


Inspiring Extraordinary Faith, Transforming Lives

2020



**Go into all the world and
preach the gospel to every creature.**

Mark 16:15b

**First Presbyterian Church
Ann Arbor, Michigan**

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Report from The Reverend Dr. Rick Spalding Interim Pastor

I dearly love Thornton Wilder's classic play *Our Town* - have known it practically by heart ever since a church I served put on its own production. If you've seen it, you know that it calls attention to the simple majesty of life together in the flow of time through the ordinary events and rhythms of a community. There's a moment near the beginning of the play that reminds me of this moment in the life of First Pres - when the plainspoken narrator turns to the audience to explain that a new bank is under construction on Main Street in the small New Hampshire town where the play is set -

"...they've asked me what they should put in the cornerstone for people to dig up a thousand years from now. We're putting in a Bible, and a copy on the Constitution of the United States, and a copy of William Shakespeare's plays... What do you say, folks? You know, Babylon once had over two million people in it, and all we know about the people is some copies of wheat contracts... and yet every night folks sat down to supper, and smoke went up the chimney, same as here... So I'm having a copy of this play put in the cornerstone - so that people a thousand years from now will know a few simple things about us - more than the Treaty of Versailles and the Lindberg flight, y'see? So - people a thousand years from now: this is the way we were in the provinces north of New York City at the beginning of the twentieth century. This is the way we were: in our growing up, and in our marrying, and in our living, and in our dying."

This Annual Report is that kind of gift to future generations who will ponder the flow of God's grace through the times of this church - though this year could hardly be called "ordinary"! They'll wonder how we got through it - and we shouldn't lose sight of how much ministry we've done at First Pres in 2020 in spite of everything. So here's my attempt to "put a few things in the cornerstone" - my way of calling your attention to how much



you've accomplished as a church in a time when it might have seemed so little could happen. (Almost all of these milestones are described more fully elsewhere in these reports - and most documents are available on the church's website.)

This collection starts early in 2019 with the completion of your **Mission/Vision Statement** - begun during the tenure of Dr. Fair, completed in the midst of the anguished end of that pastorate and the soul-searching that followed. While marshaling the strength, courage and hope to weather that painful time, you asked, and eloquently answered, the question, what is this church for? We should acknowledge, too, the important role that the Presbytery of Detroit played, early in 2020, in delivering its **Administrative Commission Report** on the pastoral transition - and all the hard work that the Staff, the Personnel Committee and the Session have since done in taking its recommendations to heart. That led fairly directly to a long-planned next step...

Through the spring and summer of 2020 a group of about two dozen church leaders, led by Sue Gott, drafted a Strategic Plan to enact this freshly-articulated mission and vision - pooling their wisdom and experience in a complex and detailed process of generating and winnowing priorities. Then Brent Ivey turned it all, brilliantly, into a document that Session could adopt (in October) and use to guide the church through the next five years. In addition to compelling and creative priorities for all the church's working groups, the **Strategic Plan** lays the groundwork for a long-awaited capital campaign. And, during the very same period...



Session commissioned ten stalwart members, led by Haley Brown and Kelsey Kaercher, to conduct a **Self-Study**, taking a good, clear, honest look at First Pres right now - which is a prerequisite for getting clearance from Presbytery for the election of a Pastor Nominating Committee. In effect, we have to have a clear grasp of the church we are and the pastor we need before it makes sense to go looking for one. Part of that process of self-study was...

The completion of a **Congregational Survey** in August/September to provide deeper insight into attitudes, preferences and hopes among the congregation at large. The survey drew **525 responses**, and prompted the consultants who facilitated it, in their summary analysis of the data, to express admiration for the resilience and positive energy of the congregation! (The survey results will be featured during the Annual Meeting on January 31.) In early November, with Session's endorsement, Presbytery's Committee on Ministry expressed its approval (and even admi-

ration) for the final Self-Study Report - clearing the way for ... The election of a **Pastor Nominating Committee** (not yet accomplished

as of this mid-December writing) expected at a special Congregational Meeting on January 3. This is the group that will compile a Ministry Information Form (MIF - like a job posting), accept applicants' materials, interview candidates, and bring a finalist to the congregation for a vote to call our next Lead Pastor - a process that's likely to fill most of 2021. Meanwhile...

Presbytery's Administrative Commission identified a need for an **updated staff design**, with clear lines of reporting and accountability. So the Personnel Committee, working with Sage Consultants, conducted lengthy consultations with almost 2 dozen staff and began updating job descriptions and annual assessment procedures. J.P. DiMaggio deserves special credit for his labors - as does Dick Carlisle for his leadership of the committee. One particularly exciting outcome was the recommendation, approved by Session in October, that the Rev. Evans McGowan be called as full-time Assistant Pastor for Faith Formation and Campus Ministries (he had been Coordinator of Campus Ministries). The staff is now poised to work together with new clarity and candor. And this process was completed just in time...

to help us weather **transitions on the Staff**, as three of our colleagues, each deeply valued and loved, moved on to exciting next chapters in their lives: Sandy Talbott, Parish Nurse, and Mary Jones, Communications Coordinator, retired in November and December, respectively; and Lisa Hadrill, Technology Coordinator, has also decided to move on. We feel keenly the departure of three remarkable women whose skills and companionship we have treasured. But the year of hard work on the staff design will pay off now as we look for their successors - and consider reconfiguring the communications and technology positions to steer us into a future with new communication challenges and possibilities. In November the Session also voted to retain the services of a part-time Interim Administrator to help manage day-to-day church operations during the remainder of the time until a new Lead Pastor is called.

We'll remember 2020 not just as a year of preparations, but also a year of anguish. The killing of George Floyd while in police custody in late May sparked an **American crisis of conscience** - and important soul-searching and learning at First Pres. Some prayed while others protested; all had lots to think about. At the urging of Staff, in June Session made a public statement decrying white supremacy and systemic racism as contrary to the essential values of the gospel we serve, and joined our

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following weeks. Over the summer the Staff began small-group anti-racism reflective work - and in the fall several Christian Formation groups followed suit. As the year ends we need to keep thinking and talking about what we mean when we say (with our sign in front of the church) that "we have work to do."

Responses to the **Coronavirus Pandemic** which, over the course of just two weeks late in Lent changed almost everything we do, imposed daunting challenges and limitations, including the need to conduct every church event and relationship virtually, or from a strict precautionary distance. Led by a dedicated **Re-Opening Recommendations Work Group** (RRWG), we devised ways to conduct substantive meetings of



Session and Deacons, deliver pastoral care and programs, and get the church's business done, all while keeping a painful but necessary distance - which was particularly poignant in the need...

To adapt our habits of **worship**. In short order we acclimated ourselves to an unfamiliar medium - on both the production and the receiving end - and prepared to live-stream services, due to begin early in 2021. Having added a new monthly Taize service early in the winter, we invented ways to make it work on-line - and found ways to pray together, sing together, even take Communion together on Zoom, YouTube and FaceBook. And, as always, our spiritual life was not to be contained to a few sacred hours...

Irrepressible **Congregational Life** spilled out all over the place: in **drive-through events** and **in-person outdoor services** (for a carefully limited number, as long as the warm-ish weather held) that highlighted Christian Formation, the fall Stewardship Campaign, the Blessing of the Animals and, later, Advent, even Christmas Eve. We also welcomed **41 new members** - surely a sign of God's providence, and also the ingenuity of committees and staff that made "fast-track" joining possible - even for those far from Ann Arbor!

It seems likely that we'll look back on this year and wonder how we got through it. I hope we won't forget all the things we achieved, all the milestones we passed, all the ministry we did. And I hope that the remembrance of this year will deepen our gratitude and devotion to the God who, in Jesus Christ, has walked every step with us, making love visible all along the way.

Report from The Reverend Melissa Anne Rogers Associate Pastor for Pastoral Care & Congregational Life

My report this year is a love letter of thanks to the extraordinary men and women who create and sustain a culture of compassion at First Presbyterian Church. As the coordinator of care for our congregation, I am privileged to receive, on a daily basis, emails, calls, and notes from members offering to help in all manner of ways. Never has there been a shortage of volunteers willing to help someone in our church or community carry a heavy load. Even with a deadly virus lurking near, our caring members step outside of their homes and away from their own needs to be present to those hurting or struggling. For example, when the need arises that a member needs meals, I develop an on-line signup called, "Take Them a Meal." Within hours — hours! — all the slots are filled. Never have we been unable to fill a need quickly. When I send out the names and addresses of members who are grieving or recovering to the volunteers who love to send cards, those recipients tell me that — a week later — their mailboxes have been full to the brim with over forty cards containing personal notes and prayers from our caring people.

The church is not building, but a people, gathered together by the Holy Spirit, our guide and stay and sustainer.

The Deacons are the glue that holds us together in this culture of compassion. The first three months of 2020 included our usual work of training new Deacons to do hands-on care like flower delivery, home communion serving, being present on the Sunday prayer team, and hosting the Welcome Center. But just as these newcomers learned the job, those jobs were taken away by a pandemic that forced us all to creatively care for our members from home. An immediate list was created of about 60 members willing to "do anything" for members in need — pick up groceries, deliver dinner, run errands, call to check in, share conversation. The Deacons expanded their ministry to include happy birthday phone calls and deliver the new church directory to members who ordered them. Flower deliveries continued with store-bought flowers until we returned to the sanctuary and shifted our process to adjust to the worship recording schedule on Thursday evenings. Rev. Andrew Frazier, who loves to bake bread — came up with the idea to take "communion kits" to people, and with Lisa Danielson's enthusiastic and fun help, it has happened each month since June. Each month, most every deacon takes a kit (which contains a vial



of grape juice, a slice of Andrew's home baked bread, a prayer card, and little communion cups) to several members of their chapel as a way to reach out and connect. When our staff created the "Six Sundays of Fun," some members and staff were understandably leery about being present on the grounds and vulnerable to catching Covid. The Deacons stepped right in, with more offers to help than opportunities needing them. When a new young family moved to town from Zambia just weeks after the quarantine began, with just four suitcases to their name, the Deacons helped coordinate a parade of toys, books, clothes, and household items to make sure the family could immediately thrive. If you've not been asked to serve as a Deacon, please search your heart and see if you are a person with caring, giving gifts. Nominate yourself this summer, or talk with me about whether this is the calling meant for you. There are few things so rewarding as giving to our congregation as a Deacon, and getting to know all those others who minister in this area. Your Deacons look forward to face-to-face, unmasked conversations and real hugs and in-person prayers. We know that will return in time. Until then, and after that return to normal, your deacons will remain the same — present, tireless, and beautifully and creatively offering ministries of sympathy, witness and service. (Book of Order)

The Stephen Ministers, in their fifty hours of training, learned how to do "tele-care," and so these caregivers quickly adjusted to meeting with their care-receivers online and by phone, holding their supervision group sessions on Zoom, and attending continuing education with experts on isolation and chronic illness together online. Over the summer, the Stephen Ministry Leader Team expanded to better tackle caregiving needs and coordinate the many men and women who give their time to this ministry. They have tirelessly worked to make sure our caregivers are supported. Special thanks to Kathy Wirstrom, who has been the backbone of our Leader Team for over seven years, and Mary McKeever, who has trained almost all of our current ministers and keeps our group connected to the network of SM programs in the state of Michigan. Also thanks go to Cheryl Gulbranson, who coordinates our communications; Charlie Koopmann and Karen Al-Saadi, who recruit and handle our monthly speakers, and make those presentations available to all our church members; Cyndy Colton and Chris Queen,



who keep up our outstanding library (located in Hillegonds Chapel and available to all of you to use as a resource), and help our Stephen Ministers get the most use from it, and our supervision facilitators - Linda Lampman, Jim Clark, and Susan Sweet Scott.

What a particular blessing to have retired clergy who visit the hospitals, helping on the days the regular pastoral staff is on vacation. We rely heavily on the compassionate care of Rev. David Downton, Rev. Kent Palmquist, Rev. Gary Oliver, and Rev. Bill Findlay. Since mid-March, clergy have been banned from being with our members in the hospital, rehabilitation centers, and life-care residences. Jeanette Kibler, an elder and seasoned pastoral visitor, stepped right in to make weekly phone calls to many of our members — those ill, lonely, recovering, or grieving. As the staff had to turn our focus to figuring out online worship and learning to host groups on Zoom, as well as responding to a powerful racial justice movement after the murder of George Floyd and, sadly, many others — the help of Jeanette and our retired clergy truly made them, to this congregation, "essential workers."

More people are deserving of a shout-out here, and I wish I could name them all. Let me first thank Linda Robinson, our Office Manager, for going above and beyond her job to create the concept of the Sundays of Fun, the Advent Strolls, and then regularly make all the adjustments and provide for all the details. Simply put, we could not accomplish anything without Linda and the rest of our administrative staff. Second, I have to praise Marti Wendler, who is a joyful partner in congregational life and an excellent elder and leader. With our committee, and under her leadership, we continued to creatively welcome new members in the summer, and began the New Member Shepherd program to help integrate them. We moved to a new method of joining, 'Fast-track', to make it easier for people to become a part of our family. With online worship,



we even welcomed new members who joined us from Wisconsin, Illinois, and Washington, DC — coming to know and love First Pres via our online worship! Thanks must be given to Amy Ruhf, who along with Lisa Hadrill, helped me navigate memorial services and funerals in a pandemic — using video options, cell phones, and Zoom calls. Their part in helping us all to grieve as well as possible in this horrible time has been critical. I regret to say farewell to Lisa and also Mary Jones, who have been the brains and arms and laughter behind much of what gets done on a daily basis. They are superstar colleagues and I remain so grateful I had this many years to work with both of them. I hope to be as good as they are someday — as humans, as moms, sisters, wives, daughters, friends. They are just awesome. And of course, my deep and unending thanks goes to Sandy Talbott, who has been the Wellness Coordinator, and the "Melness" Coordinator, too. As my spouse's Alzheimer's Disease has progressed, and I have had to adjust the way I manage the needs of my own family, Sandy has walked alongside me just as she walks alongside all of you — with attentiveness, creativity, compassion, wisdom, prayer, and love. She is a unique reflection of Christ in all our lives, especially mine.

Many things have changed, and much has challenged us. The church is not building, but a people, gathered together by the Holy Spirit, our guide and stay and sustainer. We are fortunate that when Covid-19 arrived, we had the technology in place to remain together, even while apart. We are blessed that new staff came before the pandemic, bearing the gifts God seemed to know that we would need. Much has been learned that will guide how we go forward. I can't wait to see what this report contains at the close of another year. Without doubt, if we are faithful, the Holy Spirit will be the author of what I am privileged to report. I would expect nothing less!





Report from The Reverend Jay Sanderford

Associate Pastor for Adult Education and Mission Coordinator of the Resident Minister Program

Be joyful. Though you have considered all the facts.

- W. Berry

Wendell Berry, whose poem *Manifesto, Mad Farmer Liberation Front* does consider all the facts and yet can witness to the presence of deep joy does gives us a way forward in a challenging moment. Berry has spoken prophetically to many generations about the economic, community and environmental disasters created by greed, short-sightedness and the substitution of “ownership” for “stewardship” as a goal for our corporate and personal life. He describes the looming catastrophes we are aware of: losing relationship to the earth and the natural processes, environmental racism, soil depletion, mountaintop removal, unbridled prejudice, overconsumption and the dilapidation of community. His long life as both a farmer and writer offers a rich example what it means to “rejoice “though you have considered all the facts.”

It’s not a simple, glib line of verse. Joy that survives all the bleak statistics of a dark winter, of isolation born when dear families are unable to gather ‘round the Christmas tree and there are no visits to the care facility to sing carols of good tidings and joy. This kind of joy is the fruit of practical faith—the kind of faith that Berry witnessed to when he wrote that “work done faithfully and well is prayer.” Joy is also the fruit of endurance and patience, formed in communities of people who care for each other, laughing over each other’s missteps, listening deeply to each other’s stories, investing in each other’s children and grandchildren, grieving each other’s dings and losses and living together “through tragedy into celebration and joy.”

This sort of rejoicing may be possible only in the context of human connections struck, forged and welded in love, grace and forgiveness. It may be possible only by clinging to Jesus’ evocative promise and reassurance: “in the world you will have tribulation. But take heart; I have overcome the world.” In light of that promise, we can afford to consider all the facts and yet rejoice.

As I begin my eighth year as one of the Associate Pastors at First Pres, it has been a pleasure to work collaboratively with my colleagues Rev. Rick Spalding, our gifted interim pastor, and Revs. Evans McGowan and Melissa Anne Rogers in shaping the direction of our broad band of First Pres ministries. No doubt, the twin pandemics of the coronavirus and the stubborn presence of a pervasive racism have occupied our focus in 2020. The virus has demanded a shift toward virtual modes of worship, education and service. It has been incredibly challenging to maintain the high

degree of quality relationships, worship and programming that are hallmarks of First Pres. Yet it has also been tremendously exciting to work with our Session, committees and staff to design, create and sustain a

whole new style of engaging ministry across the year. We’ve often described the process of imagining and forming new modes of ministry as “building the airplane as we fly it” and I believe that’s an apt description. And along the way, we have learned so much.

My own focus at the end of 2020 remains on our distinctive Resident Ministry Program as well as our Local Community and International Mission Committees. In 2020 I have continued a role in our Christian Formation ministry, working directly with our Adult Formation ministry and nurturing our Children’s, Youth and Campus Ministries forward. In this interim period, I have also carried out a number of key administrative and leadership duties in the areas of personnel, finance and property. Additionally, I continue to work with our three key church managers, Anna Miller, Finance Manager, Adrian Prundeanu, Facilities Manager and Linda Robinson, Office Manager. It’s a full and wonderful position, and I enjoy my work with such a broad array of gifted colleagues. A major accomplishment of 2020 has been the creation of a healthy staffing model for First Pres by our Personnel Committee, with a more even distribution of program, ministry and administrative responsibilities among our pastoral leadership team.

Our Resident Ministry program is a distinctive feature of First Pres. It represents a commitment to the process of developing pastoral leaders in our Presbyterian Church (USA) and to our identity as a learning community. Members, students and friends share

wisdom and insights with our Residents and they in turn offer gifts in pastoral care, worship and preaching, teaching and leadership in community ministry. It is a great pleasure to serve as Coordinator of the Resident Ministry program



and to direct the many aspects of this magnificent ministry. Our three Resident Ministers, Revs. Khayla Johnson, Andrew Frazier and Amy Ruhf continue to grow in their ministries at First Pres and show depth, resilience and character as pastors and leaders. It is both a challenge and pleasure to mentor and shape these young leaders!

Since arriving in August 2019, Khayla, Amy and Andrew have been immersed in purposeful ministry and have been shaped by intentional learning units on preaching and worship, pastoral care and visitation, leadership and organizational development. Since the coronavirus landed full-force in March 2020, Khayla, Amy and Andrew have been valuable team members in engineering our shift from in-person ministries to all-things-virtual.

2020 marked the 20th anniversary of our First Pres Residency Program here in Ann Arbor, an important milestone. When this cohort completes their terms in summer 2021, First Pres will have launched thirty young, bright pastors into ministry in our Presbyterian Church. Of that number, twenty-eight former Residents are actively engaged in pastoral ministry. A scaled-down 20th Anniversary Residency Celebration featured Rev. Brennan Blue from Minnesota as our guest in May. Looking forward, our Resident Ministry Work Group has engaged in a strategic planning process aimed at shaping this vital ministry in ways that will keep it at the forefront of the preparation of pastoral leaders.

Across 2020, I worked with our Session and colleagues on fashioning a durable Strategic Plan with the guidance of Elder Susan Gott. Created under the restrictions of the coronavirus, an ambitious group worked across late winter to develop the outline and tools of a multi-year plan that was adopted by the Session in fall 2020 and should guide our ministries, worship and facility planning for some time to come.

Our Local Mission projects are diverse yet share the aim to make First Pres reflect the hospitality and compassion of God. While the pandemic has demanded shifts in the way our volunteers are engaged in community ministries, First Pres has continued a steady engagement with the needs of our Ann Arbor, Ypsilanti and parts of the Detroit communities through the capable leadership of Elders Jim Peggs and Helena Prince. As soon as the virus landed hard on Michigan, a cadre of volunteers inspired by Gail Grady sewed more than 3000 cloth facemasks for community members. A Covid-19 Emergency Fund was established through a special congregational appeal. After an application and screening process, a total of \$38,200 was

A deep well of compassion for the people of our world, our community and our church fuels our work together as colleagues and friends.

provided to 13 organizations for increased food, housing, technology and cleaning needs related to the pandemic. A Covid-19 Pastoral Response Fund was established for the care and support of First Pres members, families and regular attendees in crisis as a result of Covid-19. Twice this year, volunteers cared for children

and families at Alpha House. In the fall, a group of First Pres volunteers, with hammers in hand, worked to complete a Habitat for Humanity house in Ypsilanti. Each Wednesday through mid-March, we fed more than 100 hungry women and men at the Delonis Center. After the virus landed and it became difficult for volunteers to work inside the Delonis Center, we pivoted our energies for our food justice ministries and collected thousands of pounds of food and thousands of dollars to support Food Gatherers, CAN and Hope Clinic. Volunteer Don Redding and a team continued to rescue and recycle food from area universities and schools, transporting healthy food to CASS in Detroit.

We supported Friends in Deed and the Circles Ministry. Ministries with ESL- English as a Second Language, Hope Clinic, as well as Cass Community Center in Detroit continued, but at lower levels of volunteer engagement. Our Local Mission Grant Program, ably guided by Martha Kershaw, distributed \$75,000 to 11 community agencies to provide for food, shelter, mental health, education and emergency needs. We hosted the Rotating Shelter for

in January providing a warm and safe sleeping space for 24 men. In Detroit, at Cass Community Center, we planted, maintained and harvested a kitchen garden, built bathroom facilities for special needs adults and raised \$700 to fund part of the project. And our volunteers built a deck at CAN (Community Action Network) to create an outdoor activity and learning space.

International mission projects were much curtailed by the virus, and though in-country ministries were largely maintained around the world, many Presbyterian Mission Co-Workers were recalled to the US. We communicated regularly with our mission partners in Israel/Palestine, Niger, the Philippines, Nicaragua and Russia.

For the first half of 2020, I helped our Christian Formation Team of Beca Torres-Davenport and Revs. Mark Mares and Evans McGowan keep focus on the all-important educational ministries for children youth, students and families. All year long, I resourced the Adult Education Group, and shaped our adult formation ministries. By mid-fall, our new staffing plan was taking hold and I was able to transfer supervision of Christian formation responsibilities



to Rev. Evans McGowan and to see the continued flourishing of those ministries, even when restricted by Covid-19.

I am convinced First Pres is well-positioned to embrace the exciting future challenges of ministry in Ann Arbor. A keen sense of anticipation about our common future as the people of God in this place, set next to a major academic institution, flows through the congregation as we prepare for the final phase of a productive interim and move to call a new Lead Pastor for First Pres.

First Pres has tremendous human resources distributed across our staff and leaders. It's been my delightful challenge to work among them. A deep well of compassion for the people of our world, our community and our church fuels our work together as colleagues and friends. And there resides among our First Pres staff an

irrepressible conviction of care, concern and mutual support that binds people together in a whole. Peace.



Report from The Reverend Evans McGowan Assistant Pastor for Faith Formation and Campus Ministries

Three and a half years ago, I returned to First Pres at the Campus Ministries Coordinator. I have enjoyed working alongside various Resident Ministers to organize numerous campus events, from Pancake Suppers to Ice Cream Socials, and from getting coffee on campus to taking students on service trips to Nicaragua and Puerto Rico. I have also worked alongside our Christian Formation team, leading Confirmation for three years and encouraging various intergenerational activities for our families.

This year has been one of transition, as my colleague Rev. Mark Mares took over leading Confirmation, and our Christian Formation committee helped oversee our online Sunday School with Beca Torres-Davenport out on parental leave. And now, as of December 1, I am the Assistant Pastor of Faith Formation and Campus Ministries. In addition to working with my colleagues in the Children, Youth and Family ministries, I will also be supporting the work of our T2A2 (20s and 30s) group and Adult Education. I am also heading up our technology committee, and our first order of business has been to install cameras in the sanctuary as we prepare to livestream our worship services.



I look forward to continuing to work with each of you to expand our hearts and minds in the love and light of Christ ...



Being an Assistant Pastor is a special, temporary designation that is eligible to become an installed Associate Pastor position as early as Fall 2021. This transition allows me to step into various roles to lead the church in the areas of Christian Formation to create an overarching narrative to explore the faith at various life stages.

While my heart remains in reaching out to the university community, I am also excited to craft an experiential approach to faith formation across all ages. I believe this position combines the best of both worlds.

2020 has been a challenging year. I am excited to see what changes await us in 2021. I look forward to continuing to work with each of you to expand our hearts and minds in the love and light of Christ, here at First Pres and out into the university setting and community beyond. May our faith continue to shape us into ever more clear reflections of Christ's love for all people.

REPORTS OF SESSION COMMITTEES

Christian Formation

Diane Hockett

We believe faith grows in and connects people of all ages. By engaging the head, heart and mind with faithful explorations of the Spirit, these experiences provide the foundation for life-long faith formation. This year, Christian Formation worked collaboratively to coordinate learning opportunities across all ages through a variety of mediums, including classes on Sunday morning, children's and youth activities, family networking and fellowship groups, Bible studies, and other study groups involving our Young Adults (T2A2) and Campus Ministry (UKirk@UMich).

"Mr. Rogers: It's a Beautiful Day to Follow Jesus" was the basis of the Lenten Intergenerational Learning Experience for Lent 2020. Children, youth and adults shared learning experiences from the curriculum based on Mr. Roger's Neighborhood philosophy each Sunday during Lent.

Activities for all ages transitioned to virtual activities shortly after Lent began as the COVID pandemic began. In place of the Fall Kick-Off, Christian Formation participated in the drive thru event to distribute Sunday School materials to families. Many thanks to our Deacons who generously delivered extra materials to families.

All Christian Formation workgroups continue to meet together for planning and coordination. The combined committee includes the following workgroups: Children and Family Ministry (chaired by Karen Mundus), Youth & Family Ministry (chaired by Renee Mulcrone), and Adult Ministry (chaired by Diane Hockett). Staff leaders include Rev. Evans McGowan, Assistant Pastor for Faith Formation and Campus Ministries; Rev. Mark Mares, Min-



ister of Youth and Families; Beca Torres-Davenport, Coordinator for Children's Education and Family Ministry; and Rev. Jay Sanderford, Associate Pastor, who is transitioning off of the committee.

2021 Goals

- Expand our collaboration and integration across ages and with other areas of ministry including mission and worship.
- Provide increased opportunities for families to network and to provide supports for parents to be engaged in their children's faith journey.
- Increase our use of technology to reach out to new families and to make learning opportunities more accessible.
- Increase involvement of children and youth in church-wide activities.

Children's' Education & Family Ministries (Crib - Grade 5) Karen Mundus & Beca Torres-Davenport

The Children and Family Ministry work group has faced 2020 head-on with courage, tenacity, commitment and deep faith. They have paid attention to the needs of families during this challenging year and adapted their actions and offerings. They've brought children together for a mixed-age formation classes that both enhances the conversations of the children and also supports the faithful teachers that continue to guide our children. Families now find themselves simultaneously working full time jobs and acting as a stay-at-home parent, leaving little energy for much else. The Children and Family Ministry work group understands and seeks to offer simple and tangible ways to join God's family. This includes offering a virtual VBS this summer, providing Bibles to families to keep at home, take-home spiritual practices and curriculum kits,



maintaining Milestone Ministry events where appropriate, and gifting Jesse Tree Advent calendar booklets.

The Children and Family Ministry work group had the additional challenge of assisting in Fall Kick-Off and Faith Formation classes, continuing weekly communications, and offering Milestone Ministry events while our Coordinator for Children & Family Ministry, Rebeca Torres-Davenport, was away on Parental Leave for 12 weeks following the birth of her second child in August. This challenge highlighted the strengths of this team that serves First Presbyterian Children and Families. We are grateful to the support of the Personnel Committee for creating family-friendly policy, and to the rest of the Christian Formation teams in supporting us throughout the unique circumstances of parental leave, Fall Kick-off and a pandemic.



Successes & Highlights:

- Intergenerational New Year progressive (in church) party. This included board games and appetizers; dinner, snow-flakes, and more games; dessert, sparkling juice and hopes for the new year.
- Virtual Communion Workshop (April 2020) & Socially distanced Bible Presentation (October 2020) Milestones
- Continued child involvement in Worship participation (scripture reading)
- “Peeps at Home” and “Summer Garden Kits” sign-up and home delivery
- Participation of eight families in the summer Compassion Camp (VBS replacement). This five-session camp was spread over two and a half months and included virtual group discussions, at home craft and mini- mission opportunities, physical movement and songs, as well as two in-person socially distanced gatherings.



- Transition into virtual Faith Formation classes on Sundays that includes a class for preschool ages three to five and mixed age Kindergarten-5th grade, as well as Children’s choir.
- Virtual Christmas Nativity service that offers an active intergenerational approach to telling the story of Christ’s birth.

Youth & Family Ministry (Grades 6-12)

Our 2020 Youth & Family ministry year continued with momentum carrying over from the end of 2019. Some of our special activities have included a cooking night with the resident ministers judging the cooking, and other activities such as seeing “Just Mercy” with a conversation afterward, and a Neutral Zone leadership conference. At the end of February, we held an all-youth Winter Retreat at Spring Hill Camp. And in early March, we held an all-youth Lock-in at the church, which included laser tag, games at the church, a midnight donut run, and a special scripture enactment exercise.

In early March, when the state ordered a shut down, we made immediate adaptations to our ministries. With youth at home our virtual youth ministries includ-



Renee Mulcrone & Rev. Mark Mares

ed Faith Formation, where high school students were encouraged to connect to our Climate Change series; having confirmation students meet via Zoom with Rev. Evans McGowan; and having our 6th and 7th grade teaching team (Betsy M., Larry P. and Ginny B.) sending out weekly letters with an “at home” lesson. And eleven students were confirmed before a Zoom Session meeting!

Youth groups still met weekly via Zoom, with games, conversations, and laughter. We had Netflix Party movie nights, weekly “Whatcha Reading?” Wednesdays (exploring what youth were reading and questions relevant to life and faith), and various games together, including a youth led weekly Dungeons and Dragons gathering. Parents had the opportunity to virtually hang-out with other parents on “Front Porch Fridays” where they could meet and get to know each other and pastor Mark. With the weather nicer and school over, we held some drive-way/backyard visits, Summer



2021 Goals

- Recruit teaching volunteers to support at-home faith conversations and learning, enhance the child-adult faith telling relationships, evenly disperse the teaching load among volunteers, and engage more members of the church in the Children & Family Ministry.
- Continue to enhance Milestone Ministries virtually and socially distanced. Perhaps rearranging the time of year that they happen, but keep them as sacred spaces for the children and their families to grow together in their faith and knowing Christ.
- Explore how we can best support parents and families in the continuing challenges of virtual school/stay-at-home parenting while maintaining their own employment stresses and needs.

Middle School Camp (with help from the High Schoolers), and summer reads and discussion using the books *Stamped: Racism, Anti-Racism, and You*; *The Poet X*; and *Superman Smashes the Klan*.



In the fall, we planned for a mix of physically distanced, masked, and in-person two Sundays of the month, and Zoom for the other two Sundays. Faith formation Middle School class was led by Betsy McCallister leading an exploration of Jesus’ teaching on the Beatitudes. High school students meet at the same time on Zoom for Sunday school with Rev. Evans McGowan. Nine students joined confirmation with Rev. Mark Mares on Zoom for two Sundays in the month and an ‘experiential’ learning/gathering on one Sunday of the month.

We also participated in two youth work days as we partnered with the local Alpha House to do yard work once in the summer, and once this fall where we also donated pumpkins and cider for their use. In December, we partnered with CAN of Washtenaw Co. to help decorate a Santa’s Sleigh Float for their use to deliver presents to kids in various Ann Arbor and Ypsilanti communities. Although we had planned a trip to France, a backpacking trip, and youth service week over the summer, and many more opportunities for our youth to engage in local mission, as with all things COVID, we had to put several of these plans on hold for the time being.

UKirk@UMich (Campus Ministry)

Rev. Evans McGowan

Despite an unprecedented year of struggle with COVID-19 and its limitations, we, the Campus Ministry Work Group, continued to reach students hungry for an informed faith through worship, interactive hope through service, inclusive love through fellowship and intentional relationship through authentic connection.

Headed by the Rev. Evans McGowan, and Co-Chair, Katie Parker, the Campus Ministry adapted to changing circumstances with the goal to still reach many students with and through the love and light of Christ.

2020 Highlights:

- Winter Weekly Small Group Discussion on Wednesdays
- Winter Weekly Coffee Crew Study Break
- Spring 2020 Annual Service Trip to Puerto Rico in March: 20 people from three different universities



2021 Goals

- we plan to continue to try and be creative, adaptable, and versatile
- continue to create space and opportunities for our young people to grow in faith and compassion, serve our community, build relationships with one another, and find a place of belonging.
- create more opportunities for intergenerational gatherings
- connect our families and parents with each other and the church
- create more opportunities for youth to engage in local service



- Weekly Summer Book Study: Nadia Bolz-Weber’s, *Accidental Saints*
- Weekly Online Anti-Racism Group



- New Initiative: Teaming up with Presbyterian Women and the “cookie bakers” of First Pres to deliver COVID care packages to students at the beginning, middle and end of the semester
- Weekly College Lunch - Virtual and In-Person on the Circle Terrace
- Weekly Online Women’s Group
- University Sunday on September 20, 2020 with student worship leadership
- Various Students participating in Worship Leadership throughout the year
- Weekly Wed@8 Socially Distant Events in September

- Donations to “Maize and Blue Cupboard”
- Elected new Student Leadership Team for input and planning purposes
- Expanded the Campus Ministry Work Group with two former and two new members



While many events had to be canceled or adjusted, including the Michigan Meltdown Ice Cream Social, Labor Day Weekend Pizza Float, and Annual Pancake Supper (it would have been the 17th!), there were new offerings, including socially-distant lawn games at the church, COVID care packages and a number of virtual summer groups.

UKirk Collegiate Ministries, the Presbyterian national board of camps ministries, asked Rev. Evans McGowan to serve a three-

year term as a board member. Rev. Evans McGowan meets weekly virtually with leaders from across the nation to share best practices and coordinate national programs, with a special focus on Communications and Anti-Racism.

After over a decade of service to local campus ministries, the Board of the Ann Arbor Campus Ministry Foundation requested to dissolve and transfer all funds to First Pres, designated for future campus ministry. The process concluded, after much deliberation and discernment, in 2020, with the goal to set up future success stories in campus ministry in 2021 and beyond.

2021 Goals

- Continue to find creative ways to involve students in the life of the church, virtually or socially distant in-person
- Continue to meet the needs of students, particularly the most vulnerable
- Hire a Campus Peer Minister for Fall 2021
- Welcome a new Resident Minister to support T2A2
- Celebrate our graduating seniors
- COVID dependent, return to offering a service trip and fall retreat!

T2A2 (Twenties & Thirties in Ann Arbor) Chris Wahl



T2A2 continued to build community, grow faith, and welcome all in the last year. A theme of our events, borrowed from the Christian Formation committee, is to make the barrier to entry as low as possible. The fewer steps to getting involved, the more likely we are to meet new friends! We focus on actions like not requiring RSVPs, reducing or eliminating required work outside of gatherings, ensuring all events can be participated in for free, and making sure rides to events are easy to request.

The T2A2 calendar is rooted in two weekly events - Small Group on Sundays and Hangout on Wednesdays. In Small Group, we build deep friendships, dig deep into scripture, and pray for each other. Rev. Amy Ruhf helps lead this group and provides materials for leaders and pastoral support.

The T2A2 Hangout is the ultimate in low-barrier come-as-you-are participation. People come and go and we just hang out

and chat for a few hours. Some of us are church members, while others go to other churches or to none at all. We were fortunate to have two special hangouts, hosted at the homes of Rev. Rick Spalding and Rev. Mel Rogers where we got to know each other.

Like the rest of the world, we were suddenly forced to stop meeting in person in March, and we quickly moved to the world of virtual meetings. As COVID restrictions loosened, we experimented with hybrid meetings with some of the group in person and others – those who were with family or were quarantining that week – joining virtually. With a lot of trial and error to improve sound quality, we have figured out a system where everyone can participate regardless of if they are sitting socially distanced and masked on a back patio or calling in from home. Our setup includes a big-screen TV, old computer, Zoom link, and individual lapel mics. As the weather grew colder, we added a fire pit too!



Most importantly, during the lockdown, we cared for one another – delivering groceries and medicine for those who had Covid-19 or were quarantined, picking up the mail for those who had gone to stay with family, and checking in to make sure everyone was doing OK as we adjusted to a different way of life.



Adult Education Diane Hockett

Adult Ministry offers a variety of learning opportunities for adults to participate in that relate to their faith as Christians. Offerings include Sunday learning and discussion groups, study and fellowship groups offered during the week and season programs. Beginning in March the classes moved to virtual experiences. While this was a necessary change in response to the virus, it also allowed those who could not be present on Sunday morning to view the programs at their leisure which did result in additional viewers.

Sunday Programs

Several groups meet on Sunday following worship.

Exploring the Faith meets weekly and provides educational presentations and dialogue on a wide variety of topics related to how our faith reflects in our daily lives. 2019 topics included:



- Ministering to the Marginalized: Living with Dementia & Serious Mental Illness for January and February
- Living With Hope In The Age Of Climate Change
- Mr. Rogers, It's a Beautiful Neighborhood, an intergenerational series for Lent,
- Faith and Race series provided sessions to increase our awareness about racism and white supremacy and better understand our role as Christians in addressing the issues.

First Friends is a self-directed adult fellowship group that used video presentation to address the current issues including COVID and racism.

2021 Goals

T2A2 has had a lot of discussions recently of who we are and how we fit into First Pres. In the next year we plan to:

- Continue hosting Small Groups and Hangouts to foster relationships within the T2A2 community.
- Make use of resident-minister resources by using their individual strengths to support T2A2.
- Continue to offer millennial perspectives to committees within the church.
- Partner with local mission groups to serve the community.

Bible @ 9:30 (at 5:00 p.m.), a weekly Bible Study group that meets virtually at 5:00. The group, led by Ed Koster, explores the big ideas of the Christian faith through discussing Ezra, Nehemiah, and the Gospel of Mark.

Additional Offerings

- **Bible Study and Book Reads**- Throughout the week several groups meet for Bible Study, social issues or other faith-related topics.
- **Noon Conversations** - weekly conversations about wellness and compassion
- **Local pilgrimages** in the park and **Labyrinth walks** were also offered for individual and family participation during the pandemic.

2021 Goals

- Offer learning opportunities that support living our lives as Christians in multiple ways and at multiple times.
- Enhance Adult Ministry learning opportunities through increased use of technology.
- Record sessions to make them available on demand
- Improve presentations with improved amplification and projection capabilities
- Capitalize on electronic resources to increase and expand learning offerings
- Work collaboratively with other committees and church groups to broaden adult ministry experience to include experiential and service-related activities.
- Continue to support intergenerational activities and programming for parents.

Congregational Life

Marti Wendler

Just as the country has undergone a change in 2020, Congregational Life (CL) took on a new look for First Pres:



- Annual Meeting and Dinner on January 26, with decorations for the dinner were made by the children of the church. Around 250 people attended and afterward gathered to relax with their coffee and tea and listen to the Annual Report.
- Tell Me More About This Church sessions, previously hosted by our clergy in their offices. In February in an attempt to reach more people CL held Exploring Membership at a brewery.
- Women of Faith Brunch featured as speaker the Reverend Grace Lindvall. She was accompanied by both of her parents, the former First Pres lead pastor, Michael Lindvall and his wife Terry.
- Resident Minister Andrew Frazier was ordained and CL co-hosted a reception with the Resident Minister Work Group.
- Valentine's Day, we gift wrapped Fair Trade Coffee and Chocolates. All helped us to support the Equal Exchange program.



By March our church and our state started to feel the first effects of the Covid-19 pandemic and the lockdowns associated with it. Because large, in-person gatherings were restricted, events were postponed or canceled in great numbers:

- Men of Faith Breakfast
- New Member classes and receptions
- All-Church Picnic
- Pilgrimages co-sponsored by the Adult Education Work Group



With Covid continuing to make its presence known in Michigan, First Pres Congregational Life learned to be creative:

- Six Sundays of Fun - Church members were invited to drive through the parking lot, picking up stewardship packets, "Whirled Peace", origami cranes, blessings for backpacks and pets and, of course, treats!
- Coffee hour but now we meet on Zoom.
- New member classes-held online, 19 new members in May, and 13 over months in the fall through our new "fast-track" program. Creative reception of these members in online worship followed by assigning "New Member Shepherds", initiated by CL in the fall, paired new members with those who will help them become active in their first two years.
- Advent Trees which will be lit up outdoors to show the Sundays of Advent.

We owe all the year's work to our team of creative and dedicated committee members which include Gail Grady, Catherine Kendall, Barbara Mueller, Karla Olson-Belfi, Marita Servais, Cassee Stem, Elisabeth VanVliet, Sara VanderVoort, and staff liaison Reverend Melissa Anne Rogers.

2021 Goals

First Pres' Strategic Plan calls for a Radical Hospitality Task Force to be established in conjunction with the Congregational Life Committee. Its purpose will be to eliminate barriers to our worship life, to encourage accessibility and diversity and to be radically inclusive. The Congregational Life Committee will be challenged like never before if we are to meet this goal.



Wellness Coordinator / Parish Nurse

I know you'll agree with me when I say, 2020 has been a year to remember. Here's what has changed:

- My work became remote, connecting with people via email, Zoom and phone.
- The Safety Team has been on pause since gatherings within the building are limited.
- The Reopening Recommendations Work Group has occupied much time, as I followed Covid trends and numbers. I have written different protocols concerning safe practices for staff and visitors, worked with Adrian Prundeanu on signage to help with social distancing, advised those who may have come in contact with someone testing positive for Covid, and answered numerous questions. We have a sign-in protocol for those entering the building, so if someone should test positive for Covid-19 we are able to do our own contact tracing. And all this since March, which seems already a few years ago, with all the changes we've experienced and learned through the year about this disease.
- On a more positive note, we added a new Helping Hands group with a Care Card Ministry. Each week, a few names of members who might be experiencing illness, or have lost

Sandy Talbott



a loved one, or are celebrating milestones, are emailed to a group of people who then send notes or cards. We have received such wonderful feedback from this program - both from those who send the cards, and from those who have received cards.

And here's what has stayed the same ...

The care this congregation shows to its members and others in need. Our Helping Hands Meals and Transportation groups have stepped up to every request during this time, while others have asked what else they can do to help.

Finally, I am grateful for this time I've been able to serve as your Parish Nurse, and I look forward to "sitting in the pew" and connecting with you in new and wonderful ways.

2021 Goals

I will be focusing on cleaning closets, traveling out west to hold a newborn, and otherwise enjoying my retirement!

Financial Stewardship

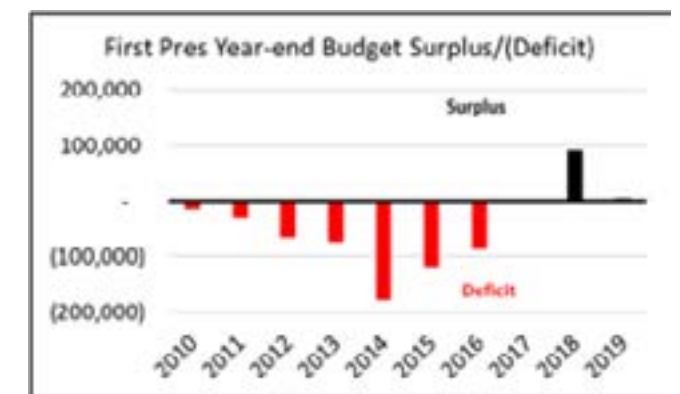
Bill Upton

The 2020 Finance Committee members were Bill Austin, Bill Upton (Chair), Brent Ivey, Bruce Clyde, Bruce Thomson, Doug Gottlieb, Kristine Chandler, Zach Monsma, Pat Tamblin, Sarah Phillips, and Susan Washabaugh. Staff support was provided by Anna Miller, Amy Ruhf, Jay Sanderford, Khayla Johnson, and Rick Spalding. Sincere thanks to all for their dedication and wise counsel in support of First Pres.

First Pres is rich in many ways. We are graced by God's presence. We have a wonderful staff, a glorious music program, beautiful facilities, and a generous congregation who support our church with their energetic volunteer efforts and financial gifts. We count our blessings for all of these things. However, we do have a long-term budget picture that we need to address.

Over the past ten years, we've typically run deficits. (See nearby graph.) We had surpluses of just over \$90,000 in 2018 and \$5,000 in 2019, but those wouldn't have happened had we not had staff vacancies for large portions of each year. We entered 2020 projecting a budget deficit of \$252,000, which was slightly smaller than the \$266,000 deficit we had projected in 2019 that didn't materialize due to staff vacancies.

In March and April of 2020, Session experienced much anxiety because of uncertainty as to how the Covid-19 pandemic would affect the church's finances. Would the pandemic reduce the congregation's ability to financially support the church? Would it also increase the church's costs to carry out its programs? What we did know was that First Pres would have an important role to play in helping our congregation and the border community deal



with the pandemic. For that reason, Session decided it was not a time to try to reduce expenses by cutting back on staff or their compensation, and we made a commitment to staff that we would not make such cuts in 2020. For its part, staff made a broad and concerted effort to hold down expenses in any areas they could without diminishing their ability to serve our community.

Thanks to those cost containment efforts and the remarkable generosity of the members of First Pres, we will end the year with a significantly smaller deficit than the \$252,000 amount we expected last January. In fact, not only did the congregation exceed budgeted levels for donations made toward normal operations, it also contributed over \$91,000 toward a special appeal to help support our local mission partners and build the church's ability to livestream services and events. For all of us who have a role in watching over the church's finances, we can't thank staff and the congregation

enough for their effort and generosity.

Regarding First Pres' Endowment, we began the year with \$7,657,290 in our combined funds. About \$4.7 million of this was in our Resident Ministry funds. During the course of 2020, we received generous gifts and bequests of over \$126,000. We also benefited from the rebounding of the financial markets following their sharp declines in March and April. As a result, we ended the year better than we started, with \$8,489,761 in our combined funds.

As we enter 2021, we still need to address our church's long-term tendency to run annual operating deficits. The Strategic Plan adopted by Session in 2020 will guide our efforts in doing that. If we can succeed in being an "unconditionally welcoming" church

which builds its membership, that growing membership will bring our annual revenue up to levels that can erase our deficits.

2021 Goals

- Focus on executing the church's Strategic Plan
- Conduct a capital campaign to support the property and program components of the Plan.
- Monitor the church's progress in executing the Plan and adjust expenses as necessary to conform to actual membership growth.

- Covid 19 disrupted the 2020 Annual Legacy Partner Sunday, the daily routine of meeting and greeting Legacy Partners and introducing Estate planning to prospective members, We did add four new Legacy Partners this year.
- Legacy Sunday is dedicated to all Legacy partners. We thank them during the social hour and more importantly pin a carnation on them so all church members seeing them that day recognize what they have done for First Pres.



2021 Legacy Partner Goals

- Easter Devotional called *Seven days of Gratitude, reflecting on the Blessings of Life* in conjunction with a Legacy Sunday. The Sunday event may be postponed due the length of the Pandemic.
- The continued publication of Monthly Legacy Partner Bio's

2021 Annual Giving Summary *Bruce & Carol Clyde*



The 2021 Annual Campaign aspired to communicate what this church does for others – what we mean to the communities around us, specifically focusing on our involvement with local missions. It turned out to be very much in step with what 2020 became.

- The theme of the campaign was We Are the Church Together, Connected in Faith, Love & The Spirit which we felt celebrated the community we still are, even when physically separated.
- We are grateful for all of the input, and work done by, a committee which included Daniel Bizer-Cox, Bruce and Carol Clyde,



Lisa Haddrill, Mary Jones, Anna Miller, Bob Peterson, Amy Ruhf, Jay Sanderford, Jim Schaafsma, and Bill Upton

- Our message was shared through a printed tabloid and commitment form, videos focusing on local mission involvement (with soundtracks written, performed, and produced by Daniel - thank you!), Faith in Action messages from four local agencies we support, letters from the Pastors, and participation in Six Sundays of Fun!
- The goals for the campaign were to communicate the importance of volunteer time and increase those commitments, while receiving financial pledges of \$1.7 million to allow us to better support the annual Operating budget.



Technology Work Group *Rev. Evans McGowan*

This year the Technology Committee has played a pivotal role in continuing the ministries of First Pres that have been greatly impacted by COVID-19. The committee worked closely with our Technology Coordinator Lisa Haddrill over the spring and summer to empower the staff to work remotely, meet via Zoom for committee work and small groups, and introduce online worship. Our technology coordinator oversaw the transition from recording worship online via Zoom to later recording in the sanctuary, with the services broadcast live each Sunday via Facebook and YouTube. The committee also worked closely with the Worship committee to continue monthly Taize worship services and record special music, including handbells and choir ensembles.

This fall, Jennifer Day came onboard as the new chair of the committee, and with the help of Rev. Evans McGowan, facilitated the committee to recommend the purchase of a camera system for the sanctuary in order to record live worship services and stream online in real time. The committee worked closely with the Finance, Property, and Worship committees and Session to procure the needed equipment. COVID-19 Relief funds played a crucial role for this project. They also worked closely with Personnel to approve hiring a part-time Production Manager to produce our live-streaming worship and other events going forward. This is an important next step for when in-person worship is once again permitted and will increase our outreach and participation for those who cannot attend in person.



2020 Accomplishments

- Moved worship and small groups online during an unprecedented global pandemic
- Utilized existing resources such as RingCentral for better communication
- Revamped Social Media presence thanks to Rev. Khayla Johnson
- Set up Zoom accounts and trained staff to host online meetings
- Recruited weekly camera person Bill Hall to record and edit videos
- Transitioned to a new committee chair and leadership structure mid-year
- Installed a new camera system in the Sanctuary, along with upgraded sound and lighting Mission Committee 2020

2021 Goals

- Hire a new Communications Director to oversee existing and future technology needs
- Hire an Audio/Visual Production Manager for livestream worship
- Recruit more people to assist with audio and visual needs
- Train students and laity in assisting with the new camera system
- Expand our technology capabilities in the building as we prepare for re-entry
- Onboard new staff with the hardware and software they need
- Empower staff with the technological tools they need to be successful
- More fully integrate technology into all ministries of the church
- Work with other ministry areas to develop a comprehensive communication plan

Endowment & Legacy Partners *Zach Monsma & Doug Gottliebsen*

As of December 31, 2020, the Church's endowment, which includes the Resident Minister program (\$4,963,586), stood at \$8,489,761. This amount is up from \$7,657,290, as of 12/31/19. The Church's endowment is broadly broken down as follows:

Endowment

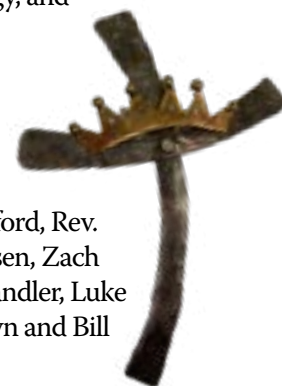
The Endowment continues to be managed on a discretionary basis by Bank of Ann Arbor Trust & Investment Management department in accordance with the Investment Policy Statement as approved by Session. The Finance Committee reviews account performance monthly; and Bank of Ann Arbor makes regular presentations to the Committee on changes to the investment portfolio and market conditions throughout the year. The Church's endowment was not immune to the market volatility experienced over the past year, but performance has generally benefitted from our more conservative asset allocation. For example, in the first quarter of 2020 during the peak in market volatility associated

with the Covid-19 pandemic, the Endowment experienced a loss of 15%, as compared to a loss of 20% for the S&P 500 over that same period. Overall, the Endowment has recouped those losses and has experienced a positive return of 9% year to date through 11/30/20.

Notable additions to the endowment in 2020 include a new fund which was established for Technology, and we received \$99,000 in bequests.

Legacy Partners (Endowment & Special Gifts)

- The Endowment & Special Gifts Committee includes: Rev. Jay Sanderford, Rev. Melissa Anne Rogers, Doug Gottliebsen, Zach Monsma, Julaine Leduc, Kristine Chandler, Luke Panning and Anna Miller. Pat Tamblyn and Bill Upton are our consultants.



Mission

Rev. Jay Sanderford

Mission continues in a pandemic! In the midst of a global coronavirus pandemic, mission sprung from the heart and hands of our First Presbyterian congregation in ways both familiar and unusual. And our ministries of care, justice and compassion continued to touch lives around the globe and across Ann Arbor, Washtenaw County and Southeast Michigan.

Our Local Community Ministries continued apace in 2020, and touched more lives in ways both direct and virtual. When the Covid-19 virus landed in March, many hands-on ministries of care, such as the Delonis Community Kitchen, were suddenly forced to adapt and cease direct volunteer service options. Still, we were able to do some significant and meaningful local ministry as groups like Habitat, Alpha House, Peace Neighborhood Center, CAN, Feeding Our Neighbors, Hope Clinic, Cass and the Shelter Association adapted, innovated and continued to meet needs. Applause 2020 goes out to Local Mission heroes/heroines: Julie Morrison from Family to Family; Anne Gere, Gail Einhaus, Ruth Ann Jensen and Paula Doering from Alpha House, Don Redding from Habitat and Feeding Our Neighbors, Martha Kershaw and Rev. Khayla Johnson from Local Mission Grants 2020, in addition to Elders Jim Peggs and Helena Prince.

When the coronavirus landed across the globe it affected the global mission of our Presbyterian Church (USA) dramatically as well. Several of our PCUSA Mission CoWorkers were temporarily withdrawn from locations in Africa and Central America where the risk was great and the support facilities less robust, while others

were able to remain in active service. Jhanderys Dotel-Vellenga and Ian Vellenga returned from Nicaragua to a family home in North Carolina as they awaited the birth of a new child. Likewise, Rachel and Michael Ludwig had to depart Niger and take up temporary residence in Pennsylvania. Yet David Duke was able to remain on location in Israel and continue his work there. Ellen Smith, our Mission CoWorker for Russia, was able to continue some ministry from her base in Berlin, but returned home to Wisconsin on the retirement of her husband Al Smith from active ministry.

Our traditional international mission teams—Israel/Palestine, Philippines and Niger marked a quiet year largely on hiatus, and look forward to new possibilities in 2021. Some activity could resume in Nicaragua if conditions allow travel in the second half of 2021. Otherwise, we anticipate that global mission connections will resume gradually across the coming year and that we will be able to host visiting mission workers again in Ann Arbor. At the same time, our Mission Committee will be guided by our new Strategic Plan as we create a holistic mission approach that seeks a broad interest in issues of peace, justice, mission engagement and active service.



the COVID crisis.

- Conducted the Rotating Shelter Program for two weeks in January providing a warm and welcoming place to sleep for up to 24 men. Volunteers continue to serve the Shelter Association with the needs of the newly created Rotating Program at other churches from November through March 2021.
- Helped with the Hope Clinic Food Program and the Delonis Center Meal Program.
- Planted, maintained and harvested a kitchen garden at Cass Community Center; built bathroom facilities for special needs adults and raised \$700 to fund part of the project.



- Built a deck at CAN (Community Action Network) to extend their outdoor activity area and provide an outdoor classroom for youth.
- Coordinated a team of 30+ volunteers who sewed facemasks and distributed over three thousand masks to agencies in need around the county.

- Distributed food from the UM athletic department and the Ann Arbor Public Schools to the meal programs at Ypsilanti First Presbyterian and Cass.
- Helped remodel a house for first time home owners through Habitat for Humanity.
- Provided presents and gift cards through the Family-to-Family Christmas program in partnership with DHS, and to CAN and Peace Neighborhood Center.
- Shopped for and delivered winter socks and hats for men at the Delonis Shelter, using funds from the Local Mission budget.

2021 Goals

- Establish and expand collaborative relationships with community organizations
- Integrate mission into the life and work of our community of faith
- Establish a Social Justice Workgroup and identify local social justice issues for advocacy and engagement opportunities
- Incorporate children, youth, families and young adults in service opportunities
- Improve mission volunteer coordination and communication

Local Mission *Martha Kershaw*



In 2020, Local Mission continued efforts to Make God's Love Visible. Working with our partner agencies, we provided both volunteer and financial help to our neighbors for ongoing needs and those caused by the pandemic.

- A Covid-19 Emergency Fund was established through a special congregational appeal. After an application and screening process, a total of \$38,200 was provided to 13 organizations for increased food, housing, technology and cleaning needs related to the pandemic.
- A Covid-19 Pastoral Response Fund was established for the care and support of First Pres members, families and regular attendees in crisis as a result of Covid-19.

- The Local Mission Grant Program distributed \$75,000 to eleven community agencies to provide for food, shelter, mental health, education and emergency needs.

First Pres Volunteers:

- Participated virtually with the Friends In Deed Circles program to help lift families out of poverty through education, goal setting, training and relationships.
- Adapted to COVID challenges, providing for meals, pantry and other items, at Alpha House family shelter, meeting evolving needs and acting as "host" for three separate weeks.
- Adapted the Communion Sunday Food Collection Program to direct donations to still-in-operation agencies dealing with

Nicaragua Mission Team *Carol Smith*

As one might imagine, 2020 proved to be a monumental challenge for Nicaragua in general and for CEPAD in particular. In February 2020, Paul and Carol Smith made a brief trip to join CEPAD in celebrating groundbreaking for a long anticipated facility, the Center for Peace which will house all of CEPAD's administrative personnel and guest house. Within weeks of this event, the reality of the COVID 19 pandemic became clear. All delegations to Nicaragua were cancelled and subsequently most of the delegation personnel were given severance pay and laid off. Our PCUSA mission co-workers Ian Vellenga and Jhanderys Dotel-Vellenga were called back to the US. Nicaragua was hit hard with COVID 19 but just how hard remains unclear.

CEPAD had to change directions to respond to the needs created by the pandemic such as providing basic hygiene supplies and masks. In response to that need, the Mission Committee approved the reallocation of \$5000 that CEPAD was holding for a combined FPC and Campus Ministry trip in 2021. They were then able to use that money for COVID relief. The 2021 trip was canceled with the hope of rescheduling when it is safe to do so.

Just when the dust was beginning to settle, Nicaragua was hit by not one but two hurricanes, Eta and Iota, about two weeks apart in November. Both hurricanes made landfall in northeast Nicaragua and followed almost the same course right through the

northern region where we have visited so many times. Homes were damaged and destroyed. Unharvested crops were ruined. Food already harvested was ruined. Rivers flooded. Mudslides made many roads impassible. Communication was interrupted. Lives were lost. We still don't have all of the information about our little community of Quebrada Honda.

CEPAD had to change direction yet again. Their goal is to provide seeds for fast growing crops, emergency food and supplies to repair or rebuild homes. They have sent out an appeal to raise \$56,000 to cover these expenses.

The Mission Committee has designated the 2020 Christmas Eve offering to go to CEPAD for hurricane relief.



Niger Mission Co-Workers *Virginia Bell*

Rev. Michael and Rachel Ludwig are PC(USA) co-workers serving in Niger, Africa. The Mission Committee has supported the Ludwigs and their family since 2014 and they have visited First Presbyterian several times during summer home visits.



Long Distance Impact - The Ludwigs have been in the United States since COVID-19 started to close down Niger in April.

- Rachel writes that being away from Niger has been difficult. "Leaving during a sudden crisis is painful because you know that our place will have changed so much by the time we return. Still we have been finding ways to stay involved in the work and continue to be an encouraging present for the church leaders."
- Michael is able to continue to support, long distance, his colleague, Pastor Issa, the National Community Health Evangelism (CHE) Trainer in developing training and in the translation

of CHE lessons into native Hausa language for better use by local evangelists.

- This time apart has given reflection on the partnership between the EERN (Evangelical Church in the Republic of Niger) and PC(USA) and the continued projects built through this partnership along with the Nigerien Christians. Some more recent projects have been fertilizer loans to increase the harvest, building of student hosting centers, car and motorcycle taxi businesses, network of congregations in the United States to form the Niger Mission Network

Thanks & Prayers



Though 2020 has been challenging Michael and Rachel continue to express their thanks to First Pres and the support we are able to provide. They and we know, we make a difference in Niger.

Philippines Mission Team *Bob Wallin*



The Philippines Task Force sent \$13,000 from their special Endowment Funds to iHomes Dumaguette - \$6,000 for the Talay Feeding Program and \$7,000 for Student Scholarships in the area schools. Otherwise, due to Covid-19 restrictions, activities of the Philippines Work Group were largely put on hold. We look forward to resuming our ministry in the Philippines in 2021.

Russia Mission Team *Linda Speck*

- We continue our friendship with St. Vladimir Russian Orthodox Church in Dexter; anyone can connect with them through Facebook, which a few of us have done.
- We provide financial support to our Mission Co-Worker, Ellen Smith. Though she has relocated to the USA for the present, she remains in touch with partner churches in Russia.
- We also provide financial support to the village church in Davydovo and its summer camp for children with disabilities, as well as the camp's ministry with the children's caregivers.
- We see that the church in Davydovo is moving toward self-sufficiency, through production from its farm, its metal shop, and its woodshop. We look forward to the time when Russian dollhouses from the woodshop can be shipped to the USA. Look for one to arrive at First Pres!
- In February, when the priest from Davydovo, Fr. Vladimir Klimzo, was visiting our friends at St. Vladimir, some of us were able to meet with him at a local eatery. We're grateful for

any way in which we can keep up our connection with him. Right now, Facebook is a useful tool, since visits are impossible.



- Several members of our team attended the Russian Mission Network's conference, Sept. 17-19, via Zoom. The conference included some 70 participants, across ten time zones, from Moscow to California! Our time together included a breakout room in which we in Ann Arbor had a delightful exchange with Fr. Vladimir.



- While attending the conference, we learned that we now belong to BURM: the Belarus-Ukraine-Russia Mission Network. As the sessions continued, we heard from ministries

in all three countries, covering Christian involvement with marginalized people, human trafficking, climate change, ecological concerns, and peacemaking. (Someone noted that Ellen Smith has been visiting churches in Poland, and he produced a kind of horrified chuckle from the rest of use when he said that, if we add Poland to our list, we'll have to become the BURP network. I guess we'll see!)

2021 Goals

Our biggest goal now is drawing young people into these connections. First Pres youth, what about some of you?

Personnel
Richard Carlisle

This year has obviously posed many challenges due to COVID-19. The Personnel Committee (PC) recognizes the incredible work of our staff and Pastors in meeting these challenges and attending to the needs of the Congregation. An entire Annual Report could be written about how our staff responded in a heroic manner to allow First Presbyterian to continue to function. We owe them a deep debt of gratitude.

The work of the Personnel Committee in 2020 has also continued through the pandemic. This year, we were able to provide even greater focus on the process of identifying and implementing measures to promote healing among staff and improve overall governance. Through our ongoing relationship with Sage Consulting, a human resource consulting firm, the Personnel Committee launched an exhaustive review of job descriptions and internal organization.

A three-person Personnel Committee Sub-Committee began writing Job Descriptions in January. Because every Job Description properly requires a position's "Reports To" and "Supervisory Responsibilities," those areas were examined and addressed before the Job Descriptions could be completed. That led to a new Organizational Chart, which was a joint effort of the PC and Pastoral Staff, and then approved by Session.

Moving forward, the PC views the Org Chart as having some flexibility for two reasons:

- To better take advantage of a person's strengths and weaknesses, especially after a member leaves the staff.
- To address needs that arise. For example, as with most organizations, Covid-19 has pointed out areas of need that the PC and Session can address.

The completion of the job description process will lead to a new uniform personnel evaluation process. The Committee intends on implementing the process in mid-2021.

A major activity of the Committee has been to first extend the term of Rev. Rick Spalding's interim service through the end of 2020 and to arrive at an additional term of service through Easter, 2021. It has come as a great relief to Session and members of the Congregation to have Rev. Spalding

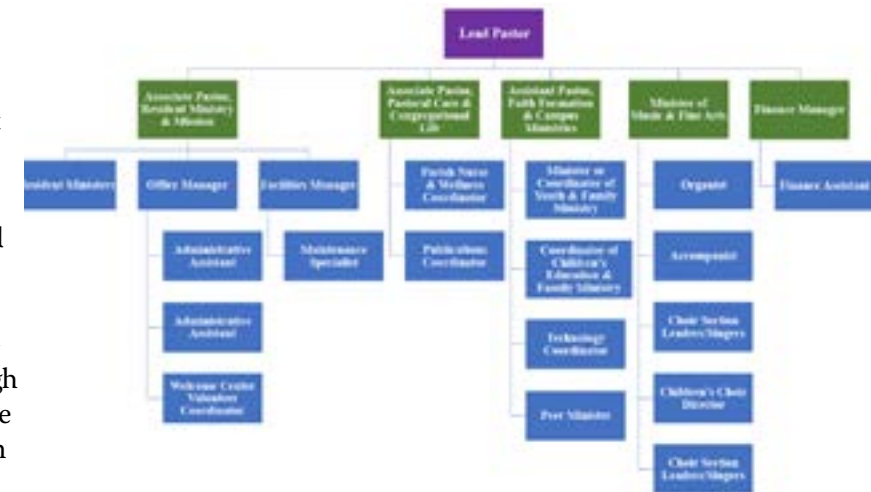
with us for an extended period of time.

The Personnel Committee was also pleased to receive Session approval for Rev. Evans McGowan to serve in a new and expanded role as Assistant Pastor for Campus Ministries and Faith Formation. In this role, Rev. McGowan will provide direction, leadership, and presence to Christian Formation, guiding an expanded ministry to children, youth, adults, and families. He will also continue in a lead role with Campus Ministries.

We have regretfully accepted the resignations of Mary Jones, Publications Coordinator, Lisa Hadrill, Technical Coordinator and Sandy Talbott, Parish Nurse. All of these individuals have made enormous contributions to the work of the Church, especially in this last year, and will be greatly missed.

The Personnel Committee is overseeing the search process for a Parish Nurse and a permanent Organist. The Committee is also coordinating with pastoral and administrative staff in filling the publications and technology roles.

Finally, Personnel Committee has also taken the lead in structuring another Bridge Interim period until such time as a new Lead Pastor is called. Session approved a Personnel Committee proposal to hire a part-time Bridge Interim Administrator to assist both Pastoral and Administrative staff in all matters relating to the daily operations of the Church.



Resident Ministry *Susan Cares*

Needless to say, this has been quite a year. Adjusting to shutdowns here at First Pres, across the country and around the globe, facing challenges perhaps on the scale of once in a lifetime, we continue to watch illness and death tolls rise, the enormity of financial hardship, food insecurity and the effects of sorrow and social isolation. It has also been a time for imagination, new technology and change. Our three Resident Ministers, Revs. Khayla Johnson, Amy Ruhf and Andrew Frazier, have been instrumental in helping the church communicate.

Early on they were key players recording and producing worship services, bringing committee work together via Zoom, connecting us as a congregation during Coffee Hour, and on Mondays just sharing good conversation by way of Tea with the Residents. We celebrate the courage and creativity of these individuals while we also recognize this year has provided them a different resident experience and learnings.

This has also been a year of political and social unrest. Our Residents were at the forefront stimulating us to get informed and engaged in difficult conversations about our country and about history. They organized resources and reading lists, provided staff



development and encouraged some to embark on the 21-Day Racial Equity Challenge – America & Moore as a way to stand-up for justice. Marking 20 years of Resident Ministry at First Pres, we had hoped to bring some former Res-

idents back to Ann Arbor for Resident Alumni Sunday. In spite of closures, we were still able to see and hear Rev. Brennan Blue, Pastor of St. Luke Presbyterian Church, Minnetonka, MN, preach on May 17th. As part of making arrangements Brennan met with church staff and therefore was able to nicely tie hymn selections, choir music and his sermon in with the concurrent Adult Ed series New Creation: Green Faith Rising –Hope in a time of Climate Change.

At this significant milestone in the history of our Resident Ministry program it felt important to reach out and connect with former Residents. We received wonderful warm responses, with photos, stories of their lives today and words about what the experience here have meant. Excerpts were published in the Bulletin throughout the summer and fall. We celebrate the impact of First Pres Resident Ministers on the work of the church throughout the country.



Property Ken Westfall

Though most of us haven't been inside our church building since early in the year, building maintenance and repair work has continued:

- Several aspects of the heating system required repairs this year:
 - Steam lines and radiators in a variety of locations around the church required repairs due to corrosion.
 - A few weeks before the shutdown, there was a controls issue and the entire heating system stopped working. The system was restarted and came back online but the cause of the issue was never determined.
 - Two large valves in steam distribution lines serving significant areas of the church were replaced due to their age and condition.



- Annual scanning and realignment of the roof trusses in the sanctuary continues. Incremental movements continue to be made with several trusses having been completely corrected.
- A variety of items were addressed in the parking areas, including: clean out of catch basins and storm drain pipes, additional handicap parking for Sundays, completion of converting parking lot lights to LEDs, and resurfacing and re-striping (including traffic flow markings) of large areas (resurfacing work is a temporary solution, it is not new paving)
- In the Kuizenga Wing, stone and roof repairs were completed, as well as masonry repairs on the chimney. The roof repairs (34 patches) are expected to extend the replacement date of this roof to five years from now.



- A new site survey was completed in 2020. This survey will provide updated information that will be useful for a variety of different projects at the church. Thanks to Charlie Gott for coordinating this effort.
- The Property Committee developed a report regarding the overall status of the church building and grounds (including a list of capital replacement projects) and provided this report to Session in March. Thank you to Rick Platte for coordinating the development of this report.
- In the fall, the church allowed for a portion of our Hill Street land to be used by Hillel for outdoor gatherings of a limited number of people in an open tent. Thanks to Rev. Evans McGowan for coordinating this and ensuring the proper legal and insurance requirements were addressed.



Memorial Garden *Susan Cares*

This year we mark the passing of many saints who have gone before us. We honor and celebrate the lives of those interred in the Memorial Garden this year:

Helen Corey	Gregory John Grieco
Louise Lathrup Driscoll	David Husted
Bob Kerry	David Ralph Larrouy
Judy K. Stuart	Kenneth Brock
John Fredric Eman	Kathryn Baird

The Memorial Garden Committee, in conjunction with Property Committee, is responsible for the upkeep of this sacred space on our church grounds. The Committee meets one to two times per year and we invite new members to serve. Please let Rev. Melissa Anne Rogers or someone in the church office know of if you are interested in volunteering.

- Many of the items listed above (and many other items not listed here) have been coordinated and/or completed by Adrian Prundeanu, our Facilities Manager, and Almer Harris, Maintenance Specialist. We owe them a heart felt "thank you" for all they do for our building and grounds.

2021 Goals

Hopefully, at some point in 2021, conditions will allow for worship and activities to resume on site. While Property continues to plan for future capital replacement projects (heating system, elevator, roof, repaving of parking areas, etc.) that are needed, some of the smaller, though still important projects that may be addressed include:

- Continued repair of sidewalks, driveways and parking lots
- Continued maintenance and repair of the heating system and its components
- Selective tree trimming
- Property also looks forward to coordinating efforts with the Strategic Plan regarding uses and improvements to our building and grounds in 2021 and beyond.



Safety Work Group *Sandy Talbott*

COVID-19 ... Be Smart, Be Safe!
We strive to make our church building safer, but cannot guarantee that it is "virus" free.

YOUR COOPERATION IS KEY TO EVERYONE'S SAFETY:

- Wear A Mask
- Remain at least 6 Feet from the next Person
- Wash hands /Use Hand Sanitizer Often

Sign in the Log Book & Answer the Questions:

- Give your name & contact information should we need to notify you of a positive COVID-19 person you've been exposed to in the building.
- Have you been exposed to anyone with a positive COVID-19 test result in the last 14 days?
- Do you have any COVID-19 symptoms?

If you develop any COVID-19 symptoms in the next 2 weeks:

- Please let us know ASAP
- Get tested for Covid-19, and notify us with the results

COVID 19 SYMPTOMS

- Fever or chills
- Cough
- Shortness of breath
- Difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

THANK YOU FOR YOUR COOPERATION!
For more information about Covid-19 & its symptoms, visit <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

Our Safety Work group met early in the year. We had our annual "Weather drill", and had plans for Deescalation Training in March, which, like everything else this year, went on hold.

Several in our group moved from the Safety Group to the Reopening Recommendations Work Group and continued our "safety" work there. Some small efforts we made during this pandemic included providing 'singing' masks to our soloists, to help lower the risk of spreading infection, more signage in the halls to help with social distancing, and providing sign in criteria for our contact tracing logs.

We look forward to a vaccine and returning to the church to continue more work in person.

Worship

Jeanette Kibler

It has been a joy to work with our Minister of Music and Fine Arts, Dave VanderMeer, this past year. We are deeply thankful that we have had Dave with us during this year of unimaginable challenges in the midst of the pandemic. Dave brings such a wealth of experience and has been creative in meeting the challenges of virtual worship. Paul Haebig has continued his faithful service as our interim organist, adjusting to the schedule changes. Rev. Rick Spalding provided valuable input to our committee meetings.



- Taizé services were scheduled for the first Tuesday of each month. Attendance exceeded expectations and included both First Pres members and many from the community. Taizé services have been offered online during the pandemic – attendance has been robust. We had 196 viewers in August. In March, Brothers Emile and John from the Taizé community visited Ann Arbor.

- The Ash Wednesday Taizé service was to be held on February 26 but due to inclement weather, was canceled.
- In January we discussed the need to upgrade the sound system. This became a critical project with the need for video during the pandemic. The technology committee has received approval from Session to purchase the equipment we will need for live-streaming.
- Paul Smith, Rev. Rogers, and Beca Torres-Davenport have provided youth readers for worship services. Confirmation class members provided the readings in the spring.
- We appreciate the faithful service of the staff, musicians, and the technicians who have created meaningful worship experiences during this pandemic time.
- In the fall, we were able to hold a few outdoor services with limited attendance while following strict protocols.

Music Ministry *Dave VanderMeer, Minister of Music & Fine Arts*

What a year this has been! It began on a high note- after a wonderful Advent and Christmas season we were ready for new beginnings. We initiated monthly Taizé services in Monteith Hall and prepared for the visit of two brothers from the Taizé community in France. We hosted Nessa in concert, and we began the process of purchasing new handbells, thanks to a bequest from Sue Leong.

- Virtual communion was approved by Session, and Deacons delivered kits so that all could participate from home.
- Nicole Joliet has become the Memorial Services Coordinator, working with Rev. Rogers. Memorial services continue to be held following strict guidelines.
- New handbells were purchased, with funds from the Sacred Music Fund donated by Sue Leong. The handbell choir has been able to record while observing social distancing and masks in the Social Hall, enhancing our virtual worship.
- The liturgical arts team has been active, creating lace paper banners for Advent for the sanctuary.
- Dave VanderMeer and Andrew Frazier led Advent classes on “Dreaming through Music.”
- Art exhibits were made available virtually: Beginning with an exhibit of the work of photographers from the congregation, we then offered exhibits of the work of Rudy Bostic, Robyn Sand Anderson, and the Eagle Scout project of Ethan Phillips.



2021 Goals

We have lots of plans for next year! We will get to use the Lenten paraments created by Gail Grady just before the pandemic hit, and we have lovely new Ordinary Time banners, a gift from quilter Berta Irwin.

We look forward to returning to worship in the sanctuary, hosting several in-person art exhibits, and beginning a concert series as soon as we can be together again. We look forward to welcoming a new organist.

The Chancel Choir began preparing music for Lent and Easter, and many choir members were making plans to travel to New York and sing with a group David was to conduct in a Carnegie Hall concert. And we were preparing for an art exhibit consisting of the work of photographers in our congregation.

And then the pandemic hit! We had a totally new perspective on “new beginnings.” We needed to plan worship when there

could be no congregation and no choir, figure out how to keep everyone safe, and take care of the spiritual needs of hundreds of people when you could not even visit anyone in person. We had to learn how to use the technology that we had more effectively, and determine what we needed to upgrade so that could serve the congregation in even better ways.

We had to learn how to maintain communication with our members, many of whom were isolated in their homes, and we



had to try to maintain aspects of our ministry that were vital to people’s lives. But over time, we came to realize that even in the midst of this horrible situation, there were some upsides that, when the pandemic is finally controlled, we will continue to use to supplement

what we can offer to our members.

So, let me say again – what a year this has been! We continued our monthly Taizé services online, ultimately reaching more people that we would have in person. We offered four virtual art exhibits, and even had an artists’ reception with one. The Chancel Choir learned to do virtual recordings, and the Sanctus Ringers were able to actually rehearse in Social Hall, masked and spaced about 12 feet apart, and safely record music for worship. We even dedicated our new handbells one Sunday last fall! We prepared new paper-lace banners for Advent Year B, cut by safely-distanced

OTHER REPORTS

Board of Deacons

Ellen Johnson



Here’s how we did it:

- Care cards moved from the Social Hall to online sign up and in-home card writing
- For Flower delivery, deacons picked them up on Thursday evening after the sermon and did porch drop-offs
- Communion was transformed into special delivery of bread (made by Andrew Frazier) and juice to chapel members
- The Prayer Team went online, with more to come
- Deacons delivered hundreds of face masks and made extra meal deliveries
- We created a Happy Birthday Team to call and sing to members. Over 1,000 so far this year!
- We held our annual deacon picnic in Melissa Anne Rogers’ back yard, combining it with a shower for Charlotte Anderson Sawtell, all with social distancing



- Recruitment, voting, and training for new deacons all done via Zoom
- John LeDuc developed an electronic Chapel map for the entire church!
- Our new mantra: communicate by phone, email, letter, and—of course—Zoom.

And we marked several transitions:

- Michele Madden and Carol Gottliebsen are the new incoming Co-moderators. replacing Ellen Johnson and Doug Gottliebsen, whose terms are completed.
 - Jan Fisher and Diane Knibbs will become Quad leaders taking the place of Susan Morville (moved) and Diane Santinga, (finished her term).
 - We bade farewell to the deacon class of 2019 and welcomed the class of 2022
 - Sandy Talbott retired!
- Finally, as is always the case—no matter when—deacons have been very blessed with support, guidance and leadership from Rev. Melissa Anne Rogers and Sandy Talbott, Parish Nurse.

Behind the scenes and helping make all that we do as deacons possible is our administrative staff. Thank you and thank you and thank you to Robin Agnew, Lisa Haddrill, Cindy King, Mary Jones, Linda Robinson, and Adrian Prundeanu. We couldn't do anywhere near as much without your help and support.



2021 Goals

In the coming year, Deacons will continue to extend care and compassion. We'll also look to create new opportunities to connect with members, and help all of us as we navigate what we hope will be the end of the pandemic and the return to worship in our church.

Congregational Nominating

Katie Parker



The 2020 Congregational Nominating Committee (CNC) was comprised of nine members:

- Sitting Elders Mary Lynn Thomson (in her second year), J.P. DiMaggio (first year) and Chair Katie Parker (first year)
- Deacon representative Robin Fosheim - Hoag (second year)
- At-large members Callie Feyen (second year), Dan Francis (second year), Susan Holmes (second year), Bonnie Palmquist (second year) and Cassie Stem (first year).

The CNC met "in-person" from Feb. 23-March 8 before COVID-19 restrictions forced the committee into virtual Zoom meetings, which were facilitated most Sunday afternoons with the wonderful assistance of Rev. Amy Ruhf and Rev. Andrew Frazier. From spring through fall, the CNC meet virtually and – despite personal illnesses and injuries, COVID and family issues among members – shepherded on to complete the selection of eight

Elders, 18 Deacons and four CNC at large members to serve our congregation beginning in 2021.

Special thanks to Dan Francis, who was instrumental in working with Rev. Sanderford and gathering photos and short bios from all candidates, which were provided to the congregation prior to the Annual Meeting. Selections were made in time for the virtual Congregational Meeting on Sept. 20 – and all candidate slates were approved unanimously. Even before the slates would take office, the CNC also worked to fill two positions caused by Deacon and Elder resignations due to relocating and illness, respectively.

The CNC's recommended slates were:

- **Deacons** – Betty Anderson, Anne Andrus, Sharon Dort, Carol Downton, Jennifer Edwards, Pam Ehrhart, Kim Beyer Granito, Kathy Hillig, Nicole Jolliet, Catherine Kendall, Linda Koos, Chris Lin, Betsy McCallister, Angie Miller, Nelly Petrock, Brad Taylor, Nancy Tena and Felicity Williams.
- **Elders** – Jennifer Day, Kate Kraft, Steve McKenny, Renee Mulcrone, Keith Molin, Len Rezmierski, Jean Song and Deanne Woodruff.
- **The 2021 CNC** – Katie Parker (Chair, Elder, returning), J.P. DiMaggio (Elder, returning), Becky Gaffney (at large), Downs Herald (at large), John LeDuc (Deacon), Pat Liljestrand (at large), Mary Lynn Thomson (Elder) and Elisabeth Van Vliet (at large).

The CNC has been an outstanding group, which, through the power of the Holy Spirit and in the face of the stresses and uncertainties caused by COVID, worked selflessly for our church's welfare and future. My sincere prayers and thanks go out to all CNC members and pastors Rick Spalding, Jay Sanderford and Mel Rogers for their assistance.

At the time of this writing, the CNC is in the process of selecting nine representative members of the Pastor Nominating Committee (PNC). Nominees were to be brought to the congregation at a Congregational Meeting on January 3, 2021.



Governance Task Force

**Rev. Dr. Richard E. Spalding
Interim Pastor**



The goal of this short-term group is to collect, update and make accessible all policies, protocols, by-laws and procedural manuals that govern the life of the church. This project grows out of recommendations made by the Presbytery of Detroit during the period of assessment that followed the dissolution of the pastoral relationship with Dr. Fair; it's one of several key responses to the expressed need to improve transparency in the church's life and work.

Though work on this project was significantly impaired by the onset of the coronavirus pandemic, Clerk of Session Linda Rex, Office Administrator Linda Robinson, Resident Minister Andrew Frazier, and Interim Pastor Rick Spalding did meet several times early in the year to lay groundwork for the actual convening of a working group. Linda Robinson has compiled several dozen governance documents, and we have begun to take note of which ones are most urgently in need of updating and where there might be "holes" in our resources for good governance. The Rev. Tom Oxtoby,

a member of Detroit Presbytery and a good friend of First Pres, joined us as a consultant, and offered draft revisions of some key documents and recommendations about drafting others. One goal is to institute a schedule for the regular review and updating of all policies.

2020 was not without accomplishments in the realm of Governance. The Personnel Committee has created, and Session has approved, a new staff organizational chart which clarifies reporting relationships and will serve as a useful platform for annual performance reviews. And Personnel has also been working with an H.R. consulting firm (Sage Consultants) to revise the Personnel Manual – another requirement of Presbytery's 2019 Administrative Commission. Another "transparency" milestone has been the monthly publication, in First Press, of a digest of each Session meeting – so that all members of the congregation can be aware of the work of its governing board.

2021 Goals

2021 will be an important year for progress in Governance. Some of the documents that are first in line for review and updating are: policies on Use of Church Space and Property Policy (which dates to 2006), on Child and Youth Protection (2011), and on Sexual Misconduct; Standing Rules of Session (including the committee structure); and the By-Laws of the Congregation (which date to 2014).

Presbyterian Women

Virginia Bell

While the COVID-19 pandemic eliminated face-to face-meetings Presbyterian Women adjusted with the help of Resident Minister Rev. Khayla Johnson and moved to Zoom meetings for their Coordinating Team and Bible Study.

During this time the focus of Presbyterian Women continued to be mission giving, and without the support of the congrega-



tion, the gifts we were able to give would not have been possible. Thank you to the church and congregation for their support of PW – we could not be as generous without you!

We are pleased to share that in 2020 Presbyterian Women

- Continued our mission and scholarship giving goals to be approx. 74% of our yearly budget,
- Were honored to give the Honorary Life membership pins to four outstanding women of our church: Katie Berry, Joan Bentz, Eleanora Charlson, and Joann Freethy,



- Collected four communion food drives and three deliveries, collected in-gathering gifts for our presbytery, collected and sent two special offerings (Thank and Birthday) to our presbytery, prepared cookies for our college age mid-term treat bags and for the Advent Happening and made a special donation to the church's COVID appeal,
- Participated in our Ingathering COVID style which was a virtual success this year with a total of \$1,230 in monetary contributions and \$250 worth of goods and gift cards received,
- Collected and delivered 6 large loads of gently used bedding and clothing items for House By The Side of the Road in Ann Arbor,

- Participated in and helped sponsor, The Mask Sewing Project,
- Took \$655 worth of food (March and Oct) to the Detroit Presbyterian Hunger Program. Hunger Action Coordinator, UNah Matu-Ngare met us in person and expressed her gratitude for our generous food contributions to this Detroit mission,
- Took \$450 worth of food (March) to Hope Clinic, Ypsilanti, whose Executive Director, Doug Campbell is eternally grateful for our on-going support,
- Moved our Horizon's Bible Study to Thursdays to allow participants to gather for the Mature Ministries Lunch and Learn programs on the same day,
- Continued to be able to send a financial gift to Haiti FSIL for nursing scholarships,
- Co-hosted with the Adult Education committee, Women's Voices in Faith & Practice with Dr. Amy Pauw.



During this year we also began the celebration of our 175th year of service to this church, First Presbyterian, Ann Arbor, with recognition by Rev. Khayla Johnson at the November 8, 2020 Sunday church service. Our celebration will continue into 2021 with a spring special event.

2021 Goals

- Increased shared sponsorship with the church involving women related activities,
- Increased participation of women of the church in activities and leadership positions,
- Increased awareness of PW and financial giving (on-line, Roth donations, Will inclusion) to be able to maintain mission and scholarship giving.

Reopening Recommendations Work Group

Rev. Evans McGowan

The Reopening Recommendations Work Group consists of co-chairs Nancy Janz Clark and Rev. Evans McGowan and members Cindy Crawford, Barb DeLancey, J. P. DiMaggio, Jim Peggs, Adrian Prundeanu, Paul Smith, Sandy Talbott, Dave VanderMeer and Sara VanderVoort. The group met weekly via Zoom since May 2020 in order to assess the pandemic situation and how First Pres might respond creatively and cautiously in these difficult times.

The RRWG created a Three-Phased Recommended Framework for Keeping Safe as We Re-Enter Our Building. The Framework outlines best practices and procedures for First Pres to maintain a strong on-line presence while gradually reopening the church building when certain viral conditions are met, and with an emphasis on safety for staff and our congregants.



Some of the things the group accomplished:

- Conducted Congregation-Wide Survey in May and June 2020
- Developed a Three-Phased Recommended Framework for Keeping Safe as We Re-Enter Our Building
- Created a Reopening Communications Team to communicate with the congregation in conjunction with the staff and Session
- Made various recommendations to Session informed by science and current viral conditions



- Periodically surveyed staff in a collaborative effort to assess their comfort level with re-opening recommendations while safely engaging the congregation
- Worked with staff to explore all possible in-person activities, assessing risk and making recommendations accordingly
- Recommended and assisted in implementing Small Outdoor Worship Services in September and October
- Recruited and trained ushers to assist in these special services
- Attended Thursday Night Worship Recordings to develop best

Self Study Group

Haley Brown

The Self Study Group (SSG) met for the first and last time in person on March 10th. We went on hiatus while the church and staff got its bearings at the start of an unprecedented pandemic.

SSG eventually started its weekly evening meeting routine in April. To get to know one another and maintain connection virtually, we followed opening prayer with an icebreaker. Committee members who broke the ice were Haley Brown, Jim Clark, Jesse Feyen, Barry Johnson, Kelsey Kaercher, Bill McPherson, Brian Schneidewind, Marita Servais, Jean Song, Brad Taylor and Pastor Rick. Kelsey Kaercher and Haley Brown served as co-chairs.

Per the Presbytery of Detroit, SSG's task in advance of calling a Pastor Nominating Committee (PNC) was to write a report:

- to enable the congregation to identify its vision for ministry and the Leadership Competencies (specific skills) needed in its next pastor, and
- to present to potential pastors a congregation's understanding of its call, its resources, and its needs.



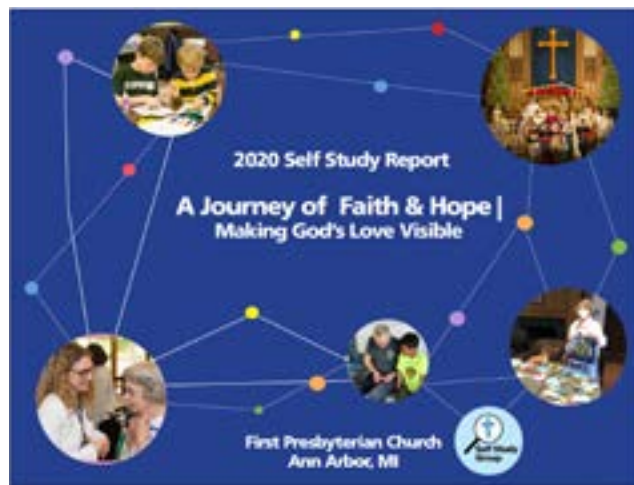
To write our report, we gathered information from a number of sources, including but not limited to:

- Mission service partners
- Leaders of other local churches
- Local census data
- First Presbyterian of Ann Arbor history books
- Church staff
- Elders and Deacons
- Mission and Vision 2019 Report; Annual Reports; Church Statistical Reports

An integral part of our research was to assess congregational health and priorities via a survey with the help of HolyCow! Consulting. We felt it was important to check in with members and friends even though we had a number of visioning and strategic planning documents to work with.

2021 Goals

- Offering hope to our congregation and community in this uncertain time.
- Continuing to provide our members and communities with the continuity of pastoral care, worship, faith formation and service opportunities, either in person or online.
- Protecting all our members and visitors, especially the most vulnerable, by limiting contact and implementing safe practices according to public health guidelines.
- Facilitating the reopening of facilities as the virus is curbed and the vaccine becomes more widely available.
- Supporting the move to livestream technologies in the sanctuary and other venues.



A few highlights from the survey include the following:

- Despite a challenging couple of years, the congregation is resilient and highly energetic about the life of the church.
- The top three critical abilities desired in the next Lead Pastor

Strategic Planning Task Force

Sue Gott

Following the Mission and Vision 2019 report, a 2020 Strategic Planning process was conducted. Work groups were formed and identified the following overarching guideposts for our work:

- Becoming a robust actual and virtual sanctuary, welcoming and accepting all people: radically inclusive, hospitable, fully accessible and cultivating diversity.
- Prioritizing programs and policies that result in deeper faith, stronger connections, demonstrated integrity, focused Christian formation for all ages, and worship experiences that are intergenerational, broader and more accessible.
- Engage in intentional practices of Christian social justice, advocacy, action and education.
- Initiating policies and practices that yield a more transparent, more just, equitable, and accountable environment — from personnel to investments — developed and led by new groups that fulfil our calling.
- Broadening and enhancing experiences in mission, worship and Christian formation so as to foster a culture of learning, caring and active expressions of compassion, and growth in participation and giving.
- Leveraging greater volunteer participation, engagement and collaboration in programmatic initiatives to ensure our highest and best use of the congregation's human capital and staff resources.
- Creating a transformative facility renovation plan that prioritizes reprogramming of space so as to accommodate

are excellent preaching, strategic leadership, and change management.

- The top three priorities in the church are to make necessary changes to attract families with children and youth; develop and implement a comprehensive strategy to reach and integrate new people into church life; work towards social and institutional change so society might better reflect the Kingdom of God.

We hope and pray that the SSG report, “A Journey of Faith & Hope | Making God's Love Visible”, will serve the church well as it lives into its bright future.

In the Future

The Pastor Nominating Committee will use the Self Study Report to build their Ministry Information Form, and candidates for the Lead Pastor role can read the report to get a feel for the congregation's call and needs in the future. The report will also be made available to the congregation.

contemporary methods of worship, mission, faith formation and compassionate care. Initiate a capital campaign to fund deferred maintenance, life safety building requirements and mission-driven priorities.

- Deploying enhanced technology that strengthens and reinforces innovation and creativity in expanding outreach, formation, and compassionate connections and improving live-streaming capabilities for virtual gatherings, meetings and services.
- Increasing generosity to enable delivery of the opportunities articulated in the 2020 Plan - with annual monitoring and assessment of Plan outcomes by means of a disciplined review of metrics, with proactive adjustments as required.
- Verifying that the combination of programs, policies, participation and resources will be integrated into a sustainable and



strategic framework for conducting inclusive worship, active mission, Christian formation, and continued cultivation of a culture of compassion and care.

In order to enable First Pres to realize these aspirations, this Strategic Planning Committee has identified the following foundational commitments:

- Welcoming and involving more children, youth, families and young adults in the life, programs and ministry of the church;
- Increasing active participation – by guests and visitors, adherents and members, volunteers, and the community at large;
- Making the church's financial life sustainable
- Stabilizing the building as a reliable, adaptable, sustainable instrument of ministry that is well.

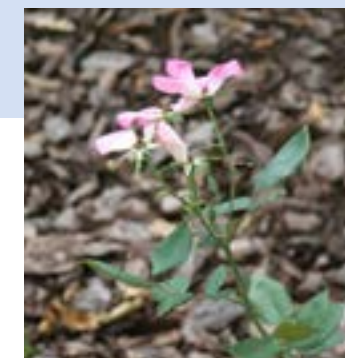
2021 Goals

Strategies are grouped: near-term (by 2021), mid-term (by 2023) and long-term (by 2025). This Plan will be a living document: while adhering to the essence of the Plan, revisions will be necessary. A Session-appointed Strategic Planning review group will review and make adjustments as needed working directly with Committees. It is incumbent upon all of us, as members of this household of faith, to make the vision a reality as we venture into 2021. May the work of this Plan make God's love visible to FPC and to all with whom we are in community and seek to serve.

In Memoriam

We grieve the loss of those members who died in 2020.

January 4	Helen Corey	May 17	John Eman
January 9	Carolyn Buehler	May 22	Greg Greico
January 11	Benjamin Hourani	May 24	Jack Caldwell
January 18	Edward Vandenberg	May 27	Bob Davison
January 19	Robert Kerry	June 5	Judith Judge
January 31	Judy Stuart	June 11	John Hammond
February 22	Alice Irani	June 25	Gail Morowa
March 12	David Husted	July 22	Barbara Lauzon
March 21	Greg Detmer	August 29	David Larrouy
April 15	Graydon Krapohl	September 22	Mary Ann Austin
May 15	Cozette Grabb	September 25	Helen Parker



October 6	Arthur Parker
October 14	Melvin Edwards
October 13	Kenneth Brock
November 11	Anne Marshall
December 6	Kathryn Baird
December 10	Lynn Parker

New Members

Spring 2020 New Member Class



We give thanks to God for those members who joined First Presbyterian Church in 2020.

* Denotes Confirmands

Linda Atkins	Mary Evans	Will Jermyn	Hal Pray	Steven Syverud
Andrea Bare	Joseph Fairman*	Tommy Kaercher	Evan Richert*	Elsie Van Wieren*
Aubrey Baumhover*	Anna Gehrke	Jim Miller	Tim Rigotti	Chase Wilmer*
Mary Jane Chase	Heather Gerety	Karen Miller	Olive Scott	Jensen Wood*
Laura Corral	Peregrine Gerety	Maurine Nelson	Andrew Shepherd	Rob Zink
Owen Day*	Joshua Gernant*	Mark Newton	Tracy Krapohl Short	Susan Zink
Jazmin Eddins	Beth Gerwig	Beth Nissen	Stephanie Simpson	
Barbara Eichmuller	Jack Hollingsworth*	Molly Omisky	Sidonie Smith	
Larry Englehardt	Macy Holmberg	Rebecca Pagels	Carson Strauss*	

Officers of the Church



Members of Session

2020 Clerk of Session: Linda Rex

Class of 2020

Dick Carlisle
Diane Hockett
Linda Koopmann
Bill McPherson
Renee Mulcrone
Karen Mundus
Brian Schneidewind
Bill Upton

Class of 2021

Susan Cares
Bruce Clyde
Jeanette Kibler
Jim Peggs
Helena Prince
Mary Lynn Thomson
Bob Wallin
Ken Westfall

Class of 2022

JP Demaggio
Sue Gott
Carter Hodgson
Katie Parker
Paul Smith
Bruce Thompson
Chris Wahl
Marti Wendler

Class of 2023

Jennifer Day
Kate Kraft
Steve McKenny
Keith Molin
Renee Mulcrone
Len Rezmierski
Jean Song
Deanne Woodruff

Board of Deacons

2020 Co-Moderators: Doug Gottliebsen, Ellen Johnson / 2021 Co-Moderators: Michele Madden, Carol Gottliebsen

Class of 2020

Pam Ehrhart
Mary Engelhardt
Robin Fosheim-Hoag
Nancy Fox
Doug Gottliebsen
Alice Holderby
Duane Locke
Susan Morville
Nancy Oliver
Julie Rupp
Dianne Santinga
Lisa Shultz
Mary Smith
Jeanette Swartz
Sara Vander Voort
Brian Williams
Heidi Williams
Pam Wood

Class of 2021

Charlotte Anderson Sawtell
Al Barber
Jim Campbell
Paula Doering
Jesse Feyen
Jim Hall
Kyle Hall
Peggy Hodgson
Diane Knibbs
Judy Landau
John LeDuc
Aidan Majorprice
Jim Mulcrone
Mary Polkowski
Gary Stahl
Elsa Stuber
Julie Wheaton
John Yodhes

Class of 2022

Sandy Anderson
Daniel Bizer-Cox
Dan Christensen
Nancy Janz Clark
Jim Douglass
Jan Fisher
Carol Fletcher
Carol Gottliebsen
Amy Lindauer
Michelle Madden
Holly Majorprice
Jeannette Middleton
Karen Moorhead
Merry Muilenberg
Chris Queen
Diane Tamblyn

Class of 2023

Betty Anderson
Anne Andrus
Sharon Dort
Carol Downton
Jennifer Edwards
Pam Ehrhart
Kim Byers Granito
Kathy Hillig
Nicole Jolliet
Catherine Kendall
Linda Koos
Chris Lin
Betsy McCallister
Angie Miller
Nelly Petrock
Brad Taylor
Nancy Tena
Felicity Williams

Coopted for the Class of 2021: Lisa Danielson, Jim Dickinson, Carol Downton, and Becky Gaffney

Coopted for Chapel 77: Carole Hendrickson

Members of Staff



Pastoral and Program Staff:

Rev. Andrew Frazier, Resident Minister
Dr. Paul Haebig, Interim Organist
Reverend Khayla Johnson, Resident Minister
Reverend Mark Mares, Minister of Youth & Families
Reverend Evans McGowan, Assistant Pastor
Kellie McInchak, Children's Choir Director (not pictured)
Reverend Melissa Anne Rogers, Associate Pastor

Reverend Amy Ruhf, Resident Minister
Reverend Jay Sanderford, Associate Pastor
Reverend Dr. Rick Spalding, Interim Pastor
Sandy Talbott, Wellness Coordinator & Parish Nurse
Beca Torres-Davenport,
Coordinator of Children's Education & Family Ministry
David VanderMeer, Minister of Music & Fine Arts



Administrative Staff:

Robin Agnew, Administrative Assistant
Pat Gilbreath, Welcome Center Volunteer Coordinator
Lisa Haddrill, Technology Coordinator
Almer Harris, Maintenance Specialist
Mary Jones, Publications Coordinator
Cindy King, Administrative Assistant

Anna Miller, Finance Manager
Adrian Prundeanu, Facilities Manager
Linda Robinson, Office Manager
Alyssa Walker, Finance Assistant

First Presbyterian Church General Operating Fund
INCOME AND EXPENSE STATEMENT FOR 2019 and 2020
(With 2021 Budget Information)

First Presbyterian Church
Balance Sheet
December 31, 2020

	2019 Actual	2020 Budget	2020 Actual	2021 Budget
INCOME				
Pledge receipts	1,477,273	1,500,000	1,516,683	1,475,000
Contributions	177,857	175,000	211,315	175,000
Residency Program	243,914	284,173	276,461	298,943
Other income	84,897	35,350	3,290	12,200
Unrestricted Endowment	45,433	47,642	47,642	50,326
Transfers for Shortage(Surplus)	0	252,389	0	232,339
Total Income	2,029,373	2,294,554	2,055,591	2,243,808
EXPENSES				
Financial Stewardship				
Annual Giving	4,242	5,900	5,033	5,900
PCUSA Per Capita	46,508	47,536	47,536	47,108
Technology	33,159	37,300	41,932	42,800
Administration	60,661	68,020	44,559	55,550
Total Financial Stewardship	144,570	158,756	139,060	151,358
Christian Formation				
Adult Formation	4,398	4,200	2,907	2,550
Children's Formation	13,844	17,400	9,277	15,550
Youth Ministry	14,069	21,500	4,743	13,000
Intergenerational Christian Formation	0	750	286	750
Session\Officers\Deacons	2,433	2,900	1,841	2,900
Total Program	34,744	46,750	19,054	34,750
Congregational Life				
Congregational Life	24,700	22,200	22,190	22,200
Stephen Ministry	500	500	500	500
Total Congregational Life	25,200	22,700	22,690	22,700
Mission				
PCUSA Missions	25,800	32,800	26,300	35,300
International Mission	32,715	15,500	2,000	0
Local Mission	84,704	84,000	78,239	92,500
Total Mission	143,219	132,300	106,539	127,800
Personnel				
Personnel	1,039,078	1,227,325	1,143,425	1,190,907
Property				
Property	316,239	373,800	299,727	364,700
Safety	4,223	8,000	4,843	8,000
Food Services	468	800	83	300
Total Property	320,930	382,600	304,653	373,000
Worship				
Worship	38,574	39,950	43,709	44,350
Residency Program				
Residency Program	283,058	284,173	276,461	298,943
Total Expenses	2,029,373	2,294,554	2,055,591	2,243,808
CHANGE TO OPERATING RESERVE	0	0	(0)	0

	General Operating Fund	Endowed & Special Gifts Fund
Assets		
Current	\$ 241,765	\$ -
Investments	550,478	8,489,761
Receivables	931,992	-
Property & Equipment	2,268,373	-
Total Assets	\$ 3,992,608	\$ 8,489,761
Liabilities		
Current	\$ 325,153	\$ -
Memorials	43,791	-
Designated Funds	375,178	4,446,652
Total Liabilities	\$ 744,122	\$ 4,446,652
Equity		
Bequests, Restricted & Unrestricted	-	\$ 4,043,109
Equity in Promissory Note	\$ 871,582	-
Equity in Property	2,376,904	-
Total Liabilities & Equity	\$ 3,992,608	\$ 8,489,761

Endowment & Special Gifts
Statement of Fund Activity
For the twelve months ended December 31, 2020

Fund Balance January 1, 2020		\$ 7,657,290
Additions:		
Interest & Dividends	\$ 175,260	
Increase in Market Value	823,814	
Donations received	126,682	
FPC Transfers	76,450	
Residency Endowment funds received	7,024	
Total Additions		1,209,229
Opening Balance plus additions		\$ 8,866,519
Deductions:		
Administrative Fees	\$ 31,142	
Expenses Paid	333,382	
Distribution to General Operating Fund	47,642	
Total deductions		412,166
Fund Balance December 31, 2020		\$ 8,454,354

For Further Details, please speak to Bill Upton, Finance Committee Chair

Ann Arbor First Presbyterian
Summary of Congregational Mission Giving
2020

Budgeted

PC (USA) Mission - Presbytery, Synod, General Assembly	\$ 24,300
Emerging Opportunities - NEXT Church Support	2,000
Russia Mission Team	2,000
Campus Ministry	1,815
Local Mission	
Cass Community Social Services	8,000
Community Action Network	10,000
Corner Health Center	5,000
Delonis Center	1,140
First Presbyterian Church-Ypsilanti/Riverside Meal Program	4,000
Food Gatherers	3,000
Friends in Deed	5,000
Habitat for Humanity	10,000
Hope Clinic	7,500
Interfaith Hospitality Network\Alpha House	7,500
Ozone House - Mental Health	10,000
Peace Neighborhood Center	5,000
Sub-Total (Budgeted)	106,255

Non Budgeted

Special Offerings (denominational)	
One Great Hour of Sharing	17,545
Pentecost	2,741
Peace and Global Witness	3,360
Christmas Joy	6,020
Israel/Palestine (Includes Pilgrims of Ibillin)	10,000
PC (USA) - Disaster Relief	7,555
Family to Family Christmas	8,505
PCUSA Mission Co-Workers	500
Christmas Eve Offering - Nicaragua CEPAD	4,440
Ash Wednesday Offering	
Boy Scout Troop #7	8,390
Communion Sunday Food Drives	21,579
Campus Ministry Program	825
Cass Community Social Services	5,000
Community Action Network	13
Corner Health Center	5,000
Dawn Farm	4,000
Delonis Center	1,144
Detroit and Cass projects	50
Ele's Place	2,500
First Presbyterian Church of Ypsilanti - Riverside Meal Program	1,200
Friends In Deed	500

Ann Arbor First Presbyterian
Summary of Congregational Mission Giving
2020

Non Budgeted (Continued)

Food Gatherers	2,500
Habitat for Humanity	3,455
Humane Society of Huron Valley	85
Interfaith Hospitality Network\Alpha House	3,200
Open Door Ministry	3,000
Ozone House	1,505
Peace Neighborhood	643
Presbytery of Detroit Theological Education Fund Scholarship	723
Presbyterian Villages	1,000
Presbyterian Women	3,220
Safe House	2,500
Shelter Association of Washtenaw County	3,000
Washtenaw Community College/Food Bank	3,000
Sub-Total (Non-Budgeted)	130,197

Total Funds Received for Mission Giving

236,452

In-Kind Donations

Christmas Eve Collection - Hats (2), gloves (3), thermal sets (3), tank tops (5), t-shirts (41) training bras (10), Huggies pull-ups (52), underwear (369), socks (371)

Delonis Shelter - Hats & Pairs of Socks (102)

Drive Through Collection - Toilet paper rolls (300), tissue boxes (20), laundry detergent (30), feminine products (15), underwear (10), adult diapers (10), 1 small toiletries box, 100 lbs. of food

Family to Family Gifts - 52 Families Adopted, \$7,500 in Meijer gift cards

Food Donations to Food Gatherers - 613+ lbs.

Food Rescued from Michigan Stadium and Ann Arbor Public Schools: 9,000 lbs.

Glacier Hills, VA Hospital, Corner Health Center, and others in need - Face masks (2,000+)

Cass Community Social Services - Paper towels (50 pkg) and Laundry detergent (40 cont.)

Peace Neighborhood Art Supplies Donations - Sketch pads (2), index cards (3), footballs (4), rainbow sticks (4), crafting sets (5), marker packs (5), art sets (6), flash lights (6), notebooks (6), large canvases (8), bottles of paint (8), paint trays (10), crayon packs (14), coloring books (20), 1 scrapbooking set

Rotating Shelter Food Donations - Hot food for meals, breakfast foods and snacks

Rotating Shelter Clothing Donations - Jackets (14), coats (8), sweaters (17), pants (16), shirts (10), t-shirts (6), socks (89), boots (2), scarves (25), hats (7), gloves (12), neck warmers (3), hand warmers (16), 1 head band

SOS Community Services - Personal care and household items

WCC Food Donation - 32 bags of food

Terms of Call

NAME: Melissa Anne Rogers
CHURCH: First Presbyterian Church Ann Arbor
CITY: Ann Arbor

I. EFFECTIVE SALARY	2020	2021	Change + / -
1 Cash Salary	52,677.10	54,490.81	1,813.71
2 Housing and Utility Allowance	38,000.16	38,000.00	0
3 Use of Manse (fair rental value, at least 30% of 1+4+5)	0	0	0
4 Medical Deductible/Medical Allowance(if taken as salary)	0	0	0
5 Flexible Benefits (see below*)	0	0	0
5a Life Insurance	0	0	0
5b Deferred Compensation (403(b), annuity, etc.)	0	0	0
5c Other Flexible Benefits (please name)	0	0	0
* Child and elder care, additional life insurance, 403 (b) plans, and other vouchered allowances as permitted by IRS Section 125. For further information consult a tax accountant.			
6 Total Effective Salary (Add 1 - 5c)	\$ 90,677.26	\$ 92,490.81	\$ 1,813.55

II. BENEFITS	2020	2021	Change + / -
7a. Board of Pension Medical Dues (27% of 6.)	22,669.32	24,972.52	2,303.20
7b. Board of Pensions Death, Disability, Pension (10% of 6.)	10,881.27	9,249.08	(1,632.19)
8 Social Security (SECA) Allowance (7.65% of 6.)	6,936.81	7,075.55	138.74
9 Medical Deductible/Allowance (if not taken as salary)	-	-	-
10 Optional Dental + Sup Death Ben Spouse & Child(ren) + Vision	1,679.04	2,677.32	998.28
11 Total Benefits (add 7 - 10)	\$ 42,166.44	\$ 43,974.47	\$ 1,808.03

III. REIMBURSED EXPENSES	2020	2021	Change + / -
12 Study Allowance (minimum \$1,000)	1,200.00	1,200.00	0
13 (Vouchered & Reimbursed) (minimum of \$1,500) Auto/Travel (IRS 57.5 cents/mile)	0	0	0
14 Business Expenses (Books, Dues, etc.)	1,500.00	1,500.00	0
15 Other (please name) Cell Phone	1,000.00	1,000.00	0
16 Total Reimbursed Expenses (add 12 - 15)	3,700.00	3,700.00	\$ 0
17 Grand Total Terms of Call (add 6, 11, and 16)	\$ 136,543.70	\$ 140,165.28	\$ 3,621.58

Terms of Call

NAME: John Sanderford
CHURCH: First Presbyterian Church Ann Arbor
CITY: Ann Arbor

I. EFFECTIVE SALARY	2020	2021	Change + / -
1 Cash Salary	50,677.26	52,490.81	1,813.55
2 Housing and Utility Allowance	40,000.00	40,000.00	0
3 Use of Manse (fair rental value, at least 30% of 1+4+5)	0	0	0
4 Medical Deductible/Medical Allowance(if taken as salary)	0	0	0
5 Flexible Benefits (see below*)	0	0	0
5a Life Insurance	0	0	0
5b Deferred Compensation (403(b), annuity, etc.)	0	0	0
5c Other Flexible Benefits (please name)	0	0	0
* Child and elder care, additional life insurance, 403 (b) plans, and other vouchered allowances as permitted by IRS Section 125. For further information consult a tax accountant.			
6 Total Effective Salary (Add 1 - 5c)	\$ 90,677.26	\$ 92,490.81	\$ 1,813.55

II. BENEFITS	2020	2021	Change + / -
7a. Board of Pension Medical Dues (27% of 6.)	22,669.31	24,972.52	2,303.20
7b. Board of Pensions Death, Disability, Pension (10% of 6.)	10,881.27	9,249.08	(1,632.19)
8 Social Security (SECA) Allowance (7.65% of 6.)	6,936.81	7,075.55	138.74
9 Medical Deductible/Allowance (if not taken as salary)	0	0	-
10 Optional Dental	905.28	990.24	84.96
11 Total Benefits (add 7 - 10)	\$ 41,392.68	\$ 42,287.39	\$ 894.71

III. REIMBURSED EXPENSES	2020	2021	Change + / -
12 Study Allowance (minimum \$1,000)	1,200.00	1,200.00	0
13 (Vouchered & Reimbursed) (minimum of \$1,500) Auto/Travel (IRS 57.5 cents/mile)	0	0	0
14 Business Expenses (Books, Dues, etc.)	1,500.00	1,500.00	0
15 Other (please name) Cell Phone	1,000.00	1,000.00	0
16 Total Reimbursed Expenses (add 12 - 15)	3,700.00	3,700.00	\$ 0

17 Grand Total Terms of Call (add 6, 11, and 16)	\$ 135,769.94	\$ 138,478.20	\$ 2,708.26
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Our service now ... begins.

So go forth from this time and place,
and take whatever you have found here -
of courage, of hope, of resolve, of peace -
and plant them in the waiting furrows of the worrying world,
that in time it may grow and flourish,
and bear the fruit of justice and compassion,
to nourish the whole life of the world
- people and planet -
as God intends.

And know, as you go, that you carry with you
the stubborn and steadfast blessing
of the God who, as Creator, imagines you,
and the blessing of the God who, as Savior, heals you,
and the blessing of the God who, as Spirit, weaves you together -
this day, this night, tomorrow,
and even forevermore.



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