

2023 ANNUAL REPORT



FIRST
PRESBYTERIAN
Ann Arbor | Michigan



Agenda

ANNUAL MEETING OF THE CONGREGATION

February 4, 2024
10:30 a.m., Sanctuary

Moderator: Rev. David Prentice-Hyers
Clerk of Session: Linda Rex

- I. Opening Prayer
- II. Call to Order
- III. Presentation of the 2024 Budget
- IV. Approval of Pastors' Terms of Call
- V. Pastor's Reflections
- VI. The Selkirk Grace
- VII. Shelter-in-place Drill



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2023 Pastor's Letter

Rev. David Prentice-Hyers
Lead Pastor

Welcoming each other home.

We Belong to God

Generous God, we thank you for places to call home,
and for journeys that carry us to special places and special people.

We pray for those who have no choice but to gather the scattered pieces of their lives and their families

and carry their story into a new place.

We pray for those for whom home is no longer a safe place, for those who look for sanctuary and safety

on the streets and across borders.

In safety or in danger, we belong to God.

Wealthy or poor, we belong to God.

Human, deeply human, we belong to God.

-Fiona Barker


A poem/prayer from the Iona Community Winter, ed. Ruth Burgess, Iona Books, 2023

I love that we host the Rotating Shelter just beneath the sanctuary. I wish we didn't have to host at all. I pray I will learn to do more. I rage that things are getting worse. Regardless, I love that amid the mess, we host folk in spaces soaked with prayer and praise. We turn our spiritual home into an actual home, even for a short time. During those weeks, I feel the walls sing back to us:

In safety or in danger, we belong to God.

Wealthy or poor, we belong to God.

Human, deeply human, we belong to God.



In safety or in danger,
we belong to God.

Wealthy or poor,
we belong to God.

Human, deeply human,
we belong to God.

As our turn ended, a storm knocked out power for the next host congregation. Midst snow banks and salt trucks, folk were scrambling to secure warmth and shelter for those who would otherwise be without. The pivot was natural and seamless. Volunteers, pastors, and staff started working out the logistics, securing volunteers, and clearing calendars. Before the last email faded from the screen, we were ready. There are so many saints here whose sleeves are rolled up and whose robe hems are tattered and worn.

Each time I pour the water and say, "Welcome home, Children of God," I know it is a flawed metaphor. Too many folks are without homes. Too many folks are in homes that aren't safe. Like all metaphors, Home is imperfect language for the koinonia we seek to awaken to within and through these walls. Though flawed, it still speaks of who and whose we are. It challenges us to embrace, each day, the love we are called to live and share. Welcome home is a way of saying, "We belong to God, and we think you do too."

By mid-afternoon, the power came back on, and

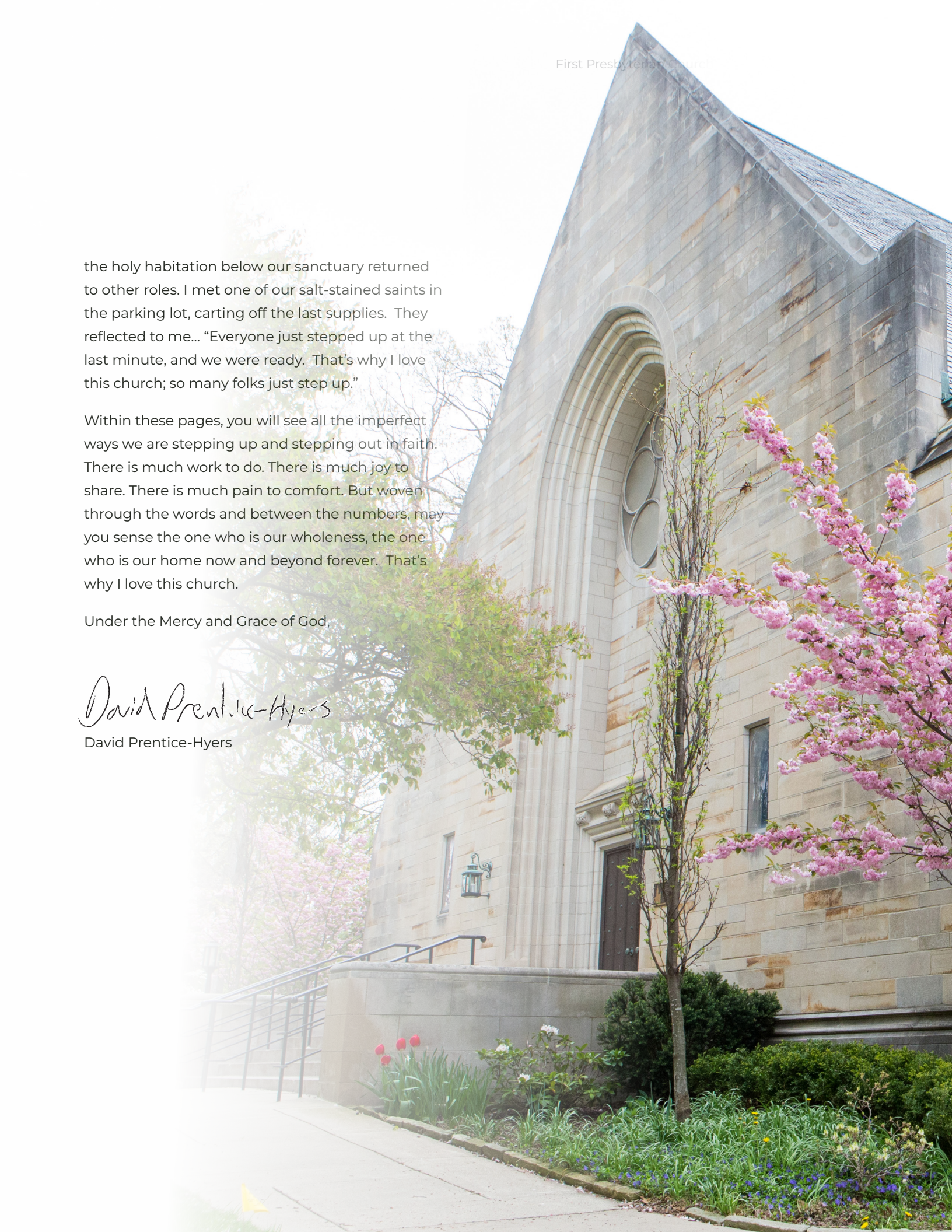
the holy habitation below our sanctuary returned to other roles. I met one of our salt-stained saints in the parking lot, carting off the last supplies. They reflected to me... "Everyone just stepped up at the last minute, and we were ready. That's why I love this church; so many folks just step up."

Within these pages, you will see all the imperfect ways we are stepping up and stepping out in faith. There is much work to do. There is much joy to share. There is much pain to comfort. But woven through the words and between the numbers, may you sense the one who is our wholeness, the one who is our home now and beyond forever. That's why I love this church.

Under the Mercy and Grace of God,

David Prentice-Hyers

David Prentice-Hyers



Clerk's Report

LINDA REX
Clerk of Session

On the third Wednesday evening of each month Elders, Ordained Staff, and Guests, under the leadership of Moderator Rev. David Prentice-Hyers, convene to find creative and meaningful ways to meet the physical and spiritual needs of the congregation and larger community. Ever mindful of our Mission, Making God's Love Visible, the responsibilities outlined in the Book of Order, and the goals of the Strategic Plan, with open hearts and minds to hear God's Word, the Session works to ensure member safety and security, fiscal stability and sustainability, support ministries that provide engaging programs for members of all ages, and create a welcoming space for worship and fellowship.

While difficult decisions have been necessary, there was also much joy shared throughout 2023. Welcoming new members, receiving the Confirmation Class into membership, hearing the faith stories of elected Deacons and Elders, approving new and innovative approaches to worship and community outreach, and nurturing the genesis of a capital campaign were some of the Session actions that illustrate the vitality and tell of a positive future for First Presbyterian Church.

Leadership is tough work and with 24+ people working to reach consensus sometimes it can be really tough work. Crafting responses to social and political tsunamis, responding to members who have expressed dissatisfaction with positions taken by the church, and approving the annual budget can generate "lively" debates and discussions, often going long into the night. Yet, respecting the traditions of First Pres, and each other, and with a shared unwavering commitment to the church and its mission, Session always hears God's message and finds the path forward.

It has indeed been a privilege and blessing to serve as Clerk of Session.





Pastor Reports



PASTOR REPORT

Rev. Jay Sanderford

Associate Pastor

“How lucky I am to have something that makes saying goodbye so hard.”

— A.A. Milne, “Winnie The Pooh”

I am grateful for the opportunity to spend the last ten years of ministry here at First Pres. It’s been a wonderful time of fruitful ministry, and I am excited about the future of First Pres, and equally enthusiastic about my retirement. My final day as your Associate Pastor and Director of the Resident Ministry Program was January 31, 2024.

It’s been a rewarding 10 years, full of challenges, joys, and, yes, stiff tests. I am pleased to have spent this period with devoted colleagues in shared, collaborative work. Our shared triumphs, sorrows, and hurdles are what have made us a thriving church together. I am so very thankful for each of you. To have known you and worked with you has enriched my life incalculably.

In Resident Ministry, our regular pattern of active, reflective ministry continued with Revs. Megan Berry and Hannah Lundberg until mid-summer 2023. In July, Megan took a call to a strong congregation in Madison, Wisconsin, while Hannah remained at First Pres in a transitional role. Both are splendid young pastors. My second priority for 2023 was to set the Resident Ministry program up for success. So, the first five months of 2023 were spent recruiting, interviewing, and inviting a new cohort of

Resident Ministers to come to Ann Arbor. After seminary visits, virtual interviews, and reference checks, we invited three qualified candidates to Ann Arbor for in-person conversations in March 2023, and then extended invitations to Nathaniel Fryer and Tommy Langejans to join this important First Pres ministry. I was thrilled!

Out of view, a less visible process of planning, preparation, and transition was underway with the Resident Ministry Work Group as I began to conclude my role as director of the program and hand off leadership responsibilities to Dave Prentice-Hyers through the connections of Hannah Lundberg.

Our 2023 Local Mission projects were focused on the real human needs of people for shelter, food security, poverty reduction, and community mental health. We continued work with our Feeding Our Neighbors, a.k.a. Big House Food Rescue, reclaiming hundreds of pounds of food after UM athletic events; and then Huron Valley Habitat. I’m proud we supported Friends in Deed and the Circles Ministry in Ypsilanti as we play a part in helping people rise from poverty. The genius of the Rotating Shelter program was again engaged with the full hearts and generous hands of many volunteers. Ministries with





Hope Clinic, as well as Cass Community Center in Detroit, continued as well. Our Local Mission Grant Program, guided by Martha Kershaw, directed more than \$75,000 to local programs and ministries.

In the broad arena of social justice, important gains were made in gun violence prevention and advocacy for stricter gun regulations. Likewise, our Racial Justice group continued its vital work of education and advocacy. A 2023 highlight was the dedication of the Matthew J. Warfield Library in October.

I am grateful for the three-month sabbatical that I was granted for the time from October 15, 2023, to January 15, 2024. Not surprisingly, Beth and I have used this period for healing and processing the grief of the unexpected death of our son, for a time of extended rest and recovery, for travel, for family visitation, and for spiritual replenishment. I also used the time to plan an engaged retirement. I increased my knowledge in Appreciative Inquiry as I imagined, and I will use my skills in the near future. In retirement, Beth and I will make a new home in Charlottesville, Virginia, in 2024, where we look

forward to a more leisurely life there filled with good books, friends new and old, hiking in the Blue Ridge, raising vegetables and flowers, riding, and enjoying our Labradors. I am excited about an unbidden and still developing part-time ministry opportunity. When the way is clear, I will share the details.

So, this is an excellent time to conclude this ministry. I will miss working with a host of talented leaders on the Session, in Resident Ministry, Mission, and Formation, as well as my dear, devoted, and faithful ministry colleagues. All have been incredibly positive participants in our unique and collaborative work. Together, we have encountered many challenges and changes, and I have learned much about leadership, healthy relationships, and collegiality. Thank you!

I feel such deep gratitude for this ten-year opportunity to make God's love visible in our Ann Arbor community! First Pres is a strong, healthy, inclusive, and compassionate community. I am confident that God has great things in store for this congregation in the coming years.

PASTOR REPORT

Rev. Melissa Anne Rogers

Associate Pastor

“Life is a pilgrimage of discovery, in which our mistaken views are corrected, our distorted notions adjusted, our shallow opinions deepened and some of our vast ignorances diminished.”

—John Stott

“Faith is not the clinging to a shrine but an endless pilgrimage of the heart... It is as if God were waiting to enter our empty, perishing lives.”

—Abraham Heschel

“Wanderer, there is no road, the road is made by walking.”

—Antonio Machado

For ten years, these thoughts fused in my spirit, I've embraced a ministry of pilgrimage, bringing together members to grow in faith through intentional journeying to sacred places. Past the terror of COVID-19, two trips occurred. Sixteen of us walked in the other-worldly Highlands of Iceland, hiking the Laugavegur Trail in August; Nineteen pilgrims walked 110 miles in Portugal to reach Spain's Cathedral of Santiago. Worshipping in Reykjavik and Santiago was moving and transformative. These mixed-gender groups were singles and couples from 54 to over 80 years old. Our approach to this spiritual practice is unique. Pilgrims spent over 20 hours in preparatory meetings, hours training on local trails, and endless conversations about gear. They endured close companionship together in planes, on





trails, and over meals. God appeared in the small moments of companionship, conversation, and challenge — and in the beauty of country and culture. Deep bonds of friendship and faith were formed. This work was rewarding and taxing, and you will hear more about the benefits and blessings of these trips at an upcoming Adult Education Session.

Pilgrimage sustains me for the work of daily ministry. Engaging in countless staff meetings and planning sessions with members in caregiving ministry and adult formation, attending to innumerable phone calls, personal meetings, and pastoral visits, and leading 19 memorial services — all of it is inspiring and fatiguing. In journeying away from daily ministry, giving space for God to speak to our deepest needs, decompression and reflection occur. The gifts of pilgrimage return to our members needing guidance and support, those facing challenges to their faith and families. The Spirit sets us in step with God. On pilgrimage, we move in a way that directs a maturation of our faith and an ultimate transformation of our souls.

Other highlights of this year included fast-track sessions, hearing new members share their appreciation for the authentic hospitality of our

congregation, taking on the training of new officers this past fall because of Jay's retirement, and officiating at the weddings of our members in Ann Arbor and other places — especially the wedding of Elder Jen Day and David Deromedi, two of our Santiago pilgrims. Working with the Deacons, Mature Ministries, and Congregational Life Committee, the members of those groups call out the best in me, and I serve those groups with delight.

My call looks different every year, depending on the makeup of the pastoral staff. My new opportunity to work in the educational realm with Adult Faith Formation Chair Jane Dutton and a terrific team has deepened my curiosity and creativity. New pastors and other staff grow my patience and widen my perspective, and taking time to become friends and colleagues who mutually support one another is critically important. Our Lord leads us onward as we near our 200th year. First Pres is on a pilgrimage with God of becoming even more than we can imagine. Walking with you, I am grateful, wondering, and wandering on this journey, trusting in the ultimate destination.

PASTOR REPORT

Rev. Mark Mares

Associate Pastor

Tod Bolsinger, a professor of leadership formation at Fuller Seminary says that when Lewis and Clark, on their famed expedition across the country, hit the Continental Divide, they expected to encounter a river that would allow them to paddle easily to the Pacific Ocean. Instead, what they found was not a flowing river but the Rocky Mountains. Bolsinger says that this is what church leaders are encountering today. Churches are going to have to figure out that it isn't that we need to "paddle harder," rather, we "have to make an adaptation, and the key to adaptation begins with going back to your deepest core value."

As Taylor Swift alludes to, it's hard to know where we're going when we can really only know where we've been. This past year, I was privileged to be able to continue my work with youth and families. With Beca's maternity leave and subsequent departure in the early part of the year, our search for a Coordinator of Children & Family Ministries

over the summer, and then the onboarding of new staff (woot woot for Heather Polikoff joining us), there's been a lot of transitions. With Rev. Jay Sanderford's sabbatical in the fall and transition to retirement, I began working with our Mission committee & various work groups, including the social justice work groups.

Whether it's rivers or the Rocky Mountains I encounter, the one constant in life is change. Yet, in the midst of change, there is new life, new possibilities, new growth. It isn't easy. Sometimes it may seem odd or unconventional. Sometimes it's going to work great, and other times, it isn't going to work at all. As we move into 2024, I hope and pray we continue to lean into the deepest core of who we are as followers of a loving God. May we live out that deep love, joining the Spirit at work among us and within us, building courage among us (and within), and opening ourselves to a sacred belonging for all our weary souls.



“The lesson I’ve learned the most often in life is that you’re always going to know more in the future, than you know now.”

– Taylor Swift

PASTOR REPORT

Rev. Hannah Lundberg

Transitional Pastor for Resident Ministry

At First Presbyterian, transition and change are part of the water we swim in. We say hello and goodbye to Resident Ministers, we start new programs and retire others, and we celebrate Baptisms and memorial services. As a congregation, we regularly honor the past while also looking to the future. I've learned a lot from you all about how to celebrate the change in meaningful ways, trusting God along the way.

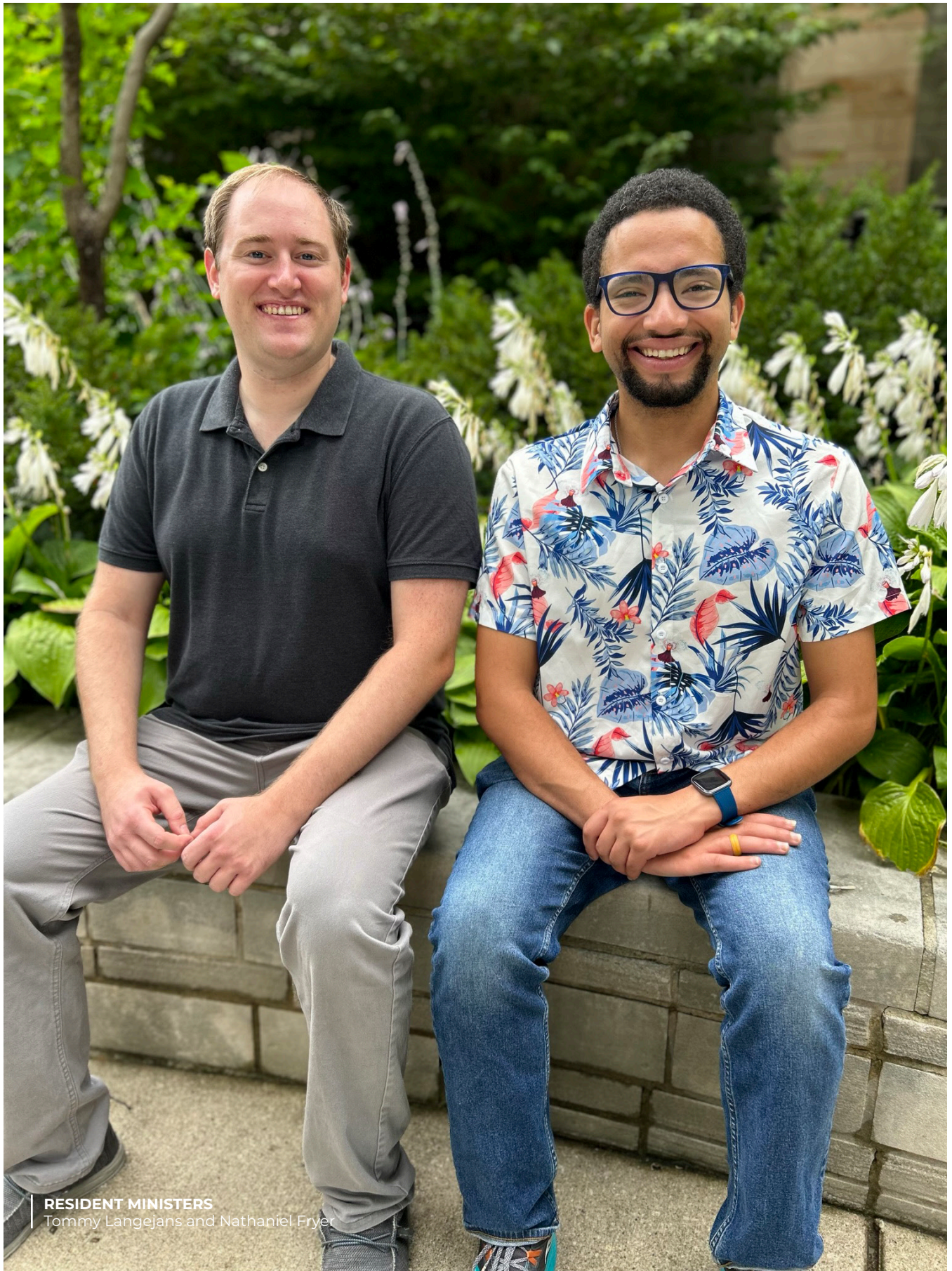
This past summer, we said goodbye to my fellow Resident Rev. Megan Berry, and I moved into a new role as the Transitional Pastor for Resident Ministry. We bid farewell to Jay after years of wonderful ministry, and already I am preparing for my next steps. In the change, I've seen God show up in beautiful and surprising ways.

Perhaps my favorite transition this year has been the introduction of the 11:15 worship service, a new gathering where we have joyfully experimented with worshipping in a more participatory way. Each week, 11:15 looks a little different but is sure to include conversations, responsive activities, and great moments of community. If you haven't participated in this service yet, I hope you will stop by sometime this spring.

2023 has been full of joyful ministry moments. In the summer, we gathered our LGBTQIA+ conversation circle for the first time, and I delighted in the intergenerational fellowship of Christians in the LGBTQIA+ community. It is something I never imagined I could ever find at church growing up, and it has been a joy to cultivate that space in the loving community of First Pres. I have continued to lead our UKirk campus ministry group, connecting with college students amid their transitions, change, and growth. In the Diversity, Inclusion, Accessibility, and Accountability Workgroup, we've shared fruitful conversations about ways to make our congregation even more welcoming and hospitable to all. Within the Resident Ministry Workgroup, we have found joy in welcoming Tommy Langejans and Nathaniel Fryer into ministry and making plans to ensure the Resident Ministry continues to thrive in the future.

Later this year, I will say goodbye to First Pres with gratitude for all the ways you as a congregation have helped me learn and grow. You are a community rich in grace and understanding, and though 2024 will certainly bring change, I am confident it will also be a time for growth, meaning, and sharing God's love in abundance.





RESIDENT MINISTERS
Tommy Langejans and Nathaniel Fryer

PASTOR REPORT

Nathaniel Fryer

Resident Minister

When I think back on 2023, a couple of words come to mind including: newness, joy, continuity, and gratitude. As a new member of staff at First Presbyterian, I think of all the new experiences I've had in ministry this year because of the residency program, from riding down the Huron River in the middle of August in an innertube, to planning and leading worship at the 11:15am service along with Tommy Langejans and Hannah Lundberg and helping with the campus ministry.

It is so wonderful to see how faith formation is taking place in every facet of ministry in this church. That's why I am continually delighted to be working in the area of Christian Education, both with the Friday Men's Study Group and the Campus Ministry group. So often, we have great conversations from the pulpit but are limited either by time or other factors from discussing the content further, and I find that through group conversations like these is where faith is continually formed, imagined, and respectfully challenged, and it evolves. To me, that is the Holy Spirit in action here at First Presbyterian Church.

One of the many life-giving areas of ministry for me has been planning the 11:15 am worship service with Tommy and Hannah. We have collectively made the 11:15 am service a space for participatory, responsive, and expressive worship, which I believe helps us be able to meet people where they are because the worship space recognizes that while we all worship differently, all of our differences make us sacred and precious in the eyes of God.

It has been a real pleasure to work in so many different ministry areas at First Presbyterian in the nearly 150 days that I have been here. While I don't know what precisely is in store for us in the year ahead, I take great comfort in the words of Lamentations, which say, "Certainly God's compassion isn't through! They are renewed every morning. Great is your faithfulness." It tells me that no matter what, God will always be with us, through the renewal, through difficulties, and in our joys. God is our shepherd and will always be guiding us. Friends, we are on this journey together. Let us go forth, in hope, love, and joy.

PASTOR REPORT

Rev. Tommy Langejans

Resident Minister

My time at First Pres Ann Arbor has felt full of life so far. To be received so warmly by the staff and the congregation-not only on my first Sunday in August, but each day-has made me quickly feel at home and confident in my role here. I came into this role especially excited about worship leadership, pastoral care, and teaching classes, all of which I've thoroughly enjoyed. Still, some of my favorite moments here have been far less grandiose, like catching up with people after church, chatting with whoever is at the front desk, regularly subjecting poor Hannah and Nathaniel to my sense of humor, and checking out a few of the many small events that make up our church life. I came in knowing how relational this job is, and with the company this church provides, that has been a great blessing.

Worship leadership is one of my favorite parts of being a pastor, and whether it's at the 8:30, 9:30, or 11:15 service, it's continued to be fulfilling and fun to participate in worship here. I've also loved getting to lead the Journeys Bible Study through a class called Hebrew for Regular People, which has prompted interesting discussion, tons of laughter,

and an impressive enactment from the group's members. Pastoral care has looked like a wide variety of things, from short check-ins and texts to hospital visits and dinners. Every visit brings surprises, and I feel blessed to encounter people at so many different stages of life. Miscellaneous service opportunities and events have been fun to participate in as well.

I came into this program hoping to transition smoothly into this crazy calling, and the residency program has helped that happen. Hannah and Dave have supported Nathaniel and I tirelessly since day one, and have filled our forum time with helpful conversations based on questions we've asked. They've answered countless questions, but also constantly seek our input. I look forward to continuing to understand this church better (some things about it still baffle me) and taking a more active role in leadership meetings as a result. In the future, my goal is to continue learning about church leadership and missions. Learning to work with our staff and their diverse leadership styles has helped with the former, and I hope to become more active in the latter.



Membership



60 GAIN

Certificate of Transfer; Youth Profession;
Reaffirmation of Faith; Other



70 LOSSES

3 by transfer, 16 by death, and 51 by
deletion/deactivation



In Memoriam

Roscoe Bonisteel III
Nancy Briggs
Barbara Bryant
Meribeth Gandy
Ruth Gardstrom
Margaret McClamroch

Doug Menzies
Gig Olsen
Margaret Osterwisch
Jane Parker
Jacqueline Piers
John Santinga

Carolyn Schultz
Marlys Schutjer
Lynn Stelter
Larry Summers

We remember with thanksgiving those who have loved and served Christ's church on earth who now rest from their labors.

New Members

Emily Ashjian
Jesse Austin-Breneman
Tom Burbeck
Marti Burbeck
Nan Burlingame
John Cannell
Bonnie Cannell
Carla Cell
Robert Cell
Franklin Chen
Meeilei Chen
Graeme Fairweather
Carol Fairweather
Tamara Gay
Jill Goldstein
John Goldstein
Bill Gruber
Gina Gruber
John Gruber

Melinda Haithcock
Michael Haithcock
Bill Hall
Ellery Hendrix
Mitch Hershberger
Patricia Hershberger
Sosa Kocheril
Paul Kocheril
Tonyia Kwiatkowski
Jann Lardo
Pat Lyons
Alice McCormick
Scott Meyer-Kukan
Rob Meyer-Kukan
Marla Mikelait
Mark Osbeck
Esther Patrick
Heather Polikoff
David Pollock

Sandy Pollock
Shayla Powell
Lilly Rego
Margie Reynolds
Paul Schudel
Mary Schudel
Laura Sklut
Daniel Slosberg
Brian Smith
Cindy Smith
Rick Stanley
Dennis Thompson
Paula Thompson
Paul Weinhold
Joyce Weinhold
Lynly Williams
David Yntema

Confirmands

Kaitlyn Cheng
Sebastian Dickinson

Harper Feyen
Jake Gernant

Lucy Grabowski

Baptisms

Zoe Bernstein
Marielle Cell

George Haggin
Theodore Hazekamp

Jacob Sklut

Weddings

September 1, 2023
Jennifer Day & David Deromedi

November 4, 2023
Sharon Lee & Mark Osbeck

Ministries & Committees



Worship, Music & Fine Arts

RICK INGRAM
Chair

We are so excited as we look back at the work of Worship, Music, and Fine Arts at First Pres in 2023! We are especially grateful to the many volunteers and the remarkably talented, collaborative, and supportive staff who work diligently to offer the congregation and our community meaningful, inspirational, and authentic worship. The dedicated and hard-working Chancel Choir is 90 voices strong, and the number of participants in the Sanctus Ringers and the Joyful Ringers, our two handbell choirs, are soaring. We have ringers who travel from Livonia and Freeland to ring with us. The Lemon Chapel Singers (K-8, children, and youth) are growing not only in numbers but also in their skills and confidence - many sang solos or were in small groups as a part of Music and Fine Arts Camp this summer.

This summer's Music & Fine Arts Camp was a smashing success with 39 children and youth participants from FPC and the broader community, and 38 volunteers of all ages, from high schoolers to seasoned senior citizens. The Chorister, the national journal of the Choristers Guild, published an article about our camp with a photograph of our kids on the cover! The FPC orchestra is thriving, and new member Michael Haithcock, former director of the U of M Band, is co-directing with Dave VanderMeer.

The congregation and larger community have been very supportive of our ministry area. We welcomed 358 attendees at the All Saints' Concert: Mozart Requiem in November and had 427 in attendance at the Glorious Sounds of Christmas Concert in December. Our monthly Taizé services continue to provide another point of entry for visitors to the church, and the talented Liturgical/Visual Arts Work Group created a new Epiphany Star banner to hang high above the chancel on Epiphany Sunday.

This coming spring and summer, we will offer two more events in our Open Doors Creative Arts Series. On February 18 we will host the National Arab Orchestra Ensemble and an exhibit by Motawi Tileworks in our Social Hall gallery. On April 14 we will host a Violin and Piano concert along with an art exhibit by renowned Chinese artist He Qi. Also in the spring, the Chancel Choir will offer John Rutter's Te Deum during our Easter services.

In the fall of 2023, we began having three worship services:

- 8:30 a.m. (Communion/no music) - Monteith Hall
- 9:30 a.m. (Choirs) - Sanctuary
- 11:15 a.m. (Creative Worship with piano) - Monteith Hall

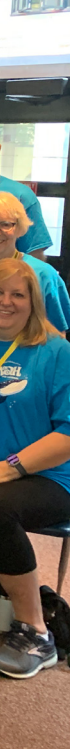


The overall attendance at FPC in the fall of 2023 has been over 350. The three Christmas Eve Services saw over 1250.

The Worship Ministry is supported by many volunteers: ushers, communion servers and preparers, Sound Technicians/ Videographer, and many more.

We are thrilled to have opened registration for our second annual Music & Fine Arts Camp, July 29-August 2, and will continue the Jazz Vespers series throughout the summer. The Holy Spirit is in our midst, and we know that 2024 will be another inspired year of Worship, Music, and Liturgical Art!





Congregational Life

JIM CAMERON

Chair

2023 was a good year for the Congregational Life Committee (CLC)!

Every Sunday following the 9:30 service, the CLC is responsible for organizing and providing a Social Hour in the Social Hall. This is no small task. It involves setting the tables, arranging for the home-baked cookies to be provided, ensuring that coffee and water have been prepared, and making sure the setup is ready for our members and guests. Light clean-up occurs at the end, of course. CLC Co-Chair Barb Brewster has been the chief organizer of volunteers for the Social Hour and has done an incredible job covering when volunteer slots were unfilled. Please consider signing up for this effort from time to time. Training is included. If we all take a turn even once a year, Sundays will be well covered. Working with a few other members before and after worship, you get to know people at First Pres and deepen connections. Many thanks to Barb and her crew of volunteers.

Once again, we experienced a huge influx of new members this year. The CLC was responsible for organizing two New Member Breakfasts to welcome and celebrate all those who have recently joined our congregation. This incredible morning of First Pres hospitality happens twice a year – on the third Sunday in May, and the second Sunday in November. The CLC's other Co-Chair, Cathy King, was in charge of these breakfasts and all other church Special Events. Our annual events include the winter all-church Potluck, the spring Church Picnic, the summer Ice Cream Social, and the Advent Strolling Reception. We are so thankful for Cathy and the

volunteers who worked with her. Our CLC team works hard! And we love watching as that spirit of warmth and joy is extended to members and guests. We get to watch as all of you grow in connection to one another, to the church, and to God.

Last year, the CLC was responsible for numerous other events that support our fellowship at First Pres. The ever-popular Fall Bonfire (generously hosted by Paul and Carol Smith), New Member Classes, and special receptions are included. A special joy is partnering with the Mission Committee to hold Free Trade coffee sales during Social Hour. CLC also recruits and organizes the volunteers who staff the Welcome Center.

CLC tries to be the support group that helps provide the many activities that enrich the lives and experiences of our family here at First Pres. All of the work of the CLC is made possible through the guidance and support of Rev. Melissa Anne Rogers. The CLC is truly thankful for her inspiration and leadership. (And she is grateful to each of them – for their joy, energy, creativity, and laughter!)

The Committee is comprised of 13 individuals, all of whom made significant contributions to the life of our church. We appreciate new members! We meet on the first Monday of the month from 5:30 – 6:30 p.m. Online participants are welcome! Consider how to help with all our efforts to offer radical hospitality and ensure all who come are embraced with a warm First Pres welcome.





Faith Formation

KATE KRAFT
Chair

Faith Formation at First Pres is a purposeful journey of learning and spiritual growth. In 2023, our experience was enriched with inspiring moments and growth across all age groups. We are grateful for everyone who participated in our programming, spanning from the young to our older saints, all contributing to shaping our faith community. Join us in 2024 as we continue to create a safe space for everyone to nurture their faith.

Children and Families

KATE KRAFT & CHARLOTTE SAWTELL
Co-Chairs

- This year we commenced with worship lab offerings on Sunday mornings, creating a shared worship experience for families. In February, the Amazing Stuff Sexuality Class kicked off, igniting enthusiasm and engagement. Our communion milestone ministry hosted a workshop in March, providing a platform for our children to learn and participate in communion and worship actively.
- The summer was marked by family BBQs and the inaugural “FPC Tailgating” event in September, a collaborative effort with our Youth Work Group. Partnering with the Music & Fine Arts team, we hosted the Music and Fine Arts camp, fostering creativity and expression.
- This fall, we transitioned back to having children’s formation during worship and are grateful for the volunteers who joined the team. We aim to be intentional about the times children join worship,



including First Sundays, the 11:15 service, and holidays. We also partnered with Adult Formation to offer a “Parenting & Sabbath” class and a combined workshop for children/youth, further strengthening our community bonds. We hope to see more of these in 2024.

- December saw a spirited and successful Advent Happening and Christmas Nativity service. The Nativity evolved, becoming a central part of the third Sunday of Advent, inviting all children to spontaneously participate. While our milestone ministry took a pause in the fall, we eagerly anticipate its relaunch in 2024.

Youth and Families

BETSY McCALLISTER
Chair

- Bonds within our youth community have been significantly strengthened in 2023.
- Multiple opportunities for connection, relationship-building, faith formation, and engaging conversations were

offered, such as game nights, book reads, outings, and mission/service opportunities.

- In April, we joyfully confirmed Kaitlyn Cheng, Sebastian Dickinson, Jake Gernant, Lucy Grabowski, and Harper Feyen, celebrating these confirmands with a Youth-led Youth Sunday service. A new confirmation class kicked off in the fall of 2023.
- Two impactful initiatives in 2023 were the revival of the Summer Internship Program and the implementation of a High School Leadership Program. Our summer interns, Chloe Majorprice, Liam Phillips, and Owen Smith, brought fresh perspectives and energy to First Pres. This, coupled with the High School Leadership program, resulted in placing youth on Session, in committees, and in other leadership roles. Both will continue in 2024.
- Over the summer, a group of high school youth embarked on a meaningful service project in Puerto Rico, partnering with the PCUSA Disaster Relief program.



Adult Faith Formation

JANE DUTTON & BETH GERWIG
Co-Chairs

- At First Pres, Adult Faith Formation takes on various enriching forms. Our Sunday morning offerings at 11 include Exploring the Faith, First Friends, and Bible study. Additionally, active small groups such as Kerygma, T2A2, Journeys Bible Study, and Christian Meditation meet throughout the week, contributing to a diverse and vibrant community.
- Embracing technology, many gatherings are live-streamed and recorded, attracting an average of more than 30 additional views. Looking ahead, our goal is to partner with more groups for future offerings, fostering greater participation and communication.

Resident Ministry

LYNNE LANDE

Chair

Our two wonderful Resident Ministers, Nathaniel Fryer and Tommy Langejans, did not magically appear on the doorstep of First Presbyterian Church last August. The pathway to their arrival began more than twenty years ago.

In 2001 First Pres received an initial grant from the Lilly Endowment to establish a Residency Program. The Residency's purpose is to recruit new seminary graduates interested in parish ministry and to offer them a foundation for future work in parish ministry. Since 2001 we have hosted thirty-five Resident Ministers, each for a two-year tenure.

After ten years, the Lilly Endowment began to withdraw financial support for RM programs. Our congregation responded by establishing the Resident Ministry Endowment and raising nearly \$5,000,000. Our goal has been to support the program with earnings from the Endowment. To that end, we reduced the 2023-25 cohort from three Resident Ministers to two.

In early 2023 we began the active recruitment of candidates. Pastor Jay made personal visits and phone calls with Presbyterian and Reformed Church seminaries, renewing his longstanding relationships with presidents and deans. We learned that seminary class size had shrunk

during the pandemic and that there were fewer candidates. To our great good fortune, Tommy and Nathaniel applied. We interviewed them, along with several other applicants, invited three finalists to come for an in-person interview process, and here they are! We relish their presence among us and delight in their talents and growth in ministry.

2023 has been a year of transitions. The 2021-23 cohort of Megan Berry, Hannah Lundberg, and Matthew J. Warfield arrived amid COVID. Matthew J. tragically lost his life to the pandemic in January 2022. In the summer of 2023, Megan accepted her next call to a congregation in Madison, Wisconsin, where she is flourishing. Meanwhile, Jay's retirement as Associate Pastor and Program Coordinator of Resident Ministry was approaching, and we wondered how we would manage without his wisdom, experience, and leadership. Again, to our great good fortune, Hannah agreed to stay and serve as Transitional Pastor for Resident Ministries. Hannah, Dave PH, and a subgroup of the RMWG are working on a vision for the RM program going forward. We trust in God's great goodness and the work of the Holy Spirit among us to ensure the success and future of the Resident Ministry Program.

Mission

JIM SCHAAFSMA
Chair

Local Mission

Local mission activity at First Presbyterian is thriving: a testament to this congregation which values mission so greatly. Here are a few key efforts in 2023 where this church had an impact to agencies and nonprofits serving their communities:

- Rotating Shelter provided accommodation for 15 men for 2 weeks in January.
- provided childcare and food and fed all the families at Alpha House for 3 weeks.
- over 150 Thanksgiving food bags filled and delivered to Hope Clinic (more than quadrupling last year's number)
- All Family to Family Christmas families and Fostering Futures youth served
- 15 group meals provided and served for the Friends in Deed Circles program
- Food Rescue Program saving and delivering (dozens of times) many tons of food for those experiencing food insecurity in Detroit.
- Food insecurity was also addressed with the monthly First Presbyterian food collection, including delivery and financial support to local organizations.

In addition, First Presbyterian gave financial and volunteer support to:

- Habitat for Humanity House of Faith rehabilitation (200+ volunteer hours), Cass Community Social Services (over 1000 volunteer hours), IHN at Alpha House, Friends in Deed, SOS Community Services, and the Delonis Center.
- On top of all these efforts, First Presbyterian provided financial support to Fort St. Presbyterian's Open Door program in downtown Detroit and the Riverside Community Meal at First Presbyterian in Ypsilanti.

Yes, local mission at First Presbyterian is thriving thanks to a caring and giving church family.

SPECIAL OFFERINGS

Through gifts to special offerings we support ministries of compassion, justice, hunger, Christian formation, education, and peacemaking.

\$21,961



SPECIAL OFFERINGS

One Great Hour of Sharing, Pentecost, Peace & Global Witness, and Christmas Joy offerings

\$10,929



COMMUNION SUNDAY FOOD DRIVE

International Mission

After decades of flourishing, and tremendous activity and accomplishment, the active work of several of First Pres's international mission teams is winding down. Several factors contribute to this reality -- the Pandemic, political instability, and the maturity of these teams and their members. International mission activity still goes on at First Pres, and it continues to financially support many of our international mission partners.

Ways to recognize and celebrate these international mission teams and their prominent place in the life of First Pres and their doing God's work and reflecting God's love to our global neighbors are being explored.

Exploring and discerning new international mission possibilities on the partnership model and with a cross-generational orientation are the goals of the Mission Committee for 2024.



\$12,280



CHRISTMAS EVE OFFERING

Benefitting Frontero de Cristo, a Presbyterian border ministry located in the sister cities of Agua Prieta, Sonora and Douglas, Arizona.

Integrated Communications

JENNIFER DAY
Chair

Today's media landscape is increasingly one of convergence and integration, and Integrated Communications approaches its work with this reality in mind. The Integrated Communications ministry tells the First Pres story to all audiences through social media, print publications, email, video, and web.

In 2023 the Integrated Communications committee focused its efforts on offering more video content on the First Pres YouTube channel by recording and livestreaming a variety of programs and events including Adult Faith Formation classes, the Care and Compassion education series, officer training sessions, and seasonal concerts. Currently, the First Pres YouTube channel has more than 400 videos posted including playlists of:

- Adult Faith Formation
- Memorial Services
- Taizé Prayer Services
- Officer Training
- Stewardship
- Presbyterian Women
- Sunday Morning Worship

In 2023, YouTube subscriptions increased by 143 giving the channel a total of 948 subscribers. Subscribing to the First Pres YouTube channel is easy and free. Subscribers receive notifications when new videos are uploaded, making it easier for them to stay up-to-date with the latest content from First Pres.



The infographic is set against a blue background. At the top left is a red YouTube play button icon followed by the word 'VIDEO' in white. To the right is a circular clock icon with a red border and a teal center. Below these are the statistics: '9.3k HOURS OF VIDEO VIEWING' in large white font, followed by a smaller line of text: 'First Pres produced videos of worship, Adult Faith Formation classes, musical performances, and more'. The middle section features a white map of the Americas with several location pins in various colors (yellow, green, red) and overlapping circles in light blue, yellow, and red. To the left of the map is the word 'VIDEO' in white. Below the map are the statistics: '34,752 VIDEO VIEWS' in large white font. The bottom section features the number '948' in large white font, followed by 'SUBSCRIBERS' in white. Below that is a white plus sign in a dark blue circle, followed by '143 NEW SUBSCRIBERS to our YouTube Channel' in white.

VIDEO

9.3k
HOURS
OF VIDEO VIEWING

First Pres produced videos of worship, Adult Faith Formation classes, musical performances, and more

VIDEO

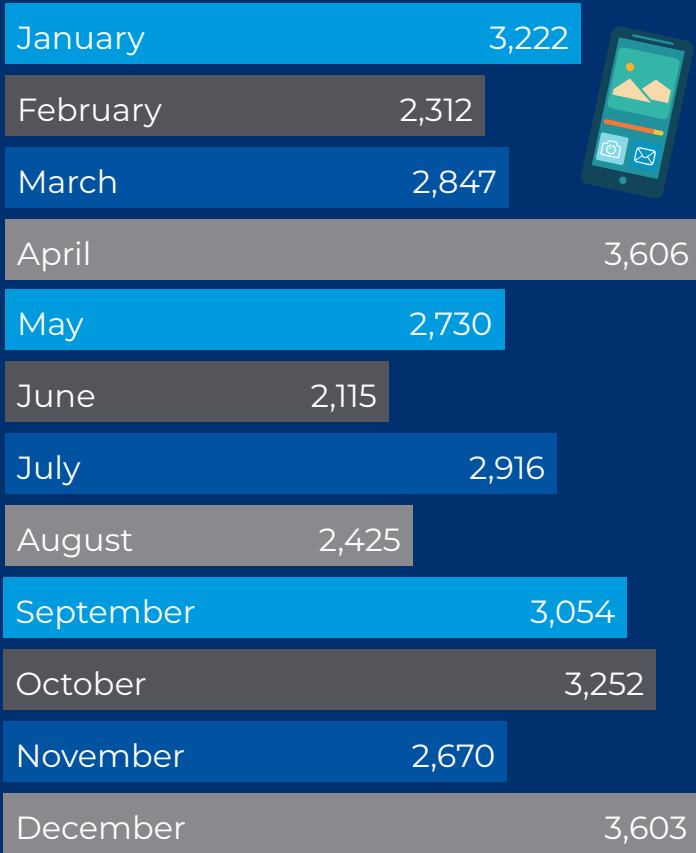
34,752
VIDEO VIEWS

948
SUBSCRIBERS

+ 143 NEW SUBSCRIBERS
to our YouTube Channel

VIDEO

MONTHLY VIDEO VIEWS



WEBSITE

36k

WEBSITE VISITORS

FIRSTPRESBYTERIAN.ORG



SOCIAL MEDIA

MORE THAN

42k

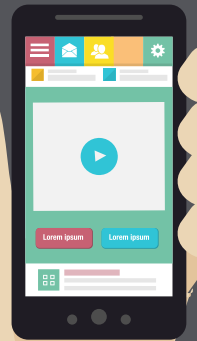
PAGE REACH
an increase of 49%



MORE THAN

1.3k

FOLLOWERS ON
FACEBOOK & INSTAGRAM

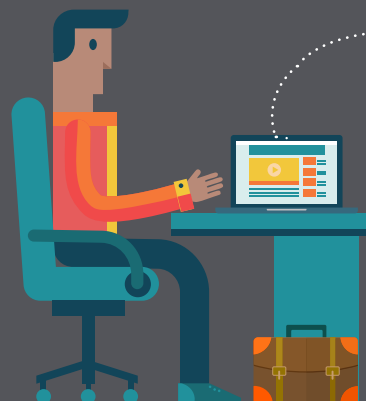


EMAIL

228k

EMAILS OPENED

Email is our most effective and widely used communication channel: Email is a way for our members to remain connected and informed about the opportunities for worship, congregational care, mission, and ministry events and programming.



Property

CHRIS KING

Chair

The following highlights significant facilities updates and repairs for 2023:

- Heating system:
 - In January, a very old steam valve that served the sanctuary was replaced.
 - In December 2022 one of the two circulating pumps failed. Repairs were carried out in January 2023.
 - Fortunately, all boilers made it through our last heating season. As noted in the 2022 report, where possible we have procured duplicates for some of the hard-to-find replacement parts to be ready for any future boiler failures.
- Numerous driveway repairs were completed throughout the summer by Adrian with assistance from Steve Gerhardt. Major work will be required soon due to the deterioration of the base under the pavement.
- The Church's water system received some attention this year. A new main water meter was installed at the sidewalk by the City of Ann Arbor. Two 1990 main water valves were replaced at the new water meter. Catch basins were cleaned in June. Two 40-year-old water fountains in the building were replaced in December.
- Several outdoor maintenance and safety projects were completed over the summer. The stairs leading to the Sanctuary were repaired and caulked. The Memorial Garden knee wall was repaired. Sidewalk cracks were caulked.
- We continue our efforts to reduce our energy usage around the church. This year lights in the French Room, lower level, and 300 level were upgraded to LEDs.
- Our aging roof received some attention this year. Slate roof repairs were completed over the Sanctuary and Lemon wing. Rubber membrane patches were applied over the Kuizenga wing.
- Our wonderful trees continue to be monitored to ensure the safety of those on and around the property.
- As indicated in the Strategic Plan, a building renovation is needed to address some of the larger needs and aspirations of the church. Work continued this year in conjunction with the CapCom Building committee. Concerning HVAC, we have identified and contracted with an engineering firm to define a new system and provide cost estimates. This will include a geothermal option. Please see the CapCom report for additional details.
- Many thanks to Adrian Prundeanu, the Church's Facilities Manager for completing the items listed above as well as all the "behind the scenes" things he takes care of. Next time you see him please give Adrian a "thank you".





Safety

LEN REZMIERSKI & SANDY TALBOTT
CO-Chairs

Our Safety Committee has continued its work to improve safety systems within our church. As we assessed both the physical and human resource needs related to safety this past year, our committee relied on the expertise of our Sunday security guard, Ed Boguskewski, and our parish nurses, Barb DeLancey and Stacey Pakela. We improved our ability to communicate effectively by increasing the use of walkie-talkies by safety team members, facilitating additional usher training, and labeling our exterior doors following the Ann Arbor Emergency Manager's directive. Please note and use these door numbers to guide others - including emergency services - to a specific location when needed. Our committee is also working with the Property Committee to address the need for more handicapped parking. We are grateful to Session for enthusiastically approving additional spaces.

In the year ahead, we have identified the need for effective information sharing and collaboration with our church membership and are planning to increase training opportunities for staff, ushers, teachers, and lay leadership. Additional safety communication tools are also being designed. Please make a note to look at the new Emergency Information Card that is being placed in the pews for easy access to shelter-in-place and evacuation information. Session has also approved adding one security guard to assist on Sundays and during special services in 2024. We look forward to growing our congregation's awareness of important safety measures here at church and in the wider community as the year unfolds. As always, our congregation's safety is our primary concern and we're grateful to be able to serve First Pres in this way.

Parish Nurses

In 2023, Barb DeLancey and Stacey Pakela celebrated their third-year anniversary as co-parish nurses at First Presbyterian Church, serving in a combined 15-hour staff position. Here's a brief overview of our year of service:

Caregivers Group: Stacey continues to lead the Caregivers Group via Zoom every first Monday of the month. She consistently gets positive feedback from the members of the group that find this to be a safe and welcoming place to share about their journey of caregiving. The group has seen specific moments of the Holy Spirit working in their midst and they have been touched deeply by this.

Safety Committee: Barb is the primary staff/parish nurse liaison for this Committee of Session. The committee continues to work towards developing a Safety Team and continues to explore ways to keep our church a welcoming and safe place for worship and fellowship.

Pastoral Care: Both Stacey and Barb work side by side with The Reverend Melissa Anne Rogers to provide outreach and support for our church members. We meet weekly with Reverend

Melissa Anne to discuss the pastoral needs of the congregation. In-person pastoral visits, pastoral phone calls, and providing resource information for members and families are some of the things we do in this role. We also frequently identify members who may need some support and relay that information to our pastoral staff.

Staff Support: Barb and Stacey continue to support the health and wellness of the staff through training and health related resources.

Health and Wellness: In October 2023, Stacey and Barb sponsored a month-long health and wellness series for Adult Faith Formation, featuring guest speakers on spiritual, mental, and physical wellness through functional mobility. The sessions received positive feedback from attendees.

Looking ahead to 2024, the parish nurses plan to continue their current roles while exploring new avenues to support the congregation's health and wellness. They express gratitude for the opportunity to serve the Ann Arbor First Presbyterian Church community and pray for God's continued guidance in their work.



Personnel

JEAN SONG

Chair

The focus of the Personnel Committee was to establish a right-sized model for church staffing and a sustainable budget. As part of this strategy, several positions were modified. Campus Ministry's dedicated positions are being deferred for fulfillment while it is currently being re-evaluated to consider a maximal approach to creating a robust and sustainable campus ministry program through the leading efforts of Associate Pastor, Mark Mares. The Coordinator of Children & Family Ministry was reduced to a part-time position which was filled by Heather Polikoff and then additionally supplemented by an hourly position for Charlotte Sawtell. The committee is also using staffing attrition (such as the retirement of Associate Pastor, Jay Sanderford) to re-evaluate the distribution of job responsibilities. In this case, the Associate Pastor position will not be replaced with another individual but rather responsibilities will be shifted and re-imagined. The committee continues to foster secular leadership including the creation and recruitment of an Executive Administrator position. The committee is in the process of finalizing a job description for the position with the hopes of beginning recruitment early in 2024. The committee's

overall goals are to have fewer but purposeful positions that are well compensated to ensure recruitment and retention while also maintaining sustainability in the personnel budget. The committee also continued its efforts to evaluate individuals in their work practices to ensure individuals are clear about their work expectations and establish healthy management practices.

The Personnel Committee also continues to foster a culture of healthy work/life balance expectations. With these intentions, the committee was able to bring forward additional paid days off in 2023. In addition, by request from the Diversity, Inclusion, Accessibility, and Accountability Committee, an additional holiday, Juneteenth, was permanently added.

Administratively, the Personnel Committee has worked to create effective documentation of its practices including the creation of a Google shared drive for all committee documents (minutes, budget, position descriptions, etc.), the creation of a Personnel Committee Chair's manual, strategic vision document, annual goals document and the revision of the Personnel Manual.

Staff

Barb DeLancey
Parish Nurse

Nathaniel Fryer
Resident Minister

Pat Gilbreath
Welcome Center Coordinator

David Hufford
Organist

Brent Ivey
Technology Coordinator

Tommy Langejans
Resident Minister

Hannah Lundberg
*Transitional Pastor
for Resident Ministry*

Mark Mares
*Associate Pastor
for Faith Formation and
Youth & Family Ministries*

Joshua Marzan
Pianist

Anna Miller
Finance Manager

Merry Muilenberg
Welcome Center Assistant

Randall Nicholls
Beadle

Stacey Pakela
Parish Nurse

Esther Patrick
Communications Manager

Heather Polikoff
*Children & Family Ministry
Coordinator*

Shayla Powell
Children's Choir Director

David Prentice-Hyers
Lead Pastor

Adrian Prundeanu
Facilities Manager

Linda Robinson
Church Operations Manager

Melissa Anne Rogers
*Associate Pastor
for Pastoral Care and
Congregational Life*

Jay Sanderford
*Associate Pastor
for Mission and Resident Ministry*

David VanderMeer
Minister of Music & Fine Arts

Thank You & Farewell

Megan Berry
Resident Minister

Almer Harris
Maintenance Specialist

Diane Knibbs
Administrative Assistant

Beca Torres-Davenport
*Coordinator of
Children & Family Ministry*



Congregational Nominating

MARK LINDLEY
Chair

We started our work in late May, concluding with the election of Elders and Deacons at the Congregational Meeting on Sept 17, 2023.

We had a great team to take on this important work. They made the work fun and engaging. They had significant insights into the process and the candidates. They took the initiative in making contact, both to identify nominations and follow through to get commitments. They deserve tremendous thanks and credit for a job well done.

Likewise, you the congregation did great work. Our connections with you were many and varied. It is wonderful so many are willing to step up to the challenge of being leaders in our church. The Deacons are the heart and hands of our congregation, and we all owe them our thanks for serving. They will be the first to tell you that they receive a great deal in return for their service. When it is your turn, please say “yes” to this incredible opportunity. Likewise, the Elders, who lead and serve on our many committees and task forces, deserve a round of thanks. Serving on Session requires a great deal of time and energy. We have learned from our past experiences how important it is to have engaged lay leadership for a growing and vital church.

Join me in thanking the following Elders and Deacons who completed their terms of service in 2023:

Elders Class of 2023

Jennifer Day	Keith Molin
Nancy Fox	Len Rezmierski
Kate Kraft	Jean Song
Steve McKenny	Deanne Woodruff

Deacons Class of 2023

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

We are delighted with the slate of new Elders and Deacons, both as individuals and as a group. They were recently installed, and are first-rate additions to both groups. Our slate of incoming Elders and Deacons is listed below. When you see them around the church, share your ideas and suggestions for how our church can better partner with you to meet your needs.

Elders Class of 2025

Jane Dutton	Tom McKarns
Melissa Kesterson	Jim Schaafma
Mark Lindley	Diane Tamblyn
Aidan Majorprice	Susan Whitlock
Betsy McCallister	

Deacons Class of 2025

Al Beery	Prudence Heikkinen
Daniel Bizer-Cox	Matthew Hulbert
Bill Black	Virginia Koster
Nikki Black	Amy Lindauer
Lois Bryant	Michele Madden
Anne Colvin	Holly Majorprice
Don Deatrick	Hank McQueen
Michele Derr	Maurine Nelson
Barbara Dobson	Brian Schneidewind
Mark Gehrke	Amy Shepherd
Carol Gottlieb	

We will soon begin our work in developing a slate of Elders and Deacons to be elected this Fall. Our committee never lacks for work! Be in thought and prayer, considering nominations for leadership as Elders and Deacons. We rely on your input and suggestions. Many of those you nominated this year are eagerly beginning their terms of service. Thank you for your support of the nomination process. We look forward to presenting another great slate in September 2024 - or sooner!

Thanks to Debbie MacVey (Deacon representative) and Sarah Glinka, who are concluding their term of service on the CNC. The CNC for 2024 is Mark Lindley, Chair, and continuing members Margie Van Tuyl, Katrine Weismantle, and Nancy Oliver. Joining as new members for a 2-year term are Kathy Wirstrom, David Kershaw, Michelle Madden, and a representative from the Deacons.

Session

Rev. David Prentice-Hyers, Moderator
Linda Rex, Clerk

Class of 2023

Jennifer Day
Nancy Fox
Kate Kraft
Steve McKenny
Keith Molin
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

Class of 2025

Jane Dutton
Melissa Kesterson
Mark Lindley
Aidan Majorprice
Betsy McCallister
Tom McKarns
Jim Schaafma
Diane Tamblyn
Susan Whitlock

Deacons

Class of 2023

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

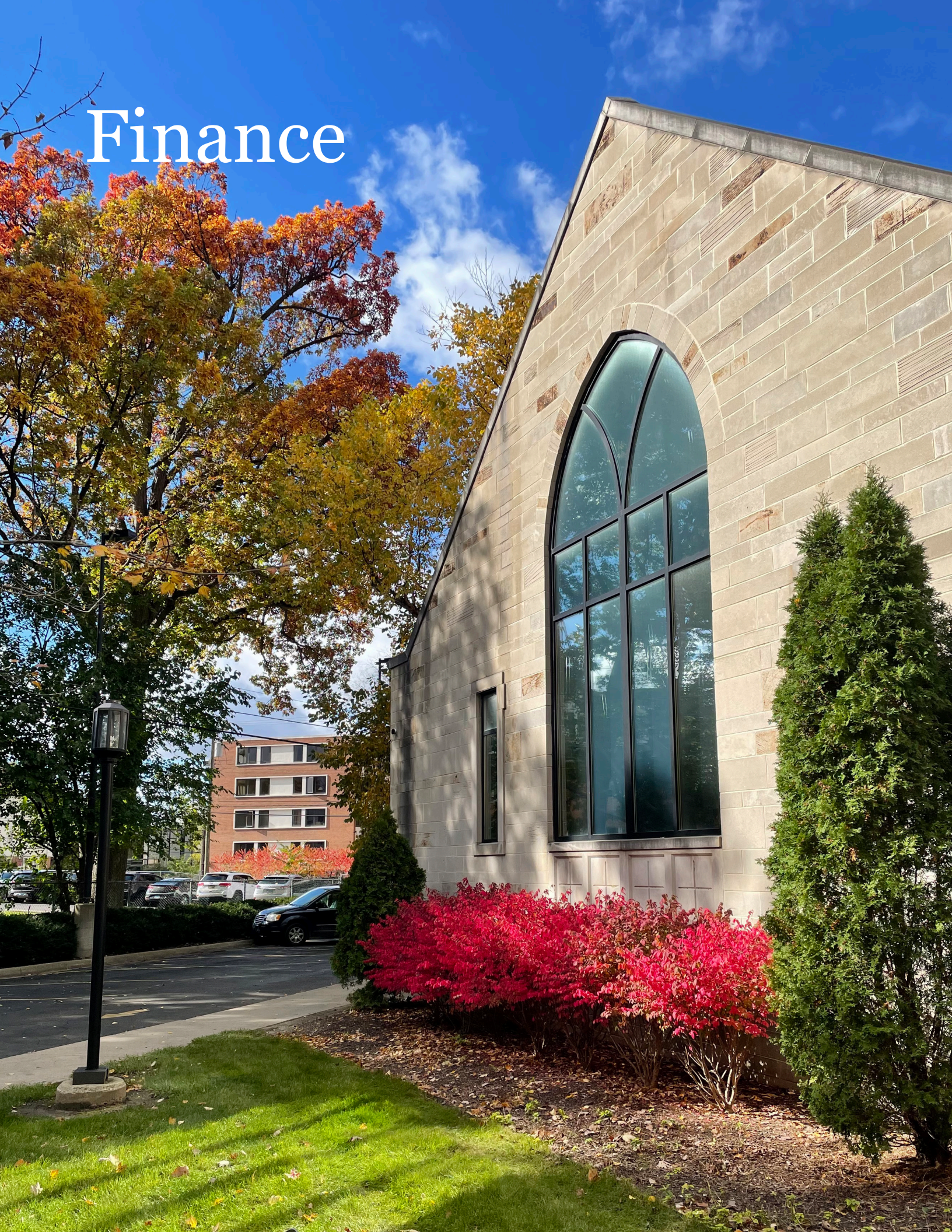
Class of 2024

Andrea Bare
Beth Caldwell
Heidi Dodson
Barbara Eichmuller
Rosanne Emanuele
Jesse Feyen
Beth Gerwig
Georgia Goodman
Shana Horan
Debbie MacVey
Chloe Majorprice
Mary McKeever
Nancy Oliver
Olive Rigotti
Norm Samuelson
Nicki Sorter
Jeanette Swartz
Sara Vander Voort
Julie Wheaton

Class of 2025

Al Beery
Daniel Bizer-Cox
Bill Black
Nikki Black
Lois Bryant
Anne Colvin
Don Deatrick
Michele Derr
Barbara Dobson
Mark Gehrke
Carol Gottliebson
Prudence Heikkinen
Matthew Hulbert
Virginia Koster
Amy Lindauer
Michele Madden
Holly Majorprice
Hank McQueen
Maurine Nelson
Brian Schneidewind
Amy Shepherd

Finance



FINANCE

Capital Campaign Steering Committee

DAN MITAS and DEANNE WOODRUFF
Co-Chairs

In 2023, the Capital Campaign Steering Committee (CapCom) and its work groups worked to put the pieces in place for the future success of First Pres. We look forward to substantial progress in the upcoming year.

This past year, with Session support, we hired experienced and well-known professionals to aid First Pres in creating a capital campaign plan:

- Terry Byrd Eason Design, award-winning liturgical designer, to reimagine our sanctuary, be true to our history, and update our worship space for a third century.
- Threshold Acoustics LLC to analyze and improve the sound in the sanctuary.
- Strategic Energy Solutions, Inc. to study and recommend HVAC updates for the building and explore geothermal energy possibilities on our campus.
- TWB Fundraising to help design a fundraising plan tailored to the unique needs of First Pres.
- Excellent and talented people served on CapCom and its work groups in a myriad of capacities:
- CapCom: Dan Mitas (Elder 26) and Deanne Woodruff (Elder 23) Co-Chairs, Susan Froelich, Sue Gott, Rick Ingram, Kelsey Kaercher, Rol

Kibler, Keith Molin (Elder 23), The Rev. David Prentice-Hyers, Linda Robinson, The Rev. Jay Sanderford, Pat Tamblyn, Bruce Thomson and Bill Upton.

- Building Projects Work Group: Bill Upton and Rick Ingram (Elder 24) Co-Chairs, Steve Gerhardt (Elder 24), Sue Gott, Bill Kinley, The Rev. Jay Sanderford, Elisabeth VanVliet, with support from the Property Committee and staff David Hufford, Brent Ivey, Adrian Prundeanu, and David VanderMeer.
- Fundraising Work Group: Bruce Thomson (Elder 22) and Susan Froelich, Co-Chairs, Dan Mitas, The Rev. David Prentice Hyers, and Deanne Woodruff, with support from staff Brent Ivey, Anna Miller, Linda Robinson, and Esther Patrick.
- HVAC Study Review Team: Keith Bilby, Steve Gerhardt, Rick Ingram, Chris King (Elder 24), Bill Kinley, Dan Mitas, and Bill Upton, with support from staff Adrian Prundeanu.
- Contract Review Team: Rick Ingram, Bill Kinley, Dan Mitas, Bob Peterson, and Rol Kibler.

Thank you to the Session who dream of a bright future for our Church and to the congregation of First Pres, past and present, who live in the faith and belief of God's promises.

FINANCE

Stewardship

STEVE MCKENNY

Financial Stewardship Chair

Financial Stewardship is responsible for overseeing investments and spending, counting offerings, running the annual giving campaign, proposing the annual operating budget, and promoting the legacy giving program.

During 2023 we had the support of 27 volunteers and several staff members, primarily finance manager Anna Miller. Volunteers primarily assisted in the finance office (since the finance assistant position was eliminated), counted weekly offerings, and helped with the annual giving campaign.

Endowment & Special Gifts (E&SG) Funds:

We started the year with a balance of about \$7.7 million and ended with \$8.7 million. Of these amounts \$4.3 million is endowment (generating earnings but not available to be spent).

The church applied for and received an employee retention tax credit that was available since we retained staff during the required covid shutdown during 2020. We received \$528,486 net of filing fees, which is currently in our undesignated E&SG account.

2023 Operating Budget:

Income for 2023 was above budget, and spending was under budget, so our operating budget deficit for the year was far lower than the budget amount (budgeted deficit: \$211,142).

2024 Operating Budget:

The 2024 operating budget has modest increases for several ministry areas, and more fully funds mission than budgets from the prior two years. It has no built-in draw from our unrestricted E&SG funds, but has a projected deficit of \$37,940, so it is possible that some draw will be needed at the end of the year. Some costs are higher in the early months of 2024 than the later months so the budget takes us closer to our strategic plan objective of achieving a balanced budget in 2025.

Legacy Partners:

We celebrate the addition of ten people to the list of those who have informed us that they have included the church in their will, bringing the total to 168 partners (118 families).

Statement of Activities

Unaudited

INCOME/TRANSFERS	2022 Actual	2023 Budget	2023 Actual
Pledge receipts	1,431,101	1,634,228	1,708,125
Contributions	265,152	200,000	187,077
Other Income	28,061	22,470	61,851
TOTAL INCOME	1,724,313	1,856,698	1,957,053
EXPENSES			
Financial Stewardship			
Annual Giving	4,795	6,900	4,190
PCUSA Per Capita	48,681	51,337	51,337
Administration	45,191	42,875	41,850
TOTAL FINANCIAL STEWARDSHIP	98,667	101,112	97,377
Integrated Communications			
Technology	70,864	59,575	58,029
Publications	39,003	43,250	29,062
TOTAL INTEGRATED COMMUNICATIONS	109,867	102,825	87,091
Christian Formation			
Adult Formation	3,830	1,650	1,735
Children's Formation	11,303	11,400	6,144
Youth Ministry	17,009	15,500	15,241
Intergenerational Christian Formation	793	600	545
Session/Officers/Deacons	2,212	2,320	986
TOTAL CHRISTIAN FORMATION	35,147	31,470	24,651
Congregational Life			
Stephen Ministry	8,281	7,200	6,327
TOTAL CONGREGATIONAL LIFE	8,281	7,200	6,876
Mission			
PCUSA Missions	24,300	26,300	24,300
International Mission	16,350	23,200	12,463
Local Mission	97,284	109,500	82,591
TOTAL MISSION	137,934	159,000	119,354
Personnel			
Personnel	1,313,939	1,411,189	1,347,471
Property			
Property	408,468	322,429	316,715
Safety	11,515	11,875	10,421
TOTAL PROPERTY	419,984	334,304	327,136
Worship			
Worship	59,415	41,840	41,340
Residency Program			
Transfer from RM Endowment	214,934	278,937	290,001
	(214,934)	(278,937)	(290,001)
TOTAL EXPENSES	2,183,733	2,189,340	2,051,296

OPERATING LOSSES	(459,420)	(332,642)	(94,243)
Unrestricted Endowment	36,696		
Restricted Designated Funds	58,864		
Restricted Endowment Funds	133,723	121,500	95,054
Transfers for Shortage (Surplus)	230,137		
TOTAL TRANSFERS	459,420	121,500	95,054

Statement of Financial Position

Unaudited – All Funds

ASSETS	General Operating	Endowed & Special Gifts
Current	381,554	-
Investments	662,006	8,771,493
Receivables	871,348	-
Property & Equipment	2,268,373	-
TOTAL ASSETS	4,183,281	8,771,493
LIABILITIES		
Current	338,667	-
Memorials	56,638	-
Designated Funds	607,866	3,846,758
TOTAL LIABILITIES	1,003,170	3,846,758
EQUITY		
Bequests, Restricted & Unrestricted	-	4,924,735
Equity in promissory Note	802,395	-
Equity in Property	2,377,715	-
TOTAL LIABILITIES & EQUITY	4,183,281	\$8,771,493

Endowment & Special Gifts

Statement of Fund Activity

BALANCE JANUARY 1, 2023		\$7,662,415
ADDITIONS		
Interest & Dividends	355,850	
Increase in Market Value	679,493	
Donations Received	14,904	
FPC Transfers	528,486	
Residency Endowment	3,840	
TOTAL ADDITIONS		1,582,573
OPENING BALANCE plus ADDITIONS		9,244,988
DEDUCTIONS		
Administrative Fees	33,173	
Expenses Paid	508,767	
TOTAL DEDUCTIONS		541,940
FUND BALANCE DEC. 31, 2023		\$8,703,048

For Further Details, please speak to Steve McKenny, Finance Committee Chair

Mission Spending Summary

BUDGETED

Campus Ministry	\$ 447
Philippines Mission Team.....	12,463
PCUSA Mission -	
Presbytery, Synod, General Assembly.....	24,300
Local Mission	
Cass Community Social Services	5,101
Corner Health Center	5,500
Domestic Violence Project	5,500
Ele's Place.....	5,500
First Presbyterian Church-	
Ypsilanti/Riverside Meal Program.....	4,000
Food Rescue.....	1,469
Friends in Deed.....	10,500
Girls' Group	5,500
Habitat for Humanity	10,000
Hope Medical Clinic.....	5,500
Interfaith Hospitality Network/Alpha House...	5,000
Interfaith Roundtable.....	1,000
Open Door Ministry-	
Fort St. Presbyterian Church	5,000
P.E.A.C.E. Sponsorship.....	5,000
Shelter Association of Washtenaw County	3,000
SOS Community Services.....	3,000
Individual/Family Assistance.....	1,575
Designated Mission	
Funds to supplement budget	(95,054)

SUBTOTAL (budgeted)24,300

NON-BUDGETED

Ash Wednesday Offering	\$140
Boy Scout Troop #7.....	10,000
Christmas Eve Offering	
Frontero de Cristo.....	12,280
Campus Ministry Program	613
Campus Ministry Pancake Dinner.....	.871
Communion Sunday Food Drives.....	10,929
Delonis Center.....	250
Detroit and Cass Projects	300
Dismantling Racism.....	25
Family to Family Christmas.....	8,837
Feeling Our Neighbors.....	100
Interfaith Hospitality Network/Alpha House	250
Junteenth Celebration Donations.....	2,000
Ozone House	751
Peace Neighborhood.....	50
Presbyterian Disaster Assistance.....	8,485
Presbyterian Women.....	7,600
Presbytery of Detroit	
Theological Education Fund Scholarship	696
Refugee Support.....	910
Rotating Shelter Program.....	1,360
Special Offerings (Denominational)	
One Great Hour of Sharing.....	10,286
Pentecost	3,543
Peace and Global Witness.....	3,385
Christmas Joy.....	4,747

SUBTOTAL (non-budgeted)88,409

TOTAL FUNDS RECEIVED \$207,762

IN-KIND DONATIONS

Family to Family Gifts	41 families adopted
Michigan Stadium Food Rescue	7,000 lbs. of food
Rotating Shelter Donations	snacks/food jackets, hats, gloves, scarves, hand-warmers, toiletries, underwear, socks, sleeping bags
Hope Clinic	150 grocery bags

2024 Operating Budget

INCOME

Pledges & Contributions		
Total Pledges	1,993,000	
Potential Unpaid Pledges	(79,720)	
Net Pledges	1,913,280	
Contributions & Other Income	225,645	
Total Pledges & Contributions	2,138,925	

EXPENSES

Financial Stewardship	56,298	
Worship	43,932	
Faith Formation	44,400	
Congregational Life	8,700	
Mission	81,500	\$72K of Local Mission funded from Designated Funds
Administration	46,575	
Integrated Communications	105,804	
Facilities & Property	384,340	Contributing \$45K to Capital Replacement Fund
Safety	18,369	
Personnel	1,386,947	
Total Expenses	2,176,865	
Total Deficit	(37,940)	

2024 ENDOWMENT & SPECIAL GIFTS

UNRESTRICTED ENDOWMENT		
Beginning Balance	1,108,007	
Endowment Encumbrances	(180,700)	
Deficit	(37,940)	
Ending Balance	889,367	
RESIDENCY ENDOWMENT		
Residency Program	373,129	100% funded from the Residency Endowment

2023 Congregational Meeting Minutes

ANNUAL MEETING OF THE CONGREGATION

Sunday, February 26, 2023

(The Annual Meeting of the Congregation, immediately following the 9:30 service was conducted in-person with livestreaming available.)

The Annual Meeting of the Congregation as required by the Book of Order (G-1.0501) was approved for this date by Session at its January 25, 2023, Stated Meeting. (Ref: Page 194). Notice was given to the congregation on two consecutive Sunday's prior in according with the By Laws of First Presbyterian Church

Rev. David Prentice-Hyers (Moderator) welcomed all who were in attendance in the Sanctuary and those listening via livestreaming. He said technology challenges did not support interactive participation for those viewing online; however, questions could be posted in the chat function and would be addressed.

Rev. Melissa Anne Rogers offered the Gathering Liturgy.

Call to Order: Rev. David Prentice-Hyers called the Meeting to order at 10:45 a.m.

Recognition of the Clerk: The Moderator introduced the Clerk of Session, Linda Rex, to serve as Secretary for the Annual Meeting. With 194 persons in attendance, the Clerk declared a quorum was present.

Approval of Minutes

The Moderator ask for a vote to allow the Session to approve the Minutes of the Annual Meeting, with all in favor signifying by Aye, opposed Nay. Hearing no objections, the request to allow Session to approve the Minutes was granted.

Opening Prayer

Rev. Megan Berry gave the Opening Prayer.

BUSINESS OF THE DAY

Terms of Call*

Rev. David Prentice-Hyers noted the following changes to the Terms of Call:

- All salaries will receive the mandated Board of Pensions increases for 2023
- Revs. David Prentice-Hyers and Mark Mares salaries will remain otherwise unchanged due to the recent on-boarding of himself and Rev. Mares' installation as Associate Pastor in 2022
- Revs. Melissa Anne Rogers and Jay Sanderford will receive 5% Cost-of-Living increase
- Rev. Jay Sanderford's previous additional salary as Acting Moderator of Session has been rescinded

The Moderator asked for a Motion to approve the Terms of Call. So moved by Sandy Herold; second by Randall Nicholls.

The Moderator then asked if there were questions. Hearing none, a vote was called on the Motion. Results: Yes, 188, Opposed 0. **Motion carried and the Terms of Call were approved.**

Prayers of the People

Rev. Mark Mares offered a prayer of the unity of all people embracing and being embraced in God's love.

Presentation of 2023 Budget**

Rev. Prentice-Hyers introduced Brent Ivey, a member of the Budget Task Force approved by Session in December to (Ref: Page 197) to address the current financial crossroad at First Pres. The Task Force, comprised of Dick Carlisle, Jennifer Day (current Elder), Brent Ivey, and Pat Tamblyn spent many hours discerning – and praying - how to "right the financial ship" and place it on a steady course of fiscal stability and sustainability. Concurrently, the work of the Task Force included a plan to allow First Presbyterian Church to achieve a balanced budget in 2025 as prescribed in the Strategic Plan.

Brent Ivey proceeded to explain how the Task Force approached its challenge, which included -

- Clarifying priority spending (core ministries, requisite spending) and how they are funded,
- Identifying short-term personnel reductions, and
- Addressing longer-term operating efficiencies

He spoke of the need to be mindful of how we spend our resources and recognize the need to support the ministries and spirit of First Pres in the world. Our financial resources are gifts from God and in gratitude, we must use them to spread His Word and love.

*The 2023 "Terms of Call" for all pastors may be requested from the Finance Office.

**See page 45 for the 2023 Operating Budget

Ministry at First Presbyterian Church Ann Arbor

Rev. Prentice-Hyers spoke of the same financial crises being felt by many churches and in response we must re-envision how we do stewardship and ministry. He outlined some of the plans being considered to address these needs.

In 2023 --

- Rev. Jay Sanderford will be transitioning to a modified role and areas of responsibility
- Rev. Melissa Anne Rogers will be encouraged to take a long-overdue sabbatical
- Rev. Mark Mares' role and scope of responsibilities will be expanded
- David VanderMeer, in conjunction with the Core Leadership Team, will continue to explore opportunities for enhanced worship experiences through music and liturgical art and improved administrative work flows.

Moving forward --

- When Rev. Sanderford retires (early 2024), a replacement will not be called for his position
- The position held by Rev. Evans McGowan will not be filled in the short-term. It is being "frozen" which will allow First Pres to fill the position when appropriate. The plan is to resource campus ministry differently by rolling it into Faith Formation. However, prior to that migration it is necessary to examine and decide how campus ministry can best be supported at First Presbyterian Church over the next year.

Rev. Prentice-Hyers emphasized that ministry will look different, not business as usual. Yet, our Mission remains firm. We are in a season of transformation and he encouraged members to be engaged and support Staff and each other as we move to this new season of ministry.

He gave special recognition to Resident Ministers Megan Berry and Hannah Lundberg for their energy and engagement. They are a model of action in service to God.

Rev. Prentice-Hyers then opened the floor to questions.

Questions / Comments

(Questions from the floor centered on funding for Mission, Resident Ministry Endowment, and DIAA.)

1. Local Mission Funding. Concerns were raised regarding the reduced funding in the 2023 Budget for Local Mission and how this would affect recipients of those funds?
Rev. Prentice-Hyers (DP-H): Funding for Local Mission has been removed from the 2023 Operating Budget but will be supplanted by Designated Funds. This is a temporary move (2023 only) as part of the steps necessary to move to a balanced budget by 2025. This funding shift from the Operating Budget to Designated Funds will have zero impact on the actual distribution of money to our mission partners.
2. Resident Ministry Endowment. Members asked how this fiscal constraint would impact the Resident Ministry program.
DP-H: The Resident Ministry program is funded solely from the Resident Ministry Endowment. While it is not impacted by operational budget reductions, it is subject to fluctuating financial market conditions which does affect how can be drawn on a yearly basis. Interviewing is underway for the next group of residents, which will be a minimum of two, and possibly three.
3. DIAA. It was pointed out that the budget did not detail any funding for DIAA to support the strategies for diversity and inclusion outlined in the Strategic Plan. How do we include implementation of these plans in our budget calculations? Going forward, we need to be more purposeful and direct to achieve our goals.
DP-H: We are not as explicit as we need to be. With the re-engagement of the Strategic Plan Committee, we need to move to empower DIAA to take actions rather than to merely report. It will be a priority to move in this direction.
4. Philippines Mission Team. Does the absence of the Philippines Mission Task Force from the list of Mission Spending indicate that First Pres no longer supports this outreach to the Philippines?
Rev. Jay Sanderford responded this omission was an oversight and confirmed the Philippines mission work is an active program.

With no further questions, the Moderator called for a Motion to adjourn following the Benediction. So moved by Tom Brandt; second by Brent Ivey.

The Moderator called for a vote with all those in favor signifying by Aye; opposed Nay. Hearing no objections, **the Motion carried.**

Rev. Hannah Lundberg gave the Closing Prayer.

Following the Benediction (The Selkirk Grace) delivered by Rev. Prentice-Hyers, the meeting adjourned at 11:45 a.m.

Respectfully submitted by,



Linda Rex
Clerkof Session
March 15, 2023



Your Support

During 2023, we gathered for worship, prayer, and fellowship; worked for love, peace, and justice; and welcomed all ages and backgrounds to come together to explore, nurture, and deepen their faith. Your financial support has helped make it all possible.

Thank you.

Please continue to support the ministries and mission of First Pres. Give online with a one-time gift or pledge commitment. To support the 2024 Stewardship campaign, scan the QR code below or visit firstpresbyterian.org.



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