

Inspiring Extraordinary Faith, Transforming Lives



2019



First Presbyterian Church
Ann Arbor, Michigan

Table of Contents

Reports from the Pastors

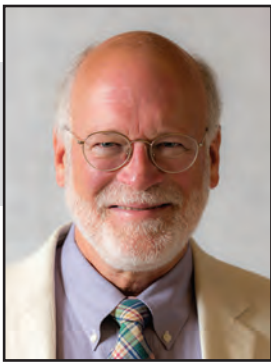
Rev. Dr. Rick Spalding, Interim Pastor	4
Rev. Melissa Anne Rogers, Associate Pastor for Pastoral Care & Congregational Life	5
Rev. Jay Sanderford, Associate Pastor & Coordinator of Residency Program	7

Reports of Session Committees

Christian Formation	9
Adult Education	10
Youth Ministries	10
Children's Education & Family Ministries	11
Congregational Life	12
Wellness Coordinator / Parish Nurse	13
Financial Stewardship	14
2019 Stewardship Summary	14
Endowment & Special Gifts	15
Technology	15
Mission	16
Local Mission Team	16
Israel/Palestine Mission Team	16
Nicaragua Mission Team	17
Niger Mission Co-Worker Ministry Team	17
Philippines Mission Team	18
Russia Mission Team	18
UKirk@UMich (Campus Ministries)	19
Personnel	20
Resident Ministry	21
Property	22
Memorial Garden	22
Safety	23
Worship	23
Music Ministry	24

Other Reports

Board of Deacons	26
Congregational Nominating Committee	26
Presbyterian Women	27
In Memoriam	28
New Members	28
Members of Session & Deacons	29
Members of Staff	31



Report from The Reverend Dr. Rick Spalding Interim Pastor

One of the things I remember most vividly about the first conversation I had with the Interim Pastor Search Committee last

summer was their question, what do you see as the work of the Interim Pastor during this time at our church? The position description certainly captured the nuts and bolts of that task: helping to lead worship, supporting the staff individually and collectively, moderating the Session, working with certain committees, facilitating the process by which First Pres will seek its next permanent pastor.

But in that conversation with the search committee, what came to me first was something more about the spirit than about the letter of the task: I found myself saying, to help you to be the church that you want to be, so that you can find a pastor who will be ready to be the pastor of that church. That may sound abstract or simple; but I've been holding on to it as something of a mantra, as I keep this office warm for you in the time between now and then. How can I help you to fully embrace being (and continue becoming) the church that you want to be, that you can be, that you will be?

Sometimes that's a matter of affirmations: holding high the things I've seen over the past four months that are exciting. For instance: you are a congregation that dearly loves to worship the living God; you listen deeply (and you have great taste in music – and in musicians!), you're keenly interested in how the faith you profess becomes the faith you practice. And you are a congregation that has developed an extraordinarily thorough and painstaking network of care-giving; you take astonishingly good, prayerful care of each other. And you are an ambitious congregation; there are an enormous number of things on your to-do list: classes and learning opportunities, gatherings of loving and adventurous fellowship, dreams and plans for growing your community and refreshing your facilities. You make it clear that the church that you want to be is a close-knit community, a prayerful and praise-full multi-generational family, a thriving model of making God's love visible in this city, this world, at this time.

And sometimes the work of helping you to be and become the church that you want to be is a matter of asking questions, especially of the kind that can be helpful to hear from someone "from the outside" – to be food for thought as this important

transitional year unfolds. For instance: I wonder how you can close the gap between the ambitious reach of your ministries (staff and programs particularly) and the actual material resources you have readily at hand? I wonder how you can embark now on a careful, comprehensive, realistic plan to address the important challenges that your building poses? I wonder how you can best care for and tune the remarkable instrument of ministry that is this staff – particularly when it comes to evaluation and encouragement of professional growth? I wonder what kinds of experiences of healing, and what sources of insight and perspective,

will be most helpful to your need and desire to move beyond the painful conclusion of your most recent pastorate? I wonder what there is to learn from the experience of so much transition and change at First Pres – and I wonder what you will need to change, individually and collectively, in order to be able to welcome wholeheartedly a

new pastor and leader into all the bonds and all the history of this family of faith? From my point of view, the pastor you deserve will be moved to come here, not by what you need that person to do, but by what you are already committed to doing together.

Meanwhile – for me the most fun part of this work so far has been collaborating with your large and gifted staff. Whether we're planning worship, coordinating pastoral care, imagining events, refreshing policies or reflecting on the world around us, I learn many things every day from them, and treasure their wisdom, commitment, creativity and humor. I'm particularly grateful for their patience as we experiment with working more and more collaboratively. I feel particular admiration for the skill and dedication of every single member of the administrative and facilities staff.

The most inspiring part of this work so far has been to watch your Associate Pastors, Melissa Anne Rogers and Jay Sanderford, as they continue their heroic work of keeping a vast array of programs running and dip continually into their respective wells of institutional memory and experienced wisdom. (That said, I worry sometimes, too, that they don't seem to leave themselves much time to breathe. Ssshhhhhh - let's secretly conspire to help them practice the ministry of respiration!)

The most encouraging part so far has been working with the Session, who – even as they pass through the annual moment of transition between classes – are growing, as a body, more and more into their role of leading the church courageously and creatively. The way your elected officers – Elders and Dea-

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cons – gave themselves to community building and big-picture reflection during their November retreat at Maumee Bay would have filled you with hope for the church’s future. Special thanks are due to Linda Rex for the good cheer, patience and attention to detail that she’s brought into her first year as Clerk of Session.

And the most attention-intensive part of the work from here on will be launching three important project groups as this new year gets underway: a Governance Task Force to compile a complete manual of administrative operations and policies for the Session and its committees; a Strategic Planning Group that will pick up where last year’s Mission/Vision process left off in asking,

how do we get to where we’ve said we want to go?; and a Mission Study Group which will complete the first phase of the process of the pastoral search: drafting a fresh articulation of what we think our work will be, in our next chapter of life together. If that project goes well, I think there’s a good chance that we’ll be ready to elect a Pastor Nominating Committee by early fall. Please join me in fervent prayers for that – and know that I pray for you continually with a heart full of gratitude and admiration.

*Faithfully,
Rick Spalding*

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

You associate me with presiding over memorial services, coordinating our gifted pastoral staff’s care for our community, and organizing our new member classes and all-church fellowship events which bring us together in deeper communion with one another. You also probably think of my ministry leading groups on spiritual pilgrimage. Over the last 8 years, our church has taken nine pilgrimages to particular sacred spots, including travels to Iona and the West Highland Way in Scotland, and long treks on Italy’s Via Francigena and the Camino de Santiago in Spain. Leading pilgrimages is something I love, a calling I feel to introduce this spiritual practice to you and deepen its impact among us.

Spiritual pilgrimage is an important feature of Christianity. It is often associated with Muslims, Catholics, and Celtic Christians. Pilgrimage is more than visiting one of the ancient and sacred pathways in the world. Pilgrims travel with intention, and freedom. Embracing pilgrimage spirituality, one leaves the safety zone of the familiar on a journey of spiritual discovery. Walking pilgrimages, in particular, invite participants to leave behind their

daily routines, travel lightly, engage in deep conversation, and interact with God’s beautiful creation. Setting one’s expectations aside, pilgrims answer the call to openness, flexibility, and trust. Guides often join pilgrim groups and assist them in remaining open to where God wants to spiritually and emotionally lead.

Some pilgrimages are not to places, but are emotional journeys, or pathways through difficulty to healing. If you’ve ever been on a “pilgrimage with illness,” you have journeyed by embracing the unknown, living gratefully in the moment, and trusting God’s presence to see us through. We may view trying segments of our lives as pilgrimages, naming those times when we journeyed intentionally through painful experiences to reach the peace of healing, deeper faith, and a fuller acceptance of ourselves or our circumstances. In that sense, most of us have been pilgrims in one way or another.

At First Pres, we are completing a long and difficult year and a half of change and growth. The turnover of our pastoral staff is surely dizzying to some, as in one month’s time, five new pastors (out of 8 ordained clergy) arrived! We gained an empowered Session. In group discussions, we assessed our current predicament, our mission, and our hopes and dreams for the next leg of our journey. This terrain has been arduous. As one pastor’s ministry ended, we pondered mistakes made and lessons learned towards someday welcoming a new pastor to lead our gifted staff and help us grow as disciples of Christ. You’ve inspired me with your ability to work patiently together. With intention and forgiveness and prayer, you have embraced your own role in our recovery.

Understandably, for a few of us, moving through the hurt



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and pain of the early days, in particular, was too much. A few individuals left us in search of a more serene, uncomplicated community that better fits their expectations. That is painful for us all, but to complete a pilgrimage you didn't willingly choose might make future journeys harder. First Pres' staff is exceedingly grateful for those who have engaged on this pilgrimage, devotedly working for a

healthy community. It's a sight to behold, to be uplifted by your sustained work of processing grief, your relentless pursuit of reconciliation, the deep reservoirs of your forgiveness, and a desire to pursue your own part in and through the journey. You have a hold on unflinching hope. Along the way, you have opened your heart to new ideas. New friends came bearing gifts and talents. They brought their curiosity, strong opinions, and a sense of wonder and humor, along with a focus on steering us forward, a future orientation which balanced we who watch in the rearview mirror of our past. New staff shaped the way we have always done things, their experience deepening First Pres' bench of wisdom for rebuilding.

Every pilgrimage is different. Along the West Highland Way in Scotland last fall, our 14 pilgrims were assigned a guide who forced the group to walk together, at the same pace. This wise soul was determined we would all complete the trek together. On that trek, the winds were often fierce, the cold biting, and the terrain treacherous. Alan Fielder knew well that we needed to walk in single file, with him at the helm. Being forced to walk at one deliberate pace can be frustrating. spurts of energy make us want to go faster; on harder hills, we want to slow down. We need breaks at different times. We also want to walk alone now and then, sharing conversation with God, or walk quietly with another pilgrim in intimate conversation. Walking single file means sometimes you just see the back of the traveler in front of you. In a slow moving pod, you get where you are going, but it seems to take forever.

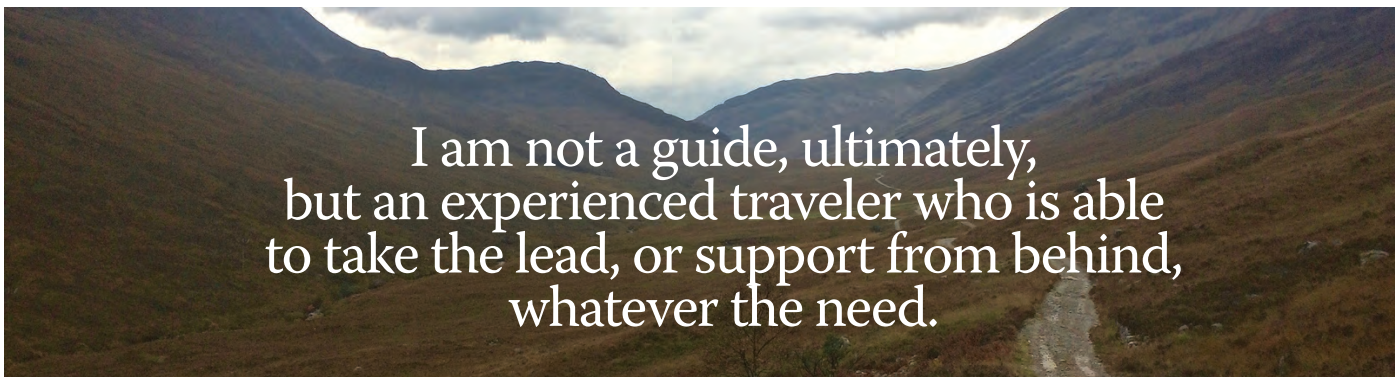
For me, this last year at First Pres was a version of pilgrimage along the West Highland Way. The Administrative Commission, and our strong Session, have been guiding us along the rough

terrain of transition while including all of us in the work. My colleagues and I pointed you to them, giving loving support from behind, and energy to keep moving forward. Pastorally, we watched for those members getting off the trail, those who need special assistance to get back on the path. We also kept our eyes out for jagged cliffs and dangerous crevices. Presbyterian polity asks us to walk at a measured pace to be sure we all are moving through important transitions together, sharing what we see, know, and experience from our unique vantage points. There is wisdom, in going through turmoil and change, rebirth and new life — to sticking together, close, and in communion. Many Presbyterians have lamented to me about this pace. Why, they ask, must we go so slowly and why must this process take so long? Many have traveled this pilgrimage before us, and we have learned what helps a group get to the sacred space God is leading.

Rick Spalding is now leading us on this pilgrimage. We couldn't have been blessed with a better guide. 2020 begins with high hopes and expectations, yet with no diminished need for our attention, hard work, dependence upon God, and commitment to continuing on this pathway to the place God longs to find us.

I have journeyed with you, as a church, through change. I am not a guide, ultimately, but an experienced traveler who is able to take the lead, or support from behind, whatever the need. That suits me well. It's a privilege and joy to be on this pilgrimage with you. Even when it has exhausted me, there has always been the gift of the Holy Spirit's invigorating and renewing rest when I

needed it. All of you, my fellow pilgrims, and the staff, our mutual guides along the way, along with the Administrative Commission, and the incredibly valuable and smart personnel committee, are keeping us all on the "path of righteousness for His name's sake." I look forward to the next leg of our journey together, and to the banquet someday when we finally arrive!



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but an experienced traveler who is able
to take the lead, or support from behind,
whatever the need.



Report from The Reverend Jay Sanderford

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

Everything we need is here.
-Wendell Berry

Over the past months, I have re-learned a durable, old truth. That we tend to think of gratitude as a personal feeling that we can cultivate. But gratitude is also inherently communal and social, connecting us as individuals with others into a broad community. As we practice gratitude, I have observed, it changes us and shifts our conversation and social networks into an agile, appreciative body. Gratitude, I believe, is a gateway to a universe of grace and gift.

I am reminded that there are two levels of gratitude that are vital for us to appreciate. One is the simple burst of thankfulness that comes with seeing a beautiful sunset over Lake Michigan or about the time my dog was lost and then was returned to me. But there is the other larger dimension of what happens to a group or community when there has been some disruption of normal existence or some collective trauma that has been experienced. We should never be grateful for the tremors, but the reality is we can be grateful through the disturbance, and that tiny prepositional switch -- that's where the transformation comes.

As we have passed through the disruption and shocks of the past year and a half, our First Pres community has practiced a generous and measured gratitude for the solid foundations and primary values that undergird our community. Simple things like transparency, open communication, shared leadership, open-hearted decision-making, gracious welcome, reconciliation, fiscal wisdom, strategic planning and an honest assessment of mistakes and missteps have opened the doorway toward a future of grace and gift. As Wendell Berry says, we don't need to wait for a "new earth or heaven" to live by the truth that everything we need is here. What we most need is "to be quiet in heart, and in eye, clear." Then we will see, experience and gain access to the resources within and between us, the generosity and provision of God and the amazing abundance of individuals, families and community.

The core of our First Pres leadership; the Session, Deacons and staff merged a diversity of gifts and resources into a communal effort to restore and then uphold the health and vitality of the congregation. I am grateful for each one of them, in all their diversity of ideas and opinions, their sense of history and excitement about the future, and their commitment to stay together in a sacred place of respect for one another and our community of faith. Each leader carried within an appreciation of both the gravity and gift of this difficult season. The members of the Administrative Commission of the Presbytery of Detroit added a neutral perspective to our process, brought forth important insight gained

through countless conversations, interviews and historical research, and provided a broader context for the issues that affected our congregation. We await their final report in early 2020. In all this complex work, we were girded by the conviction that we had all we needed, as gifts from God, and as contributions from a diverse array of First Pres leaders, members and friends.

2019 was for First Pres, a season of personnel transitions, totaling seven program staff team members. Framed in the context of preparing our church for its next chapter, we experienced quality interim leadership in our music

ministry with Rick Ingram and Kristin Clark, and enthusiastically welcomed David VanderMeer as our Director of Music and Fine Arts in the summer. Essie Koenig-Reinke served admirably for two years as our Coordinator of Youth and Family Ministries, showing unflagging devotion to young people and families in a variety of creative ministries and adventures in faith. An active search led us to Mark Mares who began as our Minister of Youth and Family Ministries in early August. Mark's natural wit, intelligence and resourcefulness as a pastor are on full display each day in his energetic ministry with young people and parents. A search for a skilled Interim Pastor unfolded in stages and bursts of energy across the first half of 2019, with interviews and thoughtful conversations with a number of candidates before landing on Rick Spalding. Since arriving in October, Rick has set for us a new course in worship, shaped healthy staff relationships, worked as a colleague to our entire leadership team and with wisdom and grace tended imaginatively to the work of a church in transition.

First Pres welcomed our tenth cohort of Resident Ministers in August of 2019, marking more than 20 years of intentional work shaping the ministries of young, gifted Presbyterian pastors. Since our Residency program was launched in 2000 thirty young pastors have served First Pres before launching ministries. The fresh energy, innovative spirit and theological acumen that these young pastors have brought with them has transformed our congregation into a flourishing living-learning community.

2019 was also a transitional year for our Resident Ministry Program. Revs. Blair Buckley, Eric Koenig-Reinke and Dorothy

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Piatt finished their two-year term of service and learning with distinction, and began new ministries. Each Resident made a constructive impact at First Pres and I am thankful to have served as a mentor in their development. Placing Residents in good positions that align with their interests and abilities is a pastoral puzzle that is full of grace and wonder.

Recruiting for our 2019-2021 Resident Minister Cohort began in the summer of 2018 and continued into early 2019 with in-person visits to seminaries. The Residency Work Group refreshed our communications materials. As a result First Pres received 12 plus applications for our Resident Ministry program and in early March offered positions to Andrew Frazier, Khayla Johnson and Amy Ruhf after extensive interviews. In August we on-boarded Andrew, Khayla and Amy. Guiding all six transitions seamlessly is a challenge that our entire staff meets with enthusiasm and wonderful hospitality. Andrew, Khayla and Amy are now deep into their residencies, doing the work of pastoral care, preaching, worship design and leadership, teaching and leading our community.

2019 saw a renaissance in our ministry of Christian formation, or Christian education, or the shaping of lively disciples and followers of Jesus Christ. Under the guidance of the Christian Formation Committee, the diverse work of forming and sustaining faith in children, young people, young adults and adults has come together under one organizational umbrella and the results have been a welcome flow of new and refreshed energy, imagination, relationships and community.

Beca Torres-Davenport continues to develop her ministry as Coordinator of Children and Family Ministries, working collegially with Sunday school teachers, parents, children and staff to teach

the faith of the church.

The Rev. Mark Mares has stepped energetically into the leadership of our Youth and Family Ministries group, building relationships, meeting with students, guiding experiences of fun, adventure and service. A wonderful young theologian and resourceful leader, at last check Mark was reading a graphic novel with one small group of First Pres kids while being present with others at their concerts, athletic events and performances.

Rev. Evans McGowan has expanded his work within our Campus Ministry program, meeting with Michigan students, nurturing a community of Presbyterian undergraduates, leading students into service and connecting links with other mainline Protestant ministers connected to the University of Michigan community. In addition to his campus work, Evans plays a key role as a coordinator of our varied Christian formation ministries, linking together our programs with children, youth, young adults, adults and families.

Our Local Mission projects are diverse yet share the aim to make our community reflect the welcome and compassion of God. We continued in 2019 a strong ministry with our Feeding Our Neighbors, a.k.a. Big House Food Rescue, reclaiming more than 12,000 pounds of high-quality food after University of Michigan athletic events and delivering it to feeding ministries in Ypsilanti and Detroit. We connected First Pres volunteers, generosity and compassion with the December programs of Peace Neighborhood Center and the Family to Family Christmas ministry of gift-giving. Three times each year, volunteers care for children and families at Alpha House. In the spring, First Pres volunteers and our First Pres staff, with hammers in hand, rehabilitated a house in Ypsilanti, and renewed their faith along the way. Each Wednesday, we feed more than 100 hungry women and men at the Delonis Center. We support Friends in Deed and the Circles Ministry. The hospitality and care of the Rotating Shelter program is about to engage with full hearts. Ministries with ESL- English as a Second Language, Hope Clinic, as well as Cass Community Center in Detroit continue as well. Our Local Mission Grant

Program, ably guided by Martha Kershaw, directed more than \$75,000 to local programs and ministries. Our reach is broad and wide, and tilted to caring for people and families in acute distress. Our aim is to keep people in our local

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community safe, dry, warm and healthy.

I believe First Pres is now well-situated to embrace the exciting future opportunities and challenges of ministry in Ann Arbor. Anticipation about our common future as the people of God in Ann Arbor is abundant. Shared gratitude for the lessons learned over the past years is tangible. Appreciation for the foundational values of our First Pres community inspires positive movement toward a faithful future.

Christian Formation

Diane Hockett

We believe faith grows in people of all ages and connects us one to another. Experiences encompassing the head, heart and mind enhance our Christian faith and provide the foundation for life-long faith formation.

Recently, there has been a move to make Christian Education more intergenerationally inclusive and delve into topics more relevant to life in today's world. The Session showed its approval of this shift by voting to change the name of the Christian Education Committee to the Christian Formation Committee.

The Christian Formation Committee has explored new, broader planning methods and learning opportunities at First Pres.

- Christian Formation Committee's work groups, Children & Family Ministry, Youth Ministry, and Adult Education met regularly to plan experiences in ways that crossed age groups.
- Planned experiences and learning opportunities based on church themes were implemented across all ages including
 - Strolling Coffee Hour kicking off Christian Formation programs this fall.
 - A weekend with David LaMotte including a concert, and both adult-focused and youth-focused presentations



- University Sunday Celebration featuring Rev. Jason Santos, PC(USA) Mission Coordinator for Christian Formation & Small Church Support, who was our guest preacher, keynote speaker, and intergenerational game night host
- Lenten Messy Movie Night
- Inclusion of the Mission and Worship committees in planning faith formation activities and events.
- Integrated poverty-related mission activities paired with a "Conversations on Poverty" education series
- Restarted the acolyte program
- Planning and implementation of Advent Happening
- A workshop on Christian Formation was led by Rev. Angela Ryo. She shared her experiences leading a transition toward Christian Formation at Kirk of the Hills Presbyterian Church, Bloomfield Hills.



- Sunday educational opportunities were offered including
 - Childcare for infants and toddlers
 - Sunday School classes for three year-olds through high schoolers
 - Confirmation for eighth graders
 - Bible Study and Adult Education classes

The committee includes the Children and Family Ministry, Youth Ministry, and Adult Ministry workgroups. Staff leaders are Rev. Evans McGowan, Coordinator for Campus Ministries; Rev. Mark Mares, Minister of Youth and Families; Beca Torres-Davenport, Coordinator for Children's Education and Family Ministry; and Rev. Jay Sanderford, Associate Pastor.

2020 Vision

We will engage in shared activities across ages, races, individual, and family identities to grow in faith and build relationships across our Christian community. Personal growth opportunities will be integrated around identified church themes and include mission and worship components.

- Reimagine the involvement of all ages in worship, particularly young people, especially Family Worship Sundays
- Support families through building relationships and offering learning opportunities specific to their needs and time schedules
- Integrate out-of-church building activities with more formal learning experiences
- Build learning experiences around Church themes to better integrate growth across ages





Adult Ministry offers opportunities that foster the formation and growth of faith by learning and sharing with other Christians including Bible Study, faith-related book and theological discussions on Sundays and during the week. The Adult Ministry work group coordinates with other ministries to explore themes across relevant age groups.

Sunday Morning Offerings:

Bible @ 9:30 - Rev. Ed Koster leads this study of themes relating to the Bible

First Friends - Discussions on various topics relating to our lives as Christians

Exploring Faith- An exploration of topics related to reformed theology, social justice, and our lives in the greater community. 2019 topics included:

- Wellness- physical, mental, and emotional health as it impacts us personally, organizationally and in our congregation
- Faith Seeking Understanding: Being Presbyterian Today
- A Lenten Exploration of Messy Faith
- Interfaith Series coordinated by Interfaith Roundtable of Washtenaw County
- Conversation on Poverty – changing the conversation around eliminating poverty in our society by empowering people experiencing it

Youth Ministries (Grades 6-12) *Sharon Watling*



Weekday Opportunities:

Men's Group, held the first and third Friday of the month at 8:00 a.m.

Women's Bible Study/Reading Groups:

- Horizon's Bible Study - third Wednesday at 9:30 a.m.
- William Barclay Commentary Bible Study - Fridays at 10:30 a.m.
- Women's Bible Study - Tuesdays at 9:00 a.m.
- Women's Reading Group - fourth Wednesday at 1:00 p.m.
- Evening Horizon's Bible Study - third Tuesday at 7:00 p.m.
- Other Bible Study groups meet throughout the week
- Advent and Lenten small groups
- Journeys Book/Bible Study - second and fourth Thursdays, at 11:30 a.m.



2020 Vision

- Expand education opportunities beyond our church building through field trips, pilgrimages, and mission activities
- Offer educational programs in new ways, such as on-line, to increase involvement in learning opportunities
- Provide support and increase learning opportunities for parents and families
- Increase the use of technology in sharing program offerings

As part of the Faith Formation team, we attend to the head, heart, and hands of young people and their families as an integral part of this congregation. Now with a full time, dedicated Youth Minister, Rev. Mark Mares, we are partnering with the Christian Formation Committee to further a vibrant, integrated approach to faith formation. Highlights include:

Connection

- **Building youth connection/relationships through programming.** Examples include Sunday night dinners; overnights at the church; outings (Escape Room, Apple Orchard); Parent Social Hours; MIDS Crossover Event (welcomes new 6th graders); graduating seniors celebration and pool party; and combined Family/Youth Ministry activities (e.g. Messy Movie Nights).



- **Student Leadership Team with Youth Representatives.** Plans to attend Ann Arbor’s Neutral Zone on Youth Led Programming Conference. Youth leadership positions across the church from the Youth Director Search Committee to Deacon! Church tour with the Property Committee.
- **Re-imagining Youth Choir/Visual Arts** (w/ Dave VanderMeer), creating opportunities in the visual arts, scripture enactments and dramatizations, drum circles, other musical instruments such as handbells!

Mission:

- **Montgomery Civil Rights trip** which included visiting the Civil Rights Museum and completing a service activity.
- **Partnering with Children and Family Ministries** to make cards and carol at Glacier Hills Senior Living Community
- **Holiday Toy Drive** for the Advent Special Mission Project
- **Sorting and stocking toy donations** at the Peace Neighborhood Center

Childrens’ Education & Family Ministries (Grades Crib-5)

Karen Mundus

The transition of leadership for Children and Family Ministry this year offered many exciting events and changes while maintaining the foundation of the existing Christian Education program.

We welcome Beca Torres-Davenport as First Pres’ permanent Children’s Education and Family Ministry Coordinator, overseeing Sunday School and other formation experiences for children and their families from birth through the Fifth Grade. Highlights of this ministry area include:

- The continuation of Milestone Ministries program, targeting age appropriate faith formation milestones for children and their families including baptism, communion, mission, sex education, and Bible Sunday.
- Strengthening connections between families with children and youth of all ages and the wider congregation.
- The hosting of monthly “Families at First” gatherings including a New Year’s celebration, All Saints Day “Dia de Los Muertos” event, Fondue and Bingo night, Peeps and Pizza, and more.
- The expansion of the PC(USA) curriculum *Feasting on the Word* in second through fifth grade classrooms.

Faith Formation:

- **Nine eighth graders were confirmed** and were involved in year-long classes exploring the faith. At the confirmation service, all confirmands were individually introduced by their families and received a personal hand knitted prayer shawl. Confirmation activities also included attendance at a Winter Retreat, participation in the Youth Rally in Howell, and a special banquet for them and their families. **Youth Sunday Service** including leadership of all aspects of worship, including the sermon.
- **Attended the National Youth Conference, Triennium,** at Purdue along with the Presbytery of Detroit
- **Attended the Believe Conference** at Hope College
- **Participated in “Montreat in Michigan” retreat** at Kirk in the Hills with renowned keynote, Rev. Dr. Andrew Root.
- **Attended Detroit Presbytery Youth Rally** at the Howell Nature Center
- **Led worship as acolytes,** carrying the Christ Light, Cross, and Bible
- **Celebrated All Saints’ Day** via the lens of Dia de Los Muertos with Families@First

2020 Vision

- Meet and develop the whole person, inward/outward rhythms, focus on local mission, spiritual practices, and youth leadership in worship
- Fully engaging parents and families
- Creating intergenerational opportunities



- Heightening family service in worship through participation in the Family Ash Wednesday Service, Palm Sunday, Christmas Eve Nativity Service, Maundy Thursday Service, and more.
- Participation in the “Abide: Blessed in the Mess” Lenten Series through the planning and implementation of a “Messy” Art Workshop and “Messy Life” Movie Night Series.
- A “Backstage Tour” of the hidden away part of the church’s building and grounds partnering with the Property Committee.
- “Receptive Reverence,” an Interfaith Series for children and parents.



- The creation of the welcoming Family Space in Room 301.
- Implemented a month of Fall kick-off events including the Strolling Coffee Hour, introducing learning spaces to children and their families; David LaMotte's "Concert on the Green," and Rev. Dr. Jason Santos' hosting of an intergenerational game night.
- The planning and implementation of the annual Advent Happening event.
- Participation in All Church Picnic and All Church Retreat.

- Annual hosting of the ecumenical Vacation Bible School, a three day event serving over 150 children and volunteers.

2020 Vision

Looking forward to 2020 the work group's goals include reimagining Family Sunday worship and creating an inviting Chapel space on the third floor.

Congregational Life

Karla Olson-Belfi



The goal of the Congregational Life Committee is to make First Pres a warm and welcoming Church Home for our members and visitors. We work hard to ensure this goal is met through a number of tasks and activities carried out by a hard working group of volunteers, whose tasks include:

- Staffing our Welcome Center on Sunday mornings.
- Greeting guests as they enter our Sanctuary for Sunday worship and special services.
- Providing home baked cookies for coffee hour.
- Extending greetings to visitors in the pews on Sunday morning.
- Facilitate the selling of Fair Trade Coffee and goods on Sundays and at special events.
- Making Coffee Hour a fun, welcoming and enjoyable experience for members and visitors.
- Gathering names and contact information of visitors each Sunday which will be followed up with a welcoming email, letter or phone call.

Congregational Life helped run numerous events and activities this past year, including:

- "Tell Me More About This Church" events
- New Member Classes
- Cookie Exchange Sunday
- Saturday Suppers

- Four New Member breakfasts. At these breakfasts we welcomed thirty-eight New Members to our First Pres family.
- Two Church-wide breakfasts: Men of Faith and Women of Faith
- Mackinaw Island Retreat



- All Church Picnic in June which featured the Paul Keller Quintet, barbeque by Satchel's and activities and games for all ages
- Ice Cream Social in September
- Christmas Story Slam and Strolling Reception
- We also spearheaded the effort to have baby changing stations installed in two bathrooms in the Church to help young families feel a bit more welcome.

Congregational Life also supports several other groups that help unite our members:

- Stephen Ministry

- Parish Nurse Ministry
- Board of Deacons
- Ushers
- Age based fellowships including Mature Ministries (60 & up) and T2A2 (20's & 30's)

All these activities and events were carried out by our dedicated committee members which included Elders Lynne Lande and Henry Johnson as well as co-opted members Gail Grady, Catherine Kendall, Barbara Mueller, Sarah Reinhardt, Marita Servais, Cassee Stem, Elisabeth VanVliet, Marti Wendler, Sara VanderVoort, and Chris Wahl and staff liaison Reverend Melissa Anne Rogers.



2020 Vision

Congregational Life will continue to focus on the goal of making First Presbyterian Church a warm, welcoming space. We want members and visitors alike to feel welcome and included in the life of the Church and truly believe actively participating in the life of the Church makes for a more meaningful experience. We will continue to strive to offer activities and classes that will appeal to members of different ages with a focus on intergenerational activities and events. The Committee will be led by incoming Elder Marti Wendler in 2020.

Wellness Coordinator / Parish Nurse

It has been a busy year for everyone, including me. I am now in my eighth year as your Parish Nurse / Wellness Coordinator and am grateful as ever for those who help me in this role.

Safety: I have spent a great deal of my time working on Safety and Security and continue to see that as an important area to track. Our members are becoming more involved in keeping our church a safe place through usher training, de-escalation training, ALICE training, and prudent use of our fobs.

Stephens Ministers, Deacons, and many Helping Hands volunteers continue to care for our congregation throughout the seasons. We could not be the 'caring church' that we are without them, and for their service, I am eternally grateful.

Jennie Stahl and her card making crew are another invaluable resource to me. Those Sunday Care Cards are beautiful and a tangible sign of our congregation's care for our members and friends. If you've never signed a Care Card, please come to the Social Hall during Coffee Hour to sign these cards that mean so much to those on the receiving end.



Sandy Talbott



Welcome Center: We hired Merry Muilenberg as our first Welcome Center Volunteer Coordinator (a small part time job that is critical to our maintaining a welcoming presence). She has coordinated our volunteers, trained new ones, and developed procedures and protocols for our weekday Welcome Center Volunteers. Thank you to Merry, and to all who have given hours of time to make our church a safe and welcoming one. Merry is stepping down from this position, and Pat Gilbreath will become our new Coordinator.

2020 Vision

With the help and support of our Safety Team, continue to systematize our safety and security procedures through

- Annual evacuation and weather /shelter drills
- At least two trainings per year for ushers, officers, staff and interested parties to help us prepare for emergencies of various sorts
- Development of an emergency manual, and provide evacuation/sheltering diagrams in every room of our church building
- Training to use walkie talkies to help with needed emergency communication throughout our buildin.
- Continuing to be a resource to staff and members
- Continuing to encourage healthy practices among all of our church family: body, mind and spirit

Financial Stewardship

Pat Tamblyn



2019 Finance Committee members included Bill Austin, Kristine Chandler, Spaulding Clark, Bruce Clyde, Zach Monsma, Sarah Phillips, Pat Tamblyn (Chair), Bruce Thomson, and Bill Upton. Staff support was provided by Anna Miller, Dorothy Piatt, Amy Ruhf, Jay Sanderford, and Rick Spalding. Sincere thanks to all for their dedication and wise counsel in support of First Pres.

First Pres is rich in many ways (God's presence, excellent staff, beautiful facilities, wonderful music and programs, mission outreach, education, caring congregational life, and much more). We count our blessings for all of this, but it would be disingenuous to say that we don't have ongoing financial concerns.

Fiscal 2018 resulted in a \$90,917 surplus (primarily due to vacant staff positions), which was added to the Unrestricted Reserve Funds available to Session.

The 2019 Budget included estimated deficit spending of \$266,629 as we faced a transition year and challenging 2019 Stewardship effort which resulted in 502 pledges totaling \$1,515,781 vs. goal of \$1.7MM (compared to 537 pledges totaling \$1,644,670 in 2018).

Actual results through November 30, 2019 were significantly more favorable than budget, primarily due to vacant staff positions and no surprises in Property. Year to date deficit was \$36,280, and we expect to end 2019 with a deficit well below \$100,000 vs. the projected deficit of \$266,629.

Now that First Pres is fully staffed and Stewardship remains a challenge (approximately 70% of giving units pledge), the 2020

budget will include a deficit that will have to be funded by Unrestricted Reserve Funds. The 2020 budget will be distributed at the Annual Meeting.

Each year's budget includes a planned transfer from Unrestricted Reserve Funds which represents a 5% return on that pool of money (approximately \$45,000-\$50,000/year). From 2010-2018, additional transfers totaling \$480,965 were needed to balance the budget in 7 of those 9 years (2017 was \$0 and 2018 returned a surplus of \$90,917). The Unrestricted Fund balance during that time ranged from \$847,229 to \$1,146,295, and currently is \$938,488.

Resident Ministry program expenses (about \$280,000/year) will be paid 100% by the RM Endowment Fund going forward. An additional \$1,000,000 would be needed in the endowment to fund that level of spending in perpetuity without invading principal (assuming a 5% earnings rate on the endowment). This program is valued by First Pres and our denomination. Session and the RM Work Group are focused on ensuring its sustainability.

Endowment and Special Gift funds totaled \$7,474,751 at 11-30-19, which breaks down as follows: \$4,623,474 for Resident Ministry Endowment, \$1,111,476 in Restricted Funds available for use by designated committees, \$938,488 Unrestricted Reserve Funds for use at Session's discretion, and \$801,313 in Restricted Endowment Funds (principal can't be spent, but income is added to Restricted Funds for designated committee use).

2020 Vision

- Finance and Session are focused on revenue generation ideas and expense control.
- The ongoing goal and challenge is to balance the budget and make sure it aligns with First Pres' strategic priorities.
- Plan for a capital campaign as property and program needs are identified in the strategic planning process, and as we prepare for First Pres' next Head Pastor.

2020 Stewardship Summary *Bill & Dusty Upton*

This year's Stewardship Work Group formed two sub-teams – an Annual Drive Team that worked on the 2020 campaign, and a Big Picture Team working on longer-term funding.

The members of the Annual Drive Team were John LeDuc, Anna Miller, Mary Jones, Lisa Haddrill, and the campaign co-chairs – Dusty Upton, Bill Upton, Carol Clyde, and Bruce Clyde. A highlight for the congregation members on the committee was working with the staff members, Anna, Mary, and Lisa. Their energy, camaraderie, and creativity were inspiring. Our church is blessed with a wonderful staff.

Many other church members also helped. They delivered Faith in Action messages, called members, worked at coffee hour, and shared what First Pres is doing to make God's love visible in the campaign's videos.



The 2020 theme was "Making God's Love Visible," created by our church's MissionVisionNext Work Group. This was more than the campaign's theme – it was an assignment. We tried to highlight what First Pres is doing to make God's love visible through the 2020 Vision newspaper, the campaign's videos, and through the Faith in Action messages.

The members of the Big Picture Team were Pat Tamblyn, Kristine Chandler, Mary Lynn Thomson, Chris Dahl, Jay Sanderford, Bruce Clyde, and Bill Upton.

Church funding typically comes through three sources, sometimes referred to as the three legs of the stool: annual gifts (pledges & contributions), capital campaigns (for specific needs like refurbishing the building or endowing a program) and planned giving (such as gifts people leave through their estates). The Big Picture Team worked to quantify First Pres's long-term needs and figure out how the three legs of the stool could work together to support those needs. This work continues.

First Pres's pledges for 2018 were \$1,640,000, falling to \$1,503,000 for 2019 as our church went through a tumultuous time. As of mid-December, 2020 pledges are tracking to match the 2018 level; however, that's 10% short of the 2020 goal. To responsibly support our activities – the ways we're making God's love visible – we need to close the gap and reach the goal. It takes the pledged support of all of us to do that. Some pledges are large; some are small; all are appreciated. It takes all of them to meet the goal.



2020 Vision

- Funding our church's activities will continue to be a challenge.
- The Big Picture Team will continue developing plans to meet our long-term needs.
- Stewardship isn't just about us giving money; it's also about us giving our time. A gift of time often eliminates the need for money.
- Growing our membership is the surest way to increase pledge levels of dollars and time.
- Finding a top-notch person as our next permanent head pastor is vital to growing membership. Under Reverends Hillegonds and Lindvall, First Pres's membership grew by nearly 1,000 people (73%).
- Increasing awareness for all we're doing to make God's love visible can also build membership. We'll try to do that by publishing one or two more issues of the 2020 Vision newspaper.

Endowment & Special Gifts

Doug Gottlieb

The E&SG committee was restarted in February 2019 to celebrate Legacy Partners. Rev. Jay Sanderford, Rev. Melissa Anne Roger, Marita Servais & Doug Gottlieb (co-chairs), Zach Monsma, Julaine LeDuc, Kristine Chandler, Anna Miller, Pat Tamblyn & Bill Upton have been special advisors.

Legacy Partners total 116 family units.

The April event included Rev. Christine Chakoian, guest preacher, estate planning by Carter Hodgson and a celebration in the Social Hall. After preaching, Rev. Christine Chakoia hosted a question & answer session for First Pres members to learn more about giving. More than 20 people attended each session.

Each month we celebrate Legacy Partners by publishing a bio from those that have included First Pres in their estate. We recently added the history of past Legacy partners and what their gift has done for the church.

2020 Vision

- Our goal is to educate and guide First Pres members to make long lasting gifts to First Pres.
- We recently started working with Thrivent who will host two education seminars in 2020 focused on generosity with our time, talent and treasures.

Technology Work Group

Kerry Colligan

The technology work group spends most of its time and energy ensuring ongoing technical operation including audio concerns for services (mics, speakers, sound board, podcasts, radio and web broadcast), website maintenance, telephones and internet access, and computer equipment, operation, and supplies. Members include Lisa Hadrill, Rol Kibler, Drew Burton and Kerry Colligan. In 2019 the the following projects were completed:

- Purchased new computers and peripherals for the incoming residents and other staff
- Installation of a donated large TV in the French Room/Library
- Purchased several new microphones for worship
- Continued gathering quotes and assessed permanent A/V equipment for meeting rooms
- Completed required maintenance /upkeep on the network server
- Updated antivirus and network protection for server and workstations
- Gathered quotes for sound improvements in the Sanctuary



2020 Vision

The group will meet in early 2020 to continue to work on:

- Moving forward on the quotes for the Permanent A/V in meeting rooms (primarily Curtis/Founders room initially)
- Evaluate quotes for sound improvements in Sanctuary and peripheral areas (some necessary maintenance needed on sound board, etc.)
- Participate in discussions about video and/or live streaming church activities. Additional staff may be needed if this project moves forward

Mission

Bill McPherson

The Mission Committee strives to identify and help meet the crucial needs of people in our area and the communities of the world. Here are a few of the ways First Pres responds to these needs locally and globally.

Local Mission *Martha Kershaw*



In 2019, First Pres made Gods' love visible to our neighbors through Local Mission in Washtenaw County and Detroit. Volunteers of all ages partnered with community agencies to provide fellowship, tutoring, clothing, food, and shelter. Our Local Mission grant program distributed over \$75,000 to agencies which provide access to mental health services, education and job readiness, and help stabilize food and housing. Speakers from

several of our partner agencies presented during the education series Real Poverty Solutions. Thanks to your generosity, First Pres is making a difference in the lives of our neighbors in need.

2020 Vision

Local Mission will continue to identify the best ways to respond to needs in our community. We would especially like to support real poverty solutions, and expand access to mental health services.



Israel / Palestine Mission Team *Harris McClamroch*

The Israel Palestine Mission Team had a transition year in 2019, as it has sought to support educational and advocacy initiatives for peace and justice in Israel and Palestine (the West Bank and Gaza), as described on our web site at (<https://firstpresbyterian.org/mission/international/israelpalestine-mission>). Meetings of the mission team were held on February 25, March 25, and April 22. Major activities of the Israel Palestine Mission Team during 2019 included the following:

- Provided financial support for the Mar Elias Educational Institutions and the Hand in Hand Center for Jewish-Arab Education in Israel. More than \$12,000 was distributed to these schools and other peace partners.
- Jim Thomson continued as treasurer of the Board of Directors of the Pilgrims of Ibillin and Mary Lynn Thomson continued as a member of the Board.



- Hosted Dr. Merav Ben-Nun on May 19 to give a presentation based on her experience as founder of the Hand in Hand School in Haifa; her visit was sponsored by our mission team and several other congregations that constitute the Michigan Friends of Hand in Hand.

- Attended a presentation by Father (Abuna) Elias Chacour on May 19 at Grosse Point Memorial Church.
- Sold Palestinian olive oil soap and Palestinian wood products, as well as certificates of support for the Mar Elias Schools and the Hand in Hand Schools at the Christmas Bazaar on November 17.



- Followed the journeys of Gale and Don Redding and Olivier Joliet to Israel and Palestine, where they met with several peace partners.

- Held a summer social event at the home of Silvia Pedraza and a "Christmas in Bethlehem" potluck at the home of Marcey Terrien.
- Recognized the leadership of Margaret and Harris McClamroch in guiding the mission team during the past ten years.

2020 Vision

The Israel Palestine Mission Team plans for new leadership of the mission team in 2020 and perhaps a new organizational structure to be determined by the Mission Committee.



Nicaragua Mission Team

Carol Smith



2019 was a quiet year for the Nicaragua Mission Team. Following the deadly uprising that began in April, 2018 we decided to postpone any trips until 2020. We maintained communication with CEPAD and were reassured that their employees and our friends in Quebrada Honda were safe. We plan a trip in 2021. We participated in the Forward in Mission Fair and on December 18, Carol Smith spoke to the Presbyterian Women about First Pres history in Nicaragua.

Niger Mission Co-Workers *Virginia Bell*

It is with great thanks and appreciation that the Mission committee continues to support Michael and Rachel Ludwig and their work in Niger. On June 15 we were once again thrilled to have the Ludwigs visit the church. Over 30 people gathered in Monteith Hall to learn more about Niger and the Christian presence there. Michael and Rachel Ludwig plus Jodi McGill, the newest PC(USA) co-worker in Niger, shared about their work in two separate locations in Niger. On the previous Saturday, Beca Torres-Davenport planned activities for the children and on Sunday, had the children in Sunday school come and learn more about life in Niger. Thirty-two people attend the luncheon sponsored by the Mission Committee.



Michael had an encouraging year. Upon their return from their summer home stay he wrote that they were encouraged by the Niger Mission network meeting at the end of July and that:

- Pastors have been sent to five cities in the desert region of Agadez.
- The first “national men’s fellowship conference” was held, inspired by the ongoing women’s fellowship & youth conferences.
- A major student hosting center of Chizon Kourege is finished with PCUSA congregations’ support as well as hosting rooms for girls in Jiratawa, and renovated rooms for boys in Dogondoutchi.

• 2020 Vision

- Continue promotion of multi-generational trips and support of CEPAD
- Support new PCUSA mission co-workers assigned to CEPAD - Ian Vellenga and Jhanderys Dotel-Velleng
- Recruit new team members
- Assess our partnership with Quebrada Honda

- Five family dorm rooms and a library room were completed at Dogon Gao Bible school, in addition to a new bore-hole in the process of being developed for clean drinking water.
- We need to continue to pray for all the difficulties in Niger now: refugees from Nigeria fleeing violence, flooding, border closings affecting trade with Nigeria, pests eating the crops, and hunger.
- Please pray for the CHE initiatives and workers. Pray for favor in selling the fish, for accurate translating, and for many discussions that prompt good connections for the CHE workers in their villages.
- As always, pray for Michael, Rachel and their children.
- It is with thanks also to the church and Mission Bazaar to be able to help support projects dear to the Ludwigs. In 2019 we supported a well digging project to promote new tree growth to improve crops.

2020 Vision

- Increase an awareness of a Niger Mission work group to include both the Ludwigs and McGills and their work in Niger.
- Continue support of the Ludwig family in Niger.

For more information about Niger, the Niger Mission Network, and First Pres’ involvement in Niger, contact Cheong-Hee Chang @heechange2@gmail.com. Cheong-Hee is a part of the Niger Mission Network, in contact with the McGills, the newest PC(USA) co-workers in Niger, and supplier of the miracle pins (five loaves of bread & two fish) sold at the Mission Bazaar to support the work in Niger.



Philippines Mission Team *Bob Wallin*

In 2019 the Philippines Mission Team (PMT) continued working with our mission partners, primarily in Dumaguete, on three focus areas:



Education

- Provided scholarships to 53 middle school students, 24 high school students, and 52 college/university students who otherwise would not have been able to continue their education.
- Funded a summer weekend leadership training camp for about fifty interested teenagers from our scholarship students.
- Funded a Christmas party at our PMT-built daycare center in Cantile for the thirty children who attended. Each child received a nutritious lunch, a new T-shirt, a new pair of flip-flops (slippers) and a toy.
- Collected, packed, and shipped more than thirty shipping crates of school books and supplies to Dumaguete, Manila, and other locations in the Philippines.

Russia Mission Team *Linda Speck*

The Russia Mission Team

- Continues its friendship with St. Vladimir Russian Orthodox Church in Dexter, and the two churches' connection with the Orthodox Church in the tiny village of Davydovo, a three-hour train ride northeast of Moscow.
- Our particular interest is in the Russian church's summer camp for children with disabilities and the camp's ministry with the children's caregivers.
- We raised money for the camp through a bake sale in March and the Bazaar in December.



Livelihood

Continued to collect and ship fabrics and sewing materials for the women in our iHome community sewing project.

Health & Wellness

- Continued our program of providing daily protein enriched breakfasts to the 85 residents of the Talay Psychiatric Hospital and Rehabilitation Center.
- Provided funding for food, clothing, and medicine to support the girls and boys of the new Dumaguete homes for Children in Crisis.



2020 Vision

- The development of a tutoring program in mathematics, science, and language arts for our scholarship students who need help in these areas
- Planning a possible trip to Dumaguete in the fall.
- Recruit new PMT members
- Strengthen our partnership with iHome Dumaguete, and evaluate our partnership with Silliman University



2020 Vision

- Continue to raise money for the camp, and hope to send an intergenerational team in July to serve there.
- Encouraging the community at Davydovo in their efforts to become self-sufficient, through the sale of their kits for making Russian-style dollhouses. Look for one of them to be set up at First Pres in the near future!



UKirk@UMich, First Pres' Campus Ministry program, continues to reach students hungry for an informed faith through worship, interactive hope through service, inclusive love through fellowship and intentional relationship through authentic connection.

This past year saw a transition in the structure of the ministry, consistent engagement with college students and special events throughout the year.

The prior model of the past two years that enlisted resident ministers to actively and regularly lead various aspects of Campus Ministry has given way to Rev. Evans McGowan taking on a broader and more comprehensive role in organizing the Campus Ministry leadership teams of students and church members. The goal of these groups is to implement a ministry that engages students with the Christian faith here at First Pres while also encouraging members to connect their faith with the University in creative ways.

Regular Activities:

- Consistently held Wednesday@8pm weekly small group for college students
- Expanded on-campus Coffee Hour / Study Break from once to twice per week
- Treated college students to lunch after worship each week
- Continually welcomed new students to the group
- Met with students one-on-one over coffee and lunch for spiritual support and check-in
- Increased support and number of members on the Campus Ministry Work Group

Yearly Events:

- Pioneered a college service trip to Puerto Rico with Presbyterian Disaster Assistance
- Held our Second Annual Michigan Meltdown Ice Cream Social



- Celebrated the graduation of 13 seniors with a special lunch at Meg Brown's home
- Returned to Argo Park with a #PizzaFloat brigade down the cascades
- Hosted the Second Annual University Luncheon on University Sunday with special guest Rev. Dr. Jason Santos.
- Expanded our Fall Retreat to more students, jointly hosting with UKirk @ MSU at Camp Westminster



- Held our third Annual Christmas Kickback (end-of-semester party)
- Served over 100 students at our 16th Annual Pancake Supper

Finally, Rev. Amy Ruhf works hand-in-hand with key leaders of the T2A2 group, serving persons in their 20s and 30s and including graduate students. Chris Wahl hosts a weekly small group study and Haley Brown coordinates the weekly Wednesday night hangouts. Veterans such as Cassee Stem, Elizabeth VanVliet and others host various service and fellowship opportunities throughout the year.

In these ways and more, Campus Ministry continues to have an impact on a number of university students, staff and faculty in our church community and beyond. Thank you for your support of this important 'neighborhood' mission work!



2020 Vision

- Revitalize the Ann Arbor Campus Ministry Foundation with new leadership and emphasis on service-learning
- Return to Puerto Rico with a team of 18 people to help with the ongoing Hurricane Maria relief efforts (in 2019 we had a small exploratory team of six go to Puerto Rico)
- Send off our three graduating seniors
- Deepen relationships in the group and empower student leadership
- Increase opportunities for church members to interact with college students
- Support students as necessary, particularly with scholarships for service and food security with the newly opened UM Food Bank, the Maize 'n' Blue Cupboard



Personnel

Richard Carlisle

The past year could be characterized as transformative, challenging and inspirational for the Personnel Committee. In 2019 we addressed a host of issues of personnel practice and policy, while at the same time recreating and maintaining a healthy staff environment, and managing the ongoing efforts of various search committees to fill open positions.

Early in 2019, the Personnel Committee made several recommendations to Session to reassert the role of the Personnel Committee on behalf of Session. Key actions approved by Session included the following:

- Restoring the role of the Personnel Committee to recommend all personnel policies and staffing decisions to Session.
- Restoring the role of the Personnel Committee to perform a liaison role to staff.
- Modifying the role of Head of Staff as a member of the Personnel Committee with ex-officio status without voting rights.
- Revising the Grievance Procedures to restore a progressive grievance process whereby the final resolution of all staff grievances rests with the Personnel Committee and Session.
- Preparing guidelines for recruiting, seeking and hiring full-time permanent positions which were issued to Search Committees.

The Personnel Committee, on behalf of Session, is committed to continue the process of identifying and implementing the steps needed to promote healing, maintain a healthy and productive staff culture and improve upon matters of governance and administration. To that end, the Personnel Committee retained a human resources consultant, Sage Consulting, in July. Sage has been performing an assessment of personnel practices and policies. They have been reviewing job descriptions and have developed a new performance evaluation system. In 2020, they will complete a comprehensive review of the First Pres Personnel Manual.

The Personnel Committee also played a key role in working with the Administrative Commission of the Presbytery of Detroit on behalf of Session. The Administrative Commission reported that a consistent message from members of the Congregation was

the need to hear from Session what led to the dissolution with Rev. Dr. Fairfax Fair. The Personnel Committee was charged by Session with the task of preparing a written Narrative on the Dissolution of the



Pastoral Relationship with Dr. Fair. The narrative was presented to Session in May and to the Congregation in June.

As the healing process progressed throughout the year, our spirits were buoyed by the outstanding work done by various search committees that led to filling the following positions:

- **Rev. Richard (Rick) Evans Spalding** was called to serve as First Presbyterian Church's Interim Pastor beginning October 1st. Rev. Spalding came to Ann Arbor after retiring in 2018 as Chaplain and Coordinator of Community Service at Williams College. All who have encountered Rick have found his personality, preaching and pastoral gifts to be an excellent fit for our Church.
- **David A. VanderMeer** accepted the position of Minister of Music and Fine Arts starting in July of 2019. David previously served in a similar position for 18 years at Central Presbyterian Church in Atlanta. David's talents as a gifted choral and handbell choir director have been recognized throughout the Presbyterian Church, USA. David also brings to us the added dimension of multi-sensory worship with innovative liturgical arts programming.
- **Dr. Richard Ingram's** term as Interim Choir Director was extended through April. From May until July, Dr. Kristin Clark served capably as Interim Music Director until the arrival of David VanderMeer. First Presbyterian is extremely grateful to both Dr. Ingram and Dr. Clark for their outstanding leadership during the interim period in our music ministry.
- **Rev. Mark Mares** joined us in August as Minister of Youth and Family Ministries. Rev. Mares impressed the Search Committee with his ideas and experiences in working with youth and their parents. He reflects articulately on his own faith formation journey and exhibits the ability to understand and guide our youth who all have individual needs. Mark has proven to be a strong leader in our combined Christian Formation team for children, teens, young adults, students and families with Beca-Torres Davenport and Rev. Evans McGowan.
- **Beca-Torres Davenport**, our Coordinator of Children and Family Ministries, was moved from transitional to permanent status in December after a year of excellent leadership, innovation and renewed relationships with children and families.



- We were also pleased to welcome our new Resident Ministers Andrew Frazier, Rev. Khayla Johnson and Rev. Amy Ruhf.

The last piece of our major work performed by the Committee in 2019 was to complete a Salary Equity Study which focused on the compensation of our Associate Pastors. The study was presented to Session in December and has formed the basis for 2020 budget recommendation.

Resident Ministry *Susan Cares*

Ministry and theology graduates have many career opportunities to choose from on graduation from seminary. In addition to leadership positions in churches as pastors, they go on from school to work in churches, schools, hospitals, on college campuses, military bases and in community organizations. They take with them a variety of academic accomplishments as well as skills in communication, music and arts, conflict resolution and education, working with youth, young adults, families, seniors and populations at risk. All leave school with a deep sense of calling, and all are crossing an exciting threshold that comes at the beginning of a career to be in ministry and service.

Every two years we choose three Resident Ministers, and they choose us, coming to live and share all the relationships in the life of a large, vital church community. Two cohorts overlapped in 2019 with Blair Buckley, Eric Koenig-Reinke and Dorothy Piatt leaving mid-summer and Andrew Frazier, Khayla Johnson and Amy Ruhf starting here in August, marking the arrival of the tenth cohort of Resident Ministers in Ann Arbor.



The aim of our First Pres Resident Ministry program is to provide structure, a positive church context and learning environment and the support that will help our Residents “flourish in ministry.” Our program aids young pastors in developing keen pastoral judgment, personal and professional resilience, healthy leadership practices, foundations in worship and preaching and agility across a range of personal and professional church demands. Dr. Matt Bloom, Professor in the Mendoza College of Business, University of Notre Dame, has demonstrated that the long-term effectiveness of pastors is built upon a base of a broad range of professional abilities as well as the development of a resilient, personal, spiritual core. His work in “The Flourishing in Ministry Project, Emerging Research Insights on the Well-Being of Pastors,” has informed the work of our Residency program

2020 Vision

In 2020, the Personnel Committee will continue to revise and improve upon personnel policies, sustain a healthy, and positive staff culture, implement a new personnel evaluation system, and broaden the analysis of staff compensation.



and provided direction to this distinctive work. (Copies of Bloom’s paper are available on request.)

After 20 years of Resident Minister relationships here at First Pres, we hosted our first Alumni Weekend in June with Revs. Evans McGowan and Angela Ryo speaking about how their experiences in Ann Arbor as Residents contributed to their ability to flourish as pastors.

On Sunday, June 2, Revs. Lindsay Conrad and Nancy Benson-Nicol preached to an enthusiastic congregation, and helped recall the distinctive contributions of the Residency program to the life of First Pres and to our Presbyterian Church (U.S.A.). From late fall of 2018 until December 2019 we had a parade of former Residents come back to FPC: Revs. Mark Brainerd, Jenny McDevitt, Aaron Janklow, Jana Resister, Lindsay Conrad, Nancy Benson-Nicol and Mary Elizabeth Prentice-Hyers. Each visit was a reminder of the value this two-year experience brings both to the individual Resident and to our congregation. All of them demonstrated excellence in Christian leadership, pastoral care, teaching, preaching and administration. And it was great!



2020 Vision

1. Strategize ways to successfully top-off funding of the Resident Ministry Endowment so that FPC AA can continue this program to prepare Seminary graduates to flourish in ministry.
2. Plan the second Resident Ministry Alumni Weekend, May 16 & 17, 2020.
3. Develop capacity for FPC Ann Arbor to be a Resource Center for networking/coordination of Resident Ministry programs, and to provide a guide for churches seeking to develop a program.

Property

Ken Westfall

The following is a summary of Property Committee items from 2019 – some are very visible while others may have gone unnoticed:

- Thankfully, no major repairs were required for the boilers, or the related piping and distribution system in 2019. And while it is impossible to predict which boiler, part, or pipe might need to be repaired or replaced in the near future, the Property Committee, Adrian, and the Finance Committee are doing what can be done to prepare for the unknown.
- Realignment of the roof trusses in the sanctuary continues. Several trusses have now been completely corrected and the remaining trusses continue to be adjusted incrementally.
- Parking lot pavement patching was done by Adrian and Almer at various locations. While these repairs may appear to solve some of the problems, they are very much a temporary solution.



- Two areas of flat roof had been previously repaired and were in need of replacement – the roof over the ramp outside the French Room exterior door

and the flat roof between the main church building and Monteith Hall. This replacement work was completed in 2019.

- If certain rooms or areas around the church appear to be brighter, it is likely not your imagination – Adrian and Almer replaced many existing lights with LEDs, brightening these areas and reducing energy usage.
- Over 300 lilies were planted and mulch was spread in the playground area, Washtenaw entrance area, and the Hill Street exit area, greatly enhancing the aesthetics of the church grounds.



- The reredos (the fabric hanging behind the cross at the front of the sanctuary) was replaced in 2019. This was made possible by a small group of donors who financed the project.
- While compliance with the Fire Department’s requirements for fire lanes caused the loss of our parallel parking spaces, it is important to remember that these requirements are for protection of the occupants of the building in the event of a fire.
- The Property Committee continues to update the list of capital replacement projects and potential costs for these projects.
- Many thanks to our dedicated committee members, several of whom have served for a number of years. And special thanks to Adrian Prundeanu, our Facilities Manager, and Almer Harris, Maintenance Specialist – these people do much more than “maintain” our building and grounds.

2020 Vision

For most major property projects at our church, significant funding is necessary to make them a reality. While the sources of the funds for specific projects may not be known, the Property Committee continues to explore options and plans for a variety of potential projects, such as:

- Explore and develop potential solutions to parking issues
- Have a complete site survey done
- Continue to explore design options for an ADA compliant ramp at the Washtenaw entrance to the church
- Continue to monitor and update the list of capital replacement projects and associated costs related to our building and grounds.

Memorial Garden *Susan Cares*

As a subcommittee of the Property Committee, it is our honor to care for the Memorial Garden, to remember and honor those interred there, and make our members and friends aware of this sacred space on church grounds. The Memorial Garden Committee met once to review and update Policies and Procedures, but also to tend the Garden’s functionality and beauty. After replacing three crabapples with dogwoods, adding white peonies and moving the magnolia down to the lower end of the garden in 2018, this was the year to let the ground cover spread and the trees grow. We also chose to install new, dark sky friendly lighting for the garden.

In 2019 there were 10 interments. There have been a total of 200 interments since 1984, with 30 placed one on top of another or co-mingled at the request of family. There are 1,304 places remaining for church members and their families.



2020 Vision

Our goal is to make the garden a simple pleasing place for reflection and to remember those who have gone before us.

Safety Work Group *Sandy Talbott*

The Safety Group meets almost monthly to review practices and issues within our church that effect our congregation's safety.

We began this year with staffing the Welcome Center during the week (with great thanks to Marti Wendler for kicking that off) and continue this volunteer program with the help of (outgoing) Volunteer Coordinator, Merry Muilenberg. Merry has helped to standardize our Welcome Center volunteer training, while ensuring we have coverage from 8:30 a.m. to 5:00 p.m., Monday through Friday. Members are reminded and encouraged to purchase a fob which allows entry from 8:30 a.m. to 8:30 p.m., Monday through Friday.

We continued our annual evacuation drill in June and our weather emergency sheltering in January. We continued with usher training, offering additional training this past year in De-escalation training and ALICE (active shooter) training. Also, we continue to work on the documentation of our emergency procedures.

Consideration was given to the limitations of emergency communication within our building from one end to the other. As a result, 30 walkie talkies were purchased to help staff during the week in case of an emergency, and for ushers and other key people during Sunday morning services.



The Safety Group thanks the congregation for accepting safety drills, door locking, and more...things none of us ever expected we would need to do.

2020 Vision

- Continue work on training staff, ushers and officers for all types of emergencies and continue to improve communication within the building.
- Offer input to update the Building Use Guidelines. Post Evacuation / Weather emergency directions and map in every room. Place "In Case of Emergency" flip charts in prominent useful places throughout the church.
- Trainings planned for 2020 include fire extinguisher use training, Stop the Bleed training, De-escalation training, and ALICE or some other form of active shooter training.

Worship

Jeanette Kibler



Why do we worship? This is a short question – but not a simple one. As a worshipping congregation we come together each Sunday morning at 8:00 or 9:30 or 11:00 a.m., and at other times, too. We come because we can, because we want to, because we have to, because we always have. We come because we are happy, sad, thankful, worried, afraid, lonely, or feel obligated. It is the work of the Worship Ministry to support the worship opportunities offered by First Presbyterian Ann Arbor to meet the needs of the people who worship for all these reasons and many more.

In worship we come into the presence of the Holy – our goal is to encounter God – through our ears and eyes, of course, and through our senses of touch and taste. We also have the opportunity to respond to God, again through all our senses, by listening, speaking, singing, moving, going out to serve.

Our committee is working hard to support our worship. New hymnals (*Glory to God*) were purchased for the Sanctuary. A new Liturgical Arts team has been formed and we offered a workshop

in October with guest Liturgical Artist, Ellen Phillips. As a part of the workshop we created the new paper-lace banners for each week of Advent. We commissioned new paraments and clerical stoles from Beth Taylor, also for use during Advent. We endorsed the new bulletin format that includes visual art related to the biblical readings for the day.

Other Worship Ministry teams take care of preparing communion, recruiting and training youth acolytes, a Memorial Guild, weekly sanctuary setup, ushers, sound technicians, and lectors. We have begun baking bread in the sanctuary on Communion Sundays so that we are invited to the Lord's Supper surrounded by the aroma of fresh baked bread.

We are continuing to be aware of ways to include liturgical dance, expand the use of handbells in worship, add an assortment of percussion instruments to our congregational song, and make our worship as multi-sensory as possible.

We began the year with a number of interims who did a wonderful job for us as we awaited the arrival in July of Dave





VanderMeer, our new Minister of Music and Fine Arts. We particularly want to thank Rick Ingram, Kristin Clark, Shayla Powell, interim choral directors and Paul Haebig, interim organist/handbell director, Kellie McInchak, interim children's choir director, Simon Suboski, interim youth choir director, and Gerry Leckrone, (who continues to serve as our orchestra director) who served so well from January through June.

We are now planning worship three weeks in advance with the worship staff: pastors, educators (children & youth), and musicians. This time has brought great creativity and engagement of the entire staff for our worship services.

Dave came on staff in July, bringing a wealth of experience which has been greatly appreciated.

- New bell choirs have already been formed.
- A liturgical arts team has been created and we look forward to much creativity in our worship in the year to come.
- A workshop was held in October with guest Liturgical Artist, Ellen Phillips, during which time paper lace banners were created and used during Advent.
- The committee endorsed the creation of a new format for Sunday bulletins.
- The worship committee has formed several teams, in addition to serving communion, we have teams that prepare the sanctuary for worship for the church liturgical seasons, a team to care for paraments and stoles, and other teams are being formed.
- In the interest of involving more youth in the worship service, a team was formed to organize youth serving as acolytes. Dave VanderMeer and Mark Mares are working to rebuild the youth choir.

- New hymnals were purchased for use in the sanctuary.
- Matching paraments and stoles were purchased for Advent and the committee approved making the color of Advent blue; the beautiful blue color also brings out the brilliance of the stained glass.
- Attendance at worship, for the most part, has at least matched 2018, and on a number of Sundays exceeded last year's numbers. During the year, Melissa Anne and Jay coordinated the ministry of our pulpit with diligence and faithfulness - including many of their own sermons and visits from a number of distinguished and beloved guest preachers.
- Our observance of All Saints included the Choir's traditional performance of a requiem - this year, by Bob Chilcott - which was incorporated within the 9:30 and 11:00 a.m. liturgies.



2020 Vision

The new year looks forward to deepening our worship life together by offering a monthly Taizé Prayer Service in Monteith Hall on the first Tuesday of each month at 7:00 p.m. Prior to the service a free simple supper of soup and bread will be served in the Social Hall. A new daytime bell choir will be offered for beginners. We will continue to build upon the great history of choral music here at FPC with the Chancel Choir, Youth, and Children's Choirs. We would invite you to participate in either a musical ensemble or liturgical art project. All are welcome!

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



It has been a privilege and delight to be in your midst these past five months. I have enjoyed the opportunity to get to know so many of you! While I am working on knowing each of your names, please don't hesitate to introduce yourself when we next meet.

I want to thank Don Redding and Adrian Prundeanu for installing new bookshelves and for painting my office red (at my request)! I smile every day when I open my office door. I would also like to thank the many choir and worship committee members that helped me unpack boxes of books, art, and music and helped me feel immediately at home.



In late August, I met with the Chancel Choir for the first time: we had a mini-retreat on a Friday night and Saturday in Monteith Hall. It was an enriching weekend filled with singing and introductions. After this concentrated time we were off and running. We began weekly rehearsals with the added focus of learning the Bob Chilcott *Requiem* for All Saints' Sunday. I want to extend my sincere thanks to the fine, dedicated singers in the Chancel Choir for their weekly worship leadership. Heartfelt appreciation also goes to the many volunteers, including Choir Officers and Music Librarians, who have spent untold hours organizing our extensive choral library, providing snacks for rehearsals and Sunday mornings, and organizing robes and folders.

In addition, I have enjoyed conducting the Sanctus Ringers. We have been focusing on new music, new techniques, and overall growth as a musical ensemble. I am grateful to these committed individuals who not only give selflessly of their time for rehearsals, but are also willing to set-up and take down equipment - sometimes multiple times in a week! Since a number of people have expressed interest in playing handbells, we will begin a new daytime handbell choir for inexperienced and beginning ringers in late January.

In the fall, Mark Mares and I partnered to create opportunities for our youth to have the opportunity to participate in choral singing, handbells, and liturgical movement. In addition to rebuilding our youth choir, I will focus on adding a youth handbell choir in January.

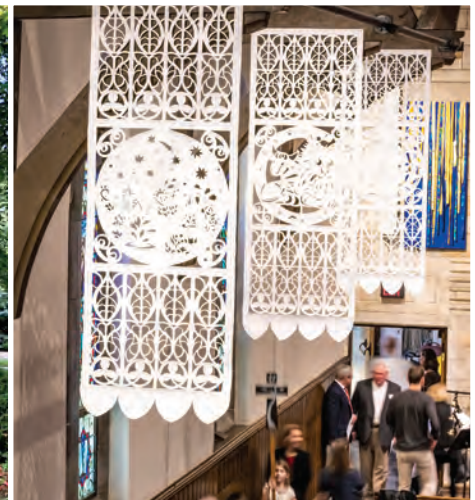
On World Communion Sunday, our pulpit, lectern, and communion table (in both the Sanctuary and in Monteith Hall) were adorned with fabrics from around the world contributed by congregation members. Later in October we hosted liturgical artist, Ellen Phillips who led a Liturgical Arts Workshop for First Pres and the community. I was thrilled that we had 28 people in attendance. Everyone enjoyed learning the art of cutting the paper-lace banners, designed by Ellen, for each of the four Sundays of Advent. The banners are based on the texts of those Sundays and incorporate symbols from the existing architecture of our sanctuary. The Worship Committee commissioned fabric artist, Beth Taylor to create new, blue Advent paraments for the pulpit, lectern, and communion table, stoles, and front wall hangings in the sanctuary. Thanks to our own member, Lois Bryant for creating and making new Ordinary Time stoles (Green) for our pastoral staff. Because of the growing interest in



liturgical/visual arts, we now have a Liturgical/Visual Arts Committee whose purpose is to coordinate art for our worship spaces and rotating art exhibits in the Social Hall.

I was pleased to suggest the format of our new bulletin to the Worship Staff, which was introduced to the congregation on World Communion Sunday. The cover art is chosen to coordinate with the texts for the day, and margin notes are included to inform the congregation on various aspects of the liturgy.

Brent and I are thrilled to be a part of the First Pres community and are loving Ann Arbor! Thank you for welcoming us into this church family. - *Soli Deo Gloria*



OTHER REPORTS

Deacons Ellen Johnson

Having been a deacon for three years now, I've come to think of deacons as church members with very, very long arms. Just think, that means 54 pairs of arms to wrap around our church family with love and compassion and care!

Deacons reach out to members unable to leave home, recovering from illness or surgery, or grieving a loved-one. We're there to listen, offer support, pastoral care, meals, and most importantly, to make sure that each and every one knows they are remembered and loved.

Every Sunday, deacons divide the sanctuary flowers and deliver blooms to members in need of a visit, so they know we are thinking of them and praying for their well-being. Between services, we have care cards to sign to send love to those who are hurting. We serve on prayer teams, serve communion, greet from the Welcome Center, and minister to our church members at Glacier Hills.

Two Co-moderators—Doug Gottliebse and Ellen Johnson—handle organizational tasks, blessed by steady, thoughtful guidance from Rev. Melissa Anne Rogers and Sandy Talbott. In 2019, Deacons ...

- Delivered sanctuary flowers to over 200 church members; Easter lilies and Christmas poinsettias to over 300.
- Held blood drives in March and October.



- Shared in welcoming new members at Sunday breakfasts.
- Met in August at our annual picnic at the home of Peggy and Carter Hodgson. We shared time with our new Minister of Music and Fine Arts, David VanderMeer; our



incoming interim pastor, Rick Spalding; and our new resident ministers: Andrew Frazier, Khayla Johnson, and Amy Ruhf.

- Joined elders and church leaders in November at the annual officer retreat at Maumee Bay Lodge, helping with registration and musical support (Gayle Stevens on piano!).
- Helped Linda Robinson, Office Manager, update member contact information for a refresh of our church directory.
- Hosted delectable treats in Monteith Chapel as part of the second annual First Pres Advent Story Slam and Strolling Reception in December.
- Celebrated year's end with a 'Wacky Christmas Costume' fashion show. Our resident ministers—Amy, Andrew, and Kayla—had the honorable task of serving as judges.

Big thanks to the Riggerinks: their photos of new deacons grace the Welcome Center, and picture rosters help create connections year-round.

As always, our administrative staff has our backs: thank you to Robin Agnew, Lisa Hadrill, Cindy King, Anna Miller, Liz Call-Boyce, Mary Jones, Linda Robinson, and Adrian Prundeanu. We couldn't do nearly as much without your help and support.

2020 Vision

*'So now faith, love, and hope abide,
these three; but the greatest of these is love.'*

There are no greater words than these for deacons. They will carry us forward in our ministry for the coming year.

Congregational Nominating

Lynne Lande

The Congregational Nominating Committee (CNC) met almost weekly from January into October to fulfill its multiple assignments. Members of the CNC included Meg Brown, Barb DeLancey, Callie Feyen, Robin Fosheim-Hoag, Dan Francis, Bonnie Palmquist, Jim Schaafsma, and Bill Upton, who served as recorder. Lynne Lande served as Chair and is deeply grateful for this team's prayerful discernment and good spirited perseverance in identifying and recruiting eight Elders, eighteen Deacons, ten Youth Director Search Committee members, and ten members for the newly formed Self Study Committee. We sought representation from across the congregation, as well as skill sets and experience to create strong working groups.

Accomplishments:

- Nominated and installed seven Elders for the Class of 2022 including JP Demaggio, Sue Gott, Carter Hodgson, Katie Parker, Bruce Thompson, Chris Wahl, and Marti Wendler. Paul Smith has accepted our nomination to fill the eighth place and will be elected and installed on February 9, 2020.
- Nominated and installed sixteen Deacons for the Class of 2022 including Sandy Anderson, Daniel Bizer-Cox, Dan Christensen, Nancy Janz Clark, Jim Douglass, Jan Fisher, Carol Fletcher, Carol Gottliebse, Amy Lindauer, Michelle Madden

(continuing for a second term), Holly Majorprice (continuing for a second term), Jeannette Middleton, Karen Moorhead, Merry Muilenberg, Chris Queen (continuing for a second term), and Diane Tamblyn. Becky Gaffney and Lisa Danielson will continue serving as Deacons for an additional year.

- Assembled a Search Committee for the Minister of Youth and Families, which resulted in Rev. Mark Mares and his wife coming to First Presbyterian Church.
- That committee included Co-chairs Jennifer Day and Renee Mulcrone, Ginny Bell, Bruce Clyde, Jenna King, Holly Majorprice, Betsy McAllister, Keith Phillips, and Katie Maugh and Ethan Phillips, Youth members.
- Assembled the Self Study Committee, which will begin its work in January. Members of the Self Study Committee include Haley Brown, Jim Clark, Jesse Feyen, Barry Johnson, Kelsey Kaercher, Bill McPherson, Brian Schneidewind, Marita Servais, Jean Song, Brad Taylor, and Pat Tamblyn as a resource from the previous Self Study. Their work will be a crucial step in preparation for our search for a new Head Pastor.
- Nominated the CNC for 2020: J.P. DiMaggio, Callie Feyen, Robin Fosheim-Hoag, Dan Francis, Susan Holmes, Bonnie Palmquist, Cassee Stem, and Katie Parker, Chair.

2020 Vision

Seek out newer members and prepare them for leadership positions by involving them in committees and projects.



Presbyterian Women Virginia Bell

Presbyterian Women continued to serve the church and community thanks to the gifts of prayer, food donations, in-gathering gifts, financial donations, gifts of time and talent and in-kind services from church members, friends and First Presbyterian. We are pleased to share that in 2019:

- We served 13 grieving families by hosting memorial service receptions for their loved ones
- 75% of our yearly budget was designated for mission and scholarship giving
- 11 women (from working young mothers to retired women) field-tested the 2020-2021 Horizons Bible Study to be used by Presbyterian Women throughout the United States
- We visited, as a group, the 24th Annual exhibition of Art by Michigan Prisoners on UM North campus and House by the Side of the Road, Ann Arbor,

- Two new PW sponsored Bible studies were added for women with one being a new evening Bible study
- We wrote and published a letter "In Support of Women in Ministry", which is found in the back of the 2019-2020 Year-book
- Participated in the Mission Bazaar, hosted a Circles dinner for Friends In Deed, worked at the Second Mile Center Health day, collected four communion food drives, collected in-gathering gifts for our presbytery valued at \$16,889, collected and sent two special offerings (Thank and Birthday) to our presbytery, and prepared desserts for the Story Slam & Strolling Reception
- Presented Honorary Life Membership pins to Linda Robinson and Bill McPherson, two outstanding leaders of our church



- presented a scholarship to Lex Allum for her seminary studies and financial support to Haiti FSIL for nursing scholarships.

All this (and probably more) was only accomplished by the gifts of giving! Our giving could not have been accomplished without the support of our church members and friends. Presbyterian Women is so grateful for the support given us. We take each gift seriously and please



know that we give great thought when spending your gift of funds or talent. Thank you from the bottom of our hearts.

2020 Vision

The future focus of Presbyterian Women includes:

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

New Members

We give thanks to God for those members who joined First Presbyterian Church in 2019.

* Denotes Confirmands



Charles Balaan
Emily Brower
Montgomery Brower
Haley Brown
Marlee Brown
Kristine Chandler
Ingrid Charlson
Nancy Cole
Marc Craig
Sophie Craig
Robert Crozier
Brian Eidelman

Charles Eidelman
Mark Fisher
*Ethan Hamden
Nancy Harrison
Matthew Hulbert
*Alex Hummel
Mary Hunt
Brent Ivey
Terry Jackson
Kuenok Lee
Shuyu Long
Jenna Mares

Velma Martin
Charles Matthews
*Lance Maugh
Kelly McDermott
*Sarah Meyers
Dan Musser
Matthew Parker
Jen & Tim Peters
Nancy Powell
James Reynolds
Jennifer Rhodes
Matthew Rhodes

*Lucy Schneidewind
Donna Smith
*Lana Smith
*Chloe Sprague
*Thomas Swindle
Sarah Thomson
Jonathan Tice
David VanderMeer
*Joey Wisniewski



In Memoriam

We grieve the loss of those who died in 2019.

January 3	Paul Jones	May 23	John Wacksmuth	September 22	Lori Wolters
January 7	Ralph Hulett	May 27	Yvonne Gruell	September 21	Ann Chappuis
January 7	Gloria Kerry	June 4	Beverly Burlingame	October 6	Mary Hathaway
February 10	Edwin Ounsted	June 30	Kathryn Dutton	October 20	Herb Wagner
March 8	Edward Curtis	July 26	Suzanne Carr	October 21	Thomas Slavens
March 15	Elizabeth Doezema	July 28	Kemp Cease	December 1	Bradford Snyder
March 20	John Debbink	July 28	Carl Geider	December 8	Shirley Burgoyne
April 3	Herbert Upton	July 31	Sue Leong	December 18	Catherine Baker
May 14	Wilbur Argersinger	August 7	Susan Reynolds		

Officers of the Church



Members of Session

2019 Clerk of Session: Linda Rex

Class of 2019

Tim Dickinson
Kay Fuller
Carter Hodgson
Henry Johnson
Lynne Lande
Karla Olson-Bellfi
Rick Platte
Pat Tamblyn

Class of 2020

Dick Carlisle
Diane Hockett
Linda Koopmann
Bill McPherson
Karen Mundus
Brian Schneidewind
Bill Upton
* Sharon Watling

Class of 2021

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

Class of 2022

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

**Nominees Paul Smith (Class of 2022) and Renee Mulcrone (Class of 2020) will be voted upon and if elected, installed on February 9. Renee will fill the unexpired term of Sharon Watling who has moved to Traverse City.*

Board of Deacons

2019 Co-Moderators: Doug Gottliebse, Ellen Johnson

Class of 2019

Rob Bauman
Lisa Danielson
Jim Dickinson
Carol Downton
Mark Endicott
Lee Evans
Nancy Fox
Becky Gaffney
Gail Grady
Ellen Johnson
Michele Madden
Holly Majorprice
Chris Queen
Sue Rigterink
Nancy Rugani
Norm Samuelson
Jean Song
Gayle Stevens

Class of 2020

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

Class of 2021

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

Class of 2022

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

Members of Staff

Pastoral and Program Staff:

Andrew Frazier, Resident Minister
Dr. Paul Haebig, Interim Organist
Reverend Khayla Johnson, Resident Minister
Reverend Mark Mares, Minister of Youth & Families
Reverend Evans McGowan, Campus Ministries Coordinator
Kellie McInchak, 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

Administrative Staff:

Robin Agnew, Administrative Assistant
Liz Call-Boyce, Finance Assistant
Pat Gilbreath, Welcome Center Volunteer Coordinator
Lisa Haddrill, Technology Coordinator
Almer Harris, Maintenance Specialist
Mary Jones, Publications Coordinator
Cindy King, Administrative Assistant
Anna Miller, Finance Manager
Adrian Prundeanu, Facilities Manager
Linda Robinson, Office Manager





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