – On Care for Our Common Home (Larry Farris)
- All Church Read for Lent: Everything Belongs: *The Gift of Contemplative Prayer* by Richard Rohr
- The McShane Colloquium: The Biological and Biblical Roots of Liturgical Theology (Dr. David Mc Shane)
- Growing in Holy Love Amid Daily Life (Seth Weeldreyer)
- Waking Up White (Sue Johnson, Wendy King, Donna Schonveld, Pat Stromsta)
- Where are we in the story of racism ? (Pat Stromsta)

See additional offerings presented by the Green P's and our Health Ministry Committee

REPORT of the CHURCH LIBRARY

Kathy Campbell

In 2017, 87 new books (purchased and donated) were cataloged and added to the library's collection. 621 titles circulated throughout the year. This was an increase of 128 titles from 2016.

Of 2017's circulated items, 36% were adult non-fiction, 34% were children's books, 26% were adult fiction, and 4% were "other" (videos, young adult books, and periodicals). Circulation of children's titles has increased most in the past year.

Periodic culling of the collection was completed as needed to make room for the addition of new books.

In January of 2017, a winter-themed story time was hosted by the church librarian for preschool through third-grade children during children's church. The seventeen children in attendance listened to stories, made a craft, and each of them checked out a book to take home.

The mobile book cart was stocked with titles and placed in the Gathering Place on Sunday mornings to make book perusal and borrowing convenient for the congregation.

REPORT of the PROPERTY MAINTENANCE COMMITTEE

Sam Beals

The Property Maintenance committee's mission is to nurture an interest and devotion to the preservation of our historic FPC facility and manage issues related to the maintenance and improvement of church-owned property. Major improvements in 2017 included waterproofing various leaking areas of the building, fixing water-damaged plaster in several areas, refurbishing the front sign, and seal-coating the parking lot. We continue to reference the 2016 structural audit from Nehil-Sivak Consultants as we prioritize and act on a number of fixes to maintain the function and beauty of the sanctuary, the church house, and the stair towers. Based on the suggestions in the audit, the committee has developed a priority list of projects to complete in FY18 and in the coming years.

REPORT of the ART COMMITTEE

No report was submitted by the Art Committee for 2017

REPORT of the OFFICER NOMINATING COMMITTEE

No report was submitted by the Officer Nominating Committee for 2017

ANNUAL REPORT OF THE GREEN PRESBYTERIAN ("GREEN P's) COMMITTEE

Janet Scarrow

Again, a busy year for the Green P's--meeting monthly (summer excepted), planning and then completing the following activities and actions: Green P's encouraged church members to practice earth care at home and in the community through an after church forum in March featuring recyclers in K-County, informative "Tips" in every Presbyter and in many church bulletins, through displays in the Gathering Place after worship highlighting congregational and community environmental organizations. In the area of Christian Education the GP's co-sponsored an adult class on Pope Francis' encyclical "Laudate Si" led by Rev. Larry Farris, and a Sunday church lunch program on "Bees and Other Pollinators" led by our own beekeeper, Bob Candido during Earth Week. In April we began a congregational plant exchange, especially of flowers attracting pollinators and wound up the annual Tree Seedling sale. We gained Session approval for membership in Michigan Interfaith Power and Light and continued a relationship with the local Hope for Creation group.

The Committee also lifted up and supported aspects of our church life which are in tune with FPC's 2016 pledge as a Presbyterian Earth Care Congregation. In worship, this has been reflected in our second observance of Earth Care Sunday on April 23 and frequent references to creation care in prayers and hymn selections. In facilities management our church continued to practice and expand energy and resource conservation in grounds planting and in kitchen waste management and other recycling practices. The Sunday School program continues to incorporate earthcare into its curriculum, as do outreach projects like the Edison School and Vine Neighborhood work crews.

Serving on the Committee in 2017 were Carole Birch, Linda Digby, Brendan and Bruce Goethe, Jessica Hay, Kay Howson, Margot Kinnear, Susanne Rose, Janet Scarrow, Ron Tanis, and Laurie Tupper; Rev. Larry Farris and Chrissy Westbury staff liaison. C.E. Chair Sue Johnson provided great support. Thank you all!

REPORT OF THE CONGREGATIONAL LIFE COMMITTEE

Brian Nederveld

The Congregational Life Committee is committed to making First Presbyterian Church a warm and inviting church home for all people. To that end, the committee strives to promote fellowship and cultivate participation through the design and coordination of meaningful and enjoyable events for all ages. The CLC especially welcomes visitors and new members, and strives to help them build relationships and become involved in the life of the Church

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This year marked the first full year of the combination of the Congregational Life Committee and the Hospitality Committee. We found strength in numbers and are grateful for all the support this merger has meant for our ability to facilitate events which in many ways previously tended to have overlapping aspects.

The CLC continued to host most of the usual church and social events of the year in 2017, which included:

- Coordinating food and table service for the Annual Meeting on March 5
- Hosting the Chili Cookoff on March 26
- Hosting the Church Picnic on June 4
- Holding a new members class on October 29
- Hosting Christmas Chocolate on December 10

We also, with the help and input from pastor Chrissy Westbury, have recently made strides to streamline the “new member process” by hosting more frequent and less formal information sessions monthly following worship. This process will allow us to welcome new members to our congregation on a more timely basis as they express interest in joining the Church.

The Congregational Life Committee continues to look for new ways and events to engage the flock in the life of the church, and we welcome Pastor Chrissy as our staff liaison and enjoy the new spirit of energy she has already brought to our meetings. Our committee currently consists of the following members: Brian Nederveld (moderator), Kelsey Oliver, Roland Prevost, Heather Kortlandt, Sam Beals, Janet Todd, Richard Coryell, Rick Taylor, Laura Ford, and Chrissy Westbury (staff).

REPORT of the OUTREACH COMMITTEE

Laurie Tupper

The Outreach Committee’s mission is to:

- Support people and programs that assist people in need within the local community and throughout the world;
- Be the arm by which the Church works to bring the message of Christianity into the community, to serve the poor and people in need and to improve their lives;
- Reflect Christ’s light in God’s world by pursuing social justice for all where every person is cared for; and
- Kindle the vision of FPC as a light to our community by empowering individuals to achieve their full human potential and communities to become healthy, strong, functional human environments.

The members of the Outreach Committee meet regularly on the 2nd Wednesday of the month at 7 pm to reflect on issues that have come up since our last meeting and requests for support that may arise beyond the scope of our normal budget process. Each member of the committee has a genuine commitment and passion for our mission, both locally and globally.

Those participating in Outreach during 2017 were Mike Boersma, Sam Clark, Aedin Clements, Phyllis Curtis, Tim Henson, Nancy Boutelle, Mary Smyser, Pat Stromsta (Staff), Laurie Tupper (Moderator), Jim Van Buren, and Ray Wicks.

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Below is a list of Outreach reports contained in the following pages.

- Building Blocks of Kalamazoo (Kim Cummings)
- Celebrate the Vision (Pat Stromsta)
- Community Benevolence (Pat Stromsta)
- CROP Walk (Laurie Tupper)
- Disaster Assistance (Laurie Tupper)
- Downtown Community Literacy Center (Nancy Boutelle and Mary Smyser)
- Edison School Outreach Program (Joyce Petro)
- Ford-Neff Endowment Fund (Laurie Tupper)
- Ghana Partnership and PCUSA World Mission (John Petro)
- Kalamazoo Deacons Conference (Pat Stromsta)
- Kalamazoo Drop-In Child Care Center (Laurie Tupper)
- Kalamazoo Habitat for Humanity (Mike Boersma)
- Kalamazoo Loaves & Fishes and the Food Pantry at Ministry (Sam Clark)
- Ministry with Community (Kelly Henderson)
- Ministry with Community Sunday Dinner (Ruth Moser)
- Nicaragua Partnership (Larry Boutelle)
- North Presbyterian Church (Laurie Tupper)
- Open Doors (Rick Stravers)
- Refugee Project (Aedin Clements)
- Rickman House BINGO (Mike Boersma)
- Special Offerings (Laurie Tupper)
- United Campus Ministry (Miranda Howard)

BUILDING BLOCKS OF KALAMAZOO

Kim Cummings

Building Blocks' unique capacity to organize residents for collective street-level initiatives contributes in vital ways to the quality of life in Kalamazoo's low-income neighborhoods. This past summer, Building Blocks fielded two 10-week sites in Edison, two in Oakwood and the Eastside, and one each in the Northside and in Vine. Six residents and two WMU School of Social Work interns, all trained by BB Director Carrie Drake, provided the organizing energy, with administrative support from neighborhood associations.

Passing through the Vine Neighborhood, members of our church will have seen Building Blocks signs on W. Vine St. between Burdick and Westnedge. Specific project activities included ambitious front-yard landscaping, repairs to front steps, the installation of a front-yard picket fence, and the construction of a wheelchair ramp to provide access for a newly handicapped resident.

In 2017, a total of 71 households (8 specific work sites in 5 core neighborhoods – Eastside, Edison, Northside, Oakwood, and Vine) received direct material benefits in the form of small grants and labor. The average value of investment on each household was \$2,130 with a total investment of \$150,952 across all project sites. This value does not yet include the contributions from community collaborators such as the city and the neighborhood associations. Each site completed an average of 20 cooperative work activities for a total of 160 projects. Counting students, board members, other community members, residents and their family members, 750 individuals contributed over 4,400 hours of volunteer labor.

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According to initial pre- and post-survey results, residents reported a significant increase in the number of neighbors that they know after Building Blocks programming. Further, residents reported a 48% increase in discussing problems or concerns with neighbors and a 35% increase in helping and receiving help from neighbors. Survey results also indicated that residents have pride in their streets and trust in their neighbors. Residents report feeling less isolated from their neighbors and more connected to the neighborhood association.

These collective endeavors generate interpersonal trust and the potential for longer-term cooperative work. This potential is most dramatically evidenced in the Vine Neighborhood. Working together over the past six years, non-profit agencies, the City of Kalamazoo, and, most distinctively, energized street-level resident groups have accelerated the pace of neighborhood revitalization. The “Vine Model” has extended to the Eastside neighborhood. Through its financial contributions to Building Blocks, leadership of the summer painting project, and diverse Individual initiatives, FPC works to support Vine and the other downtown neighborhoods as part of its central mission.

CELEBRATE THE VISION

Pat Stromsta

Celebrate the Vision is our Wednesday evening ministry of food, fellowship and faith. At 5:30 p.m. a home-cooked meal is served to members of the community and congregation. This past year Corey Fritz and Pat Stromsta served as cooks. We serve an average of 100 men, women and children each Wednesday evening. At 6:30 an informal worship service is offered in the Gathering Place. The service includes singing, scripture reading, discussion and prayer. Instrumentalists for the service included Bev and Bob Murray, Scot Stromsta, Sally Vliem, and Ray Wicks.

On December 20, 2017, 157 men, women, and children participated in our Annual Christmas Dinner and Christmas Shoppe. Members from the community were invited to a Christmas Dinner of ham, mashed potatoes, green beans, and Christmas cookies and ice cream. They were encouraged to come to pick out two Christmas gifts for themselves or a loved one from our Christmas Shoppe. Wrapping paper was available to wrap their gifts. In addition, our Church School families provided gifts for 45 children. It was an evening of shared Christmas love and joy.

We appreciate the support that Celebrate the Vision receives from the congregation, the community, the Outreach Committee and the Men’s Fellowship Group whose proceeds from a monthly breakfast (third Sunday of the month) supports this ministry.

COMMUNITY BENEVOLENCE

Pat Stromsta

There are three funds at First Presbyterian Church that are designated for “those in need”. One of these is the Benevolence Fund.

The Benevolence Fund is under the supervision of the Outreach Committee. It is intended specifically for our neighbors in need. Requests for assistance are to be for no more than \$25.00, and a designated member of the Outreach Committee has the discretion to approve such requests. Receipts are to be provided.

Benevolence Fund disbursements this year have met the following needs: medication, transportation, lodging, driver’s license fees, and gas. Total disbursements for this year were \$523.87.

The gratitude shown by the men and women who are recipients of these funds cannot be measured. We give God the glory for providing the opportunity for us to assist and serve those in need.

CROP WALK

Laurie Tupper

Since 1946, Church World Service (CWS), has been working to relieve hunger and poverty throughout the world. As the sponsor of CROP Hunger Walks, CWS grew out of the needs of refugees who were left with nothing in the aftermath of World War II.

In 2017, Crop Walk day started out as a rainy and dreary day which lessened the number of walkers, but did not lessen the enthusiasm of the 150 that walked. Over \$25,000 was raised to support hunger programs both locally and around the world. First Presbyterian raised over \$1100 to support CWS.

Sunday, April 29, 2018, the Kalamazoo Valley Crop Hunger Walk/Fun Run will begin at 2 pm in Bronson Park.

DISASTER ASSISTANCE

Laurie Tupper

Within the Outreach budget each year is a small amount designated to assist people in location(s) where significant disasters have occurred. The 2017 funds were sent to the Presbyterian Disaster Relief efforts to assist after the hurricanes in the southern U.S. and Caribbean.

DOWNTOWN COMMUNITY LITERACY CENTER

Nancy Boutelle and Mary Smyser

The DCLC has met at First Presbyterian Church since April 30, 2014, and it works in partnership with the Kalamazoo Literacy Council. We have a total of five trained tutors and one trained assessor from our own church family. At this time, we provide tutoring in reading, writing skills, and computer skills. The hours of operation are: Wednesday, 4:30-6:30 p.m., and Thursday 11 a.m. until 1 p.m.. Our student population varies from six to eight students. Students come for Assessments, Learning Plans, Reading Instruction, Writing Class, and/or a Computer Class.

Our students are dedicated and committed. One student has just moved up one reading level in the Challenger Skills series, and a Certificate of Completion was awarded to him. Since it takes six months or longer to complete the relevant requirements, the Certificate of Completion means a lot. The students in the program continue to progress. This ministry helps us to understand the everyday challenges of being literate, whether one is 20 or 60 years old.

DCLC committee members and/or tutors are: Nancy Boutelle, Mary Smyser, Tom Forsch, Lester Coleman, and Marian Burkey. If you would like to participate in this ministry, you may contact a committee member or one of the tutors listed above. Your assistance will be yet another example of grace in our students' everyday life!

Thank you for your support for this ministry!

EDISON SCHOOL OUTREACH PROGRAM

*Carol Payne Smith
and Joyce Petro*

First Presbyterian Church's 17th year of the Edison School Outreach Project continued in 2017 with 43 volunteers, including seven new folks joining its ranks. Thirty tutors followed the direction of classroom teachers to assist students on reading and math skills. Four "Presby Paws" (dogs) were brought into classrooms to listen to children read, frequently eliciting smiles and gentle petting by the students as they followed their owners along hallways. Nineteen volunteers provided monthly birthday snacks that were greatly appreciated by the students.

Last fall, the Hearts-to-Hands Stitchers made over 100 beautifully colored seatback book caddies for children in many classrooms. In December, each student received an appropriate book during the last week before the Holiday Break. The Garden Club continued its recycling program throughout the year.

Coffee and related supplies were purchased to provide free coffee in the entryway for school visitors. Funds were also used to assist two families that had experienced major misfortunes. One family had lost a daughter in a tragic automobile accident. The other suffered major losses in an unfortunate house fire.

Special thanks must be given to the many members of FPC, who generously purchased school supplies for classrooms, such as pencils, crayons, paper, and erasers, as well as other items such as wipes, hand sanitizers, and snacks. Some contributed money for the purchase of additional school supplies. Major financial support was received from the Outreach Committee and the Elaine Kuney Fund. The entire FPC congregation, led by the pastors, prayed frequently for the volunteers, teachers, staff, children, and their families

In notes and letters, the teachers, students, and principal have expressed their appreciation for the many gifts of time, talents, and resources from FPC. At the end of the school year, the volunteers and the teachers were honored at a staff/volunteer breakfast at the school.

The Edison Project leadership team consists of Sue Johnson, Joyce Petro, Joseph Sablan, and Carol Payne Smith.

FORD-NEFF ENDOWMENT FUND

Laurie Tupper

The Ford-Neff Fund was established as a named fund within the special fund area "Mission and Outreach" to support current local and global mission outreach, provide financial assistance to minority students in Presbyterian Theological Seminaries, and to provide seed money for new mission projects. In 2017, the Outreach Committee, with the approval of Session, utilized this fund to provide for the wider mission of Jesus Christ.

Interfaith Strategy for Advocacy and Action in the Community (ISAAC) was formed in Kalamazoo in 2002. We recommended and Session approved our church becoming a member of ISAAC and provided them support. Each year they target social justice issues to improve within the community. The three areas that will be addressed for the next two years are poverty, racism, and homelessness. Two members of our church that were selected to attend monthly meetings on the 2nd Tuesday of the month at 7 pm at St. Lukes are Sam Clark and Kathy Cooney. Other members that participate with ISAAC are Pat Stromsta and Ray Wicks. All are welcome to participate with ISAAC.

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Peacejam, from Loy Norrix High School, does community service work at school in our Kalamazoo community, within Michigan, in the U.S., and internationally. Peacejam is an international non-profit organization that inspires high school students to perform community service projects. They have worked with Edison students for 11 years. They work with 4th graders helping them with reading comprehension and encouraging them to enjoy reading and with 5th graders taking them to the college bound Engineering Day at WMU to let them see that college is possible for them.

The Vine Neighborhood painting project was supported to assist a low-income homeowner paint their home and reinforces neighbors working together to help each other. This project is now a coordinated effort between the Vine Neighborhood Association, Trinity Lutheran, First Congregational, First Presbyterian, and the family of the home. This project included many from the congregation and was, again, a successful project.

Support was provided to Emily Barnum as she spent her summer vacation on an internship helping to develop course material for a Theology of Translation course in Indonesia. She observed various parts of the translation process in the field, while learning about herself, God, and God's work in Bible translation.

Tillers International, an organization located in Kalamazoo County (Scotts), was supported. Their mission is to preserve, study, and exchange low-capital technologies that increase the sustainability and productivity of people in rural communities. Primarily, they have staff members in Uganda and Mozambique that assist farmers in methods of farming that complement the available resources that they have. Many times visitors we have hosted from Ghana and Nicaragua are welcomed at Tillers and usually pick up an idea or new technique that they can use in their home country. They also offer many classes that are of local interest, such as chair caning, blacksmithing, woodworking, tree identification, etc. www.tillersinternational.org

Our sister congregation in Benton Harbor began a project to upgrade their building to provide more space for all who are coming through their doors. They are an integrated congregation in a racially divided area and see the need to remain in the Morton Hill location since their history goes back to 1892. On behalf of our congregation, a contribution was made toward this project at Benton Harbor First Presbyterian and to support their ministry. www.FirstPresBH.org/OpenWide

The Momentum Employment Program, through Urban Alliance Inc., is a community based economic development program that connects unemployed and underemployed individuals of this community sustainable employment opportunities through pre-employment training, coaching and networking through its business partners.

Justice for our Neighbors (JFON) is a program sponsored by the First United Methodist Church to provide free legal services for low income immigrants who came to this country to escape the devastation of violence or desperate poverty.

The Kalamazoo Deacons Conference was provided additional support through their "Special Thanksgiving Offering" to assist their clients that are running short of funds to get them through the holidays.

We received word that the West African Liaison for Presbyterian Mission, Josh Heikkila, was having trouble with his car and was in desperate need for an upgrade. Josh is vital to our partnership with the Sokode-Bagble community and his assistance for every mission trip to Ghana is essential. A contribution was made to this fund.

GHANA PARTNERSHIP AND PC(USA) WORLD MISSION

John Petro

The story of how our outreach to Ghana began is worth telling, since it was a Ghanaian, Frank Abror, who reached out first to us. As a young man, Frank had suffered severe vision loss due to an unsuccessful cataract operation. With the assistance of a grant from the World Council of Churches, Frank enrolled in the Master's degree program in Blind Rehabilitation at Western Michigan University. Being a Ghanaian Presbyterian, he came to our church for Worship after arriving in Kalamazoo for the Fall 1989 semester, and made many friends in our church. Two years later, after he had completed his Master's degree and was preparing to return to Ghana, he invited his many friends to visit his village of Sokode Bagble in the Volta Region of Ghana. Our church's head pastor at the time, Rev. Kenneth Barley, decided to travel to Ghana in response to Frank's invitation. He immediately encouraged our congregation to enter into a partnership with Frank's home church, the Sokode Bagble E.P. Church. Rev. Barley made two additional trips to Ghana before retiring in 1999.

Our church's subsequent head pastor, Rev. Dave Van Arsdale, felt called to follow up on this Ghanaian partnership. He recruited John and Joyce Petro, recently retired, to assist him in planning a fourth trip in 2002 and a fifth trip in 2005 to visit partners in Ghana. Both trips were very successful, with the fifth trip being focused on enlarging this Ghanaian partnership to be between the Presbytery of Lake Michigan and the Ho-East Presbytery of the Evangelical Presbyterian Church, Ghana. Subsequently, 32 folks from our presbytery have traveled to Ghana on mission trips in 2007, 2011, 2012, and 2014. On eight occasions, small groups of Ghanaian partners have traveled to visit us here in Michigan.

The major goals of these trips have been to build bonds of friendship with our partners and to assist them with a variety of projects, such as the construction of new primary school buildings and the support of a scholarship program assisting deserving students in the completion of senior secondary school (equivalent to our high school) that they would not otherwise be able to do. Our presbytery has been supporting a similar senior secondary school scholarship program and a very successful beehive self-development project in the Ho-East Presbytery. We are very much involved with PC(USA) World Mission at both the congregational and the presbytery levels.

Unfortunately, Frank Abror was not able to find a position anywhere in Ghana. Instead, he and his family immigrated to America in order for him to accept a position with the Pennsylvania Commission for the Blind in southeastern Pennsylvania. He retired one year ago and now hopes to return to WMU to complete a Ph.D. in low vision studies. He plans, then, to join the health sciences division at the new EP University in Ho, Ghana, with the goal of training Ghanaians for a career in the rehabilitation of adults experiencing vision loss—a career now in great demand in Ghana, but one that he was denied in 1991. In 2017, our church's Outreach Committee approved grants (1) to Sokode Bagble E.P. Church, \$3,550 for senior secondary school scholarships and (2) to PC(USA) World Mission, \$1,000 for support of Rev. Joshua Heikkila, PC(USA) West Africa Regional Liaison, \$1,000 for the travel account of Rev. Joshua Heikkila, and \$1,000 for support of Rev. Michael Ludwig and Rachel Ludwig, PC(USA) Mission Co-workers in Niger.

John Petro is stepping down from serving as a leader of the Ghana Partnership Committee. With God's help, we trust that others will step forward to take on the mantle of leadership.

KALAMAZOO DEACONS CONFERENCE

Pat Stromsta

Our church supports the Kalamazoo Deacon's Conference which is located at 1010 N. Westnedge Ave. The mission of KDC is to share the love and hope of Jesus Christ by addressing the physical and spiritual needs of the working poor and people in distress. Each guest who comes to KDC meets with a Direct Response Servant who takes the time to listen to their story. Together the DRS and guest discern how KDC can best address their needs. KDC can provide clothing, furniture, household items, financial assistance, and transportation, along with job training to those who walk through their doors. Prayers are offered when wanted. KDC will celebrate its 50th years of ministry in Kalamazoo in 2018.

KALAMAZOO DROP-IN CHILD CARE CENTER

Laurie Tupper

The Kalamazoo Drop-In Child Care Center (KDCCC) was established to provide free, short-term child care for low-income families with children from six-weeks-old through the age of five –years-old. The objectives of their service are to enable parents with young children to more rapidly negotiate the maze of appointments and services often required to obtain employment, permanent housing, register for school or attend classes and eventual self-sufficiency.

They also give parents a "healthy" break from the demands of parenting. They have created a warm, safe, and supportive environment for children and their parents. During 2017, they cared for over 200 children from 142 families.

KDCCC is open Monday through Friday from 11am to 3pm. Parents may stop down and register anytime during these hours. Space is limited to 20 children per day but once parents register their children, they may reserve spots up to 2 weeks in advance. This program is housed at the First Congregational Church.

KALAMAZOO HABITAT FOR HUMANITY

Mike Boersma

Volunteers from the First Presbyterian Church supported Habitat for Humanity with constructing, remodeling, and landscaping several homes in Kalamazoo, Portage, and Kalamazoo Township. In 2017, volunteers had the opportunity to work in both June and July and volunteers reported that they appreciated the additional scheduling flexibility.

KALAMAZOO LOAVES & FISHES

Sam Clark

First Presbyterian Church (FPC), Westminster Presbyterian Church, Pine Island Presbyterian church, and North Presbyterian Church continue to provide both monetary and volunteer support for Kalamazoo Loaves & Fishes (KLF), whose mission is to feed hungry people in Kalamazoo County and to engage the community in the fight to end hunger. KLF is the largest charitable food distribution system in Kalamazoo County, with 71 total locations in the food assistance network and a volunteer force of 450 volunteers per week. KLF staff and volunteers support the following programs to carry out that mission:

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The Grocery Pantry Program is KLF's largest and longest-running program. At 25 sites throughout the county, local persons in need receive same-day appointments, where they can choose four days' worth of food for each household member. During busy periods, KLF can enable more than 1,000 local residents-in-need to utilize the program in a single day!

The first Grocery Pantry was at Ministry with Community. It is the only one at a drop-in center, and is open five days a week. This Pantry is staffed primarily by a volunteer corps of 70 individuals from the area Presbyterian churches, including First Presbyterian. This corps of volunteers dedicates more than 140 hours per month (1,680 hours per year) to operating the Food Pantry. In 2017, the MWC Food Pantry site served 4,517 adults and 2,079 children for a total of 6,596 individuals. 10,781 lbs. of food were distributed. Since 2005, KLF has provided Weekend Food Packs to children through a partnership with Communities in Schools of Kalamazoo. Participating children leave school on Friday afternoon with a weekend food pack. There is enough food in the pack to cover breakfast and lunch for that child during the weekend hours, when other food options may be scarce.

MINISTRY WITH COMMUNITY

Kelly Henderson, Executive Director

September marked the one-year anniversary for Ministry with Community in our new building! More than ever before, Ministry with Community is combating generational poverty in the Kalamazoo community, especially for those of our neighbors here on the north side of the city. Our meals, which are provided 365 days a year, are up over 20% and the use of our laundry facility is up 18%. Our Social Work staff have assisted more than 2,400 members (those we serve) in the past year. Our services are not just about quantity though – our new building allows us to move beyond basic needs to fulfill our mission statement: to *empower people to make positive life changes*.

We have created new initiatives to measure and analyze our impact and to embolden our members, who are ready to take the next steps in changing *their* lives. We are firm believers in serving with compassion and strive to treat any person who crosses our threshold with dignity and respect. We honor the path each individual is on and work alongside them.

Thanks to our new, expanded space, we have increased our work with other agencies to ensure seamless service provision, that is not duplicative, to the members of our community who need it most. Our classroom space allows local organizations to assist members with meaningful health, educational, and support services. In addition, we are honored to welcome hundreds of volunteers annually to assist us by providing direct member support, serving meals, and gleaning food from donor organizations around town. Volunteers currently provide over 350 service hours per week!

While we are proud of our achievements in the first year occupying our new space, our work is far from done. We cannot do this necessary work without our generous and loving community!

MINISTRY WITH COMMUNITY, Sunday Dinner

Ruth Moser

On the first Sunday of every month, 10-15 volunteers from FPC serve Sunday dinner in the lovely new Ministry with Community facility at 500 N. Edwards Street. This is a service in which members of FPC have participated for many years. The meal itself is prepared by the kitchen staff, but the servers provide a friendly, human touch. They represent many age groups. Children sometimes accompany their parents; they enjoy helping to prepare dessert trays, and they often make friendly conversation with the diners! 1-200 people are served Sunday dinner, although on occasion there have been even more! During the week, Ministry with Community serves two family-style meals in their dining room every day. Various volunteer groups provide servers, who do their best to make the atmosphere pleasant and welcoming, and the kitchen staff provides substantial fare.

It may be obvious that a considerable roster of volunteers - people who serve on a regular or an occasional basis - is absolutely essential. "Feeding the hungry" is one important way in which we show Christian love to those less fortunate than we. Please think prayerfully about adding your name to the list of those who serve our "neighbors" in this way. See Aedín Clements or Ruth Moser, who will be happy to know of your interest.

NEW OUTREACH

Laurie Tupper

Within the Outreach Committee's budget is a small amount that allows our committee to support new projects or organizations that are not supported in our overall budget. In 2017, we supported projects within four organizations with financial grants.

The Kalamazoo Symphony Orchestra launched a new outreach program designed to address the needs of children of refugee families in Kalamazoo. "Orchestra Rouh" (rouh means "soul" in Arabic) was launched to give children the opportunity to study music with instructors and volunteers who are bilingual in English and Arabic and who understand their cultural background. They believe music will be a powerful tool to improve the children's emotional stability, speed up their acquisition of English language skills, build community with American Children and families, and reduce the sense of isolation experienced by many.

Pine Island Presbyterian Church has been growing produce on their Q Ave. property for a few years through their "Hope Community Garden". They provide vegetables to the Loaves and Fishes food pantry at Ministry with Community that our churches support. During "harvest Fridays" they have an open roadside table to provide free food to those in need with donations accepted. 3,500 pounds of produce were harvested. Crops included: green beans, green peppers, cucumbers, tomatoes, corn, cabbage, potatoes, eggplant, garlic, onions, kale, rhubarb, and various squashes and herbs.

North-Westminster Presbyterian Church in Lansing supported a program that allowed young people to attend our Presbyterian Camp Greenwood Church Camp. The Advent House is located within their church facility and that organization provides support to the disadvantaged, much like Ministry with Community does in Kalamazoo. The young people that were selected to attend camp needed to purchase some "camp gear" in order to attend and required some monetary assistance to do so.

The Hispanic-American Council requested support for the Hispanic Liaison program which provides a bridge to Hispanic Americans when they come to our community and need assistance communicating and finding needed services. Additional bilingual staff are needed in organizations within our community. They are funded solely by grants and the economy has severely effected their funding. They work closely with the Edison Neighborhood Associated and are located at St. Joseph's Catholic Church.

NICARAGUAN PARTNERSHIP

The Reverend Dr. Larry Boutelle

The Nicaragua Partnership Committee of Lake Michigan Presbytery continues as a vibrant and passionate group coming from at least eight congregations of the Presbytery. First Presbyterian of Kalamazoo is represented by John Petro and Rev. Larry Boutelle. Larry is currently serving as a Co-Moderator of the Partnership Committee.

The Lake Michigan/Nueva Guinea, Nicaragua, partnership is the longest operating protestant mission partnership operating through CEPAD, creating mission opportunities and mission support since 1983. CEPAD hosts our mission groups and directs mission financial support to assure designated uses are maintained.

We continue to support mission programs for training in agricultural methods for “Patio” (small plot farms) through hunger alleviation donations, education of pastors, and support general agricultural education for community farm production.

The Partnership is hoping to send a delegation to Nueva Guinea, Nicaragua to work on home water purification units in rural communities. The Nicaragua Partnership continues to give thanks for the support of First Presbyterian Church in prayer, talent, meeting space, and financial support.

NORTH PRESBYTERIAN CHURCH

Laurie Tupper

North Presbyterian Church has a distinctive and unique ministry. Their members feel a special calling to practice ministry with people who live with chronic mental illness, developmental disabilities, and traumatic brain injuries. These people take an active role in worship leadership and church governance.

During the week, members of the church are joined by people from the outside community for the Togetherness Group. The Togetherness Group provides social activities for people living with serious mental illness. They play BINGO, have lunch, go to the zoo, the movies, go bowling, and have picnics. For many of the participants, this weekly activity is the only time they get to leave the house and have fun with friends. Being involved with others in this way for over 25 years has energized and inspired members of North with a new vision of what “church” can be.

North Presbyterian Church could not keep up the maintenance on their church building, so they now worship in the chapel at the Congregational Church. While they are being served temporarily by the co-pastors from Portage Westminster, they intend to hire a part time pastor and will continue their Worship at the Congregational Church. The ministry at North is unique and grew out of a need identified by some members of First Presbyterian Church over 100 years ago. They continue to need our support and prayers.

OPEN DOORS

Rick Stravers

Thank you to all at First Presbyterian Church for helping Open Doors provide local families and individuals with a home and personal support for building a stable life.

In 2017, 81 homeless young adult men and women lived with us in our two shelters and worked to rebuild their lives. The average guest stay was 30 days. Two-thirds of our guests were employed when they completed the program. While our guests do not pay for room and board, they are required to save 30%, so when they complete their shelter stays they have savings to get an apartment.

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We also provide 101 rental homes for low-income families and individuals. Today in our rental community, 153 people have homes, including 40 children. In addition, they receive personal support for stability and financial self-sufficiency.

Thank you, First Presbyterian Church, for helping these local men, women, and children move on from the misery of homelessness to stable, productive lives.

REFUGEE FAMILY

Aedin Clements

In November 2016, the Outreach Committee approved a plan to co-sponsor a family of refugees from Syria. The family arrived in the U.S. in December 2016, and our group worked closely with a case worker from Bethany Christian Services to assist with many parts of the family's resettlement, from preparing housing to helping the adults to obtain employment and driver's licenses. With partners from other congregations including First United Methodist Church, St. Ambrose Catholic Church and Westminster Presbyterian, the Syrian family is surrounded by a team of dedicated people who assist with medical and dental concerns, navigating the school system, transport, learning English, and many other aspects of life in the community. Two of the three adults in the household are now employed, the children speak English, and the family is on its way to independence. They continue to need our support and prayers, and we have all been enriched by our friendship with this gracious family.

RICKMAN HOUSE BINGO

Mike Boersma

Several volunteers from the First Presbyterian Church participated in a Bingo Event on the third Saturday of each month at the Rickman House. The Rickman House is an assisted living community for persons with mental illnesses. Prizes, such as personal care items, food, and laundry detergent were collected from FPC donors or purchased with Outreach Committee funds and distributed to participants throughout the evening. In December there was a supersized Christmas Bingo with extra prizes, pizza, and gifts. Attendance at the Bingo event averaged 12 Rickman House residents and two FPC volunteers.

SPECIAL OFFERINGS

Laurie Tupper

Annually we have four Special Offering sponsored by the Presbyterian Church USA, that are a way for every Presbyterian to come together to change lives locally and around the world. Though our offerings may seem small, they are like the mustard seed, that even as tiny as it is, it holds the promise of an incredible tree. Our gifts hold that same promise; that they will grow to accomplish amazing things.

During Lent, we collect the One Great Hour of Sharing offering which provides funding for disaster assistance, hunger relief programs, and programs for community development such as Self Development of People grants. \$4013.71 was collected in 2017.

In May we receive the Pentecost Offering, which focuses on our youth. Youth Ministries, Young Adult Volunteers (YAV), Child Advocacy programs receive the benefits of this offering. Also, 40% of the offering is retained locally to be used to help children at risk and for the development of youth. In 2017, our 40%, or \$ 712.40 was donated to the Mothers of Hope, an organization that deals with poverty and addiction. They provide an annual picnic for neighborhood children.

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The Peace and Global Witness offering is collected on Peacemaking Sunday in early October. This offering promotes peace practices and reconciliation through education and Christian witness around the world. 25% of our churches offering is kept locally to invest in local ministries of peace and reconciliation. We designated our \$657.81 to support the Kalamazoo Anti-Human Trafficking Coalition, which is combating human trafficking in our community.

During Advent, the Christmas Joy Offering is received to provide financial support and grants for current and retired church workers in their time of need and supports students attending Presbyterian related racial ethnic schools and colleges. \$1092.00 was collected to support this important ministry.

UNITED CAMPUS MINISTRY AT WMU

Miranda Howard

The United Campus Ministry (UCM) is collaboration between six congregations in Kalamazoo to provide service learning and leadership for students of Western Michigan University and Kalamazoo Valley Community College. The five churches partnering with First Presbyterian Church in the United Campus Ministry are the American Baptist Churches USA, Church of the Brethren, United Church of Christ Christian Church (Disciples of Christ), St. Thomas More Catholic Parish, the Religious Society of Friends, and the Unitarian Universalists. United Campus Ministry is located in Kanley Chapel on the WMU campus. The Rev. Kathleen Robertson King, director of this program, and Lori Owen-Rogers, UCM office manager, lead the program. UCM encourages the principle of Three Essential Components to Service Learning: Getting Out [of one's comfort zone], Mutuality, and Reflection.

UCM service projects for 2017 include Volunteering with Kids, Kalamazoo Urban Plunge, and the Alternative Spring Break Trip. Volunteering with Kids is comprised of two components that run for the academic year – one taking place on Thursdays after school at Peace House and the other on Friday evenings at the Boys and Girls Club at Edison School. At each session WMU and KVCC students assist youngsters with homework then cook and serve the children a nourishing meal. Two Urban Plunges took place during 2017. The first one was in April with eight students being involved, the second was in November with 11 students participating for a total number of volunteer hours of 304. During the Urban Plunges students learned service leadership by working at the Boys and Girls Club, Habitat for Humanity, and Ministry with Community. Alternative Spring Break for 2017 was in Philadelphia with seven students putting in 336 hours of volunteer time. To promote mutuality and spirituality, WMU and KVCC students are welcomed each Tuesday evening during the academic year to Tuesday Evening Dialogue. UCM staff directed sessions about/for spiritual growth and service learning leadership. Knitting Together also meets on Tuesday evenings; this year participants are knitting scarves for refugees and the homeless. The total number of student volunteer hours for the year was 1,752, with the greatest number of hours per activity being Friday Fun with 504 hours.

VINE ST. OUTREACH PROJECT

PAINTING NORMA BERRY'S HOUSE, 813 OAK ST.

Kim Cummings

The repainting of a house means so much more when it complements other nearby positive initiatives. And such was the case this year. Of course the painting thrilled owner Norma Berry, who had yearned for many years to give her house a proper paint job. But it also reinforced the many good things happening on nearby streets. Though somewhat lagging behind other areas, this northwest section of Vine is seeing a build-up of owner occupants and of housing investments more generally.

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The City of Kalamazoo has undertaken a series of street re-pavings as well as a major park renovation. Residents have banded together to reclaim the Oak Street Garden and to install/maintain corner flower gardens all through the area. The neighborhood's resurgence, here as in other sections of Vine, is well underway.

With strong support from Seth and our Outreach Committee, First Pres again took the leading position in this fall's project. Pulling together the paper work and overseeing the effort with First Congregational Church and Trinity Lutheran, Sam Clark played an essential coordinating role. The availability of funding from all three churches enabled us to hire both skilled carpenters to replace rotten siding and a professional painter to scrape off the old paint, re-nail loose siding, and otherwise prepare the house for painting. As the long-time owner of 813 Oak St., Norma herself purchased the paint, furnished at a large discount by Vine's Douglas and Sons store.

So it was that a largely First Presby painting crew primed a large portion of the house on a blistering hot Saturday, September 23rd. Suzanne Rose skillfully managed the paint and brushes; with contributions from a host of food preparers, Laura Boersma coordinated refreshments and lunch; and with help from all to keep ladders standing straight and safe, we managed to keep ourselves safe. Associate Pastor Chrissy Westbury proved to be one of the most intrepid and enthusiastic painters. Powered the following Saturday by a skilled and fast-moving crew from First Congregational Church, complemented by another strong volunteer contribution from First Pres., we largely finished applying a full two coats of paint. How we loved it when the last sections of ugly old siding were covered and when the "accent color" of dark blue was applied to the front and side gables.

Our professional painter returned early the following week to finish up a few difficult areas. Active from the very beginning of the project, Dave and Sue Johnson also returned to help complete it.

We have so much to be grateful for: the individual contributions of some 40-50 volunteers drawn from all three participating churches; the provision of funds, both from the three churches and from Norma herself; the Vine Neighborhood Association's management of funds; the planning and coordinating functions provided by Sam Clark and Garrett Boersma; and not least of all, the blessedly good weather enjoyed on both painting days. Norma was a generous and unfailingly cheerful participating owner. Here are her own words of thanks:

"I am so grateful, not only because my house is now visually gorgeous, but also because I had this wonderful, uplifting experience of several dozen strangers coming together to do something just for me, just because they wanted to. I've shared my story with friends and family, and in my happiness, also with perfect strangers. Almost no one is aware of this kind of generosity. Thank you for your kindness."

OUTREACH COMMITTEE: BENEVOLENCE

General Fund Distributions

(Distributions for mission projects, as indicated, from funds budgeted by Session)

General Assembly.....	\$12,350
Synod of the Covenant	1,138
Presbytery of Lake Michigan	19,012
Ministry with Community	12,000
Open Doors.....	3,000
Edison Project (books and supplies).....	1,100
United Campus Ministry.....	2,500
Loaves & Fishes.....	2,100
Habitat for Humanity	1,000
North Presbyterian Church	500
Kalamazoo Deacons Conference.....	2,100
Disaster Assistance	1,000
Ghana Scholarship.....	3,550
Community Benevolence.....	532
Drop-In Care Center.....	1,000
Rickman House.....	662
Kalamazoo Building Blocks.....	800
Celebrate the Vision.....	5,923
D.C. Literacy Center.....	332
CROP Walk.....	175
PCUSA Mission Coworkers.....	2,000
New Outreach Fund allocations.....	<u>4,083</u>
Total	\$76,859

2017 - Designated Outreach Contributions by Congregation

One Great Hour of Sharing	\$4,014
Peacemaking Offering	2,631
<i>(25% Kalamazoo Anti-Human Trafficking Coalition, 75% Synod, PCUSA)</i>	
Pentecost Offering.....	1,781
<i>(40% Mothers of Hope; 60% Presbytery, Synod, PCUSA)</i>	
Christmas Joy Offering.....	<u>1,092</u>
Total	\$9,518

2017 - Endowed Funds Outreach Disbursements

Blanche Boers Fund: Salvation Army.....	\$3,000
Blanche Boers Fund: Ministry with Community.....	3,000
Blanche Boers Fund: Kalamazoo Gospel Mission.....	3,000
Ford-Neff: ISAAC	500
Ford-Neff: Peace Jams.....	1,852
Ford-Neff: Tillers.....	500
Ford-Neff: FPC Benton Harbor.....	1,000
Ford-Neff: Kalamazoo Deacon Conference	1,500
Ford-Neff: Urban Alliance.....	1,000
Ford-Neff: Emily Barnum Mission.....	500
Ford-Neff: JFON.....	500
Ford-Neff: Missionary Assistance-Presbytery of Lake Erie..	\$1,000
Ford-Neff: Vine street Neighbor Association.....	2,500
Total	\$19,852

OUTREACH BENEVOLENCE

Grand Total \$ 126,081

REPORT of the ARCHIVISTS

The Archives Committee became much smaller during the past year. Veronica Harik has been keeping up with the Session's activities but continues to work hard to organize the church records. Sue Grossman has been keeping track of the Bulletins and *Presbyters* and organizing choir information that has been held separately for some time. Jerre James has taken over the recording of the Arts.

REPORT of the COLUMBARIUM COORDINATOR *Louise McCallum*

The Columbarium, a room where cremains can be placed, was completed and dedicated in November, 1979, and has been in use for thirty-seven years. It is located behind the Chancel and directly under the forward choir loft. The ashes of 266 people are currently interred in the Columbarium. Approximately 14 niches remain available for sale to members of the church and their immediate families. A brochure containing answers to commonly asked questions, and details for purchasing niches, is available in the church office or from a staff person.

The Columbarium room is a quiet, elegant place, tastefully appointed, with stained-glass windows depicting the four liturgical seasons of the church year, brass and wood accessories, and the symbol of the resurrection, the cross. It is a source of comfort, inspiration, and hope for many people, as it announces promise and resurrection.

The Columbarium is open for visitors every Sunday morning, and can be opened, by request, during the week.

REPORT of the CONGREGATIONAL DEACONS *Nancy Johnson*

2017 has been a year of change for the Deacons, with Reverend Kathleen Robertson-King becoming our guiding Pastor, new leadership and working with fewer Deacons.

Our benevolence fund, supported by the church members through the noisy coin offering and the purchase of Christmas gift baskets, has allowed us to help members of our congregation with such as: utility bills, bus passes, rent payments, haircuts, and gas.

This past year the Deacons have sent out more than 800 letters and cards to church members, provided more than 80 rides to church and appointments, taken members to lunch, participated in serving communion, and have made more than 80 home visits. We also send out weekly prayer letters, delivered flowers to homebound members, participated at Celebrate the Vision, the Chili cook-off and the Christmas bazaar.

We continue to provide the Barista service with Fair Trade Coffee and donut holes every Sunday in the Gathering Room before and after church. We are experimenting with adding some fruit and cheese for a nutritious option. This service is funded by member donations and the sale of coffee. The Deacons are a wonderful group of people whom I have felt privileged to work with and I am grateful for their prayerful and kind service.

REPORT of the FIRST PRESBYTERIAN MEN'S FELLOWSHIP

Bill Sorensen

The Tuesday morning Men's Fellowship celebrated 13 years of fellowship during 2017. From our beginning during Lent in 2004, Men's Fellowship has been gathering Tuesday mornings at 7 a.m. in the Archives Room. We spend a few minutes in general conversation with donuts and coffee, which is followed by a lively and thoughtful discussion of various topics of interest to the group. We conclude our time together with prayer by 8:00 am.

We remember the passing of good friends in recent years; Basil Leong in 2014, and John Houts in early 2017. Their participation in weekly meetings and monthly all-church breakfasts is remembered and missed.

After placing a memorial plaque describing the Kirk Newman Bas Relief at the northwest corner of the church house during 2016 we used a portion of the remaining balance of the very generous Memorial gift from Basil, assisting in the purchase of music for the Bell Choir.

We continued preparing and serving breakfast for the congregation the third Sunday of the month, dedicating the proceeds to Celebrate the Vision. Through the generosity of the congregation we were able to contribute \$1,355.30 during 2017. Since the inception of our breakfasts, Tuesday morning Men's Fellowship has contributed \$8,552.88 in support of CtV.

We enjoy the Sunday breakfasts as it provides fellowship opportunities for the congregation, as well as providing our group a time of fellowship working together.

Our members regularly assist with Sunday morning church school, Edison School tutoring, ushering, preparing and serving for Celebrate the Vision, as well as for Children's Day and Summer congregation picnics.

We continue with a faithful core of 14-16 men. However; we invite all Men of First Pres to join us for our brief time of fellowship.

REPORT of HEARTS-TO-HANDS CARD MINISTRY

Gayle Sparks, Julie Kechele

Hearts-to-Hands Card Ministry was initiated in 2007 when several church women realized that a card-making hobby could become a church ministry. Card-making is a nice way to share in fellowship, and over the years at least thirty ladies, ranging in age from their 20's to their 80's, have joined us in our ministry. One gentleman, whose drawing of the church building graces the front of some of our cards, is a valued honorary participant as well.

Our ministry of caring within the life of the congregation is based on the thought that sending a handmade card to someone helps us share the love of Christ. Anyone in the congregation is welcome to use these cards in this way. This ministry has served groups including Deacons, Health Ministry, Congregational Life Committee, Christian Education, and others, as well as many individuals.

Continued on the next page

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Cards made by Hearts-to-Hands Card Ministry participants have been sent by members of the congregation to college students, homebound members, friends, and families. In addition, special cards have been created for the retirement of staff members, a 100th birthday, and other commemorations. During the past nine years, we have created well over 1,500 cards, and have completed several special projects requested by church members and staff.

We try to have cards on display and available most Sunday mornings before and after Worship. We sincerely appreciate the cash donations made for these cards, purchases of items at the Annual Christmas Bazaar, and larger gifts from the Deacons and others. Both financial and in-kind gifts make it possible for us to maintain a supply of card-making materials, furnish our room, and provide the display rack in the Gathering Place.

We welcome others to join in this ministry. The only requirement is a desire to spend one's time and share one's friendship. Participants' card-making methods, experience, and skill vary; some of us have prior experience, many of us do not. We learn together and from one another. Thanks to the support of members of this group and of the congregation, you do not have to have your own supplies to participate. Participants attend and come and go as their schedules allow, so we are an ever-changing group. We meet on the first Wednesday of each month in Room 128, beginning around 9:30 a.m. and ending by early afternoon. Please join us!

REPORT of the TELEPHONE RECEPTIONISTS *Ann Johnson*

Six volunteers worked at our office reception desk during 2017. During the 3-hour shifts, they assist the busy office staff by answering telephones, collating weekly bulletins, processing church mailings, and greeting visitors. There are two daily shifts (9:00 a.m. to 12:00 noon and 1:00 to 4:00 p.m.) on each day that the office is open, and there is a receptionist at the front desk from 9:00 a.m. to 12:00 noon on Sunday.

We have many visitors throughout the week who have varied concerns; thus it is important that receptionists have a basic knowledge of our daily church life. If their questions cannot be answered by "our" team, they are referred to staff members who provide answers within their own designated areas of expertise. It is also important that receptionists assist the volunteer back-door greeters by monitoring front and back entrances via our visual security systems.

Serving our church and our congregation as a receptionist provides one with the opportunity to learn more about the day-to-day operations of our church.

REPORT of the VOLUNTEER COORDINATORS

Ann Johnson

Throughout the year, key Volunteer Coordinators recruit and schedule volunteers to carry on the work of the church. Serving as Volunteer Coordinators in 2017 were:

Joseph Sablan – Worship Liturgists
Joan Colgren – Memorial Gift Acknowledgements
Phyllis Buskirk – *Presbyter* Mailing Team
Sue Weeldreyer – Greeters for Worship Services
David Dell – Ushers
Louise McCallum – Columbarium Coordinator
Brenda Noel – Communion Servers

REPORT of the WEDDING COORDINATOR

Ann Johnson

In 2017 weddings at First Presbyterian Church were scheduled and arranged through Ann Johnson, Office Administrator. Wedding Assistants, Sharon Bradford and Cindy Gleaton, continued to assist with all weddings. The pastors and parish associates performed three weddings in 2017, one of which was a member wedding, and two which were non-member weddings.

REPORT of BOY SCOUT TROOP #205

The Boy Scouts met weekly at FPC. There was no activity report submitted for 2017.

CLERK'S REPORT

Membership as of December 31, 2016		643
Gains		
Reaffirmation of Faith	4	
Transfer	4	
Profession of Faith	6	
Reactivate membership	1	
	<u>+15</u>	
Subtotal		658
Losses		
Certificate	(5)	
Death	(14)	
Other	(3)	
	<u>(22)</u>	
TOTAL—December 31, 2017		636

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FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—RECEIPTS

GENERAL OPERATING FUND

	2018 Budget	2017 Budget	2017 Actual Income
RECEIPTS			
GENERAL GIVING			
Pledge Income	638,000	650,000	585,551
Prepaid Pledges			54,943
Non-Pledge Donors	75,000	75,000	76,165
Plate Offering	10,000	10,000	8,788
Pledges - Prior Year	5,000	5,000	16,615
Other Gifts to General Fund	30,000	30,000	13,190
Endowment General Fund	116,121	116,121	116,121
Adult Programs			1,218
TOTAL GENERAL GIVING	874,121	886,121	872,591
WORSHIP/MUSIC			
Tape Ministry Donations			52
TOTAL WORSHIP/MUSIC			52
SPECIAL OFFERINGS			
One Great Hour Offering			4,039
Peacemaking Offering			2,765
Joy Offering			1,042
Pentecost Offering			1,781
Christmas Eve			1,149
TOTAL SPECIAL OFFERINGS			10,776
(not included in Total Receipts)			
ADMINISTRATION			
Columbarium Administration Fees	600	600	1,350
Refreshment Donations			
TOTAL ADMINISTRATION	600	600	1,350
BUILDING & GROUNDS			
Building Use Donation	6,000	6,000	10,567
Wedding Use Donation	1,000	1,000	380
TOTAL BUILDING & GROUNDS	7,000	7,000	10,947
OTHER INCOME			
Interest Income	400	400	359
Investment Income			
TOTAL OTHER INCOME	400	400	359
TOTAL RECEIPTS	<u>882,121</u>	<u>894,121</u>	<u>885,299</u>

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 1)

	2018 Budget	2017 Budget	2017 Actual Expenses
CHURCH PROGRAM MINISTRIES EXPENSE			
WORSHIP/MUSIC			
Communion Supplies	300	400	229
Batteries sound equipment/.Candles & Misc	200	200	1,236
Tape Ministry	300	300	257
Music Supply	3,600	3,600	3,150
Piano & Organ Repair	2,000	2,000	1,805
Sound Maintenance	1,500	1,500	2,613
Bell Choir Music and Service - New	650		
SEEDS (Saturday EveningWorship) New	950		
TOTAL WORSHIP/MUSIC	9,500	8,000	2,613
ADULT MINISTRY			
Library	200	200	297
Adult Education	3,500	2,500	3,571
Small Groups	250	250	121
Green P's	300	600	208
Archives Expense	250	250	-
TOTAL ADULT MINISTRY	4,500	3,800	4,197
CHILDREN AND YOUTH			
Bibles	500	500	-
Children/Youth Programs	600	650	572
Education Supplies	650	700	631
Gifts & Appreciation	350	400	322
Interior Decorations/Supplies	100	300	594
Vacation Church School	500	500	512
Christian Education Curriculum	1,000	1,500	912
Total Children's Expenses	3,700	4,550	3,543
Confirmation Class		150	568
Youth Transportation		250	
Education Supplies	250	250	
Education Curriculum	300	250	300
Youth Activities Expense	1,800	1,800	1,637
Total Youth Expenses	2,350	2,700	2,505
TOTAL CHRISTIAN EDUCATION	10,550	11,050	10,245

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 2)

	2018 Budget	2017 Budget	2017 Actual Expenses
OUTREACH			
General Assembly	12,350	12,350	12,350
Synod/Covenant	1,138	1,138	1,138
Presbytery Lake Mi	19,012	19,012	19,012
Ministry With Community	12,000	12,000	12,000
Open Door & Next Door Shelters	3,000	3,000	3,000
United Campus Ministry	2,500	2,500	2,500
Loaves & Fishes	2,100	2,100	2,100
Habitat for Humanity	1,000	1,000	1,000
North Presbyterian Church	500	500	500
Edison School books & supplies	1,100	1,100	1,100
New Outreach	5,575	5,075	4,083
Deacons Conference	2,100	2,100	2,100
Ghana Scholarships	3,550	3,550	3,550
Community Benevolence	600	600	533
Disaster Assistance Fund	1,000	1,000	1,000
Drop-in Care Center	1,000	1,000	1,000
Rickman House	500	500	662
Kzoo Building Blocks	800	800	800
DCLC (New in 2015)	500	500	332
CROP Walk (New in 2015)	175	175	175
Celebrate the Vision	6,000	5,500	5,923
PCUSA Mission Coworkers	2,000	2,000	2,000
JFON - New	500		
ISAAC - New	1,000		
Total Budgeted Outreach	80,000	77,500	76,858
One Great Hour Offering			4,014
Peacemaking Offering			2,631
Joy Offering			1,092
Pentecost Offering			1,781
Christmas Eve			1,043
TOTAL OUTREACH and Special Offerings			81,427
CONGREGATIONAL LIFE			
Visitor Information/Hospitality	800	1,000	433
Member Supplies	200	800	47
Advertising	3,000	3,000	3,492
Website	5,000	5,000	1,806
Program Development	2,000	2,000	659
Deacon Administration Fund(New 2017)	500	500	495
TOTAL CONGREGATIONAL LIFE	11,500	12,300	\$6,932

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 3)

	2018 Budget	2017 Budget	2017 Actual Expenses
SESSION			
Apportionment Dues	18,779	17,335	17,334
Lay Leadership Development			178
TOTAL SESSION	18,779	17,335	17,512
STEWARDSHIP CAMPAIGN			
Stewardship Campaign Materials	1,000	1,000	1,017
Weekly Envelopes			
PERSONNEL EXPENSES			
MINISTERS - PERSONNEL			
MINISTERS' SALARIES			
Salary: Head-of-Staff	60,676	59,108	59,108
Salary: Associate Pastor	30,500	26,500	9,573
Parish Associates	16,800	15,600	18,750
Housing: Head of Staff	30,000	30,000	30,000
Housing: Associate Pastor	20,000	22,000	7,615
Social Security: Head of Staff	6,937	6,778	6,778
Social Security: Associate Pastor	3,863	3,825	1,284
Ministers' Pension/Medical	53,586	51,983	45,144
Total Ministers' Salaries	222,362	215,794	178,252
MINISTERS' REIMBURSEMENT EXPENSES			
Prof. Expenses: Head of Staff	3,100	3,100	2,088
Prof. Expenses: Associate Pastor	2,500	2,500	539
Prof. Expenses: Christian Education	1,000	1,000	746
Medical: Head of Staff	2,650	1,500	1,500
Medical: Associate Pastor	1,000	1,500	519
Study Leave: Head of Staff	2,000	2,000	2,000
Study Leave: Associate Pastor	2,000	2,000	833
Transportation: Head of Staff	2,000	2,000	1,259
Transportation: Associate Pastor	2,000	2,000	360
Transportation: Christian Education	800	800	104
Prof. Development: Christian Education	500	500	500
Prof. Expenses, Transportation & Dev: Youth Director		2,300	517
Misc Personnel Exp.	4,000		-
Total Ministers' Reimbursement Expenses	23,550	21,200	10,965
TOTAL MINISTERS - PERSONNEL	245,912	236,994	189,217

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 4)

	2018 Budget	2017 Budget	2017 Actual Expense
MUSIC - PERSONNEL			
Salary	47,265	48,560	45,587
FICA/Med Expense	3,616	3,295	3,487
Substitute	2,000	2,000	750
TOTAL MUSIC - PERSONNEL	52,881	53,855	49,824
ADMINISTRATION - PERSONNEL			
Administrative Salary	106,212	98,276	102,047
Administrative FICA/Medical Expense	8,130	7,518	7,611
Administrative Pension/Medical	13,619	13,074	13,099
TOTAL ADMINISTRATION - PERSONNEL	127,961	118,868	122,757
BUILDING - PERSONNEL			
Building Salary	84,230	84,366	84,038
Building FICA/Med Expense	6,443	6,302	6,354
Building Pension/Medical	33,682	36,426	29,788
Additional Personnel Expenses	2,000	-	7,176
TOTAL BUILDING - PERSONNEL	126,355	127,094	127,356
CHRISTIAN EDUCATION - PERSONNEL			
Salaries	37,828	53,616	44,167
FICA/Medicare	2,894	4,102	3,379
TOTAL CHRISTIAN EDUC. - PERSONNEL	40,722	57,718	47,546
CHILD CARE - PERSONNEL			
Salaries	2,608	3,054	1,285
FICA/Med Expense	200	234	98
TOTAL CHILD CARE - PERSONNEL	2,808	3,288	1,383
HEALTH CARE MINISTRIES			
Salary	13,983	13,576	13,644
FICA/Medicare	1,070	1,039	1,044
Professional Expenses and Development	1,000	1,000	157
Transportation	500	500	219
TOTAL HEALTH CARE MINISTRIES	16,553	16,115	15,064
GRAND TOTAL PERSONNEL	613,192	613,932	553,148
ADMINISTRATIVE EXPENSES			
GENERAL ADMINISTRATION			
Office Supplies and Furniture	4,500	4,500	4,183
Recycling	1,300	1,300	1,250
Review/Audit Expense	6,000	5,300	5,300

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 5)

	2018 Budget	2017 Budget	2017 Actual Expense
GENERAL ADMINISTRATION (continued)			
Shelby Maintenance	2,500	2,300	2,422
Office Equipment Service/Repair	1,000	700	742
Refreshments Fund	2,760	2,760	2,128
Cellular Services	2,000	1,840	1,469
Computer Hardware			1,093
Computer Software	500	500	411
Computer Contracted Services	6,000	8,000	6,265
Computer DSL Service & Support	3,840	1,300	1,923
Social Media Expense-NEW		3,000	850
Printing Expense	3,200	3,200	1,643
Postage	5,500	5,500	4,086
Telephone	2,550	4,500	7,153
Volunteer Recognition	500	500	488
Copier Maintenance and Copies	4,500	3,500	4,217
New Equipment	1,000	1,000	1,447
Administrative Training	1,750	1,750	773
Columbarium Expense	300	150	50
FSA Expense	600	600	600
Administration Misc. & Reimbursements	1,850	1,850	1,481
Bank Charges	1,300	1,300	992
Sale-of-Stock Expense	875	875	79
TOTAL GENERAL ADMINISTRATION	54,325	58,242	51,045
INSURANCE			
Liability & Umbrella Insurance	33,000	30,000	26,733
Workman's Comp Insurance	4,000	2,000	3,257
TOTAL INSURANCE	37,000	32,000	29,990
PROPERTY MAINTENANCE EXPENSES			
UTILITIES			
Heat & Gas	20,500	20,500	18,144
Electricity	42,500	42,000	42,793
Water, Sewer, Fire	2,000	2,000	1,828
Waste Removal	6,000	6,000	5,280
TOTAL UTILITIES	71,000	70,500	68,045
MAINTENANCE			
Parking Lot Maintenance	5,000	5,000	4,478
Landscaping	1,000	500	796
Equipment Repair & Maintenance	7,000	2,000	5,253
Janitor Supplies	4,000	4,000	3,572
Light Bulbs	700	700	1,018
Boiler Repair & Maintenance	6,000	5,000	6,911
Plumbing & Electric Repair	2,000	2,000	2,683
Other Building Repair	2,000	2,000	4,745
Building - New Equipment	1,000	1,000	256

FIRST PRESBYTERIAN CHURCH
Fiscal Year Ending 12/31/17
General Operating Fund—EXPENSES (page 6)

	2018 Budget	2017 Budget	2017 Actual Expense
MAINTENANCE (CONTINUED)			
Elevator Repair	5,000	5,000	4,565
Fire Security	3,000	3,000	1,974
Mileage		-	24
Pest Control	1,100	1,100	1,668
TOTAL MAINTENANCE	37,800	31,300	37,943
TOTAL UTILITIES & MAINTENANCE	108,800	101,800	105,988
PASTOR NOMINATING			
Pastor Nominating		10,000	12,084
TOTAL PASTOR NOMINATING		10,000	10,000
TOTAL GENERAL OPERATING EXPENSES	\$944,646	\$943,159	\$865,348
RECEIPTS OVER (UNDER) GENERAL OPERATING EXPENSES	(62,525)	(50,525)	19,951

Terms of Call for Pastor: Seth Weeldreyer

2017 (for reference)

Terms of Call negotiated with Reverend Seth Weeldreyer and approved by the Personnel Committee.

Salary	\$ 54,106
Housing Allowance	\$ 30,000
Deferred Compensation (403b)	\$ 4,500
Medical Reimbursement (cap at \$2,550)	\$ 2,002
Effective Salary	\$ 90,608*
Pension/Medical/Life Ins. (36.5%)	\$ 33,072
Social Security (7.65%, net of Medical Reimbursement)	\$ 6,778

Total Compensation **\$130,458**

*0.00% annual increase

REIMBURSABLE EXPENSES:

Transportation	\$2,000
Professional Development	\$2,000
Professional Expenses	\$3,100

ADDITIONAL TERMS:

- Four (4) weeks vacation, including four (4) Sundays
- Three (3) weeks professional development, including three (3) Sundays**

**Addition of (1) one week of professional development in lieu of 0.00% salary increase and postponed sabbatical

2018

Terms of Call negotiated with Reverend Seth Weeldreyer and approved by the Personnel Committee.

Salary	\$ 51,076
Housing Allowance	\$ 30,000
Deferred Compensation (403b)	\$ 9,600
Medical Reimbursement (cap at \$2,650)	\$ 2,650
Effective Salary	\$ 93,326*
Pension/Medical/Life Ins. (37%)	\$ 34,531
Social Security (7.65%, net of Medical Reimbursement)	\$ 6,937

Total Compensation **\$134,794**

*3.00% annual increase

REIMBURSABLE EXPENSES:

Transportation	\$2,000
Professional Development	\$2,000
Professional Expenses	\$3,100

ADDITIONAL TERMS:

- Four (4) weeks vacation, including four (4) Sundays
- Three (3) weeks professional development, including three (3) Sundays

Terms of Call for Associate Pastor: Chrissy Westbury

2017 (For Reference)

Salary	\$21,500
Housing Allowance	\$22,000
Deferred Compensation (403b)	\$ 5,000
Medical Reimbursement	\$ 1,500
Effective Salary	\$50,000

Pension/Medical/Life Ins. (34.5%)	\$17,250
Social Security (7.65%, net of Medical Reimbursement)	\$ 3,710

Total Compensation **\$70,960**

REIMBURSABLE EXPENSES:

Transportation	\$2,000
Professional Development	\$2,000
Professional Expenses	\$2,500

ADDITIONAL TERMS:

- Four (4) weeks vacation, including four (4) Sundays
- Two (2) weeks professional development, including two (2) Sundays

2018

Salary	\$ 23,000
Housing Allowance	\$ 20,000
Deferred Compensation (403b)	\$ 7,500
Medical Reimbursement (cap at \$2,650)	\$ 1,000
Effective Salary	\$51,500*

*3.00% annual increase

Pension/Medical/Life Ins. (37.0%)	\$19,055
Social Security (7.65%, net of Medical Reimbursement)	\$ 3,863

Total Compensation **\$74,418**

REIMBURSABLE EXPENSES:

Transportation	\$2,000
Professional Development	\$2,000
Professional Expenses	\$2,500

ADDITIONAL TERMS:

- Four (4) weeks vacation, including four (4) Sundays
- Two (2) weeks professional development, including two (2) Sundays



KALAMAZOO
FIRST PRESBYTERIAN CHURCH
"A Sanctuary in the City...Living Faith"

SESSION

Clerk of Session:
Allison Hammond

Class of 2017

Sam Clark
Pat Farris
Diane Heckler
Barbara Liggett
Jim Van Buren
Andrew Vanderklok (Jan. - July)
Ray Wicks (Jan. - July)

Class of 2018

Sam Beals
Stuart Deming
Elaine Johns
Sue Johnson
Brian Nederveld
Jonathan Willoughby
Pamela Zandt

Class of 2019

Richard Coryell
Diane Durian
Tim Henson
Don Meldrum
Kelsey Oliver
Laurie Tupper
Jim Van Buren

CONGREGATIONAL DEACONS

Class of 2017

Bob Candido
Kathy Cooney
Lisa and John Diamond
Nancy Klesert
Nancy Maleitzke
Sue Potts
Joseph Sablan
Colleen and Mike Sherrill

Class of 2018

Dorothy Castor
Dan Dowswell
Nancy and Keith Johnson
Karen Nellums
Carolyn Neubauer
Barbara Palmer
Donna Schonveld

Class of 2019

Tim Aldrich
Cynthia Feucht
Karen Hassler
Judy Johnson
Wendy King
Louise McCallum
Jackie Stults

LONGTIME MEMBERS

75-Year Members

First Presbyterian Church members who joined 75 or more years ago and their membership dates.

Winship Todd	1929 (March 24)	89 years
Morden Paul Schuur	1931 (March 29)	86 years
Mary Lou Stephenson Todd	1937 (March 21)	80 years
Joan Gerpheide Colgren	1938 (April 14)	79 years
Ruth Koffel Morris	1938 (April 17)	79 years
Caroline Richardsson Ham	1940 (March 21)	77 years
Mary Ann Mertz Ven de Ville	1942 (April 2)	75 years
Jacqueline Reid Metzler	1942 (April 2)	75 years

50- to 74-Year Members

1943

Mary Little Tyler / April 22

1945

Gloria Ross Landman / March 29

1946

Sally H. Carter / January 6

Wilma Cooper / October 6

1947

Jerre James / April 3

1948

Phylis Mahoney / January 4

Jane Steurer / January 4

1949

Kay Bilderback Burtis / April 14

Leona Hefner / October 2

1951

Carolyn J. Ehrnstrom / January 7

Dayton L. Maynard / March 22

1952

Dorothy Larkin / April 10

Julie Shaw / April 10

Joel Shepherd II / April 10

1953

Priscilla Todd Blair / April 2

Ruth Moser / December 29

1954

Amy Anderson / April 15

Carole Todd Shepherd Birch / April 15

Andrew R. Lenderink III / April 15

Dorothy Castor / September 30

1955

Helen Creager / April 7

Timothy J. Lenderink / April 7

Lois Elferdink / June 16

Phyllis Buskirk / September 29

Barbara Powell Camisa / Sept. 29

Shirley Gerpheide / September 29

1957

Phyllis Curtis / January 3

Sue Grossman / April 18

JoAnn Yochim / April 18

Diane Pullan Johnson / August 29

Don Iffland / October 3

1958

Marilyn Lindbeck / April 3

Martha Meinzingler / April 3

Jerry Meinzingler / April 3

Nancy Raklovits / April 3

Eleanor Pinkham / October 2

1959

Jean Chope / October 1

Juanita Erdos / March 26

1960

Maxine Reed / January 7

George Brooks / April 14

Richard Russell / April 14

Whitney Hoag / September 29

Elizabeth McShane / September 29

1961

Jeanene Lewis / March 30

Annabelle Rigg / March 30

Bruce Rigg / March 30

Kay Vermeulen / May 21

Nancy Hamilton / September 28

Helen Lander / September 28

1962

Robert Bloomquist / January 4

Beverly Bloomquist / January 4

Robert Klesert / January 4

Nancy Klesert / January 4

Dolores Miller / January 4

Charlene Hansen / April 19

Gregory Russell / April 19

Jane Veech / April 19

1963

Evelyn Schut / January 3

Gloria Lee / January 6

Jennalie Shepherd / April 11

M. Gayle Stephenson / April 11

Joanne Russell / May 23

Janet Gladstone / May 23

1964

William F. Johnson / March 26

Barbara Johnson / March 26

Carol Schreiner / May 14

James Weeldreyer / September 24

Susan Weeldreyer / September 24

Marjorie St. Mary / December 30

1965

Mary Lou Boughton / June 3

Rosalyn Hogan / April 15

Jane Iannelli / April 15

Vincent Iannelli / April 15

William Kelser / June 3

Margo Light / September 30

Nancy Owen / December 30

Thomas Owen / December 30

Carol Payne Smith / September 30

Carole Stoddard / September 30

1966

Jean C. Appel / May 26

William C. Appel / May 26

Mervin Burtis / April 7

Jan B. Carpenter / May 26

Mary Fischer / May 26

Constance Houts / May 26

Diane White / April 7

1967

Mark Olmsted / March 23

Cass S. Hough, Jr., / Sep 28

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FIRST PRESBYTERIAN CHURCH, KALAMAZOO

2017

The Reverend Dr. Seth Weeldreyer, Pastor and Head of Staff
The Reverend Chrissy Westbury, Associate Pastor (Aug.-Dec.)

Cindy Hunter, Director of Music

Elizabeth Bruce, Organist

Dr. Patricia Stromsta, Director of Christian Education

Rob Bradford, Youth Director (Jan.-May.)

Ann Ross, Health Ministry Coordinator

Ann Johnson, Office Administrator

Norma Clack, Administrative Assistant / Publications (Jan.-July)

Anna Barnhart, Administrative Assistant / Publications (Sep.-Dec.)

Louise Taylor, Financial Coordinator

Mike Noteboom, Building Superintendent

Shawn Smith, Custodian

Randy Randt, Custodian

Sam Clark, South Lobby Receptionist

Nik DeHaan, South Lobby Receptionist

Nate Owens, South Lobby Receptionist

Pastor Emeritus

The Reverend Dr. David W. McShane

United Campus Ministry Pastor

and FPC Parish Associate

The Reverend Kathleen Robertson King

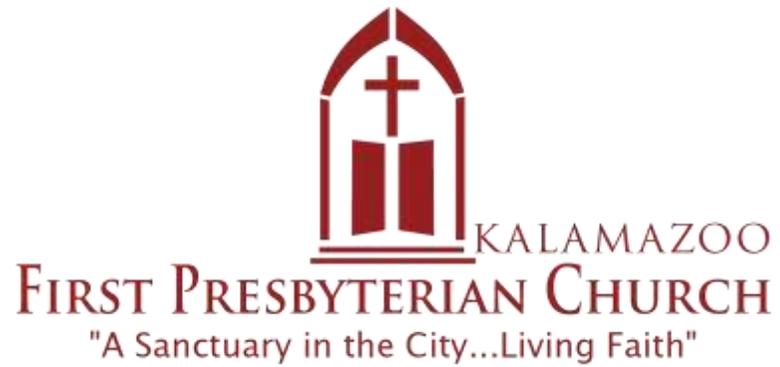
Parish Associates

The Reverend Dr. Larry Boutelle

The Reverend Dr. Liz Candido

The Reverend Larry Farris





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