Celebrating 195 years of opening our hearts, minds and arms...



First Presbyterian Church Ann Arbor, Michigan

Table of Contents

Reports from the Pastors Pastor for Adult Education &

Rev. Jay Sanderford, Associate Pastor for Adult Education & Mission, Coordinator of the Resident Minister Progr	ram 3
Rev. Melissa Anne Rogers, Associate Pastor for Pastoral Care & Congregational Life	5
Rev. Evans McGowan, Assistant Pastor for Faith Formation and Campus Ministries	7
Rev. Mark Mares, Minister of Youth and Families	8
Reports of Session Committees	
Faith Formation	9
Children's Education & Family Ministries	9
Adult Education	
Congregational Life	10
Financial Stewardship	
2022 Annual Giving Summary	11
Integrated Communications	
Mission	13
Local Mission	13
International Mission	13
Personnel	14
Resident Ministry	14
Property	15
Safety Work Group	15
Worship, Music Ministry and Liturgical Arts	
Other Reports	
Board of Deacons	17
Congregational Nominating Committee	
Governance Task Force	
Presbyterian Women	
Reopening Recommendations Work Group	
Strategic Planning Work Group	
In Memoriam	
New Members	_
Officers of the Church	
Members of Staff	23

REPORTS OF PASTORS



Report from The Reverend Jay Sanderford

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

It is a strange, tentative moment in late December as I write this reflection, especially with Omicron tearing across the

country. Things feel wrecked. The pandemic seems like an endless fountain of bad news. The CDC keeps changing its rules. Political disagreement has calcified into political hatred. And when people have to meet each other in public settings — in stores, on airplanes, over the phone — they are often behaving badly. Businesses keep postponing back-to-the-office dates; public schools are forced to retreat to virtual learning. Vaccinations and boosters and Covid tests occupy our attention.

Time and again, as a congregation, we've had to adapt our worship services, live-stream events, pivot our faith formation groups, and rethink how we do hands-on mission. Staying healthy, gathering safely, providing compassionate pastoral care and offering a generous welcome to all people became new priorities, all in the midst of the churning pandemic.

In spite of it all, we remain unwavering as a strong, vital and healthy congregation. Worship, formation, service, pastoral care, fellowship, governance, strategic planning and communications have all continued, though perhaps in different forms. To be a part of this congregation at this important moment is a marvel.

There is a powerful line in Terence Blanchard's opera Fire Shut Up in My Bones that captured for me the essence of our collective approach to the challenges of the year 2021 at First Presbyterian: "We Bend, We Sway. We Don't Break. Our Roots Run Deep." Or put another way, in the face of a global pandemic



continuing into another year, at First Pres ... We Flexed, We Adapted, We Pivoted! Our Roots Run Deep. 195 years deep!

Terence Blanchard's Fire Shut Up in My

Bones, based on a memoir by Charles M. Blow, is the first opera by a Black composer presented by the Metropolitan Opera. Fire Shut Up in My Bones is about a Black boy growing up in rural Louisiana, where he rises above poverty, violence, and abuse to become a successful writer. In the beautiful aria, "Bend, Sway, Don't Break" Charles (baritone Will Liverman) sings: "I draw my strength from underneath, I bend, I sway, I don't break..." Then the chorus joins "We draw our strength from underneath, we bend, we sway, we don't break" in an inspiring moment of triumph.

Such a beautiful song reflects many current themes for our congregation, especially after passing our 195th anniversary as a community of faith in August 2021. Through the twin pandemics of racism and Covid-19, First



Pres has intentionally drawn our strength from underneath, from our deep roots, from confidence in the steady presence of the living God, from our long history of effective ministry in Ann Arbor, and our values of seeking excellence in worship, community service, communal reconciliation, pastoral care, intentional faith formation for all ages and a unique collaborative leadership culture.

2021 saw First Pres continuously experiment, adapt and invent ways to connect with our community virtually. We bent our worship model from recorded worship in an empty sanctuary to begin live streaming morning worship in March 2021 and have continued to develop this incredible ministry week by week. Streaming worship on YouTube and Face Book live has enhanced the size of our congregation and changed the geography of how members, friends and curious guests engage with our ministries. Online tools such as virtual Coffee Hours and Pew Pads have enriched relationships in fascinating new modes of ministry.

In summer 2021, we gathered large groups for a summer jazz worship series, and "In spite of it all, we remain unwavering as a strong, vital and healthy congregation. Worship, formation, service, pastoral care, fellowship, governance, strategic planning and communications have all continued, though perhaps in different forms." Our pastoral leaders and administrative staff have forged an expressly collaborative leadership culture, with the Core

swayed with the sounds of the Paul Keller group on the front lawn of the church. People saw each other face-to-face for the first time in many months. Faith formation groups of adults, youth and children gathered outdoors under a large canopy on our Hill Street property, engaging in creative Bible study and engaging in the important work of social justice.

All during 2021, our Session and staff leaders looked ahead to the future, and curated and adopted a robust Strategic Plan. With the guidance of Elder Susan Gott, a determined group fashioned a multi-year plan that was enthusiastically approved by the Session in December 2021 and will shape our ministries, worship and facility planning for some time to come.

Our distinctive Resident Ministry Program bent a bit to recruit a new cohort of young pastors entirely virtually, and brought to Ann Arbor three delightful and gifted young pastors, Revs. Megan Berry, Hannah Lundberg and Matthew J. Warfield. Flexibility and creative Zoom welcome parties broke through the fog and noise of the pandemic to forge warm bonds for effective ministry.

Our Deacons and pastoral care teams strengthened their role as the roots, the foundation of our relationships, adapting modes of pastoral care to offer drive-by visits, sending personal cards and making numerous phone calls, creating and delivering home-cooked meals for families and individuals in need and delivering faith formation materials to the homes of children, youth and families.



Leadership Team of Revs. McGowan, Rogers and Sanderford, merging wisdom, experience and

energy at the center of our First Pres ministry operations. Connected to engaged and proactive committees and teams, we have plunged ahead, bending, swaying and never breaking. We added a gifted new organist, David Hufford, to our team



and said fond goodbyes to our Interim Pastor Rick Spalding and Interim Organist Paul Haebig. All the while we eagerly look forward to the arrival of a new colleague, a lead pastor, to shape and encourage our next years of ministry.

The Session and Deacons have made enormous contributions to the life of First Pres, and I applaud all the work, shared wisdom and energy of our resourceful church leaders. I am particularly grateful for our ReOpening Group and fledgling Safety Team in 2021. And the backbone of our organization rests on the care and devotion of our Session Committees such as Finance, Personnel, Property, Faith Formation, Communications, Mission, Congregational Life and Worship, and I applaud the spirit, inventiveness and energy of these groups.

We Bend, We Sway, but We Don't Break!

Grace and Peace,

Rev. Jay Sanderford, Associate Pastor & Core Team Leader

Report from The Reverend Melissa Anne Rogers

Associate Pastor for Pastoral Care & Congregational Life

In our 195th year of serving Christ as a faith-filled congregation of humble, grateful disciples, we rejoice in our years as a beacon of hope and light. And yet, today is the first day of the rest of our life as a congregation — for however long we are blessed to be Christ's Body here in Ann Arbor. With new resolve and energy, we find increasingly creative and effective ways to make Christ's love visible and tangible for our community and the world. We cannot rest on our laurels.

The opening statement was written as a liturgy to be used on August 22. Every Sunday since, we repeat a shortened version as our benediction response. This longer version faithfully reflects who we are as Christians and Presbyterians — grateful Gospel-lovers in pursuit of truth, living our faith with integrity, seeking vulnerability, trust and

transparency in our fellowship together. We are doggedly committed to a faith that is alive and in service to our Lord.

Without exception or condition, we love with Open Hearts. Pursuing truth and integrity, we learn with Open Minds. Seeking fuller community and deeper faith, we leave with Open Arms. losing and gaining Making God's love visible and Christ's hope tangible, we serve with Open Hands.

wherever and to whomever He calls us.

My calling is to help deepen the culture of compassion and care that defines First Pres, to help lead and equip our faithful caregivers at all levels for this church family, and to utilize your ideas and energy for the sake of mutual care. Let me offer you just a few ways in which this happens. Many members receive a phone call from another member singing "Happy Birthday" on their special day. Each week, select church members receive



gobs of cards to encourage them in a time of need. On Sunday afternoons, selected members open their front door to find a Deacon offering a bouquet of flowers to cheer them. On Monday mornings, a group of 20 members meets for half an hour to pray for every

need that worshippers have entered on the virtual friendship pad (and you are welcome to join us!). Every month, caregivers and those who grieve gather for mutual support. Members attend seminars sponsored by Stephen Ministry to help them deepen their understanding of spiritual and emotional challenges people face. Soon after losing a loved one, church members receive a 'comfort kit' put together by the

Deacons that offer them a grief book, candle, peace crane, prayer shawl, prayer pocket, and baked goods. A family with a loved one in the hospital receives multiple

meals per week to give them time to be with the one in need. We marvel that in a time of seemingly constant change, the Deacons, Stephen Ministers, Helping Hands group, parish nurses, and pastoral and program staff are faithful to respond with love and compassion to every need that is known to us. In this culture of compassion, we will come alongside you, respond with support and prayer, and embrace you fully. Let me be clear — our members minister to one another. It is not the work of the pastors alone.

> This year demanded extreme nimbleness for our staff colleagues, enduring changes to our office locations.

defining new roles, and maintaining our devotion to an uncommonly collaborative way of doing ministry. Ministry requires touching — in literal and figurative ways. Covid has left us searching for creative ways to stay close and connected. Our pastoral rituals became complicated in a pandemic, still we found ways to host memorial services, share sips of coffee together, remember and celebrate our loved ones, and pray together. Joining the church looks different, too but we welcome and integrate every soul that God calls to our community. Mature Ministries members returned to bus travel to museums and experiences, and enjoyed several lunch outings together for learning and fellowship, but also have mastered zoom technology for listening to speakers and virtually visiting museums (thanks to Brad Taylor!). In this pandemic, we aren't just surviving, we are thriving.

For the pastoral care department, this has been a year of building relationships with outside resources — geriatric care managers, care facilities, and home health aides so that we can refer our church family to the very best in what they need for their loved ones. Our two Parish nurses have been extraordinary in working with the congregation to keep us safe from Covid and ensure that all have access to the vaccines. How blessed we are to have them. Our spiritual health is so clearly tied

to our physical health, and when one suffers, we must strengthen both.

The author Jan Richardson wrote, "Grief is the least linear thing I know." In light of our losses, the Holy Spirit meets us wherever we are, bringing comfort, guidance, community, and ways to use our pain and redeem our losses to help others. It is a privilege to do this work of helping our congregation realize and live this fundamental truth of who God is for us. It is a wonder to behold who you are as members who so beautifully bear one another's burdens.

Parish Nurse Annual Report

It has taken 2 nurses to fill the position that Sandy Talbott held for many years. Barb DeLancey and Stacey Pakela took on the position of co-parish nurses in January 2021. It has been a beautiful, yet challenging year. Here are some of the areas we focused on in 2021:

 Covid-19 — Our focus, with great assistance from retired nurse and congregational member, Linda Strodtman, was to help church members get access to a vaccination. We



also made many calls to follow up with members as they continued to navigate through the challenges that this pandemic has brought to their lives.

Reopening Recommendations Work Group (RRWG)
 — Barb has continued to actively work with the
RRWG. This small team of dedicated members and
staff has guided us through the difficult decisions

- required to keep everyone in our church family safe through this challenging time.
- Caregivers Support Group Stacey has continued leading monthly online meetings, a wonderful space for those who provide care in any way to family members. We offer love and tangible support to each other. All caregivers are welcome!
- Safety Barb and Stacey are part of this committed, remarkable group of members whose work can be found in a separate report.

Our plans for 2022 are to continue with the groups we are supporting currently and to remain a resource and guiding presence to all those who need us~our congregation, our staff, and our pastors. We both feel very blessed to have been called on this journey of pastoral nursing together and we are so grateful to serve the congregation of First Presbyterian Church, Ann Arbor, in this way.

Memorial Garden Update from Chairperson Susan Cares

The Memorial Garden, started 38 years ago, continues to be a sacred place to notice or stop-in to remember the saints who have gone before us. The Committee strives to keep it lovely, green and simple. Of the



1,504 plots available, 250 interments have taken place. Some plots are shared so the remains of spouses have been placed together. We are annually working to improve and update the Garden.





Report from The Reverend Evans McGowan

Assistant Pastor for Faith Formation and Campus Ministries

This past year has been my first to serve in the newly created position, the Assistant Pastor for Faith Formation and Campus

Ministries, and I could not have done it alone. I am pleased to work with my colleagues Rev. Mark Mares and Beca Torres-Davenport to continue developing a faith formation program for all ages. And I am grateful for all of the volunteers – elders, deacons and otherwise, who do the work of the church day in and day out. Many hands make light work, or at least they lighten the load!

It's been challenging to offer virtual, hybrid and inperson learning opportunities that are engaging to all while also keeping everyone safe. From the return of our Vacation Bible School in June, to launching Worship Around the Fire in the summer months, and utilizing the canopy on the Hill Street lot for various fall activities, we made great use of our beautiful campus grounds. In the fall, we launched the Faith Formation for All Ages at 11 a.m. so folks would be able to worship together at 8 or 9:30 a.m. and then learn and serve together at 11 a.m.

After leading a college service trip to Puerto Rico two straight years with our college students, it was difficult to not return due to the pandemic. Thankfully, we



were able to return to an in-person fall retreat with the MSU UKirk program. While there was no annual Pancake Supper, the year culminated on a high note with an intergenerational event that saw youth, families, college students and other members of First Pres pack over 10,500 meals for the hungry.



I am thankful to have played a role in a number of successes this year. I continue to serve on the Technology Work Group with Elder Jen Day as chair, and our team helped bring First Pres into the 21st century by livestreaming the 9:30 a.m. worship service since late February. We now work closely with the Worship Committee to provide audio and video support to various services, and plan to expand our scope of support in 2022.

The Reopening Recommendations Work Group, of which I served as the co-chair alongside Nancy Janz Clark, put together and executed with our staff and Session a four-phased Framework for Reopening our Church Safely. Our work to maintain the health and

vitality of First Pres continues as the Reopening Communications Team amidst the ongoing pandemic.



In keeping with our strategic plan, I was also part

of a joint effort by Adult Formation and the Mission Committee to form the Social Justice Action Group.

The leadership group came together over the summer and launched a luncheon in September to focus on three areas of social justice: Dismantling Racism, Gun Violence Prevention and Climate Justice. I look forward to seeing how these groups engage our congregation and community around these important issues.

Indeed, many hands make light work. Or, as I like to say, the "light-work" of Christ, as we continue to open our hands in service to the One who calls us to put our faith into action with each other and the community we serve.



Report from The Reverend Mark Mares

Minister of Youth and Families

"And there, ahead of them, went the star that they had seen at its rising..." Matthew 2:9

It's hard to believe that out of my two and a half years here at First Pres, two of them have been completely shaped by the Covid virus. Reflecting on 2021, I turn to scripture to help us see where we've been and where we're going.

The story of the Magi brings us great wisdom for this past year. The Magi traveled a long and difficult journey, gazing at a starlit sky. In their story, we're reminded that the journey to God is not



always an easy one, sometimes our journey to God involves wandering through fierce landscapes. When we find ourselves in the wilderness, we hear the Magi whisper to us, "keep your eyes on the heavens." For us, the starlight sky told us to continue to try and be creative, creating opportunities for fellowship and encounters with the light of Christ in each other. We did this by:

- Holding an intergenerational Epiphany gathering for families and First Pres members to participate in at home.
- Creating space for youth to design and lead an intergenerational virtual escape room, which had over 50 folks join online.
- Holding Zoom Youth Group
- Holding Formation Classes on Sundays (Confirmation and Middle/High classes led by Rev. Mares & Betsy McCallister).
- Holding a Parenting in the time of Covid class on Zoom.
- Launching the Faith Beats podcast to connect with youth, parents, and other First Pres members.
- Holding mid-week worship services during the summer that offered space for intergenerational worship in a 'camp-like' setting.
- Holding Sunday night gatherings in the park for youth during the summer.
- Holding Lenten spiritual practices on Zoom weekly
- Holding lots of outdoor gatherings getting Bubble Tea with youth, going on scavenger hunts, playing games, and having fellowship.
- Holding several 'book clubs' (three!)

The Magi also remind us how to respond when we encounter Jesus. They respond with joy! Though this year has been marked by grief in so many different ways, there were certainly many things that led us to be overwhelmed by joy:

- The incredible leadership, mentorship, and teaching of Betsy McCallister, Rev. Matthew J. Warfield, Rev. Megan Berry, Rev. Evans McGowan, and Rev. Mark Mares.
- The consistent support, encouragement, leadership, ministry of presence, and empowerment of the Youth Group Leaders: Charlie Balaan, Stacey Pakela, Julia Pakela, Rev. Matthew J. Warfield, Rev. Megan Berry, Rev. Evans McGowan, and Rev. Mark Mares.
- Confirming nine youth in May: Graham Corey, Hadley Feyen, Chloe Majorprice, Brianna McLaughlin, Madeline Montgomery, Maverick Musser, Anna Schneider, Molly Schneidewind, and Owen Smith.
- Several successful service opportunities with local mission partners: Alpha House & CAN.
- Creating a new local mission partnership with Growing Hope.
- Raising over \$4,000 at this year's Art Fair to use toward future Mission & Formation trips.

And finally, the Magi show us that in meeting Jesus, we're set on a different path. After they encounter Jesus, the scripture says they "went home by another way." In their resistance to do things the way King Herod wants; the Magi whisper these words to us too: "it's ok to make mistakes. You have the freedom to take a different route if the path you're on appears to not be the right one." We had to do this a lot this past year as we moved back and forth between in-person & zoom gatherings. We adapted with:

- Outdoor gatherings on the Hill Street property, in parks, and in the homes of families.
- Backyard Retreats at the homes of generous First Pres members.
- One-on-one relationship building.
- Backyard family visits.
- Youth group gatherings indoors, masked, and without a meal.

Throughout the ups and downs of this year, again and again we were reminded that it isn't our faithfulness we must trust, but God's.

REPORTS OF SESSION COMMITTEES

Faith Formation

Diane Hockett

2021 was a year of adaptation and change for our Faith Formation Team, whose staff includes Assistant Pastor Rev. Evans McGowan, Minister of Youth and Families Rev. Mark Mares, and Coordinator of Children's and Family Ministries, Beca Torres-Davenport. Formerly called Christian Education, Faith Formation reflects a contemporary approach to how our beliefs are molded in a variety of settings at different stages in our lives. We now have various age groups under one roof, from Children, Youth and Families, through Campus Ministry and T2A2 (Twenties and Thirties Ann Arbor), all the way up to Adult Formation. This gives us the opportunity to provide greater coordination between groups so there are both age-specific offerings as well as intergenerational events where everyone is invited.

The year began virtual-only, although as the weather improved so did the in-person outdoor opportunities. T2A2 had several outings and met socially distant as a small group in parks and in member's backyards. Over the summer, we encouraged families and other folks to attend other ministry events, including the Jazz Vesper Services, Worship Around the Fire, Taizé Services and

Guided Outdoor Meditations. The canopy on

Hill Street was later used in the Fall for youth group and children's faith formation.

While viral conditions made intergenerational in-person events challenging, ministry still continued in new and varied ways. A new Faith Formation for All Ages allowed for various ages to all meet at the same time at 11 a.m. on Sunday mornings. First Sundays was introduced as an intergenerational activity on the first Sunday of the month to build on Communion and Food Collection Sundays. The December 5th Rise Against Hunger Food Packaging event saw families, couples, single adults and college students all come together to pack over 10,500 meals for those in need.

The challenges of offering robust formation opportunities both in-person and online will continue into 2022, but our team is ready and prepared as we invite people young and old to participate in a variety of ways in forming their faith.



This year the CFM Work Group has worked to connect with families both inside and outside the church walls, creating an inclusive environment for all. CFM, with wonderful volunteers, did a major clean out of the 3rd floor – clearing outdated curriculum and books, organizing materials, creating a separate craft room and organized storage rooms, creating multi-use classrooms, and recreating the children's Lemon Chapel as a worship and music space.

From January to May, at-home faith packs were sent home for classes and special events such as Peeps & Pizza and Palm Sunday. Families met online for fellowship and lessons. For Easter, the children retold the story of Holy Week in an Easter pageant that included the children's choir, Sanctus Ringers, intergenerational readers and an instrumental family fanfare. Throughout the summer, children gathered outdoors for faith formation offerings and family-friendly Jazz and Campfire worship services.

On Sundays, children combined with youth for Compassion Camp. We also held our annual (small-scale)

Vacation Bible School. The Milestone Ministry program continued both online and inperson throughout the year. This vital program engages a larger population than Sunday formation classes.

September programming began with welcoming children to worship service



with more inclusive offerings: children's bibles, updated worship bag materials, and participant roles in service. On Bible Sunday, children remained in worship and engaged with the preacher and guest painter, creating art of their own. Chapel and faith formation classes were offered on the 1st floor.

Newly created:

 First Sundays events (in place of traditional Faith Formation classes) and intergenerational activities that relate to the church community and the wider community of Ann Arbor and Ypsilanti). Worship Lab (an exploration of baptism, prayer, Call to Worship, Communion bread making, scripture re-enactment and more). Following Worship Lab, children returned to worship with their families.

The year ended with an outdoor hot cocoa bar and our traditional Nativity service which included all ages.

Adult Education Diane Hockett

Adult Formation offered a variety of learning opportunities for adults to participate in, in support of their faith journey as Christians. Many of the offerings took place on Sunday mornings. During Winter 2021, most of the Adult Formation offerings were virtual due to the pandemic. A major change occurred to the Faith Formation schedule this fall as the 11 a.m. hour was devoted to Faith Formation for All Ages. This resulted in several small group gatherings with participants of a common age or common focus. T2A2, First Friends, Exploring the Faith, and Bible at 9:30 (now The Bible at 11 o'clock) all gathered for learning and fellowship. Multiple study and small groups met during the week including Men's Group, Journeys and Noon Conversations.

Increased use of technology supported Adult Formation activities. The pandemic forced us to provide many sessions via Zoom and live streaming, as well as a hybrid option for some classes, allowing in-person as well as online participation. Certain sessions were recorded, most notably for the Bible at 11 o'clock, and are now available on the First Pres YouTube Channel.

The Adult Formation work group partnered with the Mission Committee to establish a Social Justice Action Group that will facilitate opportunities for congregants to participate in social justice actions and advocacy, with a special focus on Gun Violence Prevention, Dismantling Racism, and Climate Justice. Adult Formation looks to continue to enhance the faith journey of adults in multiple ways going into 2022.

Congregational Life

Marti Wendler

After a year and a half of curtailed activities due to Covid 19, Congregational Life is pleased to report that they are alive and well, and working to welcome new members, strengthen relationships within the church, and learning to work around the restrictions imposed by living through a pandemic!

Activities under pandemic conditions:

- Shrove Tuesday Virtual Pancake Supper
- New Welcome Statement/Tag Line
- Open Hearts, Open Minds, Open Arms
- All-church Variety Show
- 195th Outdoor reception
- Coffee hour on front lawn
- All-church Barbecue following Vespers
- Ice Cream Social
- Continued joining opportunities Fast Track to Membership
- 32 new members welcomed and received
- Tell Me More offered virtually and in person
- Radical Hospitality Work Group Initiated-DIAA
- Media advertising campaign
- Church Family Bonfire
- Cider and Donuts following the Glorious Sounds of Christmas concert
- Hot Cocoa Bar served before Nativity Service in conjunction with Youth and Families

Regardless of the restrictions, CL has worked to make First Pres a warm and loving place. Masks and distance may have made that difficult, but the influx of new members shows that we do indeed have Open Hearts, Minds and Arms.

Members of CL:
Mary Jane Chase
Gail Grady
Barbara Mueller
Marita Servais
Nicki Sorter
Sara VanderVoort
Elisabeth VanVliet
Mel Rogers, Staff Liaison





Financial Stewardship

Bruce Clyde

In 2021 the following folks served on the Finance Committee: Bill Austin, Megan Berry, Steve McKenny, Anna Miller, Keith Molin, Zach Monsma, Rebecca Pagels, Sarah Phillips, Jay Sanderford, Pat Tamblyn, Bruce Thomson, Bill Upton, Susan Washabaugh and Deanne Woodruff. Each brought a unique background, experience, and input, which allowed the collective to sort through technical and ethical financial issues, and determine paths believed to best serve this congregation. We are blessed by their service.

2021 ended slightly better than was planned financially. The 2021 Budget anticipated receiving \$1,662,000 of Pledges and Offerings, augmented by \$348,000 of funding from Endowments and Special Gifts. That budget anticipated \$2,243,000 of total expenses. The planned outcome was a \$232,000 deficit for the year. In the end, the combination of Pledges and Contributions slightly exceeded expectations, and coupled with expenses being substantively lower than planned, the deficit through November was just \$67,000, and will likely remain below \$100,000 once the year settles. This is good news, resulting in our not drawing from our Endowment as much as had been anticipated.

The Total Endowment has grown from \$8,447,000 on 12-31-20, to \$9,070,000 at 11-30-21. Of that, \$9.070 million, \$5.222 million is designated for Resident Ministry with the balance of \$3.848 million being designated to other ministries or undesignated.

Moving forward to next year, the proposed 2022 Budget anticipates a \$281,000 deficit. Any deficit realized will be funded using undesignated Endowment funds.

We have planned deficits for many years, but have been fortunate that they have often been avoided or mitigated by unique circumstances like unplanned staff vacancies, the COVID shut down, and so forth. Unfortunately, 2022 is likely to realize a substantial deficit given that while sources of income should remain at current levels, we hope to be adding the cost of a Lead Pastor, and we hope to have the building open for 12 months with the related operating expenses.

This shortfall is not something the Finance Committee is recommending addressing for 2022, but the Strategic Plan does include reaching a balanced budget by 2025. Simply put, over the next 30 months we will need to increase our income, reduce our expenses, or find some combination of the two to reach that balanced budget goal for 2025.

To develop a better understanding of areas we might address and opportunities we have, in 2022 the Finance Committee will collect and provide comparative information from other congregations of similar size with respect to fund raising participation, resource allocations by ministry and program, and demographic trends. The budget cannot be balanced in the final months of 2024. However, having a more informed approach beginning next fall will allow us to be thoughtful and prudent in making gradual, measured adjustments intentionally, rather than finding ourselves in the position down the road of being forced to do things we wouldn't want to do because we didn't plan ahead.

Much has been accomplished: ongoing ministries and vibrant congregational life throughout the pandemic, new handbells, the introduction of live-streaming, and growing Endowment balances. The budget is a challenge to be sure, but we are blessed with the resources to allow us to work over time to get this done, and to do it right, as this congregation has for 195 years.

2022 Annual Giving Summary

Deanne Woodruff

Making God's Love Visible, Peace by Piece

After a year and a half of uncertainty, we were very grateful to be back together worshiping as a community of faith starting in September 2021. To celebrate, we wanted to



do some special things to mark the 2022 stewardship season. David VanderMeer and the Liturgical Arts Committee were our partners. Our goal was to raise \$1,648,000 to support the annual Operating budget.

First, a hymn entitled *Peace by Piece* – reflecting the Annual Giving theme – was commissioned for First Pres and premiered on Kick-Off Sunday, September 26, and was sung during the worship services for the 5-week stewardship campaign.

Second, a marvelous art installation of handmade origami peace cranes that complimented the hymn and reinforced the theme, was installed in the Sanctuary in September and was on display until Advent began in November.



Third, the Annual Giving Work Group created a one-of-a-kind calendar sent out to every family in our congregation. Led by words from our Strategic Plan, the calendar shared stories how the Holy Spirit leads us and the myriad of ways that First Pres Makes God's Love Visible, Peace by Piece.

The 2022 Annual Giving Work Group
Deanne Woodruff, Elder, Chair
Bruce Clyde, Elder, Finance Committee Chair
Daniel Mitas
Rebecca Pagels
Bob Peterson
Jim Schaafsma
Brad Taylor
J.P. DiMaggio, Bridge Administrator
Anna Miller, Finance Manager
Allie Milot, Communications Coordinator
The Rev. Jay Sanderford

Integrated Communications

Jennifer Day

2021 witnessed continued growth in our use of technology at the church. Early in 2021 the Technology Work Group made the important transition from broadcasting pre-recorded worship to fully live-

streamed worship and other events on YouTube.

New sound, camera and production equipment was installed to facilitate this change. A new Integrated Communications
Committee (ICC) was formed and sanctioned by Session to coordinate all of our new technology and other forms of communication including print, email,



social media, and our church website. We hired a new Communications Coordinator, Allie Milot, who has been actively boosting our photography and graphic design across all of our outreach formats. The Technology Work Group that was formerly under the Finance Committee moved to the new ICC to be included in our new coordinated communication effort.

The ICC worked closely with the Personnel Committee in the hiring of new support staff. A new part-time technology coordinator, Kathy Houser, was hired to oversee existing and future computer needs of staff and other day-to-day technology needs of the church, and we maintained Bill Hall as our part-time Audio/Visual Production Manager for live-stream worship and other church events.

The committee is busy recruiting more laity to assist with running our audio and visual equipment as the demand for live streaming continues to grow and serve the remote members of our congregation. Before the Advent season, new hearing devices were purchased and made available in the sanctuary and Monteith Hall. See an usher and check one out on Sunday! The new ICC continues to work closely with the Worship Committee and the Music and Fine Arts Program to further integrate all that these programs have to offer.

Goals for 2022

- Rebuild the church website at firstpresbyterian.org
- Train students and laity in assisting with the camera and sound system
- Expand our technology capabilities in the building
- Empower staff with the technological tools they need to be successful
- More fully integrate technology into all ministries of the church
- Continue working with other committees to integrate communications and technology across all areas of the church
- Work with other ministry areas to develop a comprehensive communication plan

Mission

Local Mission Helena Prince

In efforts to make "Make God's Love Visible" in our Local Community, we worked with partner agencies to provide volunteer and financial assistance to meet needs.

- With generous contributions from First Pres members, the Covid-19 Emergency Fund provided funds to meet pandemic related needs: \$53,200 was awarded to 16 organizations from 2020-2021.
- The Local Mission grant program distributed \$73,000 to 10 community agencies to help move people out of poverty, provide housing, shelter, and mental health needs.
- In partnership with Adult Formation, a Social Justice Action Group was established with 3 issue groups currently active in Climate Justice, Dismantling Racism, and Gun Violence Prevention.





International Mission Rev. Jay Sanderford

International mission endures even in a global 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. Our Local Community Mission 2021 report has more details.

As the pandemic fell across the world in 2020, it landed very unevenly, affecting countries and peoples in the

First Pres Volunteers:

- Helped to lift families out of poverty through the Friends in Deed Circles program.
- Provided meals, pantry and other items to Alpha House family shelter and acted as "host" for 3 separate weeks.
- Donated 54 Thanksgiving bags to Hope Clinic.
- Planted and harvested a kitchen garden at Cass Community Center and helped renovate a building for housing.
- Rescued and distributed food from UM football and basketball games for meal programs at Ypsi First Presbyterian and Detroit shelters.
- Helped remodel a house for first time home owners through Habitat for Humanity.
- Provided presents and gift cards to families, foster children, and patients through the Family-to-Family Christmas program, in partnership with DHS, Fostering Futures, and Mott Hospital.
- Provided new winter gloves for men at the Delonis Shelter.
- Provided volunteers to staff the overnight Rotating Shelters at local churches.
- Distributed donations from the Communion Sunday Food Collection to food programs.

southern hemisphere more acutely than the first world peoples. Throughout 2021, the coronavirus continued to affect the global mission of our Presbyterian Church (USA). Several of our PCUSA Mission CoWorkers remained grounded at home in the U.S., and so were unable to be involved directly with ministries in Africa and Central America.

CEPAD (Protestant Council of Churches in Nicaragua) continued to operate many core programs in the countryside, supporting rural villages, farmers and community leaders. First Pres provided a \$5000 grant in support of CEPAD's vital ministries. Jhanderys Dotel-Vellenga and Ian Vellenga returned from Nicaragua to a family home in North Carolina, and celebrated the birth of a new daughter. Likewise, Rachel and Michael Ludwig spent 2021 at home in Pennsylvania, resourcing their ministry in Niger from afar. First Pres provided \$2500 in support for the Ludwigs' vital ministries in Niger. At the end of the year, Michael and Rachel announced plans to step out of their mission in Niger and consider new options for the future.

In late 2021, First Pres awarded grants of more than \$12,000 from a generous bequest to important ministries of education, hunger action and community support to our long-term mission colleagues in Dumaguete, Philippines.

Our traditional international mission teams—Israel/ Palestine, Philippines and Niger remained paused, and look forward to possibilities in 2022. Some activity could resume in Nicaragua if conditions allow travel in the second half of 2022. 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.

Mission Co-Worker David Duke was able to remain on location in Israel for most of 2021 and continued his ecumenical and bridge-building work. At the end of 2021, our First Pres Mission Committee did award \$2000 grants to our traditional partner, the Mar Elias Schools, and \$2000 to Hand in Hand Schools. Ellen Smith, our Mission CoWorker for Russia, continued coordinating ministry in Russia from her home to Wisconsin and the Mission Committee granted financial support to the Moscow Protestant Chaplaincy.

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.

Personnel

Carter Hodgson

The Personnel Committee continued to navigate the challenges of Covid-19 along with the dedication and commitment of our staff and Pastors. Under the leadership of our Interim Bridge Administrator the staff positions in communications, publications, and technology vacated at the end of 2020 were filled. We also welcomed two Parish Nurses, a permanent Organist, and an Accompanist.

Our Committee held exit interviews with all former staff and learned much about the culture of our staff and implemented many changes suggested. Job descriptions for all Pastors and staff have been completed and the personal evaluations are well underway with completion expected in the first quarter of 2022.

With the departure of our Interim Pastor, Rick Spalding, the Committee and Session created a leadership structure that would be in place until the arrival of our new Lead Pastor. A sub-committee of four Personnel Committee members was created to work with the Core Leadership Team and Jay Sanderford as Lead Pastor to continue the daily operations of the Church.

The Committee, along with the Reopening Work Group, the Safety Committee, and the Pastors continued to monitor the use of our building to keep our staff and congregation safe from the impact of Covid-19 and other unforeseen challenges.

Our 2022 budget reflects an appropriate cost of living increase for all of our employees. Towards the end of the year the Committee recognized the hard work of our staff and provided each employee with two paid personal days to be taken in 2022.

Resident Ministry Susan Cares

Every other year First Pres helps transition Residents who have worked, learned and grown in parish ministry and are now ready to embark on their own chosen careers in ministry. Rev. Amy Ruhf left in January after being called up early to serve as a Chaplain in the U.S. Navy. In May the Rev. Khayla Johnson took a call as Youth Pastor at First Presbyterian Church, Johnson City, TN. Rev. Andrew Frazier departed mid-summer to work in recruitment at Austin Presbyterian Theological Seminary in Austin, TX.



In August three new Residents transitioned into our program. The Rev. Matthew J. Warfield attended Western Theological Seminary while living in Holland, MI. Rev. Hannah Lundberg came

from Union Seminary, New York by way of southern California. Hannah was ordained here at First Pres in October. Rev. Megan Berry graduated from Louisville Seminary and was ordained at her home church in Independence, MO, also in October.

We continue to be proud of all our Resident Minister alums working in ministry across the country and internationally. Staying connected with them gives back to us a host of rich resources. We witnessed their talents as six former Residents came back as guest preachers this year.

A noteworthy achievement this year was that the Resident Ministry Endowment Campaign reached its goal of \$5 million. We give thanks to years of generous donations along with the good investment management skills of our finance staff and Finance Committee members. Achieving this level of funding will allow the Resident Ministry Program to remain strong and viable for years to come.



Rev. Matthew J. Warfield Resident Minister (In Memoriam)



Carter Hodgson Elder on Session (In Memoriam)

Property

Ken Westfall

Worship services and other activities returned to the church building in 2021. The following is a summary of significant facilities items from 2021:

- Update on the heating system:
 - o The amount of water leaking from the steam heating system has increased since last winter. The volume was relatively low until the last week of the year when a significant leak was discovered, which is being repaired.
 - o One of the church's eight boilers has started to fail. Plans for replacing this boiler are underway and duplicates of some of the hard-to-find replacement parts are also being purchased in an effort to be ready for any future boiler failures that may occur.
- A significant amount of tree work occurred at the church in 2021. Some was done by choice and planning, but some was not. In August a very large, and very old hickory tree fell. Luckily, this tree did not hit anyone and fell in a direction that did not do any damage to the church building itself. A few weeks later a large limb from a locust tree fell, and again nobody was hurt. This tree was also removed.
- As indicated in the Strategic Plan, a building renovation is needed to address some of the larger needs and aspirations of the church. The initial steps of hiring an architect for the first phase of design for such a project are underway.
- An updated Facilities report (including the list of capital replacement projects) was issued to Session in spring of 2021.
- For many months, several pews and modesty rails were stored in the Curtis Room. Once things began

to happen in the church again, an alternate storage solution was needed for these items. Several alternatives were explored, but in the end it was determined that renting off-site secured and weather proofed storage space was the best option so these, and a few other, items are being kept in an offsite storage rental facility.



- The space in the church known as "the apartment" was renovated to create office spaces for new staff members.
- Due to the pandemic and the church's lack of a fresh air exchange system, the church did not host the rotating shelter in 2021 (though the church is back to hosting in 2022 using some temporary solutions for air exchange).
- At the end of 2020, the church building suffered a couple of incidents of vandalism. In response to this, early in 2021 some security cameras were installed. Later in the year, an additional camera was installed to cover other portions of the building and parking lots. No vandalism or security issues have occurred in the areas covered by the cameras since their installation. Luckily no one was hurt during, or as a result of, the vandalism incidents.
- 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 heartfelt "thank you" for all they do for our building and grounds.

Safety Work Group Barb DeLancey

The Safety Team has been busy this year. Members of our group served on the RRWG and the RCT. We also welcomed our new parish nurses, Barb DeLancey and Stacey Pakela, to our team. We have been working on a FEMA grant that, if successful, would provide funds to help make important safety additions to our church building.

We completed our Emergency Safety Manual and anticipate having an In-Case-of-Emergency flip chart in every room in the building. With the return of in-person services, we are getting back on schedule with usher and de-escalation training, as well as emergency evacuation and weather drills.

As we work on our FEMA grant and seek information and guidance from the Ann Arbor Police Department and our insurance company, we have been told by both organizations that our safety response plan at First

Presbyterian Church is more advanced and further along than other churches in our area. We continue to prioritize the safety of our members first and foremost, and



are working toward making our church a welcoming and safe environment for all.

Worship, Music Ministry & Liturgical Arts

Jeanette Kibler & Dave VanderMeer

A great joy this year was welcoming David Hufford as our organist. The appreciation we feel for his ministry to us is clearly demonstrated as the congregation stays and listens to the Closing Voluntary. He is not only an incredible organist, but he is sensitive to the meaning of the hymns, adding a dimension of worship to the words we sing. A thank you again to Paul Haebig for serving until Easter when David was able to begin.



Dave VanderMeer continues to provide faithful and creative leadership to the worship services and has enabled the Worship Committee and the Liturgical / Visual Arts Team to expand our participation in the worship life of the church. The impact of his ministry to our eyes and our ears in worship has been amazing,

including new paraments, new stoles, Advent paper lace banners, etc.

Shayla Powell joined us as the new director of the Children's Choir and Eric Banitt is our new pianist for the 8 a.m. worship service. Both of these individuals are valued Music Staff members.

A special thank you to the Chancel Choir Section Leaders who led our congregation in music, both when we were worshipping virtually and when we began to worship in person.

Taizé services continued online and began to meet in person in September. A joy has been to see people from the community and even from afar coming to join us in these meditative times of worship. If you have not attended before, please join us in 2022! The Ash Wednesday Ecumenical Taizé Service was postponed in 2021 but Drive-by Imposition of Ashes was offered.

We began in-person services in March, limited to 25 people who were required to sign up and the numbers increased as restrictions were lifted. We have been able to live-stream our services via YouTube and Facebook, reaching a wide audience. Additional services have been made available online, including a virtual Hymn-Sing and Lenten Lunchbox concerts. Holy Week had additional creative ways to worship.

We welcome the creation of a Technology group to oversee the technical challenges in this work.

In mid-August we welcomed three new Resident Ministers into our worship life: Megan Berry, Hannah Lundberg, and Matthew J. Warfield.

We continue to involve children and youth in our services and will explore ways to increase participation in the months ahead. Joel Schoon-Tanis painted while Mark Mares delivered the sermon, the children



enthusiastically drew their own creations as they listened and watched attentively.

We have hosted several virtual art exhibits and two in-person art exhibits in the Social Hall that began in September. An Open House/Artist Talk was held in October by Holland artist, Joel Schoon-Tanis.

Summer Festival of Worship included Jazz Vesper Services (Paul Keller Jazz Quintet) that were well attended and well received.

The Chancel Choir presented the Fauré *Requiem*, for an All Saints' Sunday Concert on Nov. 7. Virtual communion continued to be provided, and Deacons delivered kits to many so that all could participate from home.

The Origami Peace Crane art installation was installed in September near the International Day of Peace (Sept. 21). Origami kits were provided to members who folded over 3500 cranes during the pandemic. The art installation is a visual testimony to the prayers of our

congregation—each crane bearing the name of a person prayed for.
The decision was made in the fall to focus on the 9:30 a.m. service to include children and youth and to hold Faith



Formation Classes for all ages during the 11 o'clock hour. The 8 a.m. Communion Service resumed in September.

The Sanctus Ringers began meeting in August in their new rehearsal space (the former choir room). This now accommodates the space needed for our ever-growing handbell choir. After many years, Gerry Leckrone has stepped down as conductor of the Church Orchestra. Dave VanderMeer now conducts this group.

A new committee was formed to consider a Concert Artist Series, called Open Door Creative Arts Series. 2022 is the target for beginning this series.

Rick Spalding, Interim Pastor concluded his time at FPC the Sunday after Easter. It was decided that FPC would not select another Interim Pastor, but that a Core Leadership Team of Melissa Anne Rogers, Jay Sanderford, Evans McGowan, and Dave VanderMeer would help guide the congregation during this next period. Several guests preachers were engaged during this time including some former Resident Ministers.

Respectfully submitted, Jeanette Kibler, Chair Dave VanderMeer, Staff Minister of Music & Fine Arts

OTHER REPORTS

Board of Deacons

Carol Gottliebsen and Michele Madden

This 'hybrid year' of both in-person, socially distanced and virtual gatherings challenged deacons to truly embrace their mission "to show God's love to each and every member of our congregation."

All 54 deacons were engaged in making our theme of "Beloved" come alive – shawl deliveries to youth as they were confirmed, baby blankets to brand new members, flowers from the Chancel to mark special occasions.



We delivered communion to members' homes, and served communion when worship services were 'live' at the church; celebrated the passages of the seasons with mums and poinsettias (and oh so many palm branches!); and, we prayed virtually every week on Zoom, in our homes, and with members in Hillegonds Chapel. We sang "Happy Birthday" to our fellow members, we wrote cards and sent messages of joy to new confirmands and new parents, and sent messages of love and care for those suffering losses of whatever kind.

We welcomed the new 2024 class of deacons and said farewell to the class of 2021. We joyfully welcomed our

new Parish nurses, Barb DeLancey and Stacey Pakela, and were blessed with the leadership of Rev. Melissa Anne Rogers... along with many helpful assists from our Resident Ministers in caring for those hospitalized or in need.

Finally, we counted our blessings for the behind-thescenes administrative staff who make our work possible – Linda Robinson, Robin Agnew, Diane Knibbs, and Pat Gilbreath. We are blessed to be the co-moderators of this amazing outreach in service to God.

Congregational Nominating

Katie Parker

The 2021 Congregational Nominating Committee (CNC) was comprised of nine members:

- Sitting Elders: Jeff Teucke (first year), Bill McPherson (first year) and Chair Katie Parker (second year)
- Deacon representative: John LeDuc (second year)
- At-large members: Cassee Stem Progar (second year), Elisabeth VanVliet (first year), Downs Herold (second year), Pat Liljestrand (first year), and Becky Gaffney (first year).

The committee met virtually many Sunday afternoons through the winter and spring. Having the meetings over Zoom enabled a very high participation rate by the committee members, and enabled excellent sharing of ideas and assignments in spite of illness, travel, and winter weather. The proposed candidate slates were approved unanimously at the congregational meeting on September 19.

Following the approvals of the 2022 class of elders and deacons, the CNC turned its attention to filling two positions occasioned by resignations of sitting elders Marti Wendler and Renee Mulcrone. Marti resigned to take a new three-year commitment as elder and Renee Mulcrone resigned due to her relocation to the west side of the state.

The CNC's recommended slates for the class of 2024 were:

- Deacons Andrea Bare, Beth Caldwell, Heidi Dodson, Barbara Eichmuller, Jesse Feyen, Beth Gerwig, Georgia Goodman, Shana Horan, John LeDuc, Debbie MacVey, Chloe Majorprice (youth), Mary McKeever, Nancy Oliver, Olive Rigotti, Norman Samuelson, Nicki Sorter, Jeanette Swartz, Sara VanderVoort, and Julie Wheaton.
- Elders Jim Cameron, Callie Feyen, Steve Gerhardt, Gail Grady, Rick Ingram, Chris King, Lynne Lande,

- and Marti Wendler.
- The 2022 CNC Bill McPherson (Chair, Elder),
 Jeff Teucke (returning, at large), Becky Gaffney
 (returning, at large), Downs Herald (returning, at
 large), Elisabeth VanVliet (returning, at large), Debbie
 MacVey (new, Deacon), Jay Pflasterer (new and at
 large), and Sarah Glinka (new and at large).

Governance

Rev. Jay Sanderford

The goal of the Governance Task Force is to collect, update, and make accessible all policies, protocols, by-laws, and procedural manuals that govern the life of First Presbyterian Church of Ann Arbor. This work is underway as one of several key responses to the expressed need to improve transparency and improve communications in the life and work of First Pres.

The Task Force has compiled governance documents and has taken note of which ones are most urgently in need of updating. The Rev. Tom Oxtoby, a member of the Presbytery of Detroit and a good friend of First Pres, has served as a consultant, offering draft revisions of some key documents and recommendations about drafting others.

2021 saw accomplishments in the realm of Governance. The Personnel Committee continued to work with Sage Consultants, an H.R. consulting firm, to revise the Personnel Manual, a requirement of Presbytery's 2019 Administrative Commission. The focus of the Task Force in the Fall of 2021 turned to a review of our Articles of Incorporation and By-Laws. Preliminary work began in developing a Manual of Session Operations.

Members of the Task Force are Dave Andrea, Tim Dickinson, Diane Hockett, Ed Koster, Sandra McDonald, Katie Parker, Linda Rex, Linda Robinson, Jay Sanderford, Sara VanderVoort, and Chris Wahl.

Goals for 2022

2022 will be an important year for progress in the review, updating, and / or creation of policies. Documents that are first in line for review and updating include the Use of Church Space and Property Policy (last updated in 2006), the Child and Youth Protection Policy (last updated in 2011), a Sexual Misconduct Policy, a Manual of Session Operations, including Standing Rules of Session, and the By-Laws of the Congregation (last updated in 2014).

Presbyterian Women

Meg Brown

The COVID-19 pandemic still has an enormous influence on PW programing due to the complexity of the logistics of our ministry and meetings. The church staff assumed the difficult task of technologically monitoring and managing all meetings held within the church structure, as well as those held in any outside building, such as in the church-rented outdoor tent. Both the PW monthly Horizon's Bible Study on Thursday mornings and the monthly Coordinating Team meetings were held as "hybrid" meetings, meaning that a member could attend personally or virtually.

The PW weekly William Barclay Bible studies and Thursday evening Horizon Bible Studies also were held as hybrid meetings. These meetings took place in the large Curtis Room with all physical attendees vaccinated and masked and seated six-feet apart. Those members who wanted to remain quarantined at their home were offered the Zoom meeting option with the office and pastoral staff and some lay members "hosting" using the required technology.

In spite of many challenges produced by this pandemic, the year's highlight was the church-wide, year-long celebration of the 175 year anniversary of the Ann Arbor

First Presbyterian Women service and ministry. An entire Sunday service was held on October 17, honoring PW. Some of the PW Coordinating Team members participated. PW presented a gift of hand-woven silk paraments to the church in commemoration of this anniversary.



PW members were blessed that the generosity of our church members' contributions in 2021 enabled Presbyterian Women to continue mission and scholarship giving goals, approximately 74% of our yearly budget. The entire PW mission and scholarship record can be found in the church's annual Mission report.

Here are some of the examples of the PW 2021 mission giving:

 Our Co-Moderator Joyce Himebaugh and Treasurer Lynne Gulick delivered a food collection, valued at \$350, to the Presbytery of Detroit to distribute to area food pantries.

- The October Ingathering collection of \$795 was split and shared equally (\$230) between the following organizations: First Step in Plymouth, MI, Fort Street Presbyterian Church's Open-Door Program, and The Genesis House located in Detroit. And clothing valued at \$100 was given to the Second Mile Center in Detroit.
- Due to awareness of the dire need, communicated by our PW Co-Missionary Partners, \$200 from our PW Disaster Relief budget was contributed to the Volcano Relief Fund.
- A contribution of \$200 was made to church-wide Rise Against Hunger Advent Project
- As an annual budgeted item, PW continued to give a financial gift of \$1200 to Haiti FSIL for nursing scholarships.

PW was honored to present Honorary Life Membership Awards of Presbyterian Women (U.S.A) pins to wellearned recipients Brad Taylor and Ginny Bell.

The Session endorsed an Adult Education and Action Program dealing with timely topics/challenges/concerns of our country. Vice Moderator Marlee Brown, Special Assignment Co-Chair, Felicity Williams, and other PW members will be participating and communicating the work of this Presbyterian Social Justice Committee.





Ginny Bell, Moderator for the past six years, compiled a 175th Celebration Book of the history and the contributions of Presbyterian Women. This important, historic document was contributed to the archives of First Presbyterian Church.



Reopening Recommendations Work Group

Rev. Evans McGowan

The Reopening Recommendations Work Group (RRWG) continued to meet weekly throughout 2021, co-chaired by Nancy Janz Clark and Rev. Evans McGowan. In conjunction with the Technology Work Group, the RRWG brought back in-person worship with the help of our worship leaders and usher teams in March 2021. As more people were vaccinated, more restrictions were lifted to allow more people to worship in-person, while also improving the online experience for those who wished to connect virtually.



Working closely with the staff and session, the RRWG recommended moving into Phase III of reopening in May and into Phase IV by September. The final Framework for Reopening in its entirety was submitted to Session in December.

Over the Fall, the RRWG of 9 members downsized into the Reopening Communications Team (RCT) of 5 members, as fewer recommendations yet continued communication were needed. The RCT continues its important work into 2022 to help maintain the health and vitality of First Pres amidst the ongoing pandemic.



Hill Street Canopy being used for Sunday night youth group

Stategic Planning Task Force

Sue Gott

Following the Mission and Vision 2019 report and the 2020 Strategic Plan publication, a 2021 Strategic Plan was approved by Session as an update to the 2020 original plan. With the continued focus of committee work groups, the following strategies were established as the basis of the 2021-2022 plan:

Worship/Music: Implement near-term/low cost modifications to Chancel and Monteith Hall to enhance functionality and flexibility, improve experience for workshop leadership/choir, and provide greater connection between the locus of workshop and worshiper; continue to deepen and enrich the worship experience and explore ASL interpretation for services as needed.

Faith Formation: Encourage personal practices such as prayer, journaling, spiritual practices and retreats; provide a supportive environment that encourages family participation and deepens ministry with young adults; and cultivate opportunities for all ages to become further embedded into the fabric of the church.

Pastoral Care/Congregational Life: Create a Radical Hospitality Task Force to eliminate barriers to our worship life and determine spiritual and tangible needs in an annual survey; enhance/expand downloadable resources, foster connection by increasing opportunities for digital engagement and expand database of community resources of social, mental and spiritual health specialists; expand outreach and participation for support groups and associated needs; cultivate online engagement; and enhance congregational participation.

Mission: Expand collaborative relationships with

community organizations; integrate mission into the life and work of our community of faith and incorporate all ages into service opportunities; participate in mission partnerships and an Interfaith Initiative.

Stewardship of Resources: Develop a phased approach for new HVAC system; make information more transparent for Fall Officer Retreat, committees, boards and workgroups; create policy and procedure database that is accessible to the congregation; provide opportunities for the congregation to identify areas that feel less transparent, and budget \$250,000 annually for capital repair and replacements with the understanding that the Capital Campaign will cover past unfunded repair and replacement.

Integrated Communication: Update and redesign church website in a newer platform.

Goals for 2022

Strategies are grouped: near-term (by 2022), mid-term (by 2024) and long-term (by 2026).

This Plan will be a living document: while adhering to the essence of the Plan, revisions will continue to be necessary.

A Session-appointed Strategic Planning Guiding Team will review and make adjustments as needed working directly with Committees.

The strategies are a product of many months of prayerful discernment and collaborative engagement. It is now incumbent upon all of us, as members of this household of faith, to make the vision a reality.

In Memoriam

We grieve the loss of these members who died in 2021.

Kathy Ashton-Miller Katie Beery Jim Bixler David Burns

The Reverend Paul Cross
Martha (Marti) Dalley
Charles Doering
Helen Emmons
Maro Ferris
Peggy Fisher
Martha Krehbiel
Elizabeth Langford

Bob Larson Mary Layher James Lombard Al Monich Eugene W. Nissen Lucienne Osborn

Linda Pace Nancy Perry Evelyn Pickard Charles Reinhart Jan Stephens Marian West





We give thanks to God for these members who joined First Presbyterian Church in 2021.

* Denotes Confirmands

Graham Corey*
Hadley Feyen*
Chloe Majorprice*
Brianna McLaughlin*
Madeline Montgomery*
Anna Schneider*
Molly Schneidewind*
Dory And
Dory A

Bob Anderson Dory Anderson Jim Anderson Thomas Beauvais Al Beery Ben Bernstein Jenny Bernstein Bill Black Nikki Black Ibbie Boehnke Kurt Boeve Martha Boeve Meghan Bugosh Zack Bugosh Taoqu Chen Bobbie Ewels Madelyn Gatchel Lindsey Gudritz

Peter Gudritz
Cynthia Leet
Alice Lyders-Petersen
Eugene W. Nissen
Penny Papadopoulos
Stephen Papadopoulos
Jennifer Rejim
Tracy Short
Brynn Stelter

John Stelter Lisa Stelter Lynn Stelter Nic Stelter Trisha Trumble

Officers of the Church

Members of Session

2021 Clerk of Session: Linda Rex

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Susan Cares
Bruce Clyde
Jeanette Kibler
Jim Peggs
Helena Prince
Jeff Teucke
Mary Lynn Thomson

Bob Wallin Ken Westfall

Class of 2022

J.P. DiMaggio Sue Gott Carter Hodgson Bill McPherson Katie Parker Paul Smith Bruce Thomson Chris Wahl Marti Wendler

Class of 2023

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

Class of 2024

Jim Cameron Callie Feyen Steve Gerhardt Gail Grady Rick Ingram Chris King Lynne Lande Marti Wendler

Board of Deacons

2021 Co-Moderators: Michele Madden, Carol Gottliebsen

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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 Charlotte Sawtell 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

Class of 2024

Andrea Bare Beth Caldwell Heidi Dodson Barbara Eichmuller Jesse Feyen Beth Gerwig Georgia Goodman Shana Horan John LeDuc Deborah MacVey Chloe Majorprice Mary McKeever Nancy Oliver Olive Rigotti Norm Samuelson Nicki Sorter Jeanette Swartz Sara VanderVoort Julie Wheaton

Coopted Deacons: Lisa Danielson, Jim Dickinson, Nancy Fox, Becky Gaffney, and Carole Hendrickson



Session Fall Retreat

Members of Staff



Pastoral and Program Staff:

Eric Banitt, Accompanist / Pianist
Rev. Megan Berry, Resident Minister
Barbara DeLancey, Parish Nurse
Rev. Andrew Frazier, Resident Minister
Dr. Paul Haebig, Interim Organist
David Hufford, Organist
Reverend Khayla Johnson, Resident Minister
Rev. Hannah Lundberg, Resident Minister
Reverend Mark Mares, Minister of Youth & Families
Reverend Evans McGowan, Assistant Pastor
Kellie McInchak, Children's Choir Director

Stacey Pakela, Parish Nurse
Shayla Powell, Children's Choir Director
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
Rev. Matthew J. Warfield, Resident Minister



Administrative Staff:

Robin Agnew, Administrative Assistant
Nick Dibacco-Vaidya, Finance Assistant
J. P. DiMaggio, Interim Bridge Administrator
Pat Gilbreath, Welcome Center Volunteer Coordinator
Lisa Haddrill, Technology Coordinator
Almer Harris, Maintenance Specialist
Kathy Houser, Technology Coordinator

Cindy King, Administrative Assistant Diane Knibbs, Administrative Assistant Anna Miller, Finance Manager Allie Milot, Communications Coordinator Adrian Prundeanu, Facilities Manager Linda Robinson, Office Manager Alyssa Walker, Finance Assistant





1432 Washtenaw Avenue Ann Arbor, MI • 48104 734 • 662 • 4466 www.firstpresbyterian.org

First Presbyterian Church General Operating Fund INCOME AND EXPENSE STATEMENT FOR 2020 and 2021

(With 2022 Budget Information)

NCOME/TRANSFERS Pledge receipts 1,516,883 1,475,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 233,078 175,000 232,000 1,712,071 1,663,355 1,000 1,712,071 1,663,355 1,000 1,712,071 1,663,355 1,000 1,	
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Local Mission 78,239 92,500 89,979 101,50 Total Mission 106,539 127,800 122,279 163,80	
Total Mission 106,539 127,800 122,279 163,80	
Personnel	
Personnel <u>1,143,425</u> <u>1,190,907</u> <u>1,136,750</u> <u>1,323,78</u>	<u>4</u>
Property	
Property 299,810 365,000 313,223 359,69	2
Safety 4,843 8,000 9,737 5,00	0
Total Property 304,653 373,000 322,960 364,69	
Worship <u>43,709</u> <u>44,350</u> <u>44,350</u> <u>64,30</u>	0_
Residency Program 276,461 298,943 229,409 289,85	1
Total Expenses <u>2,055,591</u> <u>2,243,808</u> <u>2,041,193</u> <u>2,483,63</u>	5_
CHANGE TO OPERATING RESERVE (0) 0 0	0

First Presbyterian Church Balance Sheet December 31, 2021

	_	General Operating Fund		Endowed & Special Gifts Fund	
Assets					
Current	\$	336,608	\$	-	
Investments		521,171		9,501,863	
Receivables		846,059		-	
Property & Equipment		2,268,373			
Total Assets	\$	3,972,211	\$	9,501,863	
Liabilities Current Memorials Designated Funds Total Liabilities	\$	246,343 55,183 447,732 749,258	\$	- 5,116,977 5,116,977	
Equity					
Bequests, Restricted & Unrestricted		-	\$	4,384,886	
Equity in Promissory Note	\$	846,049			
Equity in Property		2,376,904		_	
Total Liabilities & Equity	\$	3,972,211	\$	9,501,863	

Endowment & Special Gifts Statement of Fund Activity For the twelve months ended December 31, 2021

Fund Balance January 1, 2021		\$ 8,454,354
Additions:		
Interest & Dividends	\$ 527,911	
Increase in Market Value	497,267	
Donations received	41,315	
FPC Transfers	80,000	
Residency Endowment funds received	330,182	
Total Additions	_	 1,476,675
Opening Balance plus additions		\$ 9,931,029
Deductions:		
Administrative Fees	\$ 35,360	
Expenses Paid	294,251	
FPC General Fund - Deficit Transfer	49,230	
Distribution to General Operating Fund	50,325	
Total deductions		 429,166
Fund Balance December 31, 2021		\$ 9,501,863

Ann Arbor First Presbyterian Summary of Congregational Mission Giving 2021

Budgeted	
PC (USA) Mission - Presbytery, Synod, General Assembly	\$ 24,300
Emerging Opportunities - CEPAD	2,000
PC (USA) Mission Co-Worker Support	6,000
Campus Ministry	4,443
Local Mission	
Cass Community Social Services	386
Church of the Good Shepherd - AA Comm Learning Center	5,000
Community Action Network	5,000
Delonis Center	578
First Presbyterian Church-Ypsilanti/Riverside Meal Program	3,000
Food Rescue	1,576
Fort Street Presbyterian Church - Detroiters Gardens Friends in Deed	4,000 10,000
Habitat for Humanity	10,000
Hope Clinic	5,000
Interfaith Hospitality Network\Alpha House	7,500
Jewish Family Services	5,000
Michigan Abillity Partners	6,000
Local Mission Team Support	1,488
Ozone House - Mental Health/Winter Coats	8,000
Peace Neighborhood Center	5,000
Religious Action for Affordable Housing	5,000
Rise Against Hunger	2,500
Shelter Association of Washtenaw County	6,000
SOS Community Services	7,500
Washtenaw Housing Alliance	5,000
Designated Mission funds to supplement budget	(17,993)
Sub-Total (Budgeted)	 122,278
Non Budgeted	
Special Offerings (denominational)	
One Great Hour of Sharing	13,840
Pentecost	4,980
Peace and Global Witness	3,056
Christmas Joy	6,020
Israel/Palestine (Includes Pilgirms of Ibillin)	500
PC (USA) - Disaster Relief	5,470
Family to Family Christmas	4,875
Christmas Eve Offering - Jewish Family Services of Washtenaw County	7,674
Boy Scout Troop #7	8,000
Interfaith Hospitality Network\Alpha House	600
Communion Sunday Food Drives	14,570
CEPAD - Nicaragua	500
Detroit and Cass projects	300

Ann Arbor First Presbyterian Summary of Congregational Mission Giving 2021

Non Budgeted (Continued)

Presbytery of Detroit Theological Education Fund Scholarship	482
Presbyterian Women	4,567
Rotating Shelter Program	870
Shelter Association of Washtenaw County	989
Sub-Total (Non-Budgeted)	77,293

Total Funds Received for Mission Giving

199,571

In-Kind Donations

Christmas Eve Collection - Hats (5), gloves (6), sweatshirts/pants (15), t-shirts (42) socks (74), blanket (1), underwear (6), personal toiletry items (190)

Delonis Shelter - Gloves 56 pair

Family to Family Gifts - 33 Foster Children Assisted, 40 Families Adopted \$6,250 in Meijer gift cards

Food Donations to Food Gatherers - 605 lbs.

Food Rescued from Michigan Stadium and Ann Arbor Public Schools: 1,000 lbs./week

Rotating Shelter Food Donations - breakfast foods, water and snacks

Hope Clinic - 54 Thanksgiving Meal bags