



FIRST
PRESBYTERIAN
CHURCH
C O L U M B U S

2013

Annual Report

512 Seventh Street, Columbus, Indiana 47201
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MISSION STATEMENT

The mission of First Presbyterian Church is to be an active, growing, inclusive and caring church family that witnesses to God's love and shares the good news of Jesus Christ.

STAFF

Interim PastorThe Rev. Scott Hill
Director of Music.....Colin Andrews
Preschool Director.....Barb Newton
Office Staff.....Tammy Pace & Tisha Terry
Sunday Facility Staff.....John Frank

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Affiliated with the Presbyterian Church (USA); the Synod of Lincoln Trails; the Presbytery of the Ohio Valley; the Ecumenical Assembly of Columbus, IN.

GENERAL STATISTICS

Membership

Information provided in this Annual Report covers January - December 2013

Active Members as of 12/31/13	410
New Members	8
Deceased Members	7
Baptisms	
Children/Adults	4

OUR STAFF

Interim Pastor, The Rev. Scott Hill

Transition and planning have been the emphases of this year. In ten months, the church saw two pastors leave, plus a music assistant and a long-term custodian. An interim pastor and four new staff have arrived (two of them technically on January 1, 2014), most of them temporary, meaning more transition ahead. Through this time, we are grateful for God's guidance, the human resources we have, and the willingness of members to step up and take on new roles.

I am grateful for the good work of Rob Craig and Peggy Casteel. I had enjoyed working with them at the presbytery level and already had a lot of respect for each of them. It has been great to get to know them better. They were each a big help to me in getting established here, and I see the ways their ministry continues to bear fruit among you. I have also benefitted greatly from Tisha Terry, Tammy Pace, and Colin Andrews, whose continuing good work, commitment and team spirit help us all to serve God with joy.

We grieve the loss of special people who have shaped FPC's character: Charlotte Aldenhagen, Evelyn Craig, Sally Crippen, Pauline Crump, Clinton Frank, Margaret Shumaker, Peggy Stevenson, and Hal Shymkus.

We trust that God is leading this congregation in new and exciting ventures in ministry. Our Strategic Planning committee, led by Sherry Stark, has worked hard, and over 100 members took part in the process which resulted in the reports included in this annual report. The goals are inspiring, challenging, rooted in who you are but stretching you to new faithfulness.

New things are already happening. Youth and children's involvement in worship has expanded thanks to the good work of Lisa Porter as Acting Director of Worship Arts for Children and Youth (ADWACY), as well as Chere Ko and many others. The Season of Creation was a blast! We are connecting with our neighborhood in new ways. The windows were removed and restored, and we are enjoying the new hymnal, "Glory to God." The Celebration of Life Committee has offered care and gracious hospitality to those who are grieving.

The First Presbyterian Preschool continues to be an exciting ministry with a big impact, and we are investigating ways to expand that relationship to our mutual benefit. In a church that sometimes bemoans its relative lack of ethnic diversity, we have much to gain from deepening our involvement. I feel very blessed to be here and to work with such a great group of people at a key point in your ministry. Candace, Django and I have been warmly welcomed, and you have been most caring in helping us with our prolonged transition to life in your dynamic town, as well as my father's illness. The great leadership here is helping us to get a lot done in preparation for the next installed pastor. Looking forward to an excellent 2014!

OUR STAFF

Director of Music, Colin Andrews

The year 2013 brought some changes to the music program at FPC. Our Music Assistant, Jennifer McNamee accepted the call to serve a Lutheran Parish in Columbus, Ohio following the completion of her contractual term with us.

With the arrival of Rev. Scott Hill and our consultant from the Alban Center, it was decided to restructure the Music Assistant position in order to bring on board long-time supporter of the children's and youth music ministry, Lisa Porter. A new Music Assistant was appointed in the early fall of 2013, Ms. Chere Ko, a second year doctoral candidate at the Jacobs School of Music at Indiana University. I have known Chere for some years, having taught her at a summer school in England in 2007, and having recruited her for the doctoral program at IU. She comes to us with considerable experience as an organist, choral singer and helper with choirs of all ages.

In general, despite the changes, the music program has run smoothly. Attendance at rehearsals for all choirs has been pretty much as usual, although one always wishes it could be a full house every week! The twice yearly special programs that are offered by both the children's and adult choirs were all beautifully done this year and I feel a great sense of pride in all that those groups of people have accomplished...each program represents a huge effort and commitment.

The Music at First Presbyterian series has enjoyed conspicuous success this year, both from the points-of-view of the quality of artists, size of the audiences (record attendances) and from the financial side as well. In general, donations to the series have increased, not only via the fund raising campaign, but also via the plate offerings taken at each event.

As the year has progressed, I have sensed a "crescendo of stability" and a consistency in the offerings during worship by all of the choirs and also the wonderful soloists who kindly donate their time-and-talent to play for us during the summer months.

We are blessed with many riches, thanks be to God.

Respectfully submitted,

Colin Andrews.

SESSION REPORTS

Columbarium

Members and friends: Roger Brinkman, Edith Ziegler, Rita Selheim, Lori Rowan, Barb Tuttle, Jacquie Franz, Eleanor Haltom, Gretchen Laemmer, Sharon Larson, and Herschel O'Shaughnessey.

Here are some thoughts that we hope people have when visiting the Columbarium:

“This place is well-cared for”, “This place gives a feeling of serenity and peacefulness”, “This is lovely and inviting”.

We try to achieve these goals by planting seasonal flowers, watering, fertilizing and dead heading, just as we do in our gardens at home. Care is given to polishing the bronze plaques, power washing the teak benches and the slate floor. Staining the teak furniture is also necessary from time to time. The ivy trimming and sweeping are an on-going challenges to make things look good. We try to watch for any problems and attend to them as soon as possible.

The committee did not have a meeting this year. We communicate through emails mainly, if a decision needs to be made.

During the 2013 calendar year, we had the following internments: Hank Abts, Clinton Frank, and Hal Shymkus.

We also had a family request the removal of cremains in order to be placed together with family members in Florida. This required learning the involved steps required, by law, of such removal.

The committee will be thinking about when the correct time will be to build the next “bank” of niches. We currently have spaces existing for placement.

Since the heat in the late spring and summer is intense, we decided to try planting asparagus ferns in the baskets, instead of annual flowers. Nobody enjoys seeing wilted flowers! We do have an irrigation system installed and that has helped alot. With the help of Dean Schertz, we replaced the straggly old rhododendron with three miniature Oak-leaf hydrangeas.

The Columbarium moderator's job is to be available to anyone who needs information and to handle collecting fees and doing the paperwork associated with the purchase of niches. I would like to thank all the committee and friends for their help. I would also like to thank our church secretary, Tisha Terry, for all of her help.

SESSION REPORTS

Evangelism & Adult Nurture

Members: Terri Glackin, B Watt Jorck, Anne McLaren, Natalie Roll, Janet Sharpe, Rev Scott Hill

Evangelism

New members we welcomed included Jason and Whitney Wilber in February (with daughter Lillian soon after), and Lowell Renshaw, Willette Fields, Dave and Gwen Kresovsky with son Evan and daughter Kara, Dale & Izzie Nowlin, and Candace Hill in December.

Adult Nurture

This year our offerings centered around 4 areas:

1. Welcoming our Interim Pastor, Scott Hill and looking at long range planning for the church with programs led by him, the Long Range Planning Committee and Alban Institute consultant, Sarai Rice.
2. Mission work—We looked at international work in Africa with the Power of Love Foundation, in the Middle East with the Bright Stars of Bethlehem, the International Center and Nora Kort's peacemaking in Palestine, and in Central America with the work at Abby's House in Belize. Our teens reported on their work in West Virginia and Detroit.
3. Social Justice – Thanks to the Social Justice Committee, and on the heels of the shooting at Sandy Hook Elementary, we took a deep look at guns and violence in the series “No Easy Answers.” We also discussed “Bullied” and “Threads of Diversity” in intergenerational classes focusing on LGBT issues.
4. Spiritual Development---Pastor Peggy Casteel led a series on forms of prayer in the summer. Rev Scott Hill led classes on the reign of God in scripture, art & prayer in September and on Isaiah at Advent.

We also took on updating the “Time and Talent” form and database, conducted an interest group survey, and held an Intergenerational Advent Event to prepare us for the season.

SESSION REPORTS

Library Committee

Members: Janet Anderson, Peggy Casteel, Merry Carmichael, Barb Newton, Carol Ruple and Janet Sharpe.

This year was a continuation of processing and shelving books in the Cummins and Miller Rooms. The work is still ongoing and more weeding of books is necessary which we hope to accomplish in the near future.

Many books were purchased for the children's library in the preschool through a grant from the Foundation. We are working with the Social Justice committee to provide more materials and also will be establishing a shelf for the OWL program.

SESSION REPORTS

Children's Nurture Committee

This year has been another wonderful year full of blessings in Children's Nurture. Here are just a few of the blessings:

- We continued to refine our Sunday morning schedule to keep our children engaged and active. Although The Gathering has been dropped, Worship Arts continues after Sunday School and allows our children to share their talents in music, dance and art with the congregation. The addition of Lisa Porter as Acting Director of Worship Arts for Children and Youth has increased participation in this program and we have been treated to a variety of singing and acting activities in worship. We have been blessed by a growing attendance in Sunday School since the fall.
- Sunday School is now every Sunday including children's singing Sunday's to give more consistency to the program. All classes in the Elementary program are using the PCUSA curriculum, "We Believe".
- We said goodbye to our Music Assistant, Jenny McNamee in July and hello to our new Assistant, Chere Ko in October.
- Our PULLLL group for 4th through 6th grade continues under the leadership of Sharon Williams-Hanrattie and Samantha Harping. They have enjoyed fellowship and service, meeting one Sunday a month during the school year.
- We joined with Fairlawn Presbyterian and Camp Pyoca to put on a week long day camp for area youth at Fairlawn. The children who attended loved the program and we will continue it in the summer of 2014.
- We were saddened to lose Rev. Peggy Casteel in the fall of 2013 and will miss her enthusiasm for the children of this church. We will welcome Sharon Williams-Hanrattie as our new staff person to support Children's Nurture in 2014.

Our team this year consisted of Colleen Herrick, elder chair, Barb Newton, elder, Rev. Norie Erickson, Nicole Moore, Ben Fogt, Janet Jackson, Lisa Porter, staff and Peggy Casteel, staff. In 2014, we will be joined by Sharon Williams-Hanrattie as the new staff person, Children's Nurture Facilitator.

Our hopes for the future include growing the children's nurture committee to include more parents and others interested in working for the nurture of our children, continuing to develop the nursery and preschool Sunday program as we see more young families joining the church, and find ways to meet the needs of our parents of younger children better as a community of faith and encourage more fellowship and support to them.

We are grateful to the elders, parents and volunteers engaged with our children. We anticipate with you what the year 2014 will bring!

Respectfully submitted, Colleen Herrick, Elder Chair, Barb Newton, Elder, Sharon Williams-Hanrattie, Staff Support, Lisa Porter, Staff Support.

SESSION REPORTS

Youth Nurture Committee

Youth Nurture continues to evolve as an important ministry of First Presbyterian Church. Your Youth Nurture Committee is committed to helping foster future leaders for the Church as the youth of this church continue to constantly display their leadership skills and abilities.

An important transition took place in 2012 as a result of the feedback from the Youth Ministry Architects in October, 2011. The program moved from being a pastor led program to a team led program which was an important transition to make. In September 2013 we said goodbye to Pastor Peggy and honored her for the amazing work she did growing our youth program during her 5 years with us. Because of the transition away from a pastor-led program, the youth programming was able to continue unimpeded after her departure.

First Presbyterian Church now has a strong leadership team for the youth as follows: Jeff Jackman-Wheitner and Mike Aufdermauer, senior high youth group leaders; Sunny Currier and Lisa Porter, junior high youth group leaders; Lisa Porter, Teen Impact at Worship leader; Cindy Frey and Monta Frazier, mission and service leaders; Lori Rowan, fundraising and fun; Leah Jackman-Wheitner, Sunday School Coordinator; Julie Daiker, College Connections; Abby Frazier and Maggie Frazier, youth representatives; Bonnie Boatwright, elder chair and communicator; Jeff Jackman-Wheitner, elder and Abby Frazier, elder. These fine leaders help one another as they work together collaboratively.

Mission continues to be an important part of youth nurture. For their local service projects and mission trips, the youth raised just under \$3500 in 2013. The youth were involved in several local service projects. They are regular volunteers at Hot Meals. In addition several youth and families went to Henryville in May 2013 to help build a playground and plant trees in the new sports complex after the tornado of 2012. Again in 2013 the youth led the Heart Tree for our church. We collected, wrapped, and delivered gifts to 5 families in need. In addition, the youth were involved in rehabbing rooms in two preschool families' homes in January 2013.

Both youth groups went on mission trips in 2012. The senior high youth traveled to West Virginia where they began to build as part of their mission work. They finished drywall, installed trim, and painted the interior of a large garage. They also completed the roof of a deck, installed sheet metal roofing on two houses, built 4 wheelchair ramps, and cleaned up a few construction sites. Now our senior high youth are beginning to do work on local homes here in Columbus for families in need. The senior high youth desire an international mission trip and is in the works for 2015. The junior high youth took their mission trip to Pyoca where they build a prayer labyrinth which included clearing out of woods, moving and spreading 7 tons of gravel, placing 6 tons of rocks in the shape of a maze, and transplanting 12 trees. Of course, our chaperones and leaders all make this work possible.

SESSION REPORTS

Youth Nurture Committee cont.

Other important changes are happening with youth. Abby Frazier and Lexi Jackman-Wheitner were ordained to serve as youth elders for the 2013-2014 school year. Brian Pierson was trained to serve as a deacon for the school year. And twelve of our middle school youth are attending the OWL (Our Whole Lives) training in partnership with the Unitarian Universalist church during this school year.

Lisa Porter was hired to service as the Acting Director of Worship Arts for Children and Youth (ADWACY) for 2013-2014. The Youth's TeenImpact meets weekly between youth groups with Lisa Porter. Under Lisa's leadership the youth create and practice different pieces of the worship services, in which the youth share their gifts and perspective each month. They also continue their great annual tradition of Youth Sunday, actively involving 25+ youth in learning about and leading us all in worship.

Youth isn't all about work and service. They still enjoy lock-ins, ski trips, go-karting, white water rafting, spending a day at an amusement park, swimming, or hanging out together at meals or youth time. Our youth truly enjoy spending time together, during church-sponsored activities and on their own time.

In 2013 Dennis Heathfield, elder, took a new position out of state and reluctantly resigned from Session and from the Youth Nurture Committee. We shared our thanks with Dennis for his leadership, and for the great work he did with the Youth Ministry Architects in 2011. Jeff Jackman-Wheitner was asked to become an elder and was ordained. Jeff brings enthusiasm, a willingness to chaperone any event, building skills, and financial management leadership to the committee and we are grateful for his leadership.

Respectfully submitted,
Bonnie Boatwright, Elder Chair 2013

SESSION REPORTS

Personnel Committee

Mission: Oversee and administer personnel-related activities of the church in accordance with the Book of Order and the First Presbyterian Personnel Policies Manual in a manner that supports and furthers the mission of First Presbyterian Church, Columbus, Indiana.

Committee members: Mike Hacker, Scott Hill, Lynne Hyatt, Mary Orben, Rita Selheim, Sherry Stark, and Luther Pierson-Recorder, Merry Carmichael – Moderator.

The Personnel Committee met 8 times in 2013. Major accomplishments include the following:

- Dealt with departure of 2 pastors & the music assistant, along with the arrival of the interim pastor and 4 other new staff.
 - Kept in tune with the feelings and wishes of the church staff.
 - Oversaw the personnel policies and procedures of the church.
 - Conducted or oversaw work reviews of the Pastor, Associate Pastor, and engaged in work reviews of other key staff.
 - Recommended Pastor and staff compensation for 2014 in partnership with the Stewardship/Finance Committee.
 - Discussed and made recommendations regarding staff concerns for building security.
 - Revised and forwarded an Appropriate Sexual Conduct Policy to Session for their approval.
- Worked with the church staff and other committees on various matters during the year.

Conducted Exit Interview with Rob Craig: Rob especially enjoyed being a general practitioner in a church the size that enabled him to know all of the members and bringing in 22 new members on his last Sunday preaching. Rob suggestions: we advise a new pastor to be attuned to the community, that it makes sense for the elders to serve 6 year terms, that Deacons divide their work into teams rather than work as a whole. He looked forward for our church to embark in our Long Range Plan with Scott Hill.

Conducted Exit Interview with Peggy Casteel: Peggy's primary joy was arranging and leading the youth mission trips. Peggy's suggestions: that we not call an associate pastor, but rather a youth/church educator with experience and a willingness to take Youth Mission Trips. This staff person needs to be able to work well with our strong children's and youth nurture committees and should have a presence with the youth.

Proposed a job description for Acting Children and Youth Music/Arts Coordinator, and together with the Stewardship/Finance Committee worked out the funding. Lisa Porter agreed to accept this position until mid-summer 2014.

Some of our committee members became a part of a task force to work out ways to continue Peggy's essential functions, given her departure. Personnel discussed ways to support Scott during this transition.

SESSION REPORTS

Personnel Committee cont.

Presented a motion to Session, at the suggestions of Scott and the Task Force to create two additional paid staff positions to run January to mid-summer 2014, including a Children's Nurture-Sunday Morning Coordinator, Sharon Williams Hanrattie, and a Youth Nurture Mission Trip planner and coordinator, Monta Frazier. Also, Norie Erickson has volunteered to call on and to serve communion to those members who are unable to attend our services

Goals for 2014: (As suggested by Susan McGee) Ascertain that any new pastor and the Personnel Committee clearly understand the job description for Head of Staff as described in the "Call." Reconsider job description for Director of Music, reconsider staff descriptions all around with common goals for all employees, continue annual reviews with ongoing conversation regarding employee performance, develop a clear discipline system and avenue for appeal, and review and revise personnel policies.

Learned from Consultant Sarai Rice that as a rule of thumb, a church our size "with 100-150 worship attendees... needs one full time pastoral position." The Administrative Staff size is OK.

We express our deep gratitude to each of the pastors who has served us for parts of this calendar year. We especially appreciate the intense work Scott Hill is contributing to FPC organization, and to our secretarial staff for persisting in good humor through the many transitions that 2013 has brought to First Presbyterian Church.

SESSION REPORTS

Presbyterian Foundation of Columbus, Indiana

Mission: To serve the religious, educational and charitable needs of First Presbyterian Church, Columbus, Indiana

2013 Unrestricted Grant Funds Available **\$81,538.33**

2013 Grants Awarded from Unrestricted Funds:

Stewardship - Mission Matching Grant!	\$ 35,000.00
Books for Children's Library	\$ 1,000.00
Stained Glass project -- up to \$26,000	\$ 1,905.63
Strategic Planning for Pre-School	\$ 1,000.00
Pre-school Conference - 5 Teachers	\$ 4,844.00
Replacement Chairs for Choir Room	\$ 1,908.07
Church Management Software	\$ 4,464.00
Boiler Replacement	\$ 26,158.00

Total Granted from Unrestricted Funds **\$ 76,279.70**

2013 Reeves Fund Grant (administered by Heritage Fund)

Stained Glass project	\$ 76,000.00
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Foundation Balances -- Restricted and Unrestricted Funds

PNC – Investment Account	\$ 2,314,738.55
Columbarium - New Covenant Investments	\$ 16,949.82
Columbarium - First Financial Bank checking	\$ 12,589.83
Organ Maintenance - New Covenant Investments	\$ 89,589.91
Harrison Youth Fund – New Covenant Investments	\$ 21,516.24
Reeves Fund (administered by Heritage Fund)	\$ 670,063.51
Craig Fund (for expenses related to new minister)	\$ 6,347.31

* Clean audit for 2012 conducted by Larry E. Nunn & Associates!

* 17% return on investments during 2013

* "Legacy Circle" will recognize those with the foundation and/or church in their estate plans!

SESSION REPORTS

Presbyterian Foundation of Columbus, Indiana cont.

2014 Foundation Board of Directors and Officers

Doug Bonnell	Planned Giving Co-chair, Mission Matching Committee
Jayne Farber	Vice President
Jacquie Franz	Secretary
Eric Frey	Planned Giving Co-chair
Scott Hill	Advisor
Seth Keele	Treasurer
Dan Spurgeon	Investments Chair
Sherry Stark	President
Warren Ward	Investments Vice Chair and Planned Giving

\$2,430 was given during 2013 in Memory or in Honor of: Charlotte Aldenhagen, Evelyn Craig, Sally Crippen, Pauline Crump, Robert H. Farber, Merk Merkel, Luther S. Roehm, Sherry Stark, Peg Stevenson and Penny Tiede.

Those interested in applying for a grant are encouraged to contact any Foundation Director or the Rev. Scott Hill for guidance. Please remember that grant requests are to be submitted to the Session for review prior to being considered by the Foundation.

2014 Scheduled Meeting Dates: Feb. 5, April 2, June 4, August 6, Oct. 1 and Dec. 3
Presbyterian Foundation of Columbus, Indiana



The Foundation encourages people to remember and/or honor loved ones through gifts to the Foundation.

SESSION REPORTS

Property Committee

Property Committee Work Completed 2013

- Installation of security cameras with back-up capacity at all church doors
- Installation of new FPC gym roof by Southern Roofing through the generosity of Aldenhagen and several other bequests
- Renovation of sanctuary stained glass windows by Bovard Studio, Inc. through the generosity of the Reeves Fund, the FPC Foundation and congregational pledges in excess of \$70K secured by the work of Judy Summerville and her campaign committee
- Sanctuary stain glass work also includes painting and plaster repair for the inside of the sanctuary
- Inspection and repair of both boilers, Replacement of pressure regulation valve (pop off valve)
- Repair and cleaning of air conditioners throughout all buildings. This work will increase energy efficiency of the A/C cooling.
- Replacement and re-hanging of flagpole rope and pulleys, courtesy of the local fire department
- Rewiring of gym circuits to accommodate multiple large coffee pots plugged into one wall
- Replacement of all sanctuary and Laws Room light bulbs with energy-saving, longer life, LED bulbs. These bulbs will reduce lighting energy consumption by 75%, and reduce the air conditioning load.
- Selection of FPC janitorial service provider Southern Indiana Building Services, Inc. through competitive bidding process and contract negotiated at a significant savings over prior years' cost
- Completion of annual building walk-through (internal) to determine and prioritize future FPC maintenance needs
- Assessment of mechanical repair needs/provision of services coordinated through church staff (thanks to Tisha Terry), preschool director (thanks to Barb Newton) and Property Committee Chair Zack Ellison on an as-needed basis rather than an annual contract as in previous years
- Landscaping, mowing, etc. of FPC grounds completed/overseen by Pam Bolton and the Landscape Team
- Maintenance/beautification of the Columbarium and repair of its irrigation system completed/overseen by Columbarium Chair Sharon Larson and her team

Many other smaller projects/repairs

Respectfully submitted,

Zack Ellison, PC Chair, on behalf of your First Presbyterian Church Property Committee

SESSION REPORTS

Social Justice & Open & Affirming Committees

God calls us to be nothing less than global citizens, and social expression of love is justice. Spiritual concerns are inseparable from commitment to peace and justice in the natural world. Our Social Justice 2013 activity was given form within 5 priorities: AIDS, Empowerment, Immigration, Middle East, and Poverty. Our committee members are: Gretchen Laemmer, Vern Jorck, Lexi Jackman-Wheitner, Sherm Franz, Keith Weedman, Sunny Currier, Sarah Sanders, Jo Lucas, and Ann Jones, facilitator. Rev. Scott Hill is the assigned staff. Our ministry has been interesting and varied. Our annual budget was \$750.

One important responsibility is community mission allocation . This year, \$23,500 was appropriated. The largest contribution went to Ecumenical Association of Bartholomew County. Other recipients were: Children, Inc., Family Self Sufficiency, Horizon House, Just Friends, Turning Point Domestic Shelter, and Su Casa. We also gave funding to the pastor's discretionary fund.

The Social Justice Committee (SJC) promoted the Peacemaking Offering and allocated our local 25% to the work of Power of Love Foundation. Near Mother's Day, special cards were sold to support the Healthy Families program in four African countries. In addition, World AIDS Day was acknowledged the first Sunday of Advent.

Poverty and hunger issues were addressed by renewing our membership in Bread For the World (BFTW). In addition, Roger Howard, BFTW advocate, spoke to the congregation during our own BFTW Sunday. Prior to this, an adult nurture program was held pertaining to food sustainability. A letter writing campaign ensued during adult nurture on BFTW Sunday seeking legislative support to combat hunger.

In response to the horror of the Newtown shootings, SJC felt compelled to explore with members the culture of violence, and especially gun control. Eight monthly sessions were presented entitled "No Easy Answers." They covered a variety of topics using ACSWP's material Gun Violence, Gospel Values as a basis for exploration. The classes were well attended with good discussion.

The Middle East, especially Israel and Palestinian conflict, has been SJC concern for many years. In 2013 we helped to host Beth Nelson Chase from International Center of Bethlehem as well as Nora Kort, International Peacemaker. Advent booklets from Bright Stars of Bethlehem were provided to the congregation in December.

Following the March Time Magazine edition on health care costs, the SJC wished to pursue a Christian response. Rev. Dr. Steven Ivy, IU Health senior VP for Values, Ethics, and Social Responsibility, presented a thoughtful adult nurture class.

Two subcommittees of the SJC are active. This year the Green Committee selected some new books for the library and replaced lighting for more energy efficiency. One member presented a talk to

SESSION REPORTS

Social Justice & Open & Affirming Committees

Our other subcommittee, Open and Affirming (O and A) worked to increase congregational awareness and support of inclusiveness. The rainbow symbol and meaning have been a focus and rainbow pins are now available to all who wish to show support in that manner. Two rainbow flags have been purchased for use inside and outside the church. In early Spring the movie *Bullied* was shown for an adult nurture session. Later in the year two adult nurture sessions presented *Threads of Our Diversity*, an oral history from our LGBTQ community in Columbus. In November, Transgender Day of Remembrance was honored with more than sixty people in attendance. Following recent strategic planning efforts of the full church community, 2014 will find O&A setting new, more specific goals.

SJC reviewed all magazine subscriptions received at FPC. Several were discontinued due to cost and low readership. A few were re-ordered.

The Laws Peacemaking Lecture is being explored in collaboration with Interfaith Forum of Columbus. The committee hopes to retain Dr. Allan Boesak as our lecturer. Plans are still in process.

To provide a more consistent financial base, SJC established a small budget for the hot meals program although most participants serving still contribute food as well as their time. Several kitchen replenishments were donated and/or funded.

Finally, several mission matching grants were initiated and approved by the SJC. In line with our priorities, requests to mission matching were made for the following:

Haiti Medical Mission optometry student Anderson Jean Pierre; African seminary student, Gladys Muchoki; scholarships for two students at Dar al Kalema College; Power of Love Foundation's food supplement program in Zambia; building expenses in Canali, Mexico; support for Abby's House; Shining Hope Ministry; FPC preschool teacher's training; and FPC youth nurture program.

We look forward to mobilizing for the new year. We will "do justice and love mercy" in concrete ways. You are welcome to join us.

Ann Jones
SJC Facilitator

SESSION REPORTS

Stewardship & Finance Committee

The purpose of the Stewardship and Finance committee is both practical and spiritual. The committee strives to communicate and facilitate the Christian ideal of sharing God's gifts to support our Church's programs as well as supporting the work of the Presbyterian governing bodies.

The mission of this committee is to provide sound financial management of the Church's financial resources and to make financial stewardship meaningful to the congregation.

Committee members: Herschel Crippen, Doug Bonnell, Pam Robertson (resigned mid-year), Tammy Pace (Finance Secretary), Dan Spurgeon (Treasurer), Scott Hill (Interim Pastor), Alan Kilbarger (Moderator)

2013 Highlights

- Created and finalized Gift Policy for Session use.
- Sponsored Special Offerings: One Great Hour of Sharing, Pentecost Offering, Peace Making and Christmas Joy Offering, in conjunction with other Committees.
- Provided oversight for First Presbyterian Pre-School Finances.
- Encouraged congregation to provide financial support throughout the year to improve cash flow and financial health throughout the year. Congregation responded positively in this effort.
- Started providing Financial data (cash level and monthly revenue) through Minute for Missions, Church website and Newsletters.
- Utilized a new Stewardship process called a "Narrative Budget" process that highlighted four areas of focus for First Presbyterian Church; education, worship, mission, and congregational care.
- Completed Financial review with Jim Pellot, Financial Advisor, facilitating the review.
- Stewardship process for 2013 update: as of Jan. 9th, 101 pledge cards turned in for \$391K.

2014 Goals

- Analyze, consider, and take action on recommendations from 2013 Financial Review.
There is a total of nine 9 recommendations for consideration.
- Continue to provide financial oversight and Session and all committees.
- Work closely with Personnel committee and Session during staff transitions in 2014.
This year will have various staffing changes and alternatives.
- Add new members to the committee

SESSION REPORTS

Worship Committee

Mission Statement: *To create and nurture a climate that will enable members, friends and visitors of our congregation, both individually and cooperatively, during worship to respond to God's love for us. We strive to do this in a manner that everyone, regardless of age, social, economic or family situation, will be personally affirmed in that love.*

Committee Members: Mary Ann Clark, Glinda Ellison, Eric Erickson, Charlie Farber, Mary Ann Patterson, Laura Pierson, Luther Pierson, Lisa Porter, Marilyn Richardson, and Mary Ann McCray, moderator. Rev. Scott Hill and Colin Andrews, staff.

Committee Responsibilities and Accomplishments in 2013: Prepared and set up communion whenever it was served. In consultation with the pastors, selected appropriate sanctuary banners for Sunday worship as well as decorations for Advent, Christmas, Epiphany, Ash Wednesday, Lent, Palm Sunday, Maundy Thursday, Good Friday, Easter, Pentecost, the Donner Park service, Trinity Sunday, World Communion Sunday, Reformation Sunday, All Saints Sunday, Thanksgiving, Christ the King Sunday and Ordinary Time. Coordinated floral arrangements for Sunday worship services. Coordinated the ordering of poinsettias at Christmas and lilies at Easter and delivery to our senior members who are unable to join us in worship. Assisted the Celebration of Life committee with preparation of the sanctuary for funeral and memorial services. Recruited adult lay liturgists for Sunday worship services. Recruited lay liturgists to serve at Grammer Presbyterian Church five times during the year. Promoted to members and friends the opportunity to purchase our new hymnal, placed dedication labels in the new hymnals and removed the old hymnals from the sanctuary.

Held a retreat including representatives from children and youth programming to explore ways to increase the opportunity for all members of the congregation to be engaged in worship services.

Special thanks to: Barbara Tuttle and Tisha Terry for coordinating the Sunday worship flower calendar and to everyone who donated the flowers. All of our members and friends who donated poinsettias at Christmas and lilies at Easter. All of our liturgists for their leadership at FPC and Grammer. Norie Erickson for making gluten-free bread for communion. Charlie Farber who has finished his term on Session and elected to rotate off of our committee. All of the children and youth (and their teachers/advisors) who provide leadership during worship each month. Tammy Pace for keeping accurate records when members and friends donate poinsettias, lilies, and hymnals so that recognition can be given. Glinda and Zack Ellison for locating and installing a new system to hang banners in the sanctuary.

Special gratitude to: The Stained Glass committee and all of our members and friends who answered the call to support the restoration of the windows in our sanctuary. The Property Committee who led the repair and repainting of the sanctuary. **And last, but not least, everyone who donated toward the purchase of the new hymnals. (We were able to re-pay the total amount of the Presbyterian Foundation loan to purchase them.) We are blessed by your support!**

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Deacons

2013 Deacons: Janet Putney (chair), Marilyn Richardson, Vern Jorck, Connie Hudson, Ann Keaton, Brian Pierson, Sarah Sanders, Melissa Hacker, Deborah Fogt, Gretchen Laemmer, Lynne Hyatt, Rita Selheim, Natalie Roll, Al Betz, Marquita Tuck, Kelly Geckler, Dana Harrison, Tom Davie.

Deacon Responsibilities

“It is the duty of deacons, first of all, to minister to those who are in need, to the sick, to the friendless, and to any who may be in distress both within and beyond the community of faith. They shall assume other duties as may be delegated to them from time to time by the session.”

--Book of Order of the Presbyterian Church

FPC Deacons lead hospitality events, care for church members in need, make themselves available as a resource to members on their Deacon lists, serve as Head Ushers and recruit door ushers, and represent Deacons by serving on other church committees.

2013 Fellowship Events

- ◆ February: Deacon Breakfast
- ◆ April: Easter Breakfast
- ◆ June: Summer Picnic at Donner Park
- ◆ November: Consecration Brunch

OTHER REPORTS

Preschool

Mission: The mission of First Presbyterian Preschool is to provide a safe and nurturing, innovative and inclusive education to all.

Preschool Director: Barbara Newton **Board Members:** Colleen Herrick, Chairperson; Pam Donohoe-Duncan, Assistant Chairperson; Kim Burgess, Finance; Lauren Millwood, Scholarship; Kelly Smit and Hua Zhen, Program Chairperson; Megan McGriff, Join Our Table Chairperson/ Marketing; Jennifer Bailey, Fundraising; Emily McKeon, PTO Chairperson.

2013 Highlights and Accomplishments

- 175 students enrolled in 11 classes
- 8 students receiving scholarships at a total cost of approx. \$18,000.
- 28 staff members
- 4 administrative staff –Hired new financial/ HR specialist after the retirement of Joan Bickel after 18 years of dedication to First Presbyterian. Hired new librarian after the retirement of Cindy McMillin and Carol Rumble who worked tirelessly for the children’s library.
Diverse staff hired from India, Mexico, Scotland, UK and Germany
- Diverse student population: 63% Caucasian (4% decrease); 33% Asian Indian (10% increase); 10% Japanese (1% increase); 6% Hispanic (3% increase); 2% African American (0% increase) ; 3% Chinese 6% Phillipino.
- Native English language speakers make up 67% of our preschool population. 18 different languages are spoken in the homes of our preschoolers. (4% increase).
- 4 special need students receiving BCSC services.
- Completed requirements to move to Level 3 Paths to QUALITY rating.
- All staff completed 20 hours of continuing education. Increase of 5 hours.
- Held a successful fundraising event” The Fiery Flavors of Brazil ” that provided \$28,000 to the general fund and scholarships.
- Continued Enrichment Classes for “Marvelous Math”, “Roots to Reading” “Adventures in Art” and “Super Science”.
- Received an increase of 10% students from outside in the community.
- Director of Wee Care trained new Wee Care employees.
- Director served as the chair of the Registered Ministry Advisory Group.
- Director elected to serve as President of Indiana Assoc. of the Education of Young.
- Children- Columbus chapter
- Finalized Preschool Assessment with Cummins and piloted the assessment.
- Offered Child Care Answers training for Early Childhood Educators.
- CAPP (Columbus Association of Private Preschools) continued to meet at FPC. Worked on improving education for all young children.

Completed a Long Range Strategic Plan with the help of a grant from the Foundation and also a matching grant from the Indiana Youth Institute.

Sent teachers to the National Association for the Education of Young Children through funds designated from the First Presbyterian Foundation.

OTHER REPORTS

Use of Facility

Organizations that regularly use the church building:

- Peace Fellowship - once a month or more
- Fogerty Music Therapy Sessions
- Granny Connection
- Volunteers In Medicine

Other that have used the church in 2013:

- Lincoln Neighborhood Watch
- Outside Support Groups
- Spiritual Direction
- Sustained Dialogue
- Piano & Vocal Recitals
- Violin Lessons
- Tai Chi

Strategic Planning Team Report to Session 1/2014

The Long Range Planning Team presents the following report to Session for consideration and possible action. This report is the result of six months' work and prayer and involves input from over 100 church members including youth and church staff. It also draws upon demographic information and community input.

Please be aware that these proposed goals are not intended to replace actions already in place. We are NOT proposing that FPC abandon our commitment to current causes including world justice, education and caring for our congregation's needs.



We believe FPC is called above all to **faithfulness to Jesus Christ in all we do as a church body and in all we encourage people to be and do in their individual lives.** It is in that spirit and with that understanding that we present the following thoughts and recommendations.

PART I: Goals and Action Steps

Our over-arching goal is to blow out the walls!

- 1. We believe that the abundant life Christ offers us can be more fully realized in every moment and in every place, not just in church on Sundays.** We want to help our members find a more vital, daily faith in which they see a ministry in what they do at work, school, home and in the community. We will work across all aspects of the church -- to deepen members' experience of spirituality and encourage its expression in their daily lives. We hope to deepen the awareness of members and others that God is EVERYWHERE and help them to develop life-changing ways to connect with God in busy daily lives and find joy, meaning, and peace. This will allow us to link our strong value on service with a spiritual undergirding that will make it more sustainable and fulfilling, while also being more intentional in making use of powerful service experiences and the opportunities they present for spiritual growth.

Suggested Action Steps for #1:

- Create two to three small home-based prayer/Bible study groups whose members commit not only to study but to finding new ways to support each other in expressing their deepening understanding of God's call and living it out in new ways in their daily lives

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- Explore other opportunities for small group interaction
- Encourage our minister to preach several sermon series whose intent is to explore the Biblical and theological connection between spirituality and action
- Recognize that “church” can take place in other places than our building
- Make these opportunities visible to members of the community in a variety of ways, including websites, exterior church signage, Facebook, etc.
- Present through worship, adult nurture, youth programming, newsletters, website and other vehicles a variety of spiritual practices that suit various personalities and that can be woven into daily life without taking a lot of time
- Continue to engage people at all stages of their lives
- Recognize that although there may be a hunger for a balance of heart, mind and spirit among FPC members, the shape and style of spiritual exercise and development can be a fairly individual thing depending on gifts, interests, experience, and the like.

2. **Focus on reaching out to young adults and families.** We see nationally and locally that those in their 20s and 30s are less drawn to church. They are especially less drawn to the “same old church” and turned off by judgmental religion. Our open, questioning, diversity-affirming nature would appeal to many of this generation. Our location on the edge of an active downtown could be a plus. But it will take a concerted effort of experimentation, outreach and prioritization to make these assets effective. We cannot simply hope for people to find us. We should seek ways to meet them on their physical or virtual “turf” around issues that are important to them. We should make this effort because we love these people and love the Gospel and believe the Gospel can make an important difference in their lives. Conceptually, this is an expansion of the already-existing focus on children and youth.

5) Flesh out goal #2 – Make it clear why we would do this. Maybe something like: **Focus on reaching out to young adults and families.**

Suggested Action Steps for #2:

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- Develop a clearer understanding of what helps various ages in their spiritual growth
- Offer creative worship opportunities at other times and places
- Reach out to the community by creating worship opportunities with radically new scenarios. For example, consider an early evening worship service for those who like to sleep in or stay home on Sunday mornings
- Hold at least 10 worship services outside the building in a 12-month period
- Research what young adults and families might be interested in – not just “people like us”
- Create some different opportunities for the short term, such as 3 months, using our knowledge of the community and our connections and strengths to market and staff them well with paid or volunteer people, and then evaluate which ones are working and which ones aren't. We suggest scheduling once a month and doing each effort at least 2–3 times with tweaks before deciding whether or not it works for FPC.
- We suggest trying these different offerings during 2014 so that we have some idea what kinds of "worship" we want to staff before we go looking for staff: Coffee and conversation, Music and Meditation, Children's Service, Youth-led Service, Beer and Hymns, Church in a Pub, Yogavotions (that's Yoga and devotions), Prayers in the Park, etc. These would not be replacing Sunday morning, but would be an alternative that might meet spiritual but not religious people where they are.
- Try out occasional alternative services like a service focused on the arts or a very simple Taize-style service. (Perhaps one with no music, or a monthly service that is literally for the children, helping them experience God in age-appropriate ways.
- Consider how various areas of church life, particularly adult nurture and social justice, are or can be rooted in a goal of spiritual growth
- Experiment with groups/ activities at different times and places
- Try using different electronic media. Encourage use of daily devotional material via Twitter, RSS, etc. Perhaps establish a separate e-mail address for devotional e-mails. Explore how our website can be a better tool for spiritual life
- Capitalize on our downtown location and the opportunities with young professionals and other downtown residents. Explore who is living within walking distance of FPC. Explore what kind of “worship” they might be

Strategic Planning Team Report to Session 1/2014

interested in, which might look more like coffee and conversation in a small space than worship in the sanctuary.

- Explore how music can engage younger adults
- Mix generations
- Test what the community needs before launching an entire alternative service and test by reaching out in all kinds of ways to invite the community to experiment with us.

3. Assess and address poverty. Reach out to the neighborhood around the church to meet the needs of our community neighbors. FPC hungers to make a difference in the world, and the needs and opportunities are great right in our backyard. We have the membership, connections, location and mission commitment to play a leadership role which would strengthen our impact and inspire our members with a renewed sense of purpose. This includes working with partners.

Suggested Action Steps for #3:

- Strengthen linkages with Lincoln Central Neighborhood Family Center
- Invite other downtown churches into collaboration on poverty issues
- Get a close reading of the neighborhood around FPC. This can be done through conversations with social service agencies or by inviting small groups of neighbors to have coffee/food with a small group of church members. They could get a tour of the building and be asked how FPC might be useful to them. This might lead to a homeless shelter for singles or another initiative.
- The Dialogue on Poverty that is already occurring in our church once a month could be a cornerstone to building a response to goal number 3
- Recognize that assessing and addressing poverty are not things we do to or for the poor but ideally WITH them

4. Engage the congregation in a thorough dialogue and study process through measured steps with very clear sensitivity to those who may disagree but resulting in a session decision on More Light status or similar statement regarding LGBTQ (prior to finalizing an MIF or Ministry Information Form - formerly CIF).

Suggested Action Steps for #4:

Strategic Planning Team Report to Session 1/2014

- Support Open and Affirming Committee's efforts to engage full membership in more meaningful ways re LGBTQ
- FPC needs to decide if we are truly a welcoming congregation and then communicate clearly and accurately whatever we decide.
- Have FPC live into whatever decision is made fully for a designated period of time (maybe two years) and then consider whether to continue in the same direction or not.

NOTE: Additional thoughts for possible steps that would help to "get us out of the closet":

- Put a visible rainbow on our new sign - and the old one until we get a new one
- Read our church mission statement aloud together every week in worship - or at least monthly. (Good for welcoming the poor and non-whites, too.)
- Put a rainbow flag on every entrance door we expect people to use.
- Add a rainbow and "All are welcome" to any ad we run in the newspaper.
- Use the PC(USA) study materials on Marriage this spring - and add our voices to the General Assembly in June.
- Individuals write to the newspaper in support of Cummins and others against the Indiana constitutional marriage and equivalent ban proposal.

PART II: Staffing and Structure

1. During Spring 2014 **adjust FPC's staffing model so that the size of our staff is affordable and sustainable**, all staff members understand what they are expected to do in order to help the congregation achieve its vision for this time and place, and all staff feel valued and safe. NOTE: Our current church attendance suggests that an appropriate level of program staff would be 1.5 to 2 FTE.

Suggested Action Steps for Staffing and Structure's #1.

- Personnel, working with the Interim Head of Staff, should explore future staffing scenarios prior to beginning the process of calling a new Head of Staff
- Develop revised staffing responsibilities with a focus on program staff

Strategic Planning Team Report to Session 1/2014

- Personnel should work to ensure that there are appropriate job descriptions for all staff positions.
 - Head of Staff, Personnel and Property should work to ensure that FPC provides a safe and appropriate work environment at all times.
2. **Strengthen marketing efforts** to reach diverse parts of our community.

Suggested Action Step for Staffing and Structure's #2.

- Create a Task Force to explore more dynamic marketing and PR, including updating our exterior signage
3. Create a church structure that ensures that **all members have the time and energy to do the work of Christ that each is uniquely called to do.** (With 25-50% of our church membership meeting monthly to report to each other in committees about what they've already done or plan to do, there isn't any time or people left to do the fun building and growing that we are suggesting to carry forward the proposed goals.)

Suggested Action Steps for Staffing and Structure's #3.

- Consider committee structure, size of committees, frequency of meetings, use of special task forces, etc.
- Merge committees that don't need to exist separately or disband committees that could be task forces without session members required,
- Downsize session and deacons to upsize action and spiritual growth
- Have meetings that include more spiritual components and do a bit more via the web regarding decisions and planning
- Have meeting times that are set by the people who come instead of by tradition about when they have to meet
- Have meetings only when big group discussions or decisions need to happen
- Offer training in how to moderate and run effective meetings

Strategic Planning Team Report to Session 1/2014

- Give up meetings (non-essential, at least) for Lent and encourage all members to take that time for something spiritual or service oriented, especially around the goals that the session hopefully adopts, then reconvene after Easter to evaluate what really requires meetings.... Fat Tuesday could be an ALL OUT MEETING NIGHT, to binge on meetings before the fast. :-)

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Members: David Boatwright, Merry Carmichael, Eric Erickson, Terri Glackin, Ray Hass, Amelia Herrick, Scott Hill, B Watt Jorck, Ben Porter, Lisa Porter, David Selheim, Sherry Stark - Project Director, Rich Stenner and Warren Ward, with support from Consultant Sarai Rice