

ANNUAL REPORT 2024



First
Presbyterian
Church *of Ann Arbor*



Agenda

ANNUAL MEETING OF THE CONGREGATION

February 2, 2025
10:30 am, Sanctuary

Moderator: Rev. David Prentice-Hyers
Clerk of Session: Carol Gottliebsen

- I. Opening Prayer
- II. Call to Order
- III. Presentation of the 2025 Budget
- IV. Approval of Pastors' Terms of Call
- V. Pastor's Reflections
- VI. The Selkirk Grace



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Pastor's Letter

Rev. David Prentice-Hyers
Lead Pastor

Flipping through my family's year-end slideshow reminds me of teeth lost, medals won, mountains climbed, houses built, and degrees started. We feel stretched and settled, blessed and bruised. It's been quite a year.

Flipping through the memories of our year together as siblings in Christ, I think of our thankful celebration of Pastor Jay and the fond goodbye to Pastor Hannah. We welcomed Brent Ivey anew as our Executive Administrator and the Rev. Dr. Sandra McDonald to residency administration. Our young frogs sang of plagues and freedom. Our resident ministers taught, laughed, and blessed us deeply. Together, we greeted new members and mourned old friends. It's been quite a year.

As scenes play through the seasons, my heart settles on Christmas Eve, the pews full, the lights low, our hearts kindled. The old carol from war-torn Bethlehem rings out, "The hopes and fears of all the years are met in thee tonight." 2025 greets us at the intersection of our hopes and fears. The world shifted again, and now life feels more brittle, voices more strident, and trepidation more toothy. Risk is more real.



Here at the intersection of our hopes and fears, it's gonna be quite a year. Buckle up; God isn't finished with us yet.

Within these pages, between the letters and numbers, you will encounter our shared testimony of love made visible. You will see that while we aren't perfect, God isn't finished with us yet. These pages paint a picture of a people willing to risk something big for something good. Especially in the everyday extraordinary faithfulness of a love-made flesh. Here at the intersection of our hopes and fears, it's gonna be quite a year. Buckle up; God isn't finished with us yet.



David Prentice-Hyers





Brent Ivey

Executive Administrator

A few weeks ago, just before the ordination and installation of our new class of Elders and Deacons, the Chancel Choir sang an extraordinary anthem titled “We Know that God is Still Speaking.” The first stanza of Kenneth Dake’s anthem exhorts the following:

*We know that God is speaking today,
as in the past;
Through dreamers and builders of
visions that will last.
We are keepers of the future, explorers
of the now.
As guardians of this treasure, our gifts
the church endow.*

While many mainline Protestant churches are experiencing decline, with dwindling numbers in the pews on Sunday mornings, First Pres is witnessing a vibrancy and growth that is permeating our community of faith. Our worship attendance is strong, our worship experience is filled with spirit, online viewership is growing in both numbers and geographic diversity, we have compelling Faith Formation programs for all ages, and our building is filled each week with a myriad of activities. God is absolutely speaking today at First Pres.

Our church is leaning faithfully into financial stewardship. Over the past four years, we have been on a journey to end deficit budgeting that was dependent on our reserves to “make ends meet.” To that end, we finished the 2024 Fiscal Year with a surplus above \$100,000. For 2025, the Session has approved a balanced budget that represents solid and faithful stewardship on both the income and expense side of the equation. The details of our 2025 budget reflect a \$207,000 increase in pledges. Out of a total of 470 pledges, there are 26 new pledging units. The average pledge rose from \$4,089 in 2024 to \$4,405 in 2025. Two hundred families raised their

pledges compared to 2024. These are all signs of a vibrant and committed community of faith in which God is still speaking and its members are faithful listeners and doers.

There are many opportunities before us in 2025. To live into our call to be ‘dreamers and builders of visions that will last,’ we will embark on the congregational phase of our Capital Campaign—an opportunity to come together as faithful stewards of our physical plant, renewing spaces and fostering initiatives to make God’s love visible in a world so desperately in need.

In 2025 we will embark on the initial steps of a community-wide stewardship journey. Together we will open our hearts and minds to seek what the Spirit has to say to us around the transformational experience of full-hearted, mindful stewardship. What does it mean to give sacrificially of our finances, our time, and our talents? What might we be called to do with the gift of our facilities and grounds? What mission initiatives are awaiting our partnership? What group and personal experiences will help us uncover our stewardship potential?

As I reflect on 2024, I am humbled by a congregation that has served well, given generously, and listened faithfully to a God who is still speaking. May we explore our joint future with intentional generosity, sacrificial service, active listening, and intense curiosity. Let’s not put a period where God has placed a comma. As hymn writer George Rawson penned so eloquently over a century ago, “We limit not the truth of God to our poor reach of mind... the Lord hath yet more light and truth to break forth from God’s word.”

May we be eager and willing partners in God’s service!

Clerk's Report

CAROL GOTTLIEBSEN
Clerk of Session

2024 was an eventful year in the Life of the Session of First Presbyterian Church under the leadership of Rev. David Prentice-Hyers. Clerk of Session Linda Rex completed her time as Clerk of Session and Carol GottliebSEN was voted to serve as Clerk in April 2024. The first meeting I attended as an observer before officially being voted into the position of Clerk was exciting as Session welcomed the 2024 Class of Confirmands after hearing Statements of Faith from Callie Crawford, Martin Gehrke, Oskar MacArthur, Will Wood, and Ian Williams... both a meaningful and a joyful event. In addition to welcoming our new confirmands, Session members were pleased to welcome our new Executive Administrator, Brent Ivey, and 35 new members to our church family in 2024.

The Session is composed of 25 ruling elders... all are engaged to serve our mission of Making God's Love Visible to all and help attain the goals of our Strategic Plan while fulfilling their responsibilities as outlined in the Book of Order. Ten of the 24 elders served as Committee Chairs in 2024: Susan Whitlock, Worship and Fine Arts; Betsy MacAllister, Faith Formation; Jim Cameron, Congregational Life; Finance, Tom McKarns; Property, Chris King; Safety, Diane Tamblyn; Personnel, Callie Feyen; Integrated Communications, Diane Santinga; Congregational Nominating Committee, Mark Lindley, and Capital Campaign Steering Committee, Dan Mitas.

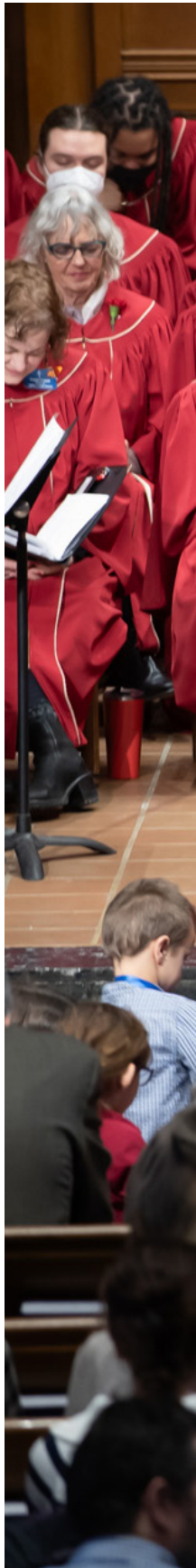
One of the main topics that Session focused on in 2024 was to gather information, proposals, and projected costs and feasibility for a Capital Campaign that would address our aging heating (and add cooling) to serve both our Sanctuary and the whole building; replace many leaky windows while also considering new ways to use/

modify our lower level spaces to enhance our commitment to Mission activities. All projects were deemed essential by the Property Committee, which has done a lot of work to keep our building operating as Session continues to work on the details required for these critical updates. This work in finalizing the costs is nearing completion and Session members invite all in the congregation to join them to finance the improvements and repairs needed.

The Faith Formation team, in collaboration with the Mission Committee, created new opportunities to involve our church families—young, old, and new members—in worship. These efforts have also expanded opportunities for youth and all seekers to actively engage and be more visible in our worship services, faith formation programs, and mission activities.

Looking ahead Session is excited that the congregation has approved a youth elder, Owen Smith, and a youth deacon, Martin Gehrke, in 2025 to continue to engage young and old in our community.

I am grateful for the mentorship of the previous Clerk of Session, Linda Rex, the support of Rev. David Prentice-Hyers, Executive Administrator Brent Ivey, and all of the First Pres staff as I continue to try to record the many ways in which Session, (and all in our community) craft new ways to "Make God's Love Visible".





Pastor Reports



PASTOR REPORT

Rev. Melissa Anne Rogers

Associate Pastor



Renewing My Call: Reflecting on 20 Years of Ministry and the Joys of 2024

Last fall, I was invited to attend a CREDO conference for pastors who have served in ministry for more than 20 years. Spiritual mentors led us in an exploration of our spiritual, physical, financial, and emotional health. The goal of the conference was to leave with a renewed sense of vocational wellness and spiritual joy. Not surprisingly, several pastors also left pondering where God might be calling them next in their ministries. As the conference ended, I felt renewed in my sense of commitment to First Pres. Having served in my current role as Pastoral Care Coordinator for 20 years this coming June and celebrating thirty years of ordained ministry in 2025, my sense of call to continue here is strong. I am still learning how best to support our members in strengthening congregational life and pastoral care. Being valued as part of the team at First Pres—navigating change with creativity, courage, and joy—is a delight. You are an impressive congregation in how you serve God, yet humble enough to see the work still needed to make God’s love tangible and our radical welcome of all people genuine.

Many things have brought me joy this year! Adult Formation is now part of my job description, which includes supporting the creative and thoughtful

workgroup that oversees our Sunday morning classes. It is deeply meaningful to collaborate with this group and my staff colleagues to develop themes for the liturgical seasons that enhance the faith of all who participate. I also oversaw Officer Training for the incoming Elders and Deacons. The training began with a fun-filled fellowship event at the River Home of Bill Kinley, hosted by Bill and his partner, Sid Smith. Weeks of training on Wednesday nights followed, including a special “Polity Palooza” evening with retired seminary professor Cam Murchison from Atlanta, who illuminated our understanding of Presbyterian history and polity. The training culminated in an overnight officer retreat in Maumee Bay, Ohio, where 90 of us gathered to share faith stories and do the work of the church. The opportunity to connect on a deeper level and spend quality time together was well worth the effort and expense.

I am fortunate to staff the Congregational Life Committee and support their essential ministries. One of my greatest joys is welcoming guests to First Pres and walking with them through the process of joining and making FPC their spiritual home. Helping people connect is one of my spiritual gifts, and I wholeheartedly



embrace it! Everyone who joins says that FPC is the most welcoming congregation they have ever attended. Since adopting “radical hospitality” as part of our last Strategic Plan, you have brought it to life!

In my leadership of pastoral care, 2024 was one of the most challenging years for me. During COVID-19, local hospitals allowed fewer in-person visits from non-family members, and spiritual care offices limited our access to members there. As a result, hospital visits became more occasional, while home visits increased. With the loss of two full-time pastoral positions, we now have five clergy (down from eight just a few years ago). The pastoral needs of the congregation remain our top priority but are sometimes addressed less immediately. I lean heavily on the great work of our two phenomenal Parish Nurses, Stacey Pakela and Barb DeLancey—our “dynamic duo.” With their tireless work and endless willingness to reach out to those with pastoral concerns, they are accessible, resourceful, compassionate, and thorough. How blessed we are to have them!

Everything we do at First Pres involves connecting with others and caring for them, no matter the burdens they bear. It is beautiful to see you all do that so well. When I think of this past year, I think of 22-year-old Jake Lee, who came with his aunt and grandma on Sundays to help with Coffee Hour. After a few months, he asked to be baptized and become a member. I recall holding the hand of 101-year-old Millie Danielson in her final days, her beloved family bathing her in gratitude and light. I remember being halfway up a mountain in the Lofoten Islands in Norway, with first-time First Pres pilgrim Ingrid Charlson charging past me and challenging me not to give up. I am grateful for one of my women’s groups coming together to write new words to an old Christmas carol for a member with terminal cancer and singing it to her on her front doorstep in the driving snow this December. For all the important ministries we share, it is the one-on-one moments with each of you that most reveal to me who God is and who I strive to be as Christ’s disciple. Thank you.

PASTOR REPORT

Rev. Mark Mares

Associate Pastor

I love books. However, when I graduated from seminary nearly eight years ago (what?!), I was burnt out from reading. I had always loved biographies, memoirs, and all sorts of nonfiction and fiction. But after immersing myself in theological texts, biblical studies, and deeply thoughtful nonfiction during seminary, I needed a break. Without my books, though, I felt isolated—like I was wandering. Add to that the many other feelings that came with navigating life as a first-time pastor, and it was a lot to process.

Then I tried something new. I waltzed into my small

library and picked up a poetry book and a graphic novel. Yep, that's what I turned to. I discovered I could digest works of poetry because they made me slow down. They encouraged me to sit with fewer words, to turn them over, and let them, in turn, transform me. I love how poets make and remake the world, teaching us how to pay attention to the world around us.

The graphic novel reignited my love for storytelling in a fresh way, through the medium of comics. I found the collaborative nature of graphic novels fascinating. Many of the books I





read weren't created by a single person but rather by a team of creators—a writer, an artist, an inker, a colorist, and a letterer. It amazed me how these individuals came together to build worlds and tell stories collectively.

Looking back on 2024, I see so many great moments that bridge these two worlds. Whether it was partnering and collaborating with Heather Polikoff, our Coordinator of Children & Family Ministries, to offer more fellowship opportunities for families—including mission and service opportunities—or revisiting the integration of a dedicated Faith Formation hour, the stories we built together move with us. These stories, in faith and community, pull us closer to one another and to God.

In the same way, poets, with their words and rhythm, invite us to see the world differently. They challenge us to listen, to see, and to imagine another way. As we look ahead to 2025, I believe poets can help us chart our path forward by inviting us into new possibilities. I'm especially excited about how we continue to cultivate our mission and justice efforts in ways that join God, who is already at work in our midst.

I'm deeply grateful for my call to serve with and among this community of faith. It is a great privilege and honor to spend time with our children, youth, and families. I am equally excited and challenged by the call to serve our wider community through mission and justice efforts. In his book *In the Shelter*, poet Pádraig Ó Tuama writes, "To name a place requires us to be in a place. It requires us to resist dreaming of where we should be and look around where we are." May we center ourselves where we are, look to the poets to help us imagine new ways of being together, and lean on one another to build new stories of hope.

Grace y paz

PASTOR REPORT

Rev. Nathaniel Fryer

Resident Minister

So much has happened in the life of the church over the past year that it is hard to summarize everything, but I will attempt to highlight some key moments and experiences from 2024. Three words that stand out to me about my first full year here are gratefulness, compassion, and care. I am deeply grateful to be part of this vibrant faith community and to be living into the calling that God has for each of us.

In May, I was ordained as a Minister of the Word and Sacrament in the sanctuary of our beloved church. This was a momentous occasion—one I had been working toward for more than six years. I was so grateful to be surrounded by this amazing faith

community on such an important day, to feel cared for, and to share my ministry with all of you. My ordination marked the beginning of my journey in ordained pastoral ministry. More importantly, it was an opportunity to rededicate myself to my calling, and I was delighted to celebrate this milestone at First Presbyterian Church.

This summer, I had the wonderful opportunity, alongside The Reverend Mark Mares, to help with our Youth Summer Internship program. Throughout the summer, Mark and I worked with our youth interns as they organized volunteers for parking at the Ann Arbor Art Fair and assisted with the music camp. Faith formation is a critical part of who we are as a church, and it is essential that we continue to live into this calling in all that we do at First.

Since I began my ministry here, I have had the distinct privilege of facilitating and leading the Friday Men's Study Group, which meets twice a month. Each time we gather, we engage in meaningful conversations about theology, life, and how to best live out our shared faith. These discussions often build on threads from our worship conversations on Sundays. I am so thankful for the group's participation and for the many ways we have experienced God's presence together.

There are countless other areas of the church's life that I haven't mentioned here, but they are equally vital to the continued faithfulness and success of our congregation. I am profoundly grateful to serve here today and every day.



PASTOR REPORT

Rev. Tommy Langejans

Resident Minister

By contrast, the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. There is no law against such things.

- Galatians 5:22-23

In our most recent unit for Journeys Bible study, we explored the fruit of the spirit together. Some fruits, like patience and joy, feel distinct, while others, like goodness and kindness, have a wide range of meanings, even sharing root words in Hebrew. We discussed how these nine attributes are called the “fruit” of the spirit, not the “fruits.” Each one is connected to the others, and you can’t grow in one area without growing in the others as well.

Looking back on this year, I’m grateful for the wide range of tasks pastoral ministry requires, but I’m especially grateful that in ministry, you can’t grow in one area without growing in others. Attending a variety of committee meetings provides insight into how different people run different meetings in pursuit of different goals, but all pursuing a vision of one, fruitful church. What I learn by preaching influences the nuance with which I’m able to teach classes, and especially at the 11:30 service,

stretches my creative muscles by crafting tangible, meaningful response activities. Through hospital visits, I learn how to meet people where they are at, a skill crucial not only to ministry but to life itself.

I’ll highlight just a few ministries that I’ve enjoyed leading and learning from. This February, I kicked off our new Young Adult ministry for members in their 20s and 30s. I’ve been blessed to get to know and support many of our young adults through a variety of game nights, coffee visits, hikes, group dinners, and more. I’ve also joined Pastor Mark as a staff liaison for our local mission committee. I deeply appreciate the hearts of each committee member for our surrounding area, and the amount of work they put into meeting the needs of our surrounding area. Look forward to the celebration of our various missions in March, and to new ways to get involved! Nathaniel and I have also enjoyed regular creative writing workshops with our own Callie Feyen as an extension of our resident ministry forums.

Journeys also studied humor theology this year and the ways Biblical authors used it to critique power and prove the joy our faith is meant to inspire. Thank you for all the good laughs in the past year, and for making this a joyful church to serve in! That piece of the fruit truly helps the others grow.



Membership



49 GAIN

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



97 LOSSES

8 by transfer, 4 affiliate membership, 18 by
death, and 67 by deletion/deactivation



In Memoriam

Virginia Bell
Jeanette Brock
Fernando Colón
Leah Dalley
Millie Danielson
John Etter

George Hendrickson
Yvonne Hoff
Amy Hofing
Barbara Martin
Marie Moore
Barbara Nordman

Clara Politis
Maya Savarino
Eleanor Shaw
Bill Slade
Bill Taylor
Richard Yarmain

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

New Members

Leif Anderson
 Amanda Bicket
 Mark Bicket
 Kathy Brennan
 Terry Brennan
 Colleen Cooper
 Pat Cooper
 Tom Cramer
 Eloise Crawford
 Susan Crowell
 Ed Dagnes
 Kristin Davidson
 Gayle Hays
 Erin Heenan

Jackie Henninger
 Anne Hoff
 Rick Hoff
 Cheryl Holm
 Jillian Hopper
 Kim Krahn
 Jake Lee
 Barb Lister-Tait
 Heidi Mason
 Joshua Mathews
 Elizabeth McBrearty
 Kai-en Mo
 Michael Oswald
 Marya Peters

Andy Price
 Marie Shaffer
 Carol Stringwell
 Jim Tamm
 Sally Tamm
 Adam Unsworth
 Amy Unsworth
 Karl Velik
 Grace Wallace
 Mia Wotton
 Dave Wright
 David Zerkel

Affiliate Members

Affiliate members maintain their membership in their home church while participating in the life of First Pres.

Kelsey Beckett
 June Escara-Wilke
 Richard Jewell

Kelly Londry
 Chisulo Mukabe
 Marion Powers

Jennifer Warren

Confirmands

Callie Crawford
 Martin Gehrke

Vivian Licata
 Oskar MacArthur

Ian Williams
 Will Wood

Baptisms

Andrew Basil Hayes
 Rory James Kaercher
 Jake Lee

Adeline Catherine Marie Lelli
 Hallie Tamblyn Showalter
 Carol Stringwell

Karl Velik

Weddings

Emily Ashjian and Juan Miretti
 Ashley Marie Garcia and Brian Paul Grady
 Rebecca Jean Gott and Luciano Javier Delbono
 Grace VanRenterghem and Hitansh Singhal
 Kathryn Young and Mark Pressler

Session

Rev. David Prentice-Hyers, Moderator
Linda Rex, Clerk of Session (through March)
Carol Gottliebsen, Clerk of Session (April – December)

Class of 2024

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

Class of 2025

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

Class of 2026

Kurt Boeve
Mary Jane Chase
Jeff Colton
Dan Mitas
Lilly Rego
Dianne Santinga
Ankie Schuitema
John Voorhorst

Deacons

Class of 2024

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

Class of 2025

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

Class of 2026

Anne Andrus
Lisa Danielson
Bill Erben
Marilyn Goodsman
Chris Hayes
Ellery Hendrix
Keanu Heydari
Ellen Johnson
Cathy King
Linda Koos
Chris Larson
Jenna Mares
Mike McQueen
Angie Miller
Karla Olson-Bellfi

Staff

Barb DeLancey
Parish Nurse

Nathaniel Fryer
Resident Minister

Pat Gilbreath
Welcome Center Coordinator

David Hufford
Organist

Brent Ivey
Executive Administrator

Tommy Langejans
Resident Minister

Mark Mares
Associate Pastor

Joshua Marzan
Pianist

Sandra McDonald
*Resident Ministry Program
Administrator*

Anna Miller
Finance Manager

Merry Muilenberg
Welcome Center Assistant

Randall Nicholls
Beadle

Stacey Pakela
Parish Nurse

Esther Patrick
Communications Manager

Heather Polikoff
*Children & Family Ministry
Coordinator*

Shayla Powell
Children's Choir Director

David Prentice-Hyers
Lead Pastor

Adrian Prundeanu
Facilities Manager

Linda Robinson
Church Operations Manager

Melissa Anne Rogers
Associate Pastor

David VanderMeer
Minister of Music & Fine Arts

Thank You & Farewell

Hannah Lundberg
*Transitional Pastor
for Resident Ministry*

Jay Sanderford
*Associate Pastor
for Mission and Resident
Ministry*

Ministries & Committees



Worship, Music & Fine Arts

SUSAN WHITLOCK
Worship Committee Chair

SHERYL POWELL
Worship Committee Vice Chair

What a wonderful year 2024 was for Worship, Music, and Fine Arts at First Pres! We are very grateful for the talents of hundreds of volunteers and our amazingly dedicated staff who work together to offer our congregation and the broader community meaningful, inspirational, and authentic worship.

The 90-member Chancel Choir fills the choir loft to overflowing, both with their bodies (they barely fit!) and with the quality and diversity of music that they offer every Sunday morning, and at many other services during the week. Our many other ensembles include the Sanctus Ringers; the Joyful Ringers; the Lemon Chapel Singers for our K-8 children and youth; the First Pres Orchestra, under the direction of Michael Haitcock; and our newest group, the Recorder Ensemble under the direction of Linda Speck.

In addition to our music groups our monthly Taizé services continue to provide a point of entry for visitors to the church. And to extend our programs to the community our Open Doors Creative Arts Series completes its third season this spring, with each event including a concert, an art exhibit, and a reception coordinated by Mary Smith, our chef extraordinaire. After three years of excellent concerts and art exhibits, the Work Group made the decision to conclude the Open Doors series and consider next steps in this outreach effort.

The summer of 2024 again included three Jazz Vespers services. These popular Saturday evening services have already been planned for 2025. And we will continue to offer our annual Music and Fine Arts Camp, involving elementary and middle school children and youth, as well as high school and adult volunteers (28 this year!), in proclaiming God's word through music and drama. The past summer we welcomed-back Artist-in-Resident Joel Schoon-Tanis and added musician Jenny Hainen to lead drumming.

The Worship Ministry is supported by many additional volunteers in addition to the musicians and artists. We deeply appreciate the ushers, communion servers and preparers, sound and video technicians, and many more faithful church members who work behind the scenes to make our worship services what they are. The Ministry of Worship, Music, and Fine Arts believes that the Spirit is in our midst – and we hope to share that spirit with you.

Soli Deo Gloria.







Congregational Life

JIM CAMERON
Chair

The Congregational Life Committee (CL) has had a successful year in 2024. One of CL's major contributions is to foster the community and health of the congregation. CL does this in various ways. One of the most significant is sponsoring Coffee Hour following the 9:30 service. Members of the committee set up, provide coffee and snacks and manage clean-up on a weekly basis. CL Vice Chair, Barb Brewster, coordinates and runs the entire Coffee Hour operation with assistance from committee members and other volunteers. We welcome more help and it's an easy way to support our community connections. At various times throughout the year, CL also supports the church's commitment to mission by selling Free Trade coffee during Coffee Hour.

CL also plays an important role regarding new members. Under the direction of Reverend Rogers (Mel), CL sponsors these frequent opportunities to join, and ensures a Sitting Elder is present with a pastor and a member of CL. After the fast-track session, new members attend a class, and are received by the Session at their next meeting. Finally, CL oversees the New Member Breakfasts that take place twice a year. We are so blessed that 2024 was an outstanding year in terms of new members. We welcomed 48 new members and affiliate members.

The New Member Breakfasts are just some of the special events that fall within the purview of CL. This year, we were blessed to have Vice Chair

Cathy King take charge of all special events. Among the many events facilitated by CL this year were:

- Four New Member classes held at various members' homes throughout the year for those who joined.
- The All-Church Picnic for which CL provided food, entertainment by the Y-Town Hoolies, and, of course, the bouncy house for the kids.
- A Potluck Brunch following the Annual Meeting of the congregation.
- CL provided food for three Jazz Vespers during the summer
- CL was responsible for a terrific Ice Cream Social in August
- CL partnered with Children and Families on the All Church Bonfire at the Smith farm in October
- CL oversaw the strolling reception following the Festival of Music performed by the chancel choir and various other musical groups, and hosted the Lewis Room and the drink stations.

CL could not exist as a committee and function as it does without Mel's leadership, the heart and soul of our ministries. Our co-chairs Barb and Cathy were outstanding partners in the hard but meaningful work of this committee, and many thanks is due them. It is a joy to work with the entire group of dedicated volunteers! I want to send along my personal note of thanks to all who have supported our ministries of fellowship and connection as I leave my position as Chair of CL. The next Chair of CL will be in good hands.





Faith Formation

BETSY MCCALLISTER
Chair

Faith Formation opportunities for all ages are thriving at First Pres! This year has been a season of transformation and growth, largely due to the new worship schedule. These changes have fostered deeper connections, broader participation, and enriched programming throughout our community.

Children and youth now play an active role in worship, nurturing their spiritual growth and fostering a sense of belonging. Adults participate in Faith Formation sessions alongside children and youth, while our music and worship leaders engage in both worship and formation leadership. These shifts highlight First Pres' commitment to inclusivity and its mission to better serve the wider church.

Collaborative Highlights

Collaboration has been a cornerstone of our success this year. The Care and Compassion Series partnered with Faith Formation to offer joint sessions that enriched both Stephen Ministry and adult learning opportunities.

A new Faith Formation curriculum, Follow Me, centered on various "practices of faith," has created space for an adult class that aligns with children's and youth sessions—fostering a shared spiritual journey across generations.

The Lemon Chapel Singers, our K–8th grade music ministry, lead Faith Formation time twice a month, providing opportunities for creative expression. Meanwhile, a high school art class has given youth a unique way to explore their faith through the arts.

Additionally, our new "Shared 5th Sunday Potluck" has strengthened intergenerational connections, deepening relationships across all age groups.

Children and Youth Ministries have collaborated more than ever, building moments of connection through family events such as the first-ever Shrove Tuesday Pancake Supper, summer mission opportunities, and a Pumpkin Carving Extravaganza.



Children and Youth

CHARLOTTE SAWTELL
Chair

Worship Participation: Increased presence and leadership in 9:30 and 11:30 services, supported by enhanced worship resources for children.

Follow Me Classes and Lemon Chapel Singers: Weekly sessions engaged children and youth in Bible study and music exploration.

Confirmation and Youth Baptism: Six youth were confirmed in May 2024, including two baptisms. Eight more are currently exploring their faith through confirmation classes this year.

Service and Summer Opportunities: Local activities included partnerships with Alpha House, Fed Up Ministries, and Food Gatherers, alongside Growth and Mission summer trips to Virginia and Savannah for middle and high school students.

Summer Youth Internship and Fine Arts Camp: These initiatives strengthened connections and creativity among our youth.

Youth Group: Sunday evening fellowship remains a vital program, with a growing middle school group.

Youth Leadership: High school students actively contributed to church committees and Session. Children also led prayers at various services and guided the Nativity service during Advent.

Family Fellowship: Events such as BBQs, whiffle ball games, "Advent is Happening," and Peeps & Pizza provided meaningful opportunities for connection.



Adults

JANE DUTTON
Chair

Sunday Classes: Offerings such as Exploring the Faith, First Friends, Exploring the Bible, and Follow Me enriched spiritual growth.

Small Groups: Programs like Kerygma, Journeys Bible Study, and Yoga expanded opportunities for adult faith formation.

Technology Enhancements: Livestreaming and recorded sessions reached broader audiences, with some receiving up to 200 views.

Looking Ahead

Faith Formation at First Pres continues to thrive as we nurture spiritual growth and foster meaningful connections. We are deeply grateful for our talented staff, dedicated volunteers, and every member of our First Pres Family.

Together, we are building a vibrant, inclusive community where faith flourishes.

If you haven't yet joined one of our Faith Formation opportunities, we hope you'll do so soon!



Resident Ministry

LYNNE LANDE
Chair

The year 2024 was marked by transition and change. In January we celebrated Rev. Jay Sanderford's time with us, especially the ten years he served as Director of the Resident Ministry program. Jay's retirement, however, left a void in Resident Ministry leadership and questions about how to restructure pastoral supervision and leadership. It was decided that Dave Prentice-Hyers would assume primary leadership responsibility, but with limited time because of his other duties as Lead Pastor.

To bridge the gap between the old and new arrangements, Rev. Hannah Lundberg was asked to stay on in the role of Transitional Pastor for Resident Ministries following her residency. Hannah served ably until May. In the meantime, the RM Work Group (RMWG) was also considering the ramifications of Jay's retirement, and seeking to understand how our RM program might best prepare new ministers for the church of today and tomorrow.

April brought another transition as Hannah completed her time with us. We celebrated her extraordinary presence and skills and said a fond goodbye. Although Dave P-H increased his hands-on time with Tommy and Nathaniel,

the program still needed more administrative and program support. In November Rev. Sandra McDonald stepped in as part-time administrator, picking up loose ends and taking on new tasks with grace and efficiency.

The cycle of recruitment and selection of the next RM cohort began in the fall. Dave P-H made verbal and in-person contact with several seminaries and schools. We sent publicity and information to seminaries, inviting prospective candidates to apply. Applicants will be interviewed in February and finalists will visit Ann Arbor in March. The current two-year cycle will culminate next August with the arrival of two new resident ministers.

Tommy Langejans and Nathaniel Fryer are flourishing in the second year of their residencies. Nathaniel was ordained at First Pres with a beautiful service and reception on May 19. Both have grown in pastoral skills and confidence. Both he and Tommy are beginning to look for their next calls and will be leaving sometime in the summer of 2025. In the meantime, we cherish our time with them and continue to be blessed by their presence and ministry among us.



Mission

MEL KESTERSON
Chair

Through its mission programs, First Pres continued to seek to make God's love visible and tangible to our neighbors near and far. While First Pres remains very involved in international mission efforts, over the last few years its mission activity has been more locally oriented. Among ongoing factors diminishing more active international mission work are the maturing of several mission groups and inhospitable political conditions in places like Nicaragua.

Among the 2024 Mission milestones was the Philippines mission group celebrating, with a festive dinner, 25 years of dynamic mission partnerships there. While it is less physically active than before, it sustains several programs there.

The Mission Committee is exploring new national and international mission partnership opportunities and the shape of its international programs. It is planning to broaden its membership and to more intentionally and substantially integrate biblical principles of justice and peace into our mission programs.

Local Mission had a very busy 2024 with workgroup members and volunteers supporting these results:

- The Shelter Association's Rotating Shelter housed 20 men for two weeks in the Social Hall, supported by many volunteers
- IHN at Alpha House received home-cooked meals and pantry items during three host weeks
- Habitat for Humanity - First Pres members supported a House of Faith build in Ypsilanti, and Spring and Fall beautification days in the West Willow neighborhood
- The Food Rescue Program expanded from football and men's basketball to all sporting

events at Crisler Arena

- 20,000 pounds of food were saved and distributed to over 10 locations
- Cass Community Services projects:
 - The Fox Family Center completion; a 3 year project entailing hundreds of volunteer hours resulting in a safe and clean environment for unhoused families;
 - Tiny Houses painted for new owners
 - Painting the men's shelter
 - Annual Winter Coat Drive donation of 70+ coats
- Communion Sunday food donations of hundreds of pounds of food to nonprofits
- Friends in Deed Circles Program with First Pres groups providing, setting up, serving, and cleaning up Tuesday dinners
- Ozone House received new school backpacks with supplies
- Hope Clinic received over 70 Thanksgiving bags from First Pres members
- Family to Family Christmas/Fostering Futures program provided for 41 families and 35 children
- The Local Mission Grant Program provided funding for 12 local non-profit organizations, along with non-grant funding for 6 additional organizations

Local Mission had a robust year, and its goals for 2025 include increasing participation and awareness of volunteer opportunities to serve our community.

The Local Mission Work Group thanks First Pres members for their generous contribution of time, talent, and resources to our community.



Integrated Communications

DIANNE SANTINGA
Chair

This year, the Communications team has made significant strides in enhancing how we connect, inform, and engage our community. Below are some highlights of our achievements:

- **Launch of the New Website:** In December, we launched a completely redesigned website to better serve our congregation and visitors. The new site features a more intuitive navigation system, improved accessibility, and a modern design that reflects our mission and values. It now offers streamlined access to key resources, including service schedules, event registrations, and ministry updates. Feedback from users has been overwhelmingly positive, with many appreciating the ease of finding information and the fresh, inviting aesthetic. Many thanks to our Communications Manager, Esther Patrick, for spearheading this project.
- **Installation of Large-Screen Monitors:** As part of our commitment to leveraging technology to enhance communication, we installed large-screen monitors throughout the building. Our principal meeting and learning spaces—Social Hall, Curtis, Lewis, and Vance Rooms—are now equipped with monitors to facilitate presentations. Monitors in the hallways display announcements, the daily schedule, and photographs of church events and activities, ensuring that everyone stays informed and connected.
- **Equipment Upgrades:** We upgraded to fiber internet connectivity and purchased new audio equipment to improve our livestreaming capabilities both in the building as well as outdoors for summer worship on the lawn and Jazz Vespers.
- **Broadcasting in Monteith:** On Easter and Christmas Eve we hosted overflow crowds in Monteith, successfully broadcasting sound and video from the sanctuary to create a high-quality experience for those worshipers.
- **Appreciation for the Sunday Tech Team:** We extend our heartfelt gratitude to our dedicated tech team, Bill Hall, Roland Kibler, Alvin Rockhey, Jen Day, Bryan Magnuson, and Brent Ivey, who faithfully serve each Sunday to ensure seamless worship experiences. Their expertise and commitment enable us to deliver high-quality audio and visual support, enhancing both in-person and livestreamed worship services as well as adult Faith Formation classes, memorial services, and other events.

Looking Ahead

As we reflect on this year's successes, we remain committed to exploring new ways to enhance communication and strengthen our sense of community. It is critically important that we continue investing in technology to sustain our ministries while operating with a reduced staff.

In 2025, we plan to roll out MS Teams to improve collaboration within our Committees, Session, and the Board of Deacons; implement new software to support pastoral care; and install additional security applications to protect against email threats. A new membership database is also on the horizon.

Building on the foundation we have established this year, we look forward to making significant progress in fulfilling our mission to increase engagement among our members and connect with people in the Ann Arbor area and beyond.

VIDEO



9.1k



HOURS OF VIDEO VIEWING

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



36,701

VIDEO VIEWS

1,085

SUBSCRIBERS

+ 130 NEW SUBSCRIBERS to our YouTube Channel

SOCIAL MEDIA



MORE THAN

1.3k

FOLLOWERS

+ 114

NEW FOLLOWERS



MORE THAN

60k

PAGE REACH

an increase of 51%

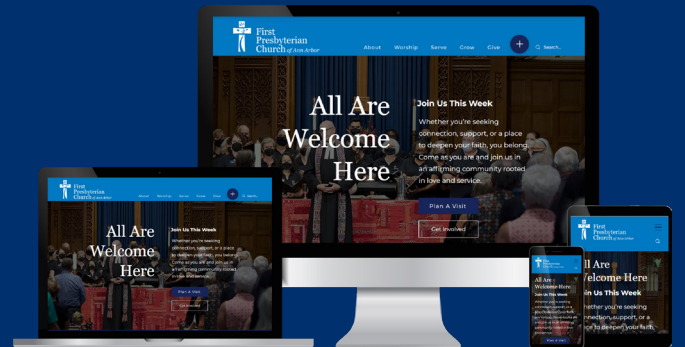
FPCA2.ORG

WEBSITE

Our redesigned site was launched in December 2024

5,576

VISITS SINCE LAUNCH



Property

CHRIS KING
Chair

The following highlights significant facilities updates and repairs for 2024:

- With much care and attention, the heating system made it through the last heating season (2023-24) without the need for significant repairs. It is worth noting that 7 of our 8 boilers are over 16 years old (well past the 10-year life expectancy). We have 1 replacement boiler block on hand to protect the church from a future failure. The “boiler block” (firebox or combustion chamber) is where the combustion (generating heat/steam) takes place.
- Our wonderful trees continue to be monitored to ensure the safety of those on and around the property. This year we removed a damaged tree from the Washtenaw exit area of our property and started the process of raising the overall tree canopy to enhance church curb appeal
- Significant attention was given to the parking lot on the entrance side of our property. We have made the entire lot on that side of the building convertible handicap parking on Sunday’s. In addition, the islands on both sides of the lot were cleaned out to improve visibility and safety. Be on the lookout for future changes in the spring of 2025 to this parking lot as the Safety and Property committees are collaborating to improve church access for all members.
- Various halls and office spaces were painted, the attic and lower level steam tunnel were cleared of storage to improve the overall safety of the building.

- In the spring of 2024 Property presented Session with the annual Property Committee – Building and Grounds Status report. The report summarizes the state of our building and grounds as well as provides Session with an updated understanding of needed and anticipated maintenances costs. A copy of this report is available for members in the Church office.

As indicated in the Strategic Plan, a building renovation is needed to address some of the larger needs and missional aspirations of the church.

Building renovation planning continued in 2024 in conjunction with the Building workgroup. With respect to HVAC, Property and Building workgroup partnered to hire a contractor to provide us with preliminary concept plans for various types of HVAC systems. The preliminary plans include replacing the heating system and adding air conditioning as well as much needed ventilation systems. Please see the Capital Campaign Steering Committee report (p. 42) for additional details.

Many thanks to Adrian Prundeanu, the church’s Facilities Manager for completing the items listed above as well as all the “behind the scenes” things he manages. Next time you are walking into church on a Sunday morning please give Adrian a hearty “thank you” for all he does for our property.





Safety

DIANE TAMBLYN
Chair

The First Pres Safety Team is composed of dedicated individuals committed to our church's mission of offering radical hospitality to all while developing procedures to ensure the safety of everyone who enters our church. We continuously work to raise awareness of safety protocols and provide training for our staff, lay leadership, and congregation as a whole. Increasing everyone's understanding of what to do and where to go during emergency situations is a top priority—please take a moment to review the shelter-in-place and evacuation maps located in your pew!

Our Safety Team actively assesses current information provided by our security professional, Ed Boguskewski. In light of increased tensions within our community, we have enhanced the security presence during Sunday services and other large events (e.g., lectures and concerts) held at our church. We are grateful that Session continues to prioritize safety in both planning and funding.

Our parish nurses, Barb Delancey and Stacey Pakela, are excellent resources for connecting with additional handicap parking access, medical emergency protocols, and support in various other areas. The Safety Committee also partners with the Property and Worship Committees to address the needs of our congregation as we welcome members and visitors throughout the year. Developing direct partnerships with other church committees remains a key goal as we strive to improve communication and understanding around safety practices.

Our greatest safety resource is our people—all of us! Increased awareness of our surroundings, coupled with a warm and welcoming "hello," creates a safer environment where we can worship God together.

Maintaining a safe and secure church while preserving the open and welcoming atmosphere essential to peaceful gatherings requires a holistic approach to security. Please don't hesitate to reach out with any questions or concerns you may have.



Parish Nurses

In 2024, Barb DeLancey and Stacey Pakela celebrated their fourth anniversary as co-parish nurses in a shared 15-hour-per-week staff role. Parish nursing is a unique and impactful ministry at First Pres, designed to support the health and well-being of our congregation and staff. Below is a summary of their year of service:

Pastoral Care: Barb and Stacey continued collaborating with Rev. Melissa Anne Rogers, conducting in-person visits, making phone calls, and providing health and medical support to those in need. They also coordinated with the entire Pastoral and Program staff at FPC, as well as Stephen Ministers, Deacons, Elders, and church leaders, to address the needs of the congregation.

Caregiver's Support: Stacey continued leading a monthly Caregiver Support Group, creating a welcoming, supportive, and spiritual space for those on the caregiving journey.

Safety: Barb served as the primary liaison for the Safety Committee, exploring ways to ensure that our church remains a welcoming and safe place for worship and fellowship.

Health and Wellness: Barb and Stacey supported the health of the staff and congregation through training and by sharing knowledge of appropriate community resources. They ensured that First Aid kits, AEDs, and other safety equipment were maintained and ready for use and actively responded to medical issues at the church. They also sponsored a successful blood drive with the American Red Cross in 2024 and have plans for another blood drive in 2025.

Looking ahead to 2025, Barb and Stacey plan to continue their current roles while exploring new ways to enhance the health and wellness of the entire congregation. They express gratitude for the opportunity to serve the First Presbyterian Church community and pray for continued guidance in their work.

Personnel

CALLIE FEYEN

Chair

I think the most significant observation about the Personnel Committee is our reflection and expression of the following questions:

Who are we now?

Who do we want to become?

How then, shall we live?

Much of our work had to do with these questions, and then finding ways to empower both staff and congregants to develop and share their gifts with one another, and the greater community. Here are some tangible ways we made progress in becoming a church that we hope God is leading us to be:

- We've made progress on revising the personnel manual.
- We hired Brent Ivey to be the Executive Administrator at FPC.
- We hired Susan Beaumont as a consultant to evaluate and strengthen staff culture.
- We hired Sandra McDonald as an Interim Resident Ministry Administrator.
- Each member on the PC is serving as a liaison to two staff members this year.
- We are in the midst of updating our staff evaluation process.



Congregational Nominating Committee

MARK LINDLEY
Chair

Your Congregational Nominating Committee (CNC) is pleased to see our new class of Elders and Deacons take their place in service. They are a talented and dedicated group. Join us in supporting them in their work.

Our goal is for our officer corp to reflect the diversity of our congregation. The challenge as always is to match this goal with those who are willing to serve. We are very grateful for your nominations, which often identify new candidates we do not know. We have not been shy about engaging newer members, who bring valuable outside perspectives. We have actively engaged our Committee Chairs to identify members of their committees who are engaged in their work. We are actively promoting succession planning in our committees.

We are as perfect in this task as you all are - that is, we are not! But we carry forward, trusting that

God will work out his perfection through our weakness. Please begin to consider nominations for the upcoming year, and please prepare to say yes when we call.

Thank you for supporting a bylaws change formalizing a process for nominations for shorter term Elder and Deacons. This allows us to engage younger members, who are less able to make a 3 year commitment, to share their gifts in leadership. We benefit greatly from their younger perspective. They have the opportunity to learn from us in the process.

This year Margie VanTuyt, Debbie MacVey, and Katrine Weismantle completed their terms, with my profound gratitude for their service. We welcome Marty Gehrke, Marita Servais, with continued service from David Kershaw, Michelle Madden, and Kathy Wirstrom.

FINANCE

Capital Campaign Steering Committee

DAN MITAS and DEANNE WOODRUFF
Co-Chairs

The Capital Campaign was envisioned in the First Pres Strategic Plan, approved by Session in October 2021, to create a transformative facility renovation plan that prioritizes reprogramming of space so as to accommodate contemporary methods of worship, mission, faith formation and compassionate care. Initiate a capital campaign to fund deferred maintenance, life safety building requirements and mission-driven priorities.

Two years ago, First Pres launched efforts to plan a capital campaign to gather the resources to enable a future of growth as we cross the threshold of our third century – particularly by enhancing the capacity of two primary instruments of our ministry: our facilities and our mission.

In 2024, the Capital Campaign Steering Committee and its work groups continued our efforts to bring this dream to fruition. We engaged three contractors, approved by Session, to help formulate a robust and sound renovation plan:

Terry Byrd Eason Design of North Carolina, the award-winning liturgical design firm, completed a sanctuary masterplan for First Pres. Mr. Eason's plan helps reimagine our sanctuary for the next

century of worship while preserving the history and architecture of our sacred worship space. This work was supported by our architect, A3C of Ann Arbor.

Strategic Energy Solutions Inc. of Birmingham, Michigan, studied and made recommendations for installation of a modern HVAC system for the building and explored geo-exchange energy possibilities on our campus. This established the framework of our aspirations for a new and more sustainable system.

TWB Fundraising of Chicago, helped First Pres design a fundraising plan, tailored to our unique needs.

The first phase of fundraising for the Capital Campaign began in earnest in the Summer of 2024. Potential lead donors and the leadership of the Church were engaged and welcomed as the first supporters of the capital campaign. This work will continue into 2025.

We look forward to substantial progress in the upcoming year and thank the Session and all who have worked with this committee to create the future of First Pres.

FINANCE

Stewardship

TOM MCKARNS
Chair

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

During 2024 we had the support of 18 volunteers and several staff members, primarily Finance Manager Anna Miller. Volunteers mainly assisted in the finance office (since the finance assistant position was eliminated), counted weekly offerings, and helped with the annual giving campaign. This year, we also added the position of executive administrator, and Brent Ivey officially took on this role.

Endowment & Special Gifts (ES&G) Funds

We started the year with a balance of about \$8.7 million and ended the year with about \$9.6 million. Of these funds, about \$4.9 million is in endowment capital funds (generating earnings but not available to be spent).

2024 Operating Budget

Income for 2024 was above budget and spending was under budget, so we expect to achieve a surplus.

2025 Operating Budget

The 2025 operating budget, which has been approved by Session at the December meeting, is essentially the same as the 2024 budget. It has no draw down from our unrestricted ES&G funds,

and is projected to be balanced. It is possible that some draw down will be needed at the end of the year. Some costs are higher in the earlier months of 2025 than in the later months and the budget does achieve our strategic plan objective of achieving a balanced budget in 2025.

Legacy Partners

We celebrate the addition of 6 people to the list of those who have informed us that they have included the church in their will, bringing the total to 173 partners (122 families).

Other Accomplishments

Other accomplishments of the Finance Committee in 2024 were:

- Updated the Investment Policy Statement and the Finance Manual as of August 2024 (thanks Zach Monsma and others)
- Instituted monthly and quarterly reports from the Investment Manager (thanks Susan Washabaugh and others)
- Investigated the process for selling the Hill Street property, should that ever be more formally discussed.

Succession

Kurt Boeve has agreed to serve as Chair of the committee for 2025, and we will have an official vote at our January meeting.

Statement of Activities

Unaudited

INCOME/TRANSFERS	2023 Actual	2024 Budget	2024 Actual
Pledge receipts	1,708,125	1,913,280	1,914,264
Contributions	187,077	200,000	131,903
Other Income	61,851	25,645	66,981
TOTAL INCOME	1,957,053	2,138,925	2,113,148

EXPENSES

Financial Stewardship

Annual Giving	4,190	6,900	6,730
PCUSA Per Capita	51,337	49,398	49,398
Administration	41,850	46,575	40,517
TOTAL FINANCIAL STEWARDSHIP	97,377	102,873	96,646

Integrated Communications

Technology	58,029	62,554	71,457
Publications	29,062	43,250	33,455
TOTAL INTEGRATED COMMUNICATIONS	87,091	105,804	104,911

Christian Formation

Adult Formation	1,735	1,050	1,053
Children's Formation	6,144	20,700	7,928
Youth Ministry	15,241	19,000	19,000
Intergenerational Christian Formation	545	750	1,293
Session/Officers/Deacons	986	2,900	2,457
TOTAL CHRISTIAN FORMATION	24,651	44,400	31,731

Congregational Life

Stephen Ministry	549	500	1,153
TOTAL CONGREGATIONAL LIFE	6,876	8,700	8,700

Mission

PCUSA Missions	24,300	31,500	24,500
International Mission	12,463	16,200	13,036
Local Mission	82,591	106,000	94,421
TOTAL MISSION	119,354	153,700	131,957

Personnel

Personnel	1,350,513	1,386,947	1,316,946
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Property

Property	316,715	384,340	317,017
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Safety

Safety	10,421	18,369	17,740
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Worship

Worship	44,416	43,932	48,378
Residency Program	290,001	373,129	305,048
Transfer from RM Endowment	(290,001)	(373,129)	(305,048)
TOTAL EXPENSES	2,057,414	2,249,065	2,074,027
OPERATING SUPLUS (DEFICIT)	(100,361)	(110,140)	39,122

Unrestricted Endowment

Restricted Designated Funds		4,000	11,074
Restricted Endowment Funds	101,172	68,200	55,910
Transfers for Shortage (Surplus)			

TOTAL TRANSFERS	101,172	72,200	66,984
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SURPLUS (DEFICIT) AFTER TRANSFERS	811	(37,940)	106,106*
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Statement of Financial Position

Unaudited – All Funds

ASSETS	General Operating	Endowed & Special Gifts
Current	399,216	-
Investments	1,261,252	9,608,659
Receivables	1,234,128	-
Property & Equipment	2,268,373	-
TOTAL ASSETS	5,162,969	9,608,659
LIABILITIES		
Current	494,355	-
Memorials	58,113	-
Designated Funds	1,347,426	4,620,893
TOTAL LIABILITIES	1,899,893	4,620,893
EQUITY		
Bequests, Restricted & Unrestricted	-	4,987,766
Equity in promissory Note	779,255	-
Equity in Property	2,483,821	-
TOTAL LIABILITIES & EQUITY	5,162,969	\$9,608,659

Endowment & Special Gifts

Statement of Fund Activity

BALANCE JANUARY 1, 2024	\$8,703,048
ADDITIONS	
Interest & Dividends	644,065
Increase in Market Value	353,719
Donations Received	4,150
FPC Transfers	45,000
Residency Endowment	54,055
TOTAL ADDITIONS	1,100,989
OPENING BALANCE plus ADDITIONS	9,804,037
DEDUCTIONS	
Administrative Fees	36,023
Expenses Paid	518,831
TOTAL DEDUCTIONS	554,854
FUND BALANCE DEC. 31, 2024	\$9,249,183

Mission Spending Summary

BUDGETED

Campus Ministry	\$ 134
Philippines Mission Team.....	13,036
PCUSA Mission	
Presbytery, Synod, General Assembly.....	24,500
Local Mission	
Cass Community Social Services	6,000
Children's Literacy Network.....	6,000
Community for All Scholarships	2,000
Corner Health Center	6,000
Domestic Violence Project	6,000
First Presbyterian Church-	
Ypsilanti/Riverside Meal Program.....	4,000
First Unitarian Universalist Ann Arbor	
Climate Tech-In Support	200
Food Rescue.....	2,350
Friends in Deed.....	12,000
Girls' Group	6,000
Habitat for Humanity	10,000
Interfaith Hospitality Network/Alpha House...	8,085
Peace Neighborhood Center	6,000
Shelter Association of Washtenaw County	6,000
Washtenaw Literacy	6,000
Individual/Family Assistance.....	2,124
Designated Mission	
Funds to supplement budget	(60,621)
<hr/>	
SUBTOTAL (budgeted)	71,808

NON-BUDGETED

Ash Wednesday Offering	\$20
Boy Scout Troop #7.....	8,500
Christmas Eve Offering	
Peace Neighborhood/CAC.....	12,897
Campus Ministry Program	5,861
Communion Sunday Food Drives	9,324
Delonis Center.....	100
Family to Family Christmas.....	4,245
Feeling Our Neighbros.....	473
Habitat for Humanity.....	100
Local Mission General Donations.....	2,350
Mission General Donations.....	2,300
Peace Neighborhood.....	17
Presbyterian Disaster Assistance.....	6,025
Presbyterian Women.....	6,120
Presbytery of Detroit	
Theological Education Fund Scholarship	1,069
Refugee Support.....	425
Rotating Shelter Program.....	2,386
Special Offerings (Denominational)	
One Great Hour of Sharing.....	12,980
Pentecost.....	1,045
Peace and Global Witness	2,245
Christmas Joy.....	3,915
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SUBTOTAL (non-budgeted)	82,497

TOTAL FUNDS RECEIVED \$214,927

IN-KIND DONATIONS

Family to Family Gifts	41 families adopted 35 foster children assisted gift cards for Mott & DHHS families
Michigan Stadium Food Rescue	20,000 lbs. of food
Rotating Shelter Donations	snacks/food jackets, hats, gloves, scarves, hand-warmers, toiletries, underwear, socks, sleeping bags

2025 Operating Budget

INCOME

Pledges & Contributions	
Total Pledges	2,200,000
Potential Unpaid Pledges	(88,000)
Net Pledges	2,112,000
Contributions & Other Income	106,000
Unrestricted Endowment	33,602
Total Pledges & Contributions	2,251,602

EXPENSES

Financial Stewardship	57,936	
Worship	43,932	
Faith Formation	44,400	
Congregational Life	8,700	
Mission	117,600	Additional \$36,100 funded from Designated Funds
Administration	46,575	
Integrated Communications	107,630	
Facilities & Property	394,340	Contributing \$55K to Capital Replacement Fund
Safety	18,369	
Personnel	1,406,666	
Total Expenses	2,246,148	
Total Surplus	5,454	

RESIDENCY ENDOWMENT		
Residency Program	373,129	100% funded from the Residency Endowment

2024 Congregational Meeting Minutes

SUNDAY, FEBRUARY 4, 2024

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

The Annual Meeting of the Congregation as required by the Book of Order (G-1.0501) was approved for this date by Session at its December 13, 2023, Stated Meeting. Notice was given to the congregation on two consecutive Sunday's prior in according with the By Laws of First Presbyterian Church

Rev. David Prentice-Hyers (Moderator) welcomed all who were in attendance in the Sanctuary and those listening via livestreaming. He said technology challenges did not support interactive participation for those viewing online and our By Laws did not allow for electronic voting.

Call to Order: Rev. David Prentice-Hyers called the Meeting to order at 10:48 a.m.

Recognition of the Clerk: The Moderator introduced the Clerk of Session, Linda Rex, to serve as Secretary for the Annual Meeting. Being advised of 201 persons in attendance, the Clerk declared a quorum was present.

Approval of Minutes of the Annual Meeting

The Moderator ask for a Motion to allow the Session to approve the Minutes of the 2024 Annual Meeting. So moved by Deanne Woodruff; second by Katie Parker.

With no comments or questions brought forward, the Moderator called for a vote with all in favor signifying by Aye, opposed Nay. Hearing no objections, the request to allow Session to approve the Minutes was granted.

Opening Prayer: Rev. Mark Mares gave the Opening Prayer

Consideration of the Minutes of the 2023 Annual Meeting of the Congregation

The Moderator opened the floor to address any questions or comments regarding the Minutes of the 2023 Annual Meeting of the Congregation listed in

the Annual Report. No comments or questions were presented.

Opening Remarks / Agenda Overview: Rev. David Prentice-Hyers, Moderator

Rev. Prentice-Hyers advised that as part of Resident Minister training, Nathaniel Fryer will be conducting the business of the meeting during the presentation and approval of the Terms of Call. Rev. Deb Forger (a former Resident Minister and member of the Presbytery of Detroit) will be acting Moderator as required per the Book of Order (G-1.0505).

Rev. Prentice-Hyers provided context to the need for the formal Motion to dissolve the pastoral relationship between First Presbyterian Church and the Rev. Jay Sanderford who retired in January. An installed pastoral relationship can only be dissolved by the Presbytery, regardless of which party or person initiates the request. However, prior to Presbytery's action upon this request, a meeting of the congregation is required to meet to consider the matter and decide to consent or decline the request. (G-2.0901)

BUSINESS OF THE DAY

2024 Operating Budget

Rev. David Prentice-Hyers asked Tom McKarns (Chair, Finance Committee) to come forward to present the 2024 Operating Budget.

Mr. McKarns began by reporting on the balance for 2023, an \$811 surplus. He noted that while this appears a small number, it represents a major improvement from the anticipated deficit of >\$100K. He said this shift to a positive ending balance would not have been possible without the diligence of committees to manage spending and find creative ways to fund their ministries and the generosity and commitment of the congregation.

Mr. McKarns then presented the 2024 Operating Budget. Income vs Expenses yield a deficit of approx. \$38,000. Also noted was the anticipated ending balance of the Unrestricted Endowment of \$890K.

* See page 44 for the 2024 Operating Budget

**The 2024 "Terms of Call" for all pastors may be requested from the Finance Office.

The planned withdrawal from the Resident Ministry Endowment of \$374K was also noted.

In closing, Mr. McKarns thanked his predecessor, former Finance Chair Steve McKenny, Finance Manager Anna Miller, and the Budget Task Force (aka Magi) for their support.

Rev. Prentice-Hyers also thanked the congregation for their graciousness and generosity which makes the Strategic Plan goal of a balanced budget by 2025 a feasible reality. This budget shows First Presbyterian in a positive financial position, allowing the partial restoration of mission funding from the annual budget rather than reserve funds and a contribution of \$45k to the Property Capital Replacement Fund.

2024 Operating Budget*

Rev. Prentice-Hyers provided a brief report on the status of the Capital Campaign. He advised the Steering Committee and campaign work groups have been aggressively laying the groundwork for a successful campaign. Understanding our fundraising capacity and options, acquiring detailed estimates on costs to upgrade our building and campus, and ensuring all work focuses on our mission of Making God’s Love Visible and the goals of the Strategic Plan, are requisites for a success campaign. The Steering Committee will continue to keep Session and the congregation informed on progress.

Terms of Call**

Rev. Prentice-Hyers invited Elder Callie Feyen (Chair, Finance Committee) to present the Terms of Call. He then introduced Rev. Deb Forger to act as Moderator, and Resident Minister Nathaniel Fryer to facilitate the debate / approval of the Terms of Call.

Nathaniel Fryer excused Rev. David Prentice-Hyers (Pastor), Revs. Mark Mares and Melissa Anne Rogers (Associate Pastors). Ms. Feyen put the following Motion before the congregation:

The Personnel Committee moves the congregation approve the Terms of Call for Revs. David Prentice-Hyers, Jay Sanderford, Mark Mares, and Melissa Anne Rogers.

Ms. Feyen noted the following regarding the Terms of Call, which include:

- A 3% cost-of-living allowance applied to the base salary

- Mandatory adjustments for medical, pension, death & disability per the Board of Pensions, and Social Security
- Additional Supplemental benefits
- Individual adjustments for Reimbursed and Other Expenses to the church
- Pay Equity Adjustment for Rev. Mark Mares, including recognition of his increased responsibilities with the retirement of Rev. Jay Sanderford.

Mr. Fryer, repeating the Motion from Personnel Committee, opened the floor for questions and comments

Several participants asked for clarity regarding the “Overall Annual Increase to church” statement, noting the disparity between the Terms. Finance Manager, Anna Miller, explained the percentage was only a comparison of the various line-item changes between 2023 and 2024. With the base salary as the “starting point” plus individual benefit choices, the percentages are different for each pastor. The larger percentage difference from 2023 to 2024 for Rev. Mark Mares is due to a pay equity adjustment and recognition of his expanded role upon the retirement of Rev. Sanderford.

Other congregants questioned why the Reimbursed and Other Expenses were not equal for all Pastors. Most noted were the Auto Allowance, Professional, Expenses, and Study Allowance.

Again, Anna Miller explained the amounts provided to Rev. David Prentice-Hyers were included in his Terms of Call when he became our Lead Pastor. Also, while there is no Auto Allowance as a separate line item for the Associate Pastors, there is money in the Personnel budget to cover mileage reimbursement for them.

Ms. Miller advised the congregation that it is the Personnel Committee, not Finance, that establishes the Terms of Call.

With no future questions brought forward, Mr. Fryer, restated the Motion and called for a vote with all those in favor of approving the Terms of Call to raise hands. He then asked that those opposed to indicate with a raised hand. The Clerk advised Mr. Fryer the vote was 198 in favor, 0 opposed. Mr. Fryer declared **the Motion carried and the 2024 Terms of Call were approved.**

Mr. Fryer thanked Elder Feyen and asked the Associate Pastors be invited to return to the meeting. They were greeted with loud applause.

Upon re-joining the meeting, Rev. Prentice-Hyers assumed his role as Moderator, thanking Rev. Forger and Nathaniel Fryer for their leadership and support.

Dissolution of Pastoral Relationship

Rev. Prentice-Hyers asked for a Motion for the following:

With prayerful thanksgiving for ten years of vibrant ministry, First Presbyterian Church Ann Arbor consents to the dissolution of the pastoral relationship with The Reverend Jay Sanderford, M.Div., upon the occasion of his retirement after 40 years of distinguished full-time ministry. First Presbyterian Church Ann Arbor recommends the Presbytery of Detroit sustain Rev. Sanderford's request. Notice of this consent, if granted, will be forward to the relevant parties.

So moved by Bruce Thomson; second by Katie Parker.

The Moderator opened the floor for questions and comments. Hearing none he called for a vote on the Motion, with all those in favor signifying raising a hand. Afte the count, all opposed were asked to raised their hand. The Clerk advised the Moder the vote was 198 in favor, 0 opposed. The Moderator declared **the Motion carried and the consent to dissolve the pastoral relationship with Rev. Sanderford was approved.**

Closing Remarks

Rev. Prentice-Hyers said the church has weathered several challenges in recent years, and more still lie ahead. Yet, he is excited about the future, working with a vibrant staff and congregation. The anticipated hiring of an Executive Administrator will be pivotal to fill some of Rev. Sanderford's staff responsibilities. There is a need for expertise in operational ministry as well as pastoral to help move our strategic vision forward.

In closing, Rev. Prentice-Hyers said he is proud to be one of the pastors of First Presbyterian Church as we continue to work toward the goals we have set for ourselves – our values, our commitments, and our ministries.

Adjournment

Rev. Prentice-Hyers asked for a Motion to adjourn following the Benediction.

So moved by Angie Miller; second by Clem Gill.

Calling for a vote the Moderate asked all in favor to signify with Aye, opposed Nay. Hearing no dissent, the Motion carried.

Respectfully submitted,



Linda Rex
Clerk of Session
February 21, 2024



Your Support

During 2024, we gathered for worship, prayer, and fellowship; worked for love, peace, and justice; and welcomed all ages and backgrounds to come together to explore, nurture, and deepen their faith. Your financial support has helped make it all possible.

Thank you.

Please continue to support the ministries and mission of First Pres. Give online with a one-time gift or pledge commitment. To support the 2025 Stewardship campaign, scan the QR code below or visit fpca2.org.



First
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