

**THE FIRST PRESBYTERIAN CHURCH AT CALDWELL
ANNUAL MEETING OF THE CONGREGATION**

(Ecclesiastical and Corporate)

February 6, 2022

DOCKET

CALL TO ORDER

CONSTITUTION PRAYER

DECLARATION OF A QUORUM: Elizabeth L. Resch, Clerk of Session
A quorum is one-tenth of the members of the congregation which is 47 members.

REPORT OF APPROVAL OF MINUTES

Report on Session approval of the minutes of the 2021 Annual Meeting on January 24, 2021 and all Special Meetings of the Congregation held in 2021 as provided for in the Book of Order.

REPORTS OF COMMITTEES IN ANNUAL REPORT

PRESENTATION OF THE 2021 FINANCIAL STATEMENT

John Dusinberre

The 2022 Budget will be presented at a future meeting.

PASTOR'S REPORT

**SUCH OTHER BUSINESS AS MAY APPROPRIATELY COME BEFORE THE
CONGREGATION**

ADJOURNMENT

PRAYER AND BENEDICTION

Seeking to be Faithful Together:

Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will...

<p>Give them a hearing... listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p>	<p>1 Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;</p> <ul style="list-style-type: none"> — we will keep our conversations and communications open for candid and forthright exchange, — we will not ask questions or make statements in a way which will intimidate or judge others. <p>2 Learn about various positions on the topic of disagreement.</p> <p>3 State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</p>
<p>Speak the truth in love</p> <p><i>Ephesians 4:15</i></p>	<p>4 Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.</p> <p>5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</p> <ul style="list-style-type: none"> — we will not engage in name-calling or labelling of others prior to, during, or following the discussion. <p>6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</p>
<p>Maintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>	<p>7 Indicate where we agree with those of other viewpoints as well as where we disagree.</p> <p>8 Seek to stay in community with each other though the discussion may be vigorous and full of tension;</p> <ul style="list-style-type: none"> — we will be ready to forgive and be forgiven. <p>9 Follow these additional guidelines when we meet in decision-making bodies:</p> <ul style="list-style-type: none"> — urge persons of various points of view to speak and promise to listen to these positions seriously; — seek conclusions informed by our points of agreement; — be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience; — abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines. <p>10 Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.</p>

As Presbyterians, we are called to work for the “peace, unity and purity of the Church” (Book of Order) as we seek to be faithful to God’s work in the world. However, disagreements and conflicts are inevitable in the life of the Presbyterian Church (U.S.A.) as we try to be faithful. They exist within committees, congregations, presbyteries, synods, at General Assemblies and in the national life of the denomination.

Conflicts are inevitable in all of life and certainly in the church. The history of the church is filled with conflicts and disagreements. Several of Paul’s letters address the conflicts which were common in the early church. There have been and are going to be disagreements as Christians attempt to discern God’s work in the world and as we interpret scripture.

Conflicts can be harmful and even destructive. They can cause individuals a great deal of pain and the community of faith immeasurable damage. Congregations have been divided; denominations have experienced schisms.

At the same time, conflicts can be an opportunity for new insights, learning, and individual and corporate growth. Disagreements can illuminate a topic in helpful ways and can present solutions to problems which previously had not been seen. The successful resolution of conflict can also bind people together in a powerful way.

The Bible contains many stories of conflict and disagreement and much advice about how they can be addressed. As those stories indicate, God is already present wherever there is brokenness, granting wholeness and peace. God promises to be with us in times of disagreement and calls us to reconciliation, trust, love and forgiveness.

We realize that our perspectives are limited, so to help us affirm each other, enhance our community, stay open to the viewpoints of others and be sensitive to cultural diversity, we commit ourselves to the Guidelines in a spirit of prayer, trust, and love, seeking the guidance of the Holy Spirit.

Adopted by the 204th General Assembly (1992) of the Presbyterian Church (U.S.A.)

Questions and answers about the Guidelines for use by sessions and congregations

1 What are the Guidelines and how did they come about?

“Seeking To Be Faithful Together: Guidelines for Presbyterians During Times of Disagreement” is a response to requests from many Presbyterian congregations which have experienced pain and brokenness resulting from disagreements that were not dealt with in a healthy and productive way. Some of these disagreements were about issues important in our national life (e.g. abortion and human sexuality), while some of them were about matters dealing with the life of the congregation (e.g. should we start a building campaign?).

Every congregation has conflicts. They will either be occasions for divisiveness and harm or they will provide opportunities for growing and learning. The Guidelines may help congregations of the Presbyterian Church (U.S.A.) use conflict in a creative and productive way.

The 204th General Assembly (1992) adopted the Guidelines for its own life and provided this tool to congregations and the other bodies of the Presbyterian Church to help them deal with the inevitable conflicts and disagreements which occur.

2 What is the biblical basis for the Guidelines?

The Bible contains many stories of conflict and offers a great deal of guidance for dealing with disagreements. It is also rich in its description of God's peace-giving and reconciling work.

- God, through Jesus Christ is reconciling the world and gives us the ministry of reconciliation. (II Corinthians 5:17-20)
- We are one body. (I Corinthians 10:7)
- We are called to maintain the unity of the spirit in the bond of peace. (Ephesians 4:3)
- Make peace with your brother and sister when you have a conflict. (Matthew 5:23-24)
- Bless those who persecute you; live in harmony with one another. (Romans 12:14-16)
- Be kind to one another and forgive one another. (Ephesians 4:13-16)
- Listen carefully before you speak. (Proverbs 18:13)
- Speak the truth in love. (Ephesians 4:13-16)
- Work for consensus. (Acts 15:1-31)

3 Why should your session and congregation agree to use the Guidelines?

Conflicts and disagreements occur in congregations. Where there are people who care deeply, there is bound to be conflict.

The Guidelines offer clear, simple suggestions for dealing with differences, so they become occasions for growing in grace and understanding, not times of divisiveness and separation. Though use of the Guidelines cannot prevent conflict from happening, they might help develop an open, helpful climate where differences are dealt with productively.

4 What are some suggested steps for considering the use of the Guidelines in your congregation?

- **Leadership**...Ask a committee of session or several elders to lead the session in a study of the Guidelines.
- **Bible Study**...Suggest that an adult church school class or Bible study group study the biblical insights on conflict and what to do about it. It would also be useful if the session would have their own similar study. One resource you might use is *Behold the New Has Come: Peacemaking in Corinthians* (DMS 225-90-202; 75 cents, phone 800-524-2612).
- **Skill Building Sessions**...If the session has not recently used a portion of their meetings for learning skills for dealing with conflict, consider using and adapting this resource. Also consider using this resource in your adult education program.
- **Study the Guidelines**...Ask the session to study the Guidelines by examining each one of them. The session might ask these questions about each Guideline:
 - How might the use of this Guideline help create a healthy atmosphere for dealing with conflict?
 - How might the use of this Guideline help deal with an existing conflict?
 - Would you like to change this Guideline or remove it from the list?

- **Vote on the Guidelines...**The session might vote to use the Guidelines in its own life and to encourage and help members of the congregation make use of them. The session might also wish to overture the presbytery to agree to use the Guidelines for its life together. Ask a committee of the session to help the session and the congregation make use of the Guidelines.
- **Report to the Presbyterian Peacemaking Program...**Please tell the Peacemaking Program if your session agrees to use the Guidelines, about your experience with them, and other efforts to deal with conflict and disagreement.

5 How can our session actually use the Guidelines?

Once your session has agreed to use the Guidelines, there are several ways they might be used:

- Encourage all members of the session to take responsibility for using the Guidelines during the meeting.
- Urge session members to use the Guidelines and remind others to use them during informal conversations in the congregation.
- Read a simple prayer together prior to the start of the session meeting which asks God's help in dealing with conflict effectively.

One possible prayer:

Gracious and Loving God, You have called us together to do the work of Your church. Be present with us during this meeting, guide us that we may make decisions that will reflect Your loving presence in this world. Create within us open minds and hearts, that we will not fear conflict or run from it, but embrace it, knowing that it is an opportunity for growing in faith and a fuller understanding of Your will for us. Help us to listen to each other, share our thoughts in loving, honest ways and do all we can to maintain the unity of the spirit in the bond of peace. Through Jesus Christ we pray. Amen.

- Pray before voting on a matter which has created significant disagreement, reminding all present that some will be happy about the decision and some will be disappointed.
- Use the Guidelines in ways which encourage open candid discussion. Discourage using the Guidelines in ways which would stifle the sharing the disagreements and impede session members from sharing their opinions.
- Display the Guidelines poster in the rooms where the session and other committees meet.
- Review and evaluate the session's use of the Guidelines each year. Help each new class of the session understand the Guidelines and their use.

6 How can the Guidelines be used in our congregation?

- Reproduce the first page of this form and include it in a Sunday bulletin or in your congregation's newsletter in an effort to give copies to as many members as possible.
- Display the Guidelines poster on several of your church's bulletin boards.
- Present the Guidelines to the committees of session, other committees, the choir, Presbyterian Women, Presbyterian Men and the youth fellowships.
- Invite members of these groups and other leaders in your congregation to a training session on the Guidelines. Use some of the resources listed on the back page of this brochure in the training session.
- Include training on the Guidelines in new member classes and officer training classes.

- Ask the worship committee of session to work with the pastor to find ways that the Guidelines might be emphasized in worship.
- At a congregational meeting, ask the congregation to decide if they will use the Guidelines.
- If a congregation votes to use the Guidelines, consider having an evaluation annually at a congregational meeting on how effectively the congregation has used them. This evaluation might produce suggestions for using them better.

7 Why inform the Presbyterian Peacemaking Program of any actions taken by your session on the Guidelines, as well as your experience and your concerns?

The information received by the Presbyterian Peacemaking Program will help it and perhaps the General Assembly evaluate the Guidelines and their use. This information may lead to the strengthening of this tool and the development of resources which will help congregations use the Guidelines.

The Presbyterian Peacemaking Program will send information about new resources and other assistance to congregations which are using the Guidelines as well as good ideas and suggestions received from other congregations.

Dear Members of First Presbyterian Church at Caldwell,

Thank you to everyone who completed the CAT survey this summer. You're surely wondering what the results were. First of all the results were compiled and an analysis prepared by the company that produced the survey.

Church leadership met in October with the survey company HolyCow! Consulting (HCC) to learn their analysis of the summer's Congregational Assessment Tool (CAT). They provided a lengthy, in-depth explanation of the data and what it means about our church vitality. All those who heard the analysis agreed that while it was challenging, it was nonetheless an accurate picture of the church at this time.

We now want to describe the process of their analysis and the major points that describe our church culture as well as how this information will help us move forward: first in this letter, and then at a congregational meeting where further discussion and questions can expand on your understanding. We anticipate that focus group discussions and task teams involving Session, Deacons, and membership will follow the congregational meeting.

We hope that the combination of this foundational information and the added opportunity to discuss at a congregational meeting will not only enhance understanding of who we are as a church, but also how we can use this understanding to move forward. We believe that there is a great reason for hope in the future of Christ's iconic church in the center of Caldwell which has been a spiritual landmark in our community for over two hundred years.

THE PROCESS OF ANALYSIS

Why - At the outset of our survey meeting, our HCC representative posed the question WHY? Why are you a member here? Understanding that being united in the why we do what we do within church has an impact on church life and church vitality. It is a point that becomes clearer later in the analysis.

Benchmarking – This is the method used by HCC to measure our responses by comparing our assessment against a body of similar organizations doing CAT surveys. HolyCow! Consulting works predominately with mainstream denominational churches and has appropriately benchmarked our church against 2600 similar churches. This is a considerable population for use in data comparison. HCC has also benchmarked our church against a subset population of 340 churches who took this assessment during Covid. Accounting for Covid, they determined that their benchmarked analysis was not significantly altered by the challenges that Covid brought to church life. In other words, we cannot simply blame Covid if we want to move positively into the future.

Likert Scale – This CAT assessment measured attitudes by applying the Likert scale. This provides a spectrum of responses within a range, thereby giving each person an opportunity to fully relate their thoughts and feelings. In our case it ranged from strong agreement to strong disagreement with points between. In the analysis of our survey a

trend appeared throughout much of the questioning showing that people responded very often with “tend to agree” or “tend to disagree”. The pervasiveness of this type of

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response, that was neither clearly agree nor clearly disagree, was characterized as people being “on the fence” about many issues. HCC underscored that this generally means that many people are “waiting to see” what steps are going to be taken in the future.

Key Indicators

Many of the Key Indicators reveal **trends** in a church’s experience that directly relate to church health and vitality.

- **OVERALL SATISFACTION:** This is defined as feelings of Peace, Fulfillment/Wholeness, Belonging, and Absence of Conflict.
- **OVERALL ENERGY:** Energy is characterized as members having: A Compelling Sense of Purpose, Force of Engagement, Passion with Intention, not just filling in as needed
 - Satisfaction and energy need to be moving together to build up church vitality.
- **ATTENDANCE TRENDS:** Compared with attendance at First Presbyterian Church at Caldwell (FPC) from 3 years ago.
- **VALUE OF ACTIVITY BEYOND WORSHIP:** This measures the importance of participation in church activities outside of corporate worship
- **PRIORITIES:** What membership focuses on as FPC priorities looking forward

As we delve into the data, it is important to recognize that trends are changeable, especially since they have been clearly identified within this analysis and, therefore, provide us with areas of importance to focus on.

WHAT THE DATA TELLS US

Overall, about fourteen percent of members are clearly satisfied with things in this church. This, along with other information, indicates that most members can imagine a church with a higher level of vitality than they are currently experiencing and are searching for a pathway that will lead them to a stronger church. We believe that the HCC survey analysis provides a great start on that pathway as it shines a light on how we are performing now, who we are, and how to focus moving forward to be successful in fulfilling our mission of building life-transforming relationships for all with God and with each other.

About Key Trends

What is the FOCUS of our Overall Satisfaction? When asked about what drives our satisfaction, analysis defined five areas of focus within FPC. When members feel more

positive in these areas, they tend to feel more positive overall about church. Conversely, when members feel less positive about the areas below, they tend to feel less satisfied with

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the church experience overall. Benchmarking shows the first three have “High” importance for people at First Pres Caldwell in comparison to similar churches, and the last have “Moderate” importance for members as compared with other churches.

- Our (Interim) Pastor articulates a clear vision for our church and keeps it before the people in a compelling way.
- Our church prepares our members for ministry by helping them discern their gifts.
- There is a disturbing amount of conflict in our congregation.
- The worship services at our church are exceptional in both quality and spiritual content.
- The music at our church is outstanding in quality and appropriate in style to our congregation.

What is the FOCUS of our Overall Energy? When asked about what drives energy, analysis found two areas of focus in our survey. Benchmarking shows that these areas have a “Moderate” level of Importance relative to these ratings in similar churches.

- Our (Interim) Pastor articulates a clear vision for our church and keeps it before the people in a compelling way.
- In important decisions in our church adequate opportunity for consideration of different approaches is usually provided.

As compared to similar churches, both our Overall Satisfaction and Overall Energy experiences are rated VERY LOW. As you examine the “Energy-Satisfaction Map” and notations (**See Appendix A**), we are characterized as a “Reinvention/Recovery” church.

This information is certainly challenging, but it can be very helpful for our congregation. It is very important that we see our current position clearly while also seeing what defines success as we look toward becoming a High Energy/High Satisfaction “Transformational” church. HCC made the point that there is not a single “Transformational” church that did not struggle through a period of reinvention and recovery and does not continue to work to maintain their High Energy/High Satisfaction level of vitality.

Critical Success Factors for Improving Satisfaction Define Beginning Actionable Areas

The question is posed, for churches whose goal is to move into the “Transformational” quadrant, where do leaders begin? The “Critical Success Factors” point to places where we can begin. Our data defines ten areas for improvement, but the more urgent could be put into four categories that can gain our immediate attention.

- Disturbing Conflict (work on reconciliation, develop positive and accountable patterns of behavior)

- Readiness for Ministry (members are called to ministry, members discern their spiritual gifts)
- Fit for Leadership (Leaders need to seek input and be representative of membership)

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- Worship (provide meaningful, energizing worship experiences for a diverse membership)

HCC has advised us that these particular “Critical Success Factors”, along with a predominance of CAT responses characterizing members as being “on the fence” or “waiting to see” where our church leads, emphasizes our need for a pastor with a proven record of being a “strategic leader” along with other attributes. This is exceedingly helpful as we create our Mission Statement and communicate the strengths our Pastoral Nominating Committee (PNC) will be looking for in future candidates.

ATTENDANCE: Our average annual change in attendance has decreased by ten percent.

VALUE OF ACTIVITY BEYOND WORSHIP: Membership rating is “LOW compared to similar churches. Although 54 percent clearly agreed that it is meaningful, a large percentage (relative to similar churches) tended to disagree that they currently value activities that are occurring beyond worship.

PRIORITIES: As members look to the future, their top four goals are...

1. Make necessary changes to attract families with children and youth to our church
2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church
3. Develop the spiritual generosity of the people to financially support the ministry of the church
4. Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.)

In comparison to other churches, three goals that are usually strong for our church are ...

- Develop the spiritual generosity of the people to financially support the ministry of the church (# 3 above)
- Strengthen the pastoral response of the church in serving people in times of need (emotional, mental, physical, spiritual, etc.)
- Create more opportunities for people to form meaningful relationships (#4 above)

About Who We Are (Descriptive Indices APPENDIX B)

Theological Perspective is a measure of the degree to which members hold more Conservative or Progressive views as compared to other churches. regarding such issues as the nature of Scripture, the role of conversion in social change, and their relationship to the historic declarations of the church.

First Presbyterian Church is described as leaning “Progressive” compared to other churches. However, the analysis also reflects diversity of thought among membership as, once again, we had a large percentage of responses that were neither “clearly agree” nor “clearly disagree” on these issues. This is important to know as we enter into conversation with pastoral candidates.

Flexible Style Index registers a church along a spectrum of being “More Settled” versus “More Adaptable”. This index characterizes the degree to which the church is willing to make adjustments in the way it goes about its ministry. The more flexible a church, the more likely it is to adapt to the particular context in which it is serving to meet either the needs of its members or those of the community. The less flexible a church, the more likely it is to believe that a particular style is central to its identity.

The degree of flexibility in a church should be consistent with its strategic priorities. For example, if a church indicates that one of its priorities to make necessary changes to attract families with children and youth, it should have the degree of flexibility necessary to achieve that goal.

First Presbyterian Church is characterized as definitely “More Settled” on the Flexible Style spectrum when compared with other churches.

Using these two descriptive indices helps characterize church culture. First Presbyterian Church at Caldwell has a “Paraclete Culture” (See APPENDIX B).

Strengths and Weaknesses

Every church exhibits patterns in its life that contain strengths and potential weaknesses. Our church has potential strengths related to openness and structure of religious practice. Potential weaknesses include a tendency to become tradition-bound and overwhelmed with needs.

Consultant’s Observations about FPC

1. Conflict in the church has been rooted in more than a recent pastoral change or COVID. The church likely has patterns of not handling conflict well.

Some significant start on working through conflict behaviors needs to be made before calling a new pastor. (Mentioned at least twice in comments by the consultant.)

2. Making this start is part of the way we help assure the church and the next pastor move ahead successfully.

3. This is a snapshot in time. It describes where we are now, but where we're going depends on our response to this picture.

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WHAT ARE THE NEXT STEPS?

Our Response to the CAT is happening now

- 1) Leadership is communicating with the congregation about the CAT survey in ways to assure transparency with full comprehension.
- 2) Leadership is addressing the 4 Critical Success Factors:
 - a. On the issue of Disturbing Conflict, leadership is continuing to use HolyCow! Consulting's services aimed at identifying sources of conflict that will lead to identifying our Core Values.
 - b. Their services will also help our congregation develop a "toolkit" to become accountable to ourselves, each other, and God in our ways of communicating in all environments using a spiritual focus.
- 3) Session is meeting with Presbytery's Commission on Ministry (COM) in December to inform them of survey results and hear about their input and guidelines as we move ahead with our Pastoral search process.
- 4) After the Presbytery's COM concurs, FPC can start selection of a Pastoral Nominating Committee (PNC) to hopefully be confirmed by January or February
- 5) FPC is beginning work on our Mission Statement that is integral in identifying who we are and what we need from a new head of staff.

THE OUTLOOK

Each of us has a choice in how we approach the challenges that the CAT brings to light. The conflict we perceive combined with knowledge from this survey has given us an opportunity to see ourselves with both honesty and hope. This analysis provides us with a goal of building a spiritual toolkit aimed at mending and rebuilding healthy relationships within this body of Christ. Meeting a challenge armed with information viewed through a spiritual lens creates fertile ground for renewed and continual spiritual growth. We are on a path toward reconciliation with ourselves, with each other, and with God. In this way we can regenerate our vitality. We can better fulfill our mission statement, our "WHY" for being. This is Christ's church. As we pray for our church, we must always remember that he is working here and now. His Word assures us that he is near, and it is the reason for our gratitude for the work he has placed before us, in his name.

"Your word is a lamp for my feet, a light on my path." (Psalm 119:105)

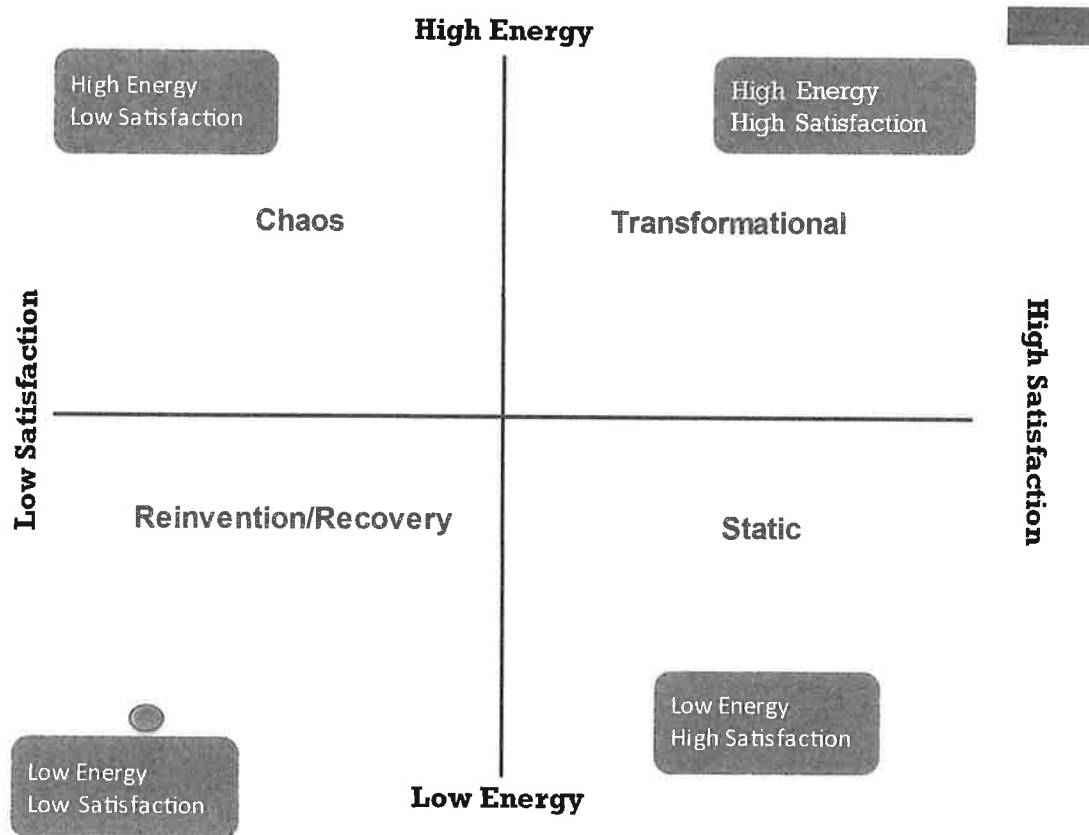
"For this reason, since the day we heard about you, we have not stopped praying for you. We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please him in every way; bearing fruit in every good work, growing in the knowledge of God, being

strengthened with all power according to his glorious might so that you may have great endurance and patience, and giving joyful thanks to the Father, who has qualified you to share in the inheritance of his holy people in the kingdom of light. For he has rescued us from the dominion of darkness and brought us into the kingdom of the Son he loves, in whom we have redemption, the forgiveness of sins.
(Colossians 1:9-14)

Submitted by Jeannine Archibald, Darcy Asche, Rev. Bill Schram

APPENDIX A - Pathways That Lead to E/S Outcomes

Energy-Satisfaction Map



STATIC (Low Energy/High Satisfaction)

- Satisfied with how they do things, BUT not energized to do anything different
- A "chaplaincy" where people show up, receive, go home
- Continue to do some things even if they are not fruitful
- Will eventually close, timing dependent on giving and level of endowments

TRANSFORMATIONAL (High Energy/High Satisfaction)

- Have a clear vision and mission. These churches know their “WHY”.
 - Every aspect of church is operating with clear vision of Why they are doing any ministry

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- 99% are Flexible Systems
 - Honestly knowing who they are and where they are
 - This helps churches move to where they are called which may be different than where they want to be
 - Adaptable to current situations
- Transparent Leadership
 - Communicate at a high level in and out
- Provides members with opportunities to serve in ways that use their discerned Spiritual Gifts
 - Does not just plug people into service ministry where they may not feel blessed nor be a blessing
- Have TWO strategic targets
 - Target people for their Growth AND Targeting for Ministry

CHAOS (High Energy/Low Satisfaction)

- Energized around a few things
- Focus of people’s energy is diffuse - not aligned with the unifying WHY we do what we do.
- Lack of alignment may cause competition for resources, thereby further diminishing satisfaction and energy
- This culture can quickly devolve to Low Energy/Low Satisfaction quadrant

REINVENTION/RECOVERY (Low Satisfaction/Low Energy)

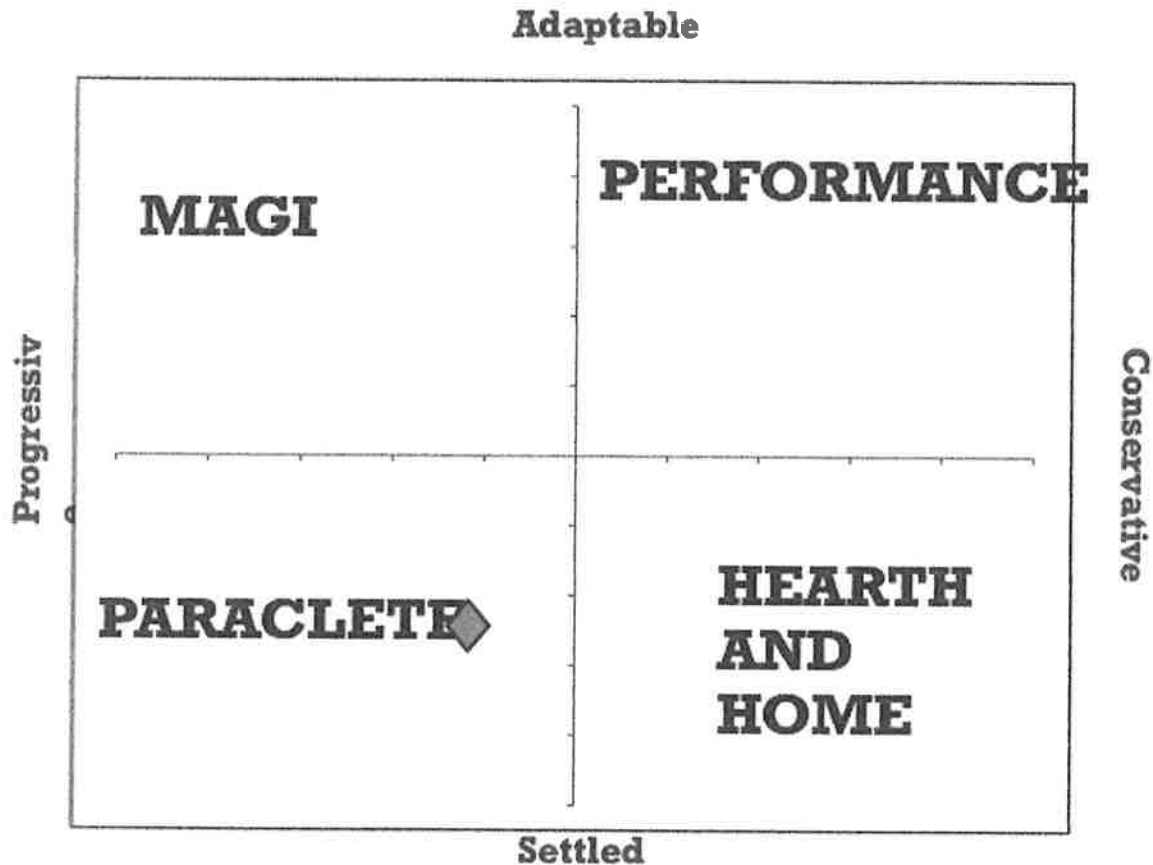
- Erosion of morale over time
- Do things but not exceedingly well
- Have diffuse focus of people’s energy. Also not aligned with the unifying WHY we do what we do.

BUT

- With very low Satisfaction and Energy, people want to move, and this movement requires clear visioning of where they want to move to.

APPENDIX B –Church Culture

Descriptive Map



“Paraclete Culture” at Its Best

- Develop communities that are intellectually open and reflective but that pay attention to structure and ritual.
- Common to hear conversation about hospitality, inclusiveness, and spiritual practice.
- Comfortable with the unique spiritual path each individual must follow but believe that there are important patterns to spiritual practice.
- Uniquely equipped to focus on ministries of healing-often engaged in front line work-when the community is warm and hospitable, it can be a haven for those in need of healing or recovery.

- Prepares members to deal with the harshness of cultural and political realities in ministry.
- Maintains a sufficient level of flexibility to prevent becoming irrelevant to the thinking of those in the community around them

Paraclete Shadow Side

- If missional focus is lost may find themselves going through the motions of set routines, rather than finding the deeper meaning.
- Watch the temptation to overcommit to meeting the needs of others to the extent that there is burnout.
- May get trapped in the acceptance of where people are without adequate levels of accountability that can help make people whole.
- The power of the gospel to transform must remain a focus, not just its power to comfort.

MUSIC AT THE FIRST PRESBYTERIAN CHURCH AT CALDWELL
Annual Report 2021
Rev. Barbara Jo Piercy, Minister of Music

We are grateful to the many congregation members and friends from the community who continue to make beautiful music in the sanctuary at The First Presbyterian Church at Caldwell. As the covid pandemic continues to bring challenges and confusion to our lives, we have still been able to make a joyful noise in 2021.

Worship services are planned to provide high-quality music for both in-person and livestream participation. The FPC cantors – Micki Hardenberg, Paul Salierno & Alan Smulen – lead the hymn singing and have special music offerings in the absence of a choir in the choir loft.

- January & February
 - Continuation of regular choir rehearsals
 - Chancel Choir – Zoom Rehearsals
 - Chancel Handbells – In-person Rehearsals
 - Youth Choirs (Handbells & Vocal) – In-person Rehearsals
 - Recordings of choir anthems and solos continue to be produced for use in worship, community events (WEMA), and Presbytery
- March
 - Preparation for upcoming Holy Week & Easter Services
 - Recording session with brass and timpani for Easter Music
- April
 - Virtual Easter Vigil Service presented by the Westminster Choir
 - Easter Sunday – Exceptional music participation from all FPC choirs through choral videos
- May – July
 - Choir season ended with music prepared for use during the summer months
 - The Chancel Choir and Chancel Handbell Choir were pleased to have their first in-person social event since the beginning of Covid – a picnic at the home of choir member Barbara Romaine
 - The Covid Concerts series continued with a program of rounds curated and directed by Noel Piercy.
 - Westminster Choir Cabaret Performance of “Walking in Space” is presented to an in-person audience in July – Proceeds from the performance were divided among the American Society for Suicide Prevention, Dystonia Research, and the Sara Hussey Memorial Fund
 - Summer Recital was presented by Gabreille Rae de la Crétaz (soprano), Jessica Goodson (flute) and Barbara Piercy (piano)
- August
 - Taizé Retreat to France – Paul Salierno accompanied Noel & Barbara Piercy to the ecumenical faith community
 - Barbara Piercy provided worship & musical leadership to the VBS sponsored by the Christian Ed Committee
- September – November
 - Choir rehearsals begin for the new choir season

- Chancel Choir began having a hybrid rehearsal plan – people could attend in person rehearsals in the sanctuary, or they could attend via zoom
- It was decided to continue to produce choir videos for worship to err on the side of caution due to the numbers of people gathering in the sanctuary and the spread of aerosols from singing.
- Sunday School children were given the opportunity to participate in worship through leading music in the sanctuary
- The Westminster Choir participated in the American Foundation for Suicide Prevention annual walk at Verona Park - \$1500 total was raised for this organization in memory of Vanya Citrano, brother of choir alum Patrick Citrano
- A handbell trio, featuring Barbara & Tyler Romaine and Noel Piercy, participated in the WEMA Thanksgiving service at St. Aloysius
- December
 - Advent Vespers were offered during the four Wednesdays of Advent – Rev. Schram, Barbara & Noel Piercy participated in a time of prayer and meditation offered both in-person in the church sanctuary, and through a YouTube link posted later in the evening
 - It was exciting to have children and youth work together to present a children's Christmas musical, "An Animal Alleluia" for the Christmas Family Service on Sunday, December 19
 - Christmas Eve – two candlelight services at 8pm & 10:30pm (in-person & livestream)
 - Brass, timpani, bass
 - Vocal octet leading the singing
 - Musical video presentations from all vocal & handbell choirs

Soli Deo Gloria

Annual Report Children and Youth Ministry

The name of our Committee was changed from Christian Ed to Children and Youth Ministry (CYM).

Sunday School remained virtual until September.

We kicked off finally being together with an Ice Cream Truck in the circle.

Our lessons focused on Welcoming and Hope. For Advent we used props to act out the Christmas Story. We celebrated the first Sunday of Advent with "Cocoa to Go".

Attendance in Sunday School averaged about 10 kids per week.

All children are in one classroom, taught as a group. We are currently having our lessons in the Chapel.

We recognize students with the best attendance each month with a \$5 gift card to Guerriero Gelato.

We began recognizing birthdays for our students with postcards mailed home.

We had a Halloween Celebration in the cemetery and collected items for the Food Bank at Thanksgiving.

We had a Sunday School fundraiser at Panera Bread to collect money for the Seeing Eye in Morristown. We collected close to \$300.

We held two family movie nights (2) as well as a Scary Movie night at Halloween. Approximately 5 people joined us for those 3 events.

Our summer VBS was a modified Marketplace, with an olympic theme. We had 13 kids in attendance throughout the week.

Live nativity was held after the Family Service, however due to Covid we only had animals.

We organized a visit to Turtle Back Zoo to see the Holiday light display, sadly there was not enough interest and the event was cancelled.

We had two hikes at South Mountain Reservation. Five people joined us on the spring hike but the winter hike was cancelled due to lack of interest.

We organized a Pickleball and Pizza in Grover Cleveland Park and played for a few weeks before the weather changed.

The Stafford Scholarship was awarded to Cailin Compierchio, Hayat Pryor and Gianna Suda.

Graduating Seniors were recognized and presented with a gift on Senior Sunday.

FPC 2021 Nominating Committee Report November 13, 2021

FPC At Large Committee Members:

Amy Kolb, Sharon Baker-Witzel, Michael Bruchac

Deacon Rep.: Diane Joy

Elder Rep.: Anthony D'Annunzio (Chairperson)

After many meetings, telephone conversations, emails and text chains, the FPC Nominating Committee is recommending the following church members be presented to the Congregation for approval as the incoming 2022 Class of Elders and Deacons.

We are also presenting and recommending three FPC at large members be presented to the Congregation for approval as the 2022 Nominating Committee.

The nominees listed below have all agreed to serve beginning January 1, 2022.

Deacons Class of 2022

1. Darcy Asche – 2nd 3-year term
2. Christian Endress – 2nd 3-year term
3. Sandra Nathans – 2nd 3-year term
4. Tim Hemesath – 2nd 3-year term
5. Kristin Pace – 3-year term
6. Kitty O'Neal – 3-Year erm

**7 Deacons are needed for a 3-year term

**To date, 6 nominees have accepted the Call

**4 Deacons eligible for a 2nd 3-year term accepted the Call

**2 First time nominees accepted the Call for a 3-year term

Elders Class of 2022

1. Lydia Spinelli – 2nd 3-year term
2. Jeanine Archibald – 2nd 3-year term
3. Mike Bruchac – 3-year term
4. Roger Johnson – 3-year term
5. Bonnie Chiappetta – 3-year term
6. Sharon Baker-Witzel – 2-year term
7. Jonathan Pryor – 1-year term

**2 Elders eligible for a 2nd 3-year term accepted the Call

**3 Nominees accepted the Call for a 3-year term

**1 Nominee accepted a 2-year term replacing
Andy Ogden who resigned effective Dec. 31, 2021

**1 Nominee accepted a 1-year term replacing
Adele Roemer who resigned effective Dec. 31, 2021

2022 Nominating Committee

1. Kaitlyn Heun - 1-Year Term
2. Chris Flanagan - 1-Year Term
3. Nancy Hauser - 1-Year Term

****3 FPC members at large are needed to serve with one Elder and one Deacon appointed representatives.**

2022 SESSION COMMITTEE ASSIGNMENTS**BUDGET AND FINANCE**

Jack Dusinberre -Chair
Bob Maxwell - Session Liason
Bill Schram, Staff Resource

COMMUNICATION

Carol DeFrance (23)
Bill Schram, Staff Resource
Lauren Restaino, Staff Resource

STEWARDSHIP

Paul Califf (22)
Bill Schram, Staff Resource

BUILDINGS AND GROUNDS

Anthony D'Annunzio (23)
Michael Bruchac (24)
Steven Willenborg (23)
Chris White, Staff Resource

MISSION

Lydia Spinelli (24)
Maureen Prince (22)
Jonathan Pryor (22)
Bill Schram, Staff Resource

WORSHIP AND MUSIC

Kristiane George (23)
Barb Piercy, Staff Resource
Bill Schram, Staff Resource

CHILDREN & YOUTH

Amy Kolb
Brittany Heun (22)
Bill Schram, Staff Resource

PERSONNEL

Roger Johnson (24)
Bill Schram, Staff Resource

Illuminate Sub-Committee

Mike Bruchac (24)
Bonnie Chiappetta (24)
Scott Westenberger, Staff Resource

CHURCH LIFE

Joint with Deacons
Sharon Baker-Witzel (23)
Bonnie Chiappetta (24)
Bill Schram, Staff Resource

ADULT EDUCATION

Jeannine Archibald (21)
Bonnie Chiappetta (24)
Bill Schram, Staff Resource

RRC Sub-Committee

Maureen Prince (23)
Michael Bruchac (24)
Kristiane George (23)
Bill Schram, Staff Resource

Class of 2022

Califf, Paul
Heun, Brittany
Maxwell, Robert
Prince, Maureen
Pryor, Jonathan

Class of 2023

Baker-Witzel, Sharon
D'Annunzio, Anthony
DeFrance, Carol
George, Kristiane
Willenborg, Steven

Class of 2024

Archibald, Jeannine
Bruchac, Michael
Chiappetta, Bonnie
Johnson, Roger
Spinelli, Lydia

CLERK

Elizabeth Resch

2021 DEACONS REPORT

First Presbyterian Church at Caldwell

As stated in the Book of Order, “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 anybody who may be in distress both within and beyond the community of faith.” The Board of Deacons worked diligently in 2021 doing what Christ has called us to do for those in physical and spiritual need. The First Presbyterian Church Board of Deacons had an extraordinary year in 2021, embarking on several new Care Ministries; Services Ministries; and Deacon Projects, while continuing to be involved in traditional Deacon activities. During the crucial time of need for church members and people from the surrounding community during the COVID-19 circumstances in 2021, the Board of Deacons markedly increased our level of activity and enhanced our programs. Furthermore, the Board of Deacons strive to closely adhere to the Guidance for Reopening and Revitalizing FPC; safety tips set forth by NJ Department of Health, and Executive Orders on Indoor/Outdoor Gatherings in all of our activities.

CARE MINISTRIES

Deacons’ Greetings

The Deacon’s Greetings committee sends out cards and notes to congregation for various reasons including but not limited to graduations, confirmations, illness, births and deaths, 1st anniversary of deaths (church office can help provide this information). Four Deacons worked on this committee in 2021. The committee sent out in excess of 125 cards this year.

Congregation Outreach

The Congregation Outreach committee is a joint program between the Deacons and Elders, which started in late 2021. The Congregation Outreach committee engaged in the following activities in 2021:

- Updated information for church directory;
- Reached out to members and friends of the church to stay connected during challenging times;
- Monitored concerns or needs of members; and
- All concerns were communicated to the church office and were transmitted sent to other programs in our church, including Neighbor Bridage, Stephen Ministry, the Prayer Ministry or others.

Five Deacons worked on the Congregation Outreach committee in 2021.

Prayer Ministry

The Prayer Ministry provides an opportunity for anyone to submit prayer requests to the church for the purpose of providing intercession, a prayer of petition for the interests and needs of others. Furthermore, the Prayer Ministry provides an opportunity for all members and or friends of First Presbyterian Church at Caldwell to participate in the life of the church. Fifteen members of the church served in the Prayer Ministry during 2021.

Greeters

In 2021, the Board of Deacons provided volunteers to check-in church members every Sunday for the Sanctuary and Illuminate services. Four Deacons volunteered for these roles in 2021.

Visitation Ministry

In 2021, the Deacons prepared the groundwork for the revival of the Deacons Visitation Ministry by (1) creating a Deacon Visitation Overview, (2) by recruiting volunteers to serve from the Deacons and First Presbyterian Church at Caldwell members/friends, and (3) by holding a training session led by those who had participated in the Stephen Ministry. It is anticipated that the Visitation Ministry will kick off in 2022 with (1) an introductory phone call to those individuals unable to attend church, (2) visit(s) when requested / permissible, and (3) follow-ups as requested by those phoned / visited. To date, seven Deacons have volunteered to participate in this ministry.

Transportation

In 2021, with the onset of the COVID-19 pandemic, the Crane's Mill transportation service and transportation for youth activities was suspended until services can safely be provided to the riders. Going forward in 2022, the Transportation committee will engage in the following activities:

- Conduct assessments of transportation needs for elderly church members and youth groups;
- Collaborate with Session members in determining need for vehicles; and
- Arrange for transportation to appointments when requests are made to the church office.

Service of Peace and Hope 2021

In December of 2021, the Board of Deacons assumed the leadership of the Service of Peace and Hope. The notice for the Service of Peace and Hope stated that,

You are invited to join us at
A Service of Peace and Hope

Sunday, December 19

4:00 PM

In a year marked by anxiety, tensions,
losses, and limitations
Let's share in a time of quiet and calmness
prayer, soft music, candle lighting

In a collaborative effort, four Deacons stepped forward with one Stephen Minister and the Pastor to craft the Service of Peace and Hope. Approximately fifty candles were lit in honor of loved ones. Finally, the Service of Peace and Hope was live-streamed thanks to the efforts of the Ray Liptik and Robert Thiemann.

Journeying Through Grief

In the Fall of 2021, the Board of Deacons also assumed the leadership of administering the Journeying Through Grief program. Journeying Through Grief is a set of 4 books to send to people at crucial times during the first year after the loss of a loved one. The books offer understanding, empathy, compassion and hope.

Two Deacons met extensively with a Stephen–Minister that formerly administered the Journeying Through Grief program. In 2021, the Deacons sent the first book to four families who lost loved ones during the course of the year.

SERVICE MINISTRIES

Coat & Sweater Drive

In 2021, the Deacons held two clothing drives—the first drive on was held on April 24th and 27th, and on May 1st in the Spring; and the second drive on October 9th and 16th in the Fall. The Clothing Drive Bin was stationed outside from October 4th-16th. The Coat and Sweater Drive committee engaged in the following activities:

- Coordinated the schedule with church office;
- Reached out to congregation and local community for participation and donations;
- Arranged for help in bagging items; and
- Arranged to have items transported to St. John's Church.

Soup Kitchen, Sandwich Night

In 2021, the Soup Kitchen/Sandwich Night Committee coordinated the distribution of meals at Our Lady of the Valley in Orange on a weekly basis to help meet their growing needs. Meals were prepared and served by volunteers from the First Presbyterian Church one or two Saturdays a month and every Thursday. The volunteers from the congregation served 25-30 meals per day. The preparation of these meals was supported by officer and committee groups from within FPC, with many meals prepared by Deacons and their families. The First Presbyterian Church also helped to stock Our Lady of the Valley with the supplies needed to complement their serving meals six days a week and provided monetary support. Generous congregants have also donated gently used clothing, new socks, hats and toiletries to Our Lady of the Valley.

In 2021, ten members of the First Presbyterian Church, the Board of Deacons, and/or the Mission Committee participated in the preparation and distribution of meals at Our Lady of the Valley.

As a point of background, various groups such as the Board of Deacons, Session, Nursery School, and organizations from within the Caldwell community usually prepare over 400 sandwiches for St. John's Soup Kitchen in Newark. The bag lunches include fresh fruit, drinks and cookies. The monthly Fellowship Hall Sandwich Nights were suspended for 2021 as a direct result of the COVID-19 circumstances. The Soup Kitchen/Sandwich Night Committee is ready to revive Sandwich Night for 2022, while adhering to the Guidance for Reopening and Revitalizing FPC; safety tips set forth by NJ Department of Health and Executive Orders on Indoor Gatherings.

Blood Drives

The Blood Drive ministry was put on hold in 2021 due to the pandemic. Research continued throughout the year to seek opportunities to hold a blood drive safely in, around or in nearby facilities. Going forward in 2022, the Blood Drive ministry will engage in the following activities:

- Arrange with Blood Bank to set up blood drive;
- Coordinate schedule with church office;
- Arrange for volunteers to work and provide food and drinks; and
- Reach out to congregation and the local community to donate blood

Coffee Hour

In 2021, Coffee Hour after the Sanctuary service was held virtually on a weekly basis and provided an opportunity for church members to share and connect each week. The Coffee Hour was possible through the generous help of Jack Dusinberre.

DEACON PROJECTS

Annual Golf Outing

The 13th Annual First Presbyterian Church Golf Outing primarily served the Youth Mission of the Church including the Pittsburgh Project, Youth Ministry, and the Westminster Choir. The date of the First Presbyterian Church Golf Outing was on September 21, 2021. The location was at the Farmstead Gold and Country Club in Lafayette, N.J.

As a point of background, in May of 2019, the First Presbyterian Church Golf Outing raised approximately \$12,000 for these projects. In October of 2020, the Golf Outing raised approximately \$5,000, notwithstanding the COVID-19 circumstances.

In 2021, the 13th Annual Youth Mission Golf Tournament raised approximately \$8,958.23 to support youth mission programs at the First Presbyterian Church. At this juncture, the Golf Committee contemplates recommending to the Board of Deacons at the February, 2022 meeting that the proceeds be distributed as follows:

- Westminster choir \$3,000
- Youth Ministry \$2,000
- Youth Mission Trips \$1,000

The Golf Committee is recommending that the balance of proceeds from the 2021 Golf Outing be retained to cover start-up costs for the 2022 Golf Outing.

Turkey Drive

The Turkey Drive event was held on Saturday November 20, 2021 from 9:00 AM-2:00 PM. The purpose of the Turkey Drive was to collect turkeys, food, and monetary donations for people in difficult circumstances during the COVID-19 pandemic. The First Presbyterian Church partnered with the Notre Dame Church in North Caldwell, Essex County College, local grocery stores and the Caldwell Food Pantry for the 2021 Turkey Drive. The main location for the event was at the First Presbyterian Church, out by the semi-circle. There were also satellite locations at the Notre Dame Church in North Caldwell, Jack's Supermarket in Caldwell, Stop and Shop in Caldwell, and Kings Supermarket in Verona. The Turkey Drive resulted in 256 turkeys, 323 bags of groceries, and approximately \$1,300.00 in cash being donated to the New Jersey Foodbank. Turkeys were also donated to the Caldwell Food Pantry for local need.

Cookie Walk

The Cookie Walk event was held on Friday, December 10th from 5:00-8:00 PM and on Saturday, December 11, 2021 from 8:00 AM-12:00 PM. The purpose of the event was to raise

money for the Minister's Discretionary Fund to help people in difficult circumstances during the COVID-19 pandemic. The Cookie Walk raised approximately \$1,000 for the Pastor's Discretionary Fund. As a point of background, in 2020, in response to social distancing and safety concerns, the Deacons added the Cookie Walk Cookbook to the standard baked goods sale. The Cookbook is filled with approximately 50 recipes of many delicious cookies, cakes and other goodies that have been available at the Cookie Walk in past years. Members of the congregation contributed their recipes to be utilized in the Cookie Walk Cookbook.

Mums on a Mission Sale

The purpose of the Deacon's Mum Sale is to help raise money for the Deacon's mission objectives, especially in light of anticipated budgetary short-falls due to COVID-19. First Presbyterian Church congregation members could order mums to beautify their own homes or donate to the church in memory of a loved one to beautify our sanctuary and outside areas for the fall. Mums were priced at or near market value. The 2021 Mums on a Mission Sale raised approximately \$1,100. Fifteen Deacons participated in the Mums on a Mission project.

Publicity

In 2021, the Board of Deacons worked with the church data base to keep Deacon activities up to date on the Church website and on social media website. Going forward into 2022, the Publicity Committee seeks to work with Deacon committees to help advertise programs within the congregation and local community, including articles in First Pres, newspapers, online, and in storefronts.

African Dream Academy, Monrovia, Liberia

In 2021, the Board of Deacons worked in conjunction with the Mission Committee to ensure that Christmas bags for African Dream Academy were distributed and received. Once again, there was a tremendous response from the congregation of the First Presbyterian Church.

2021 Board – Moderator Stephen Q. Cornman

Darcy Asche', Todd Barnes, Barbara Bruchac, Elanor Casagrand, Bonnie Chiappetta, Alexis Chiappetta, Sally Cooperson, Christien Endres, Jennifer Gonzalez, Timothy Hemesath, Barbara Heil, Kaitlyn Heun, Jessica DePalma Hood, Matt Ibold, Lois Jackson, Diane Joy, Kendra Macaluso, Donna McGinley, Sandra Nathans, Ellen Nicol, Joyce McGrath

Deacons Account - 2021 Summary

Account Balance as of January 1, 2021

\$8,762.99

Receipts

Cookie Book	\$60.00
Cookie Walk	\$1,229.28
Golf Outing	\$14,092.82
Mum Sale	\$2,930.10
Other - gift	\$1,301.00

Total Receipts

\$19,613.20

Disbursements

Expenses

Golf Outing	\$5,134.59
Turkey Drive	\$207.08
Cookie Book	\$0.00
Cookie Walk	\$160.00
Mum Sale	\$1,809.86
Other, Miscellaneous (gifts, deaco expenses)	\$502.97

Subtotal - Expenses

\$7,814.50

Donations

FPC Youth Choir - Golf Outing	\$1,500.00
Caldwell Soup Kitchen	\$56.00
Pastor's Discretionary Fund - Cookie Book	\$1,000.00

Subtotal - Donations

\$2,556.00

Total Disbursements

Account Balance as of December 31, 2021

\$18,005.69

**First Presbyterian Church at Caldwell
Mission Committee Annual Report 2021**

Members: Lydia Spinelli, Chair; Maureen Prince, Secretary; Mark Schalles, Treasurer;
Members: Steve Cornman, Richard Heun, Ellen Johnson, Nancy McCarthy and Joyce McGrath.
Pastoral Support: Rev. William Schram

As Covid 19 continued to affect every aspect of life at First Presbyterian Church, it also continued to affect the Mission Committee. Many of the usual activities could not be carried out in the same way but the Committee was even more determined to serve the organizations traditionally supported by First Pres as the needs continued to be substantial this year. A summary of our work is listed below.

Our Lady of the Valley Soup Kitchen, West Orange: Under the leadership of Joyce McGrath and Laura Schalles, in conjunction with the Deacons and the Soup Kitchen Committee, First Pres served the hungry at OLV. Meals were prepared and served by volunteers from the Congregation one or two Saturdays a month and every Thursday. In addition, First Pres also helped to stock OLV with the supplies needed to complement their serving meals six days a week and provided monetary support. Generous congregants have also donated gently used clothing, new socks, hats and toiletries.

St John's Soup Kitchen, Newark:

Under the direction of the Soup Kitchen Committee, various groups from within the Church such as the Deacons, Session, Nursery School and organizations from within the Caldwell community usually prepare over 400 sandwiches for St. John's Soup Kitchen in Newark. The bagged lunches include fresh fruit, drinks and cookies. Fellowship Hall Sandwich Nights, scheduled to be held monthly were suspended for 2021 because of Covid 19. The Committee is hoping very much to revive Sandwich Night for 2022 amidst Church Covid protocols.

Oasis, Paterson:

Ellen Johnson chairs this effort. During the summer, the committee launched the annual Back to School Supply Project to benefit the children and teens that participate in the Oasis Back to school program. We once again created an online registry at Target which provided members of the congregation the opportunity to participate in this virtual collection. Our **2021 Back to School Project** resulted in providing **529 school supplies** including 111 backpacks shipped directly to Oasis in Paterson.

As Thanksgiving time approached, Oasis was seeking donations of 500 aluminum foil XL roaster pans to distribute along with their frozen turkeys to the women registered in their programs. The mission committee was able to provide funds for Ellen to purchase 500 pans and deliver the roaster pans in time for distribution before Thanksgiving.

The annual **giving tree project** to benefit Oasis was also done as a virtual collection this year using the Target gift registry which resulted in **479 total gifts** including 355 toys along with winter coats and pajamas. This year, Oasis distributed over 3,000 Christmas gifts to families in need this season.

As part of our Community Service Appreciation during the month of September, the Director of Development from Oasis was invited to speak on September 19th and provided us with an update on the recent building expansion, volunteer opportunities and new programs available as a result of the increased space. Oasis was presented with a letter of appreciation for the great work they do to help women & children in need.

The week of September 14th, Oasis reopened its doors following the long shutdown due to Covid-19 with 391 adult women enrolled in classes. The expanded nurturing center can now accommodate up to 32 infants age 3 months to 2 1/2 years old and the after-school program has also kicked off with 110 elementary students.

The expansion of 10,000 square feet of space including a 4th floor addition and 2 story expansion off the side of the building have been completed. The new space includes a large multi-purpose wellness center, expanded childcare room, additional classrooms, a rooftop garden, along with the opening of their new Oasis thrift store.

Through this exciting expansion, Oasis is now able to serve 2,500 more women and children annually.

African Dream Academy, Monrovia, Liberia: Once again, FPC participated in the Dream Christmas, Red bag effort to send school supplies, toiletries and toys to the children in Liberia, West Africa. Living in abject poverty, the children at ADA are food insecure and these gifts certainly brighten their lives. The FPC community filled 180 red bags. Ninety filled bags were donated from the congregation, and another ninety filled bags were donated by the Nursery School. Rev. Samuel Enders (the founder of African Dream Academy), Lydia and a few others helped to pack over 900 bags into barrels. Nine schools and two churches helped to provide the filled bags this year.

The Mission Committee also contributed financially towards the shipment of the barrels and gave an additional monetary gift to ADA.

Urban Promise, Camden

The Mission committee had hoped to put together a group for the Pedals for Promise bike marathon to benefit Urban Promise but it was canceled because of Covid. The Committee made a financial contribution and expressed interest in future collaboration with this organization. Plans have been made for Bruce Main to speak at First Pres on February 6, 2022.

Auction

The biennial auction funds most of the mission budget. It was not possible to hold an auction in 2021 because of Covid. As a result, the Church will fund mission for 2022 from pledges and other sources. Our next auction will be held on April 30, 2022.

Facing Racism Task Force:

Debbie Donker and Maureen Prince co-chair this committee. Below is a summary of events for 2021.

- **2021 Dr. Martin Luther King Jr Day of Service Project** was executed in a safe manner given COVID-19 prevention needs. A written proposal for project was passed by Session in December 2020.
 - Consulting with Ellen Johnson regarding current needs of Oasis, FRTF determined that a food collection project benefitting *Oasis: A Haven for Women and Children* would be undertaken for 2021. (Onsite: drive-by collection // offsite: outside Jack's Foodtown)
 - A remote option to participate was made available.
 - Confirmation Class participated and two confirmands did a Minute for Mission for the project.
 - Susan Jones also did a children's sermon to help kick off the project during worship.
- **Feb. - May 2021** Six-part winter/spring Zoom book study about the PCUSA recommended book, *No Innocent Bystanders: Becoming an Ally in the Struggle for Justice*. FRTF was able to provide a free copy of this book to participants.
 - Meeting dates were: Feb. 22, March 8, March 22, April 5, April 19, May 3
- **Sept. 28, 2021** Zoom event "Conversation with Sam Enders" at 7:30 pm. Lydia Spinelli interviewed Sam Enders, the founder of African Dream Academy. Sam has lived both in Liberia and in the USA, and shared interesting details of his life's journey. Twenty people were in attendance.
- **Oct. 3, 2021** FRTF staffed a booth/table for outreach at the 2021 Caldwell Street Fair.
- **Oct. 25, 2021** Zoom event – Discussion of three short readings from Presbyterianwomen.org Fourteen people were in attendance. The readings discussed were:
 - *NOT Anxious to Talk About It* by Hanno Cho
 - *Decentering Whiteness in a Multiracial Society* by Stephanie M. Patterson
 - *DisGrace: The Church Addresses Racism* by Irene Pak Lee and Mindy Douglas
- **Nov. 15, 2021** Zoom event: "An Evening with Weata and Siata Korfeh" The event was well received with 23 people in attendance. Weata Korfeh was the first Academic Director of the African Dream Academy in Monrovia, Liberia and now resides in Georgia, U.S.A. She shared some of the differences in her life in Liberia and in Georgia. Siata, her daughter, shared some of her experiences attending public school in the U.S. Lydia Spinelli interviewed Weata and Siata and there was time allowed for questions from the audience.
- **Planning for a 2022 Dr. Martin Luther King Jr Day of Service Project that can be accomplished in a safe manner given COVID-19 mitigation needs.**
 - Contacted Jerome Lane of Northeast Presbytery to get recommendation for service project partner. He connected FRTF with 7th Street Bistro run by Memorial West United Presbyterian Church in Newark, NJ.
 - Determined that a food collection project benefitting Memorial West United Presbyterian Church food ministry would be the 2022 project.

Onsite: drive-by collection on circle // offsite: outside at Jack's Foodtown parking lot// remote: option to participate will be available again this year.

- Met via Zoom with members of Congregation Agudath Israel who would like to join with FPC on this project and potentially other projects in the future.
- Submitted written proposal for 2022 project which was passed by Session in Dec. 2021.

Other:

In addition to hands-on work, financial contributions were made through the Mission Committee to African Dream Academy Foundation, the Caldwell Food Pantry, Compassion International, the NJ Community Foodbank, Oasis, Our Lady of the Valley Soup Kitchen, the Presbytery of Newark, St. John's Soup Kitchen, and Urban Promise.

Reopening and Revitalizing During COVID-19 Session Subcommittee (RRC) Report for 2021

1. Members: Mike Bruchac, Christine Brunner – staff rep., Stephen Cornman, Jack Dusingberre, Kristiane George, Rev. Barbara Piercy, Maureen Prince – chair, Betty Resch – secretary, Pastor Bill Schram
2. This Session subcommittee met approximately thirty-one times in 2021.
3. Statement and Revised Goals for 2021: “RRC has a positive anticipation currently that our work will be completed when the pandemic is declared over by the CDC and State of New Jersey. In the meantime, in order to ensure FPC strives to promote the protection of the most vulnerable among us, we are meeting weekly or bi-weekly or as needed:
 - To see the new guidelines issued by the state for the nursery school 2021-22 school year and to recommend to Session implementation of anything necessary
 - To continue to follow the evolving research on COVID-19 spread and related issues of concern for in-person church activities
 - To recommend to Session revisions in FPC COVID-19 related guidelines as needed as state, CDC, Presbytery, etc. revise guidance\
 - To promote FPC incorporating both virtual and in-person meetings moving forward in order to meet the needs of various congregants
 - To review proposals for in-person church activities before they go to Session, and suggest possible edits, if needed, in order to help FPC plan events that try to mitigate and minimize any community spread of COVID-19”
4. Discussed FPC reopening / COVID-19 related issues as they arose and were brought to the committee.
5. Revised Reference Chart & guidance for Reopening and Revitalizing FPC during COVID-19, layout for staged restart of in person services plan. The committee set this particular plan aside when the State of New Jersey changed their wording and language about phased reopening.
6. Frequently updated documents (with Session’s approval) as the pandemic situation evolved in order to help facilitate FPC allowing in-person activities which mitigate the spread of COVID-19. These forms stated the current COVID-19 mitigation protocols and expectations.
7. Ran “*Time to Talk*” bi-monthly Zoom chats to engage in conversation, hear any concerns regarding reopening for in-person worship and/or revitalizing of the church during COVID-19 for four and one-half months from Jan. 13, 2021 through May. 26, 2021.
8. Continued to monitor covidactnow.org and other resources to keep abreast of the current risk level of COVID-19 in the county and state. Periodically explored what protocols other Presbyterian and other congregations in our area are currently following regarding COVID-19.
9. Reviewed guidance and information from the denomination, Presbytery, and state, regarding COVID-19 mitigation.
10. Received periodic updates from the Nursery School, and ensured a written reopening plan from the Nursery School was filed with FPC by the start of the new school year (2021-2022)
11. Revised several times COVID-19 Health Questionnaire forms needed for daily operation and in-person activities. Set this protocol aside when it was thought to be as no longer necessary for most situations.
12. Reviewed proposals for in-person church activities before they went to Session, and suggested possible edits (if needed) in order to help FPC plan events that try to mitigate and minimize any community spread of COVID-19

BUILDING MANAGER'S REPORT FOR YEAR 2021

Bathroom Remodel: August 2021, Eastern Services Inc was brought in to remodel the main floor bathrooms to ADA specifications. The men's and women's room were remodeled in to single occupancy bathrooms across from room 120. Two more single occupancy restrooms with built near the parlor. All four bathrooms were fitted with heaters, hand driers and motion light switches. Two of the new restrooms across from 120 have changing tables installed.

Church Entryway Overhangs: August 2021, Patwood Roofing was brought in to repair the 3 overhangs over the entryways into the church. Each overhang was re-pitched, new room tar and new drain covers.

Exterior Church Railings: May 2021, Certa-Pro Painters were brought in to repair and repaint the iron railings at the church entry points.

Heat/Cooling Pipe Repairs: During the summer, Air group was brought in to repair and replace the heating and cooling lines that were sealed in the ceiling on the lower nursery school level. This was a 2-3 week long project. Once the repairs were made, Fine Euro Construction was brought in to install a new drop ceiling to replace the old ceiling that was removed to access the pipe work.

Staff Lot Paving: June 2021, John Creo construction was brought in to repave and re-pitch the staff parking lot. Along with the new paving, they also painted new parking space lines, giving us more spaces and more Handicap accessible spaces.

Building Access Controls: December 2021, SMS was brought in to upgrade our building access control systems. The stand-alone software system that was installed in 2013 had reached the end of its life and multiple bids were received to upgrade to a more sustainable cloud based system. The work began in late December and was completed mid-January 2022.

Christopher White
Building Manager

THE FIRST PRESBYTERIAN CHURCH NURSERY SCHOOL

The primary goal of the First Presbyterian Church Nursery School is the care and nurturing of young children. We provide an atmosphere of love and understanding which promotes social, emotional, cognitive and physical development. We strive to find the talent and interests inside each child and provide exceptional teachers who inspire our students with the wonders around them. Each child is an individual with different needs and it is our goal to meet those needs and provide a stimulating environment. Hands-on exploration allows all children the freedom to learn and grow at their own pace. In a small group setting, we help lead children toward being sensitive, capable and creative people.

The Covid-19 pandemic continued to bring challenges to FPNS in 2021. Providing safe, in-person learning was a top priority, while remaining prepared to transition to an on-line learning program should the need arise. We adhered strictly to state and local guidelines (NJDOH), consulted with county officials and provided staff with necessary PPE to do their jobs safely and effectively. We were in constant contact with parents regarding how Covid was affecting their families. We provided guidance to parents as to when it was alright to send their children to school and when they needed to stay home and for how long. Only one class needed to switch to on-line learning for a brief 10 day period in January 2021. For the remainder of the year, all our classes were full time and in person. The year was a success!

The preparation process to reopen our doors in September 2021 was another massive undertaking. At each step of the way, we have been guided by the following principles:

- Maintaining the health, safety, and emotional well-being of our students, faculty, staff, and families
- Adhering to the guidelines set by government agencies
- Staying true to our mission and program
- Providing clear and ongoing communication to our families

The state guidelines changed allowing us to accept more students with slightly larger class sizes. Many families who "sat out" the year before were ready to return to FP along with many new families interested in registering. We spent time with each family via phone calls, emails and in-person outdoor meetings assuring them of our safety protocols as well as the quality of our programs. By the time our doors opened in September, all our classes were filled with 90 students. We also prepared for, gave tours and enrolled a full class of 2 1/2 year olds set to start in the beginning of January 2022.

According to the updated guidance, we were once again able to have an assistant teacher assigned to each classroom. We needed to add to our staff. We were determined to find certified teachers and assistants who fit our expectations and high standards. The search process took several months. We added 3 new teachers and 4 new assistants to our staff. We now have 16 individuals with experience in early childhood education who work as a team to help children gain self-esteem, develop social skills and a love of learning. Working together

with a dedicated Board of Advisors, including both parents and congregation members, we support approximately 100 families.

Every day children are provided with an active opportunity to master age-appropriate skill sets by learning through play in our eight brightly decorated classrooms and modern playground. The classrooms are supplied with a large variety of blocks, sand, water, play dough, manipulatives, dramatic play areas, art materials and literature.

The pandemic continued to bring changes to FPNS in 2021 but we were able to adjust and provide a safe, stimulating environment. Children enjoyed time with friends laughing and learning together.

CORE PROGRAMS

We changed our core programs to meet the safety regulations. We created classes with an enrichment extension for a longer school day. These students remain with the same teacher for the core class, lunch period and enrichment extension.

Each core class created an online platform through Google Classroom to be prepared for virtual learning if needed in the 2021/2022 school year. We listened to the needs of our families and community and adjusted our classes to meet their needs in a safe environment.

Our students are now offered opportunities to participate in:

- **2 ½ Year Old Class** - Our 2 ½ year-old program is designed to introduce the young child to school. We learn through play and hands-on experiences using literature and our environment. We meet each child where they are in their development and work together with parents to foster independence and a love for learning. The main goal is to have the children grow and love school! In addition to our September 2 ½ year old class, we have a January 2 ½ year old class.
- **3 Year Old Class** - An important goal of our 3 year old program is for children to learn to use language and social skills to function as a member of a group. Teachers focus on educating the whole child in all areas of development: social, emotional, cognitive, creative and physical. Classroom activities are carefully structured to promote independence and to build self-esteem in our young learners.
- **4 Year Old Pre-K Class** - Our Pre-K program continues to build upon the learning that began in our 3's Program. Children are given opportunities to grow and learn in the areas of social, emotional, cognitive, creative and physical development. Classroom activities relate to science, math, social studies, language arts, writing and pre-reading skills. Teachers focus on kindergarten readiness skills preparing children to be confident, independent, cooperative learners.

- 4 Year Old Pre-K Class with Enrichment Extension** – Our Pre-K program continues to build upon the learning that began in our 3's Program. Children are given opportunities to grow and learn in the areas of social, emotional, cognitive, creative and physical development. Classroom activities relate to science, math, social studies, language arts, writing and pre-reading skills. Teachers focus on kindergarten readiness skills preparing children to be confident, independent, cooperative learners.

The Pre-K 4 students will eat lunch at school and enjoy an afternoon filled with STEAM activities and gross motor play. It will consist of two units, Artists and their Works and Science A-Z. During the first half of the year, the children will learn about different art materials and explore different ways to use them. They will also learn about famous artists including, Vincent Van Gogh, Jackson Pollock and Pablo Picasso. At the end of the unit there will be an Art Show to display the masterpieces created by our amazing artists. During the second half of the year we will focus on science, technology, engineering and math. The class will engage in project-based learning to become mathematicians and scientists! Children will play math games and will problem solve using manipulatives. They will explore the solar system, conduct science experiments, and will use writing skills to journal about their discoveries.
- 5 Year Old Pre-K Class with Enrichment Extension** - We offer a Pre-K 5 option for Pre-K students who will turn 5 by February 28, 2021. This class is also designed for children who have completed a Pre-K class but who would benefit from an extra year before kindergarten to grow and develop. The focus is on skills that will build confidence and lead to success in kindergarten. Through a project-based curriculum, the children will travel through 4 habitats of the world—Oceans, Arctic, Desert and Rainforest while developing basic reading, writing, math, social studies and science skills.

The Pre-K 5 students will eat lunch at school and enjoy an afternoon filled with STEAM activities and gross motor play. It will consist of two units, Artists and their Works and Science A-Z. During the first half of the year, the children will learn about different art materials and explore different ways to use them. They will also learn about famous artists including, Vincent Van Gogh, Jackson Pollock and Pablo Picasso. At the end of the unit there will be an Art Show to display the masterpieces created by our amazing artists. During the second half of the year we will focus on science, technology, engineering and math. The class will engage in project-based learning to become mathematicians and scientists! Children will play math games and will problem solve using manipulatives. They will explore the solar system, conduct science experiments, and will use writing skills to journal about their discoveries.

COMMUNITY SERVICE

Our school takes pride in teaching our children to give to children and families who are in need. This year we:

- Continued the tradition of decorating a Christmas Tree with hats and mittens. The hats and mittens were donated to the Montclair Salvation Army.
- Collected over 90 red bags for the Dream Christmas Project
- Participated in Church run coat drive
- G is for Giving Project and Holiday Pajama Day– Many boxes of food were collected and donated to the Caldwell
- Partnered with child study teams in local districts to meet special needs of students.

SPECIAL EVENTS

Developing the link between family and school is a key component in enhancing the children's experiences and development during these special years. This year we hosted:

- Daddy Project – Dad or special person invited via Zoom meeting and highlighted as part of a 3s class project
- Pre-K Dinner with Dad- children participated in a special dinner with their dads connecting with classmates via Zoom.
- Our very own Art Show shared at an outdoor exhibit featuring the masterpieces created by our STEAM enrichment class
- Mother's Day Tea- students and their moms gathered outside in socially distanced squares in the courtyard. The children shared songs and Mother's Day art projects.
- Grandparent's Day- children prepared poems, songs, and projects to delight their grandparents.
- Pre-K Clap Out- the children sang songs and paraded outside to celebrate their time at First Pres. Each child was presented with a portfolio of their work as a keepsake for their years spent at First Pres School.

COMMUNICATION

Communication is very important to us and is the key to strong, positive relationships with our families. We send regular emails to keep parents informed and especially regarding COVID-19 safety and updates.

Since parents are not allowed in the school building, all communications are conducted outside at a safe distance wearing masks, on the phone or online. This year we have held:

- Safe outdoor Courtyard Visits to meet with individual families to welcome them to the new school year

- Virtual Open Houses to provide orientation information - These were conducted by teachers for each class
- October conferences for each family via phone

Tours and information sessions have been ongoing since September for prospective new families and for current families who want to explore options for next year. Enrollment for the 2022-2023 school year is underway.

COVID EXPENSES

Includes air purifier filter replacements, equipment/furniture/materials for additional outside classrooms as well as inside classroom spaces due to licensing distancing/group requirements, PPE supplies such as wipes, masks paper towels, as well as equipment/products for distancing communication and remote learning. Amount totaling: \$11,448.92

FACILITY – MAINTANCE AND IMPROVEMENTS

- Painted Pre-K Classroom - \$2,150.00
- Added mulch to the playground - \$2,970.00

Respectfully submitted by Kathleen Carlson, Joy Garden, & Kori Mattia

Prospect Hill Cemetery

Cemetery activities normalized during 2021 as it became evident that risks of contracting COVID-19 were much less in the outdoor setting. Both Plot Sales and grave openings were strong compared to last year. This kept the staff busy throughout the year. Foundation used for supporting memorial monuments remained at reduced levels however. COVID lockdowns are the likely major contributor. Burial service attendance grew to more normal levels.

As a reminder, many fine plots are available; should you be preparing for future need. The cemetery telephone number is 973-228-4410. Church members currently receive a 20% discounts on plot purchases.

Supply chain issues have impacted activities at the cemetery. We placed an order for a new dump truck June and it has yet to be delivered. Also, our off-road smaller dump vehicle had water in the engine oil. It took about 6 months to get it back from the repair shop. There was difficulty getting a head gasket.

The garage roof was replaced this year at a cost of \$20k. Improved roofing material was used, giving better insulation qualities and coming with a longer guarantee. Strong storms uprooted several large trees again this year. No damage was sustained by Cemetery property from the falling trees. There was no sign any lingering grub infestation after last year's treatment.

Easter and Christmas decoration programs were again successfully conducted this year.

Local Bank Account Bank Balances as of Dec. 31, 2021

➤ Well Fargo (Operating)	\$33,963
➤ NYCB (Money Market)	\$16,890
➤ NYCB (CD)	<u>\$10,873</u>
Total	\$61,726

Cemetery Unit Activity Report

Activity	<u>2021</u>	<u>2020</u>	<u>2019</u>
<u>Sales</u> By Type			
Casket Lots	34	20	17
Casket Lots (CM*)	<u>0</u>	<u>2</u>	<u>1</u>
Total Casket Lots	34	22	18
Ash Lots	3	1	0
Ash Lots (CM*)	<u>0</u>	<u>1</u>	<u>0</u>
Total Ash Lots	3	2	0
Cremorials	0	0	0
Cremorials (CM*)	<u>0</u>	<u>0</u>	<u>0</u>
Total Cremorials	<u>0</u>	<u>0</u>	<u>0</u>
Total Ash & Cremorials	3	2	0
Total Lot Sales	37	24	18
<u>Openings</u> By Type			
Casket	39	44	50
Ash and Cremorials	17	31	18
Infant	0	0	0
Stillbirth	<u>0</u>	<u>0</u>	<u>0</u>
Total Openings	56	75	68
<u>Foundations</u>	27	26	38

* Church Member

GENERAL ASSEMBLY STATISTICAL REPORT DECEMBER 31, 2021

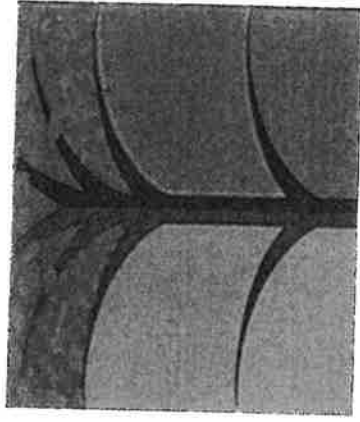
Net Church Membership reported on January 1, 2021	470
Additions: Profession of Faith	12
Letter of Transfer	0
Other	0
Losses: Transferred by Letter	4
Deaths	10
Removed from Rolls	0
Net Church Membership reported on December 31, 2020	468
Infant Baptisms	5
Member Weddings	1

IN MEMORIAM

Alice Brackmann	March 25, 2021
Kenneth Schuetz	May 14, 2021
Gladys Birrell	June 17, 2021
Laura Ingersoll	July 29, 2021
Thea Ruth Zitzner White	July 30, 2021
Norma A. Clements	March 3, 2021
Kay Prasad	May 16, 2021
Joseph Soccio	September 8, 2021
Brian Johnson	December 12, 2021
Miriam Lowell Paige	December 29, 2021

Management Report

First Presbyterian Church Nursery School
For the period ended August 31, 2021



Prepared on

September 21, 2021

For management use only

Budget vs. Actuals 2020-2021

September 2020 - August 2021

INCOME	Actual	Budget	over Budget	Total % of Budget
40100 Tuition and Fee Income				
Fee Income '20-'21	700	11,700	(11,000)	6.00 %
Tuition Income '20-'21	454,690	426,698	27,992	107.00 %
Total 40100 Tuition and Fee Income	455,390	438,398	16,992	104.00 %
40150 PPP LOAN COVID19	69,195		69,195	
40200 Interest Income	152	60	92	253.00 %
40300 Fundraising income	3,409		3,409	
40400 Donation Contributions	6,403		6,403	
Total Income	534,549	438,458	96,091	122.00 %
GROSS PROFIT	534,549	438,458	96,091	122.00 %
EXPENSES				
60110 Director, Bus. Mgr. , Sr. Coord., Jr. Coord. Salaries	205,700	205,704	(4)	100.00 %
60120 Teacher Salaries	128,717	125,517	3,200	103.00 %
60130 Incentive Compensation	30,800	12,000	18,800	257.00 %
60210 Social Security	27,407	26,201	1,206	105.00 %
60220 Health benefit	8,793	8,760	33	100.00 %
60230 Life Insurance	963	1,440	(477)	67.00 %
60300 Substitutes	495	1,500	(1,005)	33.00 %
61010 Church Donation	35,254	35,004	250	101.00 %
61020 Program Expense	13,989	5,000	8,989	280.00 %
61030 Special Events	238	1,000	(762)	24.00 %
61040 Communications Expense	127	900	(773)	14.00 %
61060 Equipment/Furniture	2,250	2,000	250	113.00 %
61070 Furniture Depreciation	2,361	2,361	0	100.00 %
61080 Office Expense	1,318	2,000	(682)	66.00 %
61120 Telephone/Internet	1,758	1,620	138	109.00 %
61140 Licensing & Permits	814	1,505	(691)	54.00 %
61150 Professional Development	802	1,000	(198)	80.00 %

Statement of Financial Position

As of August 31, 2021

	As of Aug 31, 2021	As of Aug 31, 2020 (PY)	Total
ASSETS			
Current Assets			
Bank Accounts			
10000 Petty Cash	199.70		200.00
10100 Operating Checking	118,755.12		63,752.25
10110 Reserve 18-19 Setup	4,206.18		4,206.18
Total 10100 Operating Checking	122,961.30		67,958.43
10200 Money Market			139.26
10205 Operating Reserve	225.36		81,000.00
10210 Professional Development Reserve	81,000.00		7,098.14
10215 Staff Compensation	7,098.14		
10220 Curriculum Development/Technology	69,195.13		12,019.77
10230 Playground	12,019.77		30,250.80
10240 NAEYC Accreditation Coordinator Reserve	30,250.80		5,000.00
Total 10200 Money Market	204,789.20		135,507.97
10250 Prepaid Tuition Money Market Deposits	188,645.41		51,194.51
10300 Summer Camp - Checking	5,541.20		5,938.94
Total Bank Accounts	522,136.81		260,799.85
Accounts Receivable			
12000 Accounts Receivable (A/R)	23,051.25		22,908.61
Total Accounts Receivable	23,051.25		22,908.61
Other Current Assets			
Undeposited Funds	27,897.50		26,877.50
Total Other Current Assets	27,897.50		26,877.50
Total Current Assets	573,085.56		310,585.96
Fixed Assets			
18100 Security System	6,041.50		6,041.50
18110 Accumulated Depreciation - Security System	-6,041.50		-6,041.50
Total 18100 Security System	0.00		0.00
18200 Playground Equipment	33,785.25		33,785.25
18210 Accumulated Depreciation - Playground Equipment	-33,785.25		-33,785.25
Total 18200 Playground Equipment	0.00		0.00
18300 Classroom Furniture	25,378.23		25,378.23
18310 Accumulated Depreciation - Classroom Furniture	-24,087.55		-21,726.91
Total 18300 Classroom Furniture	1,290.68		3,651.32
Total Fixed Assets	1,290.68		3,651.32
TOTAL ASSETS	\$574,376.24		\$314,237.28
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			

	As of Aug 31, 2021	As of Aug 31, 2020 (PY)	Total
Accounts Payable			
20000 Accounts Payable (A/P)	713.49	-3,958.59	
Total Accounts Payable	713.49	-3,958.59	
Credit Cards			
20100 Visa xxx6621	0.00	1,107.22	
20110 Visa xxx7421	198.84	-12.79	
Total Credit Cards	198.84	1,094.43	
Other Current Liabilities			
21100 Prepaid Tuition	344,527.75	155,493.47	
Total Other Current Liabilities	344,527.75	155,493.47	
Total Current Liabilities	345,440.08	152,629.31	
Total Liabilities	345,440.08	152,629.31	
Equity			
30000 Opening Equity	59,418.03	59,418.03	
Retained Earnings	102,189.94	75,518.42	
Net Income	67,328.19	26,671.52	
Total Equity	228,936.16	161,607.97	
TOTAL LIABILITIES AND EQUITY	\$574,376.24	\$314,237.28	

Notes to Financial Statements

The financial reports are prepared on an accrual basis.

Revenue

- o Revenue for FY21 totaled just under \$535,000.
- o This was \$96,000 better than budget, thanks to:
 - \$ \$69,000 from the church's 2nd PPP loan
 - \$ \$10,000 from donations
 - \$ \$17,000 from higher than budgeted tuition fees
- o Revenue was down from FY20 by approximately \$45,000. Half of the difference was due to lower tuition revenue, and half was due to less PPP funding passed through from the church on the second round.

Expenses

- o Expenses for FY21 totaled just over \$467,000.
- o This was \$30,500 higher than budget mainly due to teacher incentive compensation and the purchase of new program supplies (mud sink, writing table, supply closet re-stock)
- o Expenses were down from FY20 by approximately \$85,500, mainly due to lower personnel costs. As a reminder, personnel costs in FY20 were higher than planned due to COVID-19.

Financial Position

- o The financial position of the school is stronger than it was in past years in several respects:
 - \$ Cash balance is up by \$261,000, in part due to the FY21 surplus, and in part due to early collection of FY22 tuition.
 - \$ Net assets (assets minus liabilities) totaled approximately \$229,000, which is up \$65,000 over FY20, and \$94,000 over FY19.
 - \$ FY21 net income was just over \$67,000, which was approximately \$65,600 better than budget and \$40,600 more than FY20.
- o The Account Receivable balance at year end was just over \$23,000, indicating a strong collection rate.
- o Accounts Payable were all current.

Deacons Account - 2021 Summary

Account Balance as of January 1, 2021

\$8,762.99

Receipts

Cookie Book

\$60.00

Cookie Walk

\$1,229.28

Golf Outing

\$14,092.82

Mum Sale

\$2,930.10

Other - gift

\$1,301.00

Total Receipts

\$19,613.20

Disbursements

Expenses

Golf Outing

\$5,134.59

Turkey Drive

\$207.08

Cookie Book

\$0.00

Cookie Walk

\$160.00

Mum Sale

\$1,809.86

Other, Miscellaneous (gifts, deaco expenses)

\$502.97

Subtotal - Expenses

\$7,814.50

Donations

FPC Youth Mission - Golf Outing

FPC Youth Choir - Golf Outing

\$1,500.00

Caldwell Soup Kitchen

\$56.00

Pastor's Discretionary Fund - Cookie Book

\$1,000.00

Subtotal - Donations

\$2,556.00

Total Disbursements

Account Balance as of December 31, 2021

\$18,005.69

WOMEN'S FELLOWSHIP FINANCIAL REPORT-2021

Valley Bank Checking Account Balance 1/1/21	\$5,505.00
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DEPOSITS	\$ 120.00
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RECEIPTS
None

DISBURSEMENTS	
Oasis	\$ 525.00
Caldwell Food Pantry	\$ 275.00
Missions- Local and special projects	\$ 425.00
Bank and check fees	\$ 0.00
Total disbursements	\$1,225.00

Balance 12/31/21	\$ 4,400.00
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Valley Bank CD Balance, approximate, 12/31/21	\$14,221.00
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First Presbyterian Church, Caldwell

Executive Summary - Church Only: 12/31/2021

Confidential

Church YTD Income & Expenses

	YTD Actual	FY 20 YTD Actual	FY 19 YTD Actual
Revenue			
Regular Giving	472,613	521,589	778,228
Facilities Use Income	35,602	37,694	46,108
Pleasantdale PC Income	-	-	-
Children's Ministry Income	-	62	4,539
Youth Ministry Income	1,703	200	5,957
Worship & Music Income	5,658	7,221	30,456
Choir Tour Income	2,800	12,116	33,923
Church Office Income	41	(120)	1,084
Buildings & Grounds Income	9,000	5,595	120
Insurance Claim Income	-	226	814
Church Life Income	-	89	578
Outreach Income	-	-	-
Mission Directed Income	5,086	18,406	65,975
New Beginnings Income	-	-	-
Adult Education Income	-	-	100
Other Income-includes PPP loan forgiveness	-	-	6,309
Interest Income - Operations	93	82,355	-
Total Gross Revenue	533,082	685,783	975,217
Expenditures			
Facilities Use Expense	-	-	2,902
Children's Ministry Expense	2,791	1,736	13,898
Youth Ministry Expense	6,638	9,966	15,596
Worship & Music Expense	30,819	23,418	66,752
Choir Tour Expense	594	17,724	49,792
Church Office	34,534	59,016	48,984
Financial Services	24,568	22,080	21,534
Buildings & Grounds	188,351	129,795	135,195
Insurance	58,142	53,158	49,988
Personnel	553,641	580,378	635,642
Church Life Expense	3,277	2,232	4,477
Outreach	20	420	1,884
Mission Expense	33,596	39,660	73,651
Adult Education Expense	570	515	82
New Beginnings Expense	7,842	5,000	7,011
Other Expense	4,306	365	9,067
Total Expenditures	949,689	945,463	1,136,454
Net Operating Income	(416,606)	(259,680)	(161,237)
Nonoperating Income/(Expenses)			
Memorial Fund Donations	835,240	9,130	825
Investment Income (Loss)-includes unrealized	580,494	275,468	549,145
Gain on Pleasantdale Property	-	-	-
Extraordinary Expense - Rick shared equity in manse	(162,011)	(252,632)	-
Capital Improvements	-	(237,249)	(91,229)
Total Nonoperating Revenue/(Expenses)	1,253,723	(206,284)	458,741
Net Revenue	837,117	(464,964)	297,504

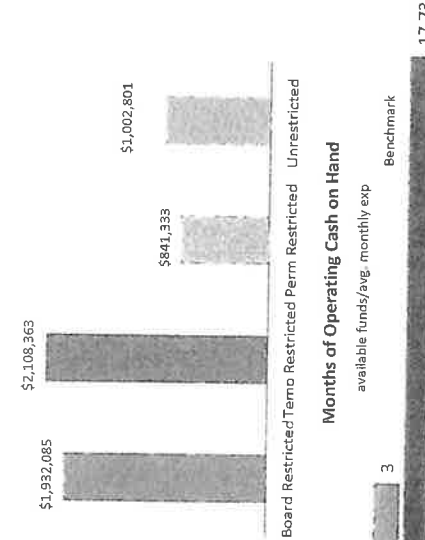
Budgeted Deficit Funding	
Net Operating Income	YTD Actual
Release of Restricted Income	\$ (416,606)
UNFUNDED DEFICIT	\$ (416,606)

Church Balance Sheet

	12/31/2021	12/31/2020	\$ Change
Cash	174,045	236,062	(62,018)
Non-Pledge Receivables	70,486	564	69,922
Investments	5,710,537	4,701,926	1,008,611
Prepaid Insurance	0	0	0
Shared Equity - Manse	0	0	0
Property, Plant & Equipment	11,915,055	11,915,055	0
Pleasantdale Property	0	0	0
Total Assets	17,870,122	16,853,607	1,016,515
Accounts Payable	8,031	(12,384)	20,414
Credit Card Balance	1,079	4,485	(3,406)
Accrued Expenses	(163)	(503)	340
SBA PPP Loan	161,525	0	161,525
Deposit on Pleasantdale Property	0	0	0
Total Liabilities	170,472	(8,402)	182,280
Board Restricted Net Assets	1,932,085	2,022,261	(90,176)
Temp Restricted Net Assets	2,108,363	1,912,091	196,272
Perm Restricted Net Assets	841,333	840,808	525
Unrestricted Net Assets	12,817,870	12,088,850	731,020
Total Net Assets	17,695,651	16,862,009	837,642

	W. Caldwell	Pleasantdale
11/1/20 Balance	382,910	2,271,714
YTD Income (Investment)	34,994	173,404
YTD Expenditures	(417,904)	(1,533)
Ending Balance	0	2,443,585

Cash & Investment Restrictions



Collected	\$326,027
2021 Pledges	\$301,416

Restricted Fund Balances as of 12/31/21

Fund	Current Balance 12/31/20	Current Year Income	Current Year Expenditures/ Releases	Current Balance 12/31/21
Board Designated Funds				
385-010 - Endowment - Covenant	277,162.46	38,567.17		315,729.63
385-015 - W. Caldwell Fund - Covenant	382,909.90	34,993.80	417,903.70	0.00
385-020 - Pastoral Housing Fund -Covenant	568,103.48	79,051.73		647,155.21
385-046 - Salary Support Holding	0.00			0.00
385-950 - Pleasantdale Foundation	685,323.58	175,390.79	1,533.02	859,181.35
Funds Held in Money Market Account				
385-025 - Blanke Holding MM	4,023.00			4,023.00
385-035 - Taize Holding MM	(785.00)			(785.00)
385-037 - Memorial Fund MM	45,647.77	100.00		45,747.77
385-029 - Sara Hussey MM	9,489.53	4,349.40	4,239.88	9,599.05
385-075 - Dr. Alexander Lopus Holding MM	284.68			284.68
385-115 - Musical Production Fund MM	256.60	100.00		356.60
385-125 - Organ Restoration Fund MM	5,035.96			5,035.96
385-136 - Fellowship Fund MM	4,551.35			4,551.35
385-140 - Total Pittsburg Project Holding MM	1,908.49	0.00	0.00	1,908.49
385-191 - Youth Ministry Holding MM	7,632.03		0.00	7,632.03
385-192 - Youth Mission Holding	11,809.70			11,809.70
385-193 - Mission Holding MM	7,489.82			7,489.82
385-194 - Auction Holding MM	11,758.19	50.00	100.00	11,708.19
385-195 - Technology Update Holding MM	0.00	50.00	2,390.07	(2,340.07)
385-196 - Building & Grounds Holding MM	0.00			0.00
385-319a - Choir Tour	(6,323.10)	5,988.00	350.00	(985.10)
385-401 - Stafford Scholarship MM	515.00		2,000.00	(1,485.00)
385-936 - John J Post Mem Hold MM	4,337.95			4,337.95
Total Held in Money Market Account	108,761.26	6,885.40	5,627.95	110,018.71
Total - Board Designated	2,022,260.68	334,888.89	425,064.67	1,932,084.90
Temporarily Restricted Funds				
390-001 - Memorial Garden	2,305.00			2,305.00
390-040 - Anonymous Youth Fund - Income	10,838.53	7,029.57		17,868.10
390-050 - Weith Flower Fund - Income	1,789.56	277.54		2,067.10
390-055 - Weith Memorial Fund - Income	1,805.25	966.81		2,772.06
390-060 - Brundage Flower Fund - Income	(487.12)	8.42		(478.70)
390-065 - Gordon W Paterson Fund - Income	2,427.45	1,314.45		3,741.90
390-075 - Dr. Alexander Lopus Memorial Fun	3,193.17	125.99		3,319.16
390-105 - Zitzner Memorial Fund - Incom	973.53	1,050.35		2,023.88
390-115 - Musical Production Fund - Incom	34,594.85	19,211.87		53,806.72
390-401 - Stafford Scholarship Fund	66,796.91	5,470.24		72,267.15
390-836 - Blanke Fund - Income	9,248.77	2,972.50		12,221.27
390-936 - John J Post Memorial Fund - Inc	11,514.94	4,362.71		15,877.65
390-940 - Babson Bequeath - MS stock	180,699.06	155,468.14		336,167.20
390-941 - Pleasantdale Property	1,586,390.62	(1,986.52)		1,584,404.10
Total - Temporarily Restricted Funds	1,912,090.52	196,272.07	0.00	2,108,362.59
Permanently Restricted Funds				
395-040 - Anonymous Youth Fund	75,000.00			75,000.00
395-050 - Weith Flower Fund - Principal	1,600.00			1,600.00
395-055 - Weith Memorial Fund - Principal	10,000.00			10,000.00
395-080 - Brundage Flower Fund - Principa	588.93			588.93
395-065 - Gordon Paterson Fund - Principa	13,624.63			13,624.63
395-070 - Babson Endowment - Principal	459,000.93			459,000.93
395-105 - Zitzner Memorial Fund - Princip	5,000.00	525.00		5,525.00
395-115 - Musical Production Fund - Princ	200,000.00			200,000.00
395-836 - Blanke Fund - Principal	31,826.53			31,826.53
395-936 - John J Post Memorial Fund - Pri	44,166.97			44,166.97
Total - Permanently Restricted Funds	840,807.99	525.00	0.00	841,332.99