

ANNUAL REPORT 2023



First Presbyterian
Church
Cedar Rapids, IA



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membership statistics

membership as of December 31, 2023

422
+0

2023 gains

By Letter of Transfer	0
By Profession of Faith	0
By Reaffirmation of Faith	0

2023 losses

By Death	10
By Letter of Transfer	0
By Request	0
By Session Action	0

membership as of December 31, 2023

412

BAPTISMS during the year	0
WEDDINGS during the year	1
FUNERALS during the year	2

In memorium



Ted Healey



Minor Barnes



Jim Adair



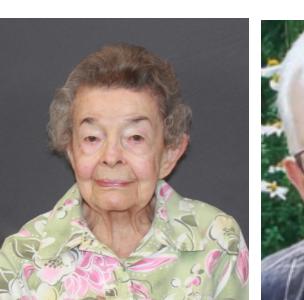
Vin Ward



Leslie Kesser



Sara Sorensen



Barbara Hughes



Joe Beach



Glenn Bender



Sonya Astor

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Stan Letcher Director of Youth & Facilities	stan@fpccr.org	Cell (319) 360-9677



BOARDS & COMMITTEES 2023

SESSION

Retiring in 2023

Rod Caszatt

Dave Crew

Kris Keuseman

Dave Rasmussen

Serving Through 2024

Dave Kutter

Shari Stewart

Serving Through 2025

Alisa Shields

Sue Latham

Heidi Kiser

Martha Booth

DEACONS

Retiring in 2023

Selma Brigham

Barbara Cole

Mike Miller

Julie Vanous

Serving Through 2024

Gisela Steffe

Amy Morris

Serving Through 2025

Darrel Wrider

Jane Looker

Barb Kean

ENDOWMENT COMMITTEE

Retiring in 2023

Kris Keuseman

Chad Proctor

Serving Through 2024

Scott Shoemaker

Charity Tyler

Serving Through 2025

Connie Richardson

Tom Lackner

ADMINISTRATIVE COMMISSION

Connie Richardson

Dave Crew

Dave Rasmussen

Dave Booth

Ryan Buresh

Darlene Elbert

Jim Richardson

CARE COMMISSION

Heidi Kiser

Darrel Wrider

Shari Stewart

Priscilla Polehna

Carolyn Crew

Denise Ellis

DISCIPLESHIP COMMISSION

Kris Keuseman

Lynda Barrow

Cindy Monroe

Katie Buresh

Jim Stewart

Susan Baker

Sue Latham

Dave Kutter

PROCLAMATION COMMISSION

Rod Caszatt

Marty Brown

Alisa Shields

Bill Ryder

Amy Morris

Fred Kiser

Ted Cronbaugh

From the pastor

"What a long, strange trip it's been." - Jerry Garcia

The year 2023 is a bit hard to categorize. In some ways it felt like we were fully back to "normal" pre-Covid operation. Our worship, gatherings, and events were back to normalized rhythms, I didn't find myself checking Covid numbers or worrying about whether or not masks should be required or food could be served. In other ways, the year felt completely unsettled as so much of our energy was being used to navigate the constraints and changes required by the cleanup and restoration after the pipe break. For example:

- Sunday Evening Meals: This program fully reconnected with the larger community volunteer base this year and served a record number of meals. However, all of this was done on the fly, out of the temp kitchen, and serving at a limited number of tables in the Gathering Space. A huge thank you to all those who committed time, energy, and a willingness to be flexible so that this ministry could continue uninterrupted and even grow this year.

- Worship life & choirs: Thankfully our sanctuary was spared from the water and after the initial dry out, we were able to resume services in the building. However, the choirs which support our worship exhibited grace and flexibility as they lost their practice space, had to find alternative places for robes, music, bells, etc, yet still provided beautiful music each week.

- Linn County Emergency Food Pantry: While this took the biggest hit up front and caused us to dig deep into our creativity and commitment, I was surprised at how quickly we settled into the new normal of housing the pantry on the other side of our basement. As a bonus, this year we've seen a renewal in the sense of partnership between our church and the pantry with the creation of our Food Bank Hospitality room and ministry. Thanks to Cindy Monroe for spearheading that effort and to the many regular volunteers that have spent time sharing love and grace with Food Bank clientele.

- Unsettling for me was the lack of office space. While it was delightful to see that we have resumed many of the groups and activities that take

place in our church during the week, my floating office (wherever I sat with my laptop) made it hard to get deep work done when I was on site at the church. The front office became a single hub for multiple staff, volunteers, and visitors. It was a busy place indeed!

In 2023, many things felt like we were getting back to normal, while things weren't normal at all.

Another thing that was "not normal" was that we had a small, dedicated group of individuals who were working hard to get our restoration over the finish line. I'd like to thank the Building Task Force comprised of Dave Crew, Dave Rasmussen, Martha Booth, Tom Polehna, Bob Schley, and Mary Snapp, for so many meetings, hard decisions, hours of followup, and the willingness to imagine what the renovated space might look like rather than what it always had looked like. My thanks also go out to Gary Landhauser of Emergent Architects, who dared first to ask the question, "Does the parlor need to be there?" And to Paul Stein and Ryan Zorn from Rinderknecht who made the drawings become a reality and were, oh, so patient with our complicated congregational decision tree. And thank you to the congregation for the input and ideas that were shared with us along the way.

As we turn toward 2024, my mind actually goes back to the beginning of 2023 (actually the end of 2022 pre-pipeburst). On the one hand, many things feel like they are back to normal and that is especially true as we move back into the renovated spaces. Yet, you probably share the feeling that I have that everything has changed. Even among our membership there are changing patterns of attendance, volunteerism, and giving. This is true for us - it is true for Presbyterians generally - it is true for the church in the United States as a whole. Covid sped up some of the nearly imperceptible trends in church attendance and engagement by 10-15 years. All of the trends of Christianity in the USA show that the Christian church as an institution is in great decline and in another twenty years, our nation is projected to be less than 30% Christian, down from the 70% of people who identified as Christian in the 1960s. That is a monumental shift over pretty much just my lifetime. It is easy to think that the heyday of the church has passed and that new ways of existing as God's people will never be as good as the old ones, but I think that God's Spirit is working still, blowing

anew through God's people, forming us into a community full of energy, intelligence, imagination, and love.

The work is ours. If we believe in this church and we believe in this God, then we won't settle for a world that is fractured, instead we will tirelessly take up the mantle of faith and invite and love and embrace, remembering that this has always been the mission of the church - to invite and love and embrace, just as Jesus did. Also hidden in the data from the Barna Group is one small hopeful piece and that is the fact that Gen Z, the current generation of teenagers is more open to faith and spirituality than any generation before it, but the way that they will experience faith will not look like the ways of my grandmother or even myself.

If 2023 was a year where we worked on the foundation of our building, I see 2024 as a year where we set another set of stones on the foundation of our church and craft a purpose, mission and direction for the years to come. I'd like us to do some work to understand the current moment and then to craft a strategic plan that will guide us for the next few years of ministry. We need to be willing to sit at the table with different perspectives and different tools and different ideas, knowing that it is not most important that we preserve the past ways of doing things, but that we are still making disciples and living out the Great Commission to take the good news of Jesus Christ to the ends of the earth. If we are clear on our mission -- that we exist to know Christ through welcome, worship, growth and service, we can use any method to accomplish our vision that above all things, the love of Jesus Christ can and will bind people together.

Our community only works if you are here, showing up as a part of it. Our witness to God's love only grows if you are sharing the good work that happens in this place and inviting people to take part. I'm so grateful and proud to be on this journey with you and I am filled with anticipation to see how God will use our congregation in this generation and for many to come.

Grace and peace,

Pastor Heather



RISING SPIRITUAL HUNGER

● Gen Z ● Millennials ● Gen X ● Boomers



"I am more open to God today than I was before the pandemic".

n=2,000 U.S. adults, collected October 21 - 31, 2022 | SOURCE: Barna Group

From the director of music

Recently, a member of the congregation shared with me that they had visited a larger church out of town one Sunday. After listening to worship, they realized that our choir "sang above its weight class" and were thrilled to be part of our very musical congregation. That story greatly warmed my heart and reminded me of what wonderful musicians we have! It has been another year of adapting to unusual circumstances - new spaces for rehearsal and storage, variety in performance areas in the sanctuary, and a variety of services with additional musicians from the community.

Through it all, I feel blessed to serve with such a wonderful tight knit community of musicians - choir, bell choir, soloists, and the many talents of our organist - and to continually create and experience music that enriches worship and brings our congregation closer to God. We look forward to what the new year brings and new ways to share the gifts that have been given to us.

In music and peace,
Fred Kiser, Director of Music

From the organist

As another year has passed by, I am again reminded of how blessed I am to be a part of First Presbyterian Church as Organist, working with outstanding staff members, choir members, congregational members, and the community of Cedar Rapids. None of this would be possible without those before me that have blessed this congregation with many, many years of providing and sharing their gifts and talents of music making. This past year has been a continuation of sharing great music each week during worship and outside the walls of the church itself. As we celebrated the church's 175th Anniversary, it was absolutely

wonderful to invite my predecessor, Neal Marple, back to play for this once in a life time celebration worship service! Thank You Neal! Other events that occurred this past year included the annual River Valley AGO Star-Spangled Organ Concert, hosting a new organ music "Reading Session" from several music publishing companies, and giving the annual Christmas Eve Organ Recital before each service on Christmas Eve. As mentioned in last year's report, I am putting together a booklet on the history of the organs and organists at First Presbyterian. The booklet is still ongoing with the hope of being completed in the near future. With budget restraints happening everywhere, I have looked into a local organ company that will now be doing our organ tuning and maintenance and will be closer to the church for this purpose. After many years of having the organ serviced by the Freeport Organ Company with Larry Kruise. After he passed, there was a brief time that tuning and maintenance were handed back over to the Rueter Organ Company while the organ was being renovated in 2018/2019. This is now the time to have an organ company that is closer for emergency problems. While the Budelier Organ Company (located in Iowa City) will now be our curator for the organ, they were invited this past year to go over the organ which shed some new light on a few minor problems not resolved during the renovation. These minor problems will eventually have to be resolved in the future, but for now, the organ continues to sing and sound its praises! Thanks to the late Eleanor Taylor, the Rueter Pipe Organ at First Presbyterian will be celebrating its 55th anniversary in 2026. More details on possible celebrations will be forthcoming in the future. Again, as another year comes to a close, THANK YOU for your continued support, encouragement, and love of great organ music here at First Presbyterian.

Ted Cronbaugh, Organist

From the director of discipleship

This year started with the surprise of the burst pipe and concluded with our moving offices. In between we celebrated God through our Godly Play, Agape Kids, Lenten small groups, VBS, Wired Word discussion group, and Commissions. I was blessed to take the month of June off, a few weeks around the start of the school year, and time in December to bond with our adopted sons. First Presbyterian has been so welcoming and supportive during this transition for our family and we really appreciate all of you! Thank you!

A few numbers. During Lent, we had seven groups meet with a total of at least 42 participants. Our groups chose to meet on either Mondays or Thursdays, most around 6:30 p.m.. Two in-person groups discussed worship music using the "Singing the Unsung" curriculum. Four in-person groups discussed race in America using the book "Same Kind of Different As Me." One online group discussed "Same Kind of Different As Me" and "The Color of Compromise." Pastor Heather and Jim Stewart led a series on the "Book of Confessions" at Insight.

For Vacation Bible School we partnered with Westminster Presbyterian Church. Our theme was water with the title, "Thirsty? Taking Care of Our World for All of God's Children." Participants (based upon grade completed) included, four preschoolers, four kindergarteners, eight first graders, two second graders, four third graders, four fourth graders, two fifth graders, eleven youth volunteers, and fourteen adult volunteers. We concluded VBS with a field trip to the Mississippi River Museum and Aquarium. Twenty-six kids and thirteen adults took part in the trip.

We expanded our use of Godly Play during Sunday School by introducing a simple in a box lesson to the nursery and by inviting our 3rd to 5th graders to explore the biographies of important Old Testament characters. A special thanks to Mackenzie Hayes and Bark Kean who attended the International

Godly Play conference in Kansas City this past summer and brought what they learned back to our classrooms. Mackenzie has done a wonderful job organizing our kindergarten to second grade classroom.

Also, a special thanks to everyone who turned last year's Reverse Advent first into a Month of Love (February) and then into a new ministry, which we currently call "Food Bank Hospitality." Thank you! Blessings in Christ,
Stasia Fine
Director of Discipleship and Engagement.

From the director of youth

Thank you again for the warm welcome when I started and stepped into my new roles the first week in December. It was a busy time for me as I got acclimated to the building and familiarizing myself with how to send out communications to parents and students. It has been absolutely amazing getting time to connect with these students over the past few months. I regularly keep parents informed of things going on with their kids through emails that I send out informing them of events or activities going on and with the lessons that I plan and do with the students on a weekly basis. I also acquired mobile numbers from my middle school and high school students, which is the primary way I connect with them each week. I basically use the phone texts as a way to send out reminders each week to them about what we will be doing each week during our time together. I also use it for reminders of any events or activities that may be coming up.

The fall was a very busy time for me. I was honored by the presence of a few high school students on Wednesday evenings, while also recognizing that Wednesdays are challenging since many of them were involved with a variety of different activities. I am considering ideas about how we can effectively make it more efficient for more high school students to be involved with the program that I am building for them. The middle school age group

averages about 8-10 students each week and they are an amazing group of students.

I was able to plan some activities and put some things on the calendar, some of which the students have done in the past and are accustomed to. In late September I had four students show up for a fun-filled afternoon that we had at Colony Acres in North Liberty and a big thanks to Alisa Shields who took care of our admission cost for the afternoon for myself and the four students I had the opportunity to spend time with. I also attended a few high school football games to support our students who were in the Marching Band or just to simply connect with students in their environments. I attended and had the opportunity to see one of our students compete in a home swim meet. I also attended a play and a few musicals for students that were involved with drama related things this fall.

I had various lessons that I planned that I did with the students, mainly the middle school students. I did have some great conversations and opportunities to get to know some of the high school students on Wednesday evenings. In mid November I put the middle school students to work as they and I prepared College Care Packages for about twenty students. I know that many parents of these college students were very grateful for us preparing those care packages for their college students.

During the last week in November I had eight middle school and four high school students that participated in the annual tradition of shopping for the Star Tree program. The students and I, along with pastor Heather, had a wonderful time of shopping for gifts for such an amazing program. Afterwards we gathered for a meal at Freddys.

On December 8th, I had a lock-in and had 14 middle school students who attended, several of them brought friends which I had the pleasure of meeting. On December 20th, the Agape Kids, middle & high school students all gathered at the home of pastor Heather to enjoy a time together celebrating the holidays and each other. We had a total of 19 students and we enjoyed a wonderful Grinch themed Christmas meal prepared by Karen

Carver and we exchanged some fun and interesting gifts and the students had a chance to decorate some Christmas cookies.

As I look to this new year and what it will bring, I am excited to prepare and plan events for the students, leading them in Bible Studies and sharing fun and crazy moments with them through the games we play together. When I started in September as the new Director of Youth Ministries, I quickly developed a tagline or perhaps a purpose statement for the youth here at First Presbyterian church. It simply reads: A ministry where you're invited, accepted, and led.

I continue to pray that the Spirit will instill in me the humbleness to faithfully lead these students in their faith journey and to develop an environment where they are invited and even their friends are invited each week to learn and grow together. I also pray that the students will be filled with a sense of comfort and peace as they come each week into a space where they always feel welcome and accepted.

I am eager to begin a new year as I continue to serve the students and build the youth programs here at First Presbyterian Church. I anxiously anticipate your continued support with the ministry that God has called me to do here.

"For where two or three gather in my name, there I am with them." Matthew 18:20

In His Service, Stan Letscher
Director of Youth Ministries

From the manager of facilities

What a first couple of months it has been since I started on September 5th. I was introduced to the building as it was in the construction process and spaces were being renovated and prepared to get moved back into. As I write this report, they are still working to finish up with the fellowship hall kitchen and should be in use as we start the new year. Just a few notes to inform you about. In late October the Food bank moved into their new spaces in the basement, some of these were previously occupied by the youth. I took over the office in the basement that had previously been being used by the food bank. The utility closet that stores all the tools is located within it and it's down the hall from the new youth spaces. Also, in late October I started using our new and improved youth gathering space in the lower level with our students.

In mid November I was busy cleaning out all the filters throughout the building and getting myself acclimated to the heating/ac units in the building. Also in early November while using the youth kitchen in the lower level, I experienced the motor going out in the fan/blower unit. Thanks to Tom Polehna for stepping in and working with Stormy for getting a new motor ordered and for Tom installing the new motor into the unit. Also in late November the other youth space (the game room) was finished and I was able to move the foosball table and ping pong table back into that space. We are working to get a new and improved pool table for the game space along with another game table. The last week in November I was able to help Stasia, along with Gary and Denise Ellis move all of the Christmas items into their new space and help get the Christmas items ready and prepared to be put up.

December was a busy month with constantly moving things around the building. The temporary wall was finally removed on December 8th and items were moved back into the newly renovated

staff offices on the main level. We also had some light fixtures replaced in the lower level of the building and in the education hallway up on the second floor of the building during the 2nd week of December. The company that did the work installed new LED light fixtures in those two areas. It was a busy time for my fellow staff as they got things moved back into their offices and got reacclimated to their work spaces.

I was not here last year when the chaos ensued and you all had to deal with a mess and multiple transitions with things that were happening within the building. I know it's been quite the journey, but we are now starting to feel some normalcy with having those spaces back. I started a routine of circling the building multiple times outside during the week to ensure that any and all trash is picked up and making sure the exterior of our property maintains a welcoming presence.

As we begin a new year with newly renovated spaces within our building, I am excited to continue to serve as the Facilities Manager and do my part to ensure that the grounds outside of our building are kept clean and the church itself has a welcoming presence. I also anticipate keeping busy with everyday things here inside our building, making sure the appearance within remains warm and inviting not only to our congregation members, but also to our guests that enter into this beautiful space.

In His Service, Stan Letscher
Facilities Manager

administrative commission

Why

The Administration Commission acts as a trellis, providing structure and support for the flourishing of FPC's worship, discipleship, mission and care. The AC oversees items pertaining to the building, finances, and personnel.

Who

Pastor Heather Hayes, Darlene Elbert, Connie Richardson, Ryan Buresh, Dave Crew, Dave Rasmussen, and Dave Booth.

What

Once again, our First Pres. Staff has honored us with their dedication and commitment throughout a very challenging year. Their willingness to step up to the plate during staff downsizing and reorganization, while simultaneously working amid a year of physical disruption, has indeed been inspiring. We have made progress in updating employee policies, procedures, and documentation, and we are actively working to enhance support for our paid staff by using contractors and volunteers. We thank Joan Riley who resumed her position as Treasurer until the remainder of her duties could be transitioned to Stormy Garretson, and we welcome Stan Letscher who is working fulltime in a dual capacity, serving as half-time Youth Director and half-time in-house Building Facilitator. Stormy has assumed the remainder of the former Facility Manager's duties, that of interacting with outside vendors, repair services, and contractors.

In 2023, we again planned to utilize prior year surpluses to complete a few smaller building projects and continue our mission-related giving. Consequently our 2023 budget had a small, planned, deficit. Our 2023 revenues and expenses are near the budgeted amounts. During the year, we managed the cash receipts and disbursements related to the \$1.5M insurance claim due to the water damage in late 2022. We also navigated the transition of responsibilities for our accounting and bookkeeping needs to a hybrid staff/contractor system.

The church made another loan payment in February. The outstanding balance on our building

loan is \$366,186, with another payment scheduled for June 2024. Our final payment will be due in June of 2025. We expect 2024 to be a challenging year as pledged giving is down and personnel and insurance costs are up.

Repair and restoration of areas damaged by the pipe break of December 2022, were funded through insurance proceeds supplemented by gifts. Work included lower-level cleanup and restoration with new ceilings, lighting, and paint. The food bank space was relocated and enhanced. There was extensive redesign of the main level of the education wing, including relocation and restoration of the parlor, and new and reconfigured office space. The kitchen was replaced and reconfigured with new cabinetry, counter tops, dishwasher, etc. The kitchen is compliant with fire and health codes. There were extensive new plantings on the east and west sides of the church, and the concrete steps on the 5th Street side were replaced, all with funding provided by generous gifts. The commission approved a proposal from consultants West Plains Engineering to provide recommendations on managing our HVAC system going forward. This work will be completed in 2024. On November 30, 2023, our insurance carrier non-renewed our policy and due to the short notice, coverage from a new carrier was bound at a premium that is not sustainable on a long-term basis. The commission is in the market for coverage at a more affordable rate, which should be completed during the first quarter of 2024. The restoration project required an enormous effort on the parts of many, including Rinderknecht Associates and its subcontractors, Gary Landhauser of Emergent Architecture, and most notably, Dave Crew, Dave Rasmussen, and Tom Polehna, for the church.

We appreciate the confidence you have shown in us, and the support you have provided.



discipleship commission

Why

The Discipleship Commission exists to create opportunities for members of all ages to grow in their faith. This includes providing opportunities for education, involvement in missional outreach, and deepening understandings of congregational stewardship.

Who

Kris Keuseman, Lynda Barrow, Cindy Monroe, Katie Buresh, Jim Stewart, Susan Baker, Sue Latham, Dave Kutter Staff support from Stasia Fine, Stan Letscher, Heather Hayes

What

In February we dove into the Stewardship of Our Bodies Theme by hosting a **Mental Health First Aid** training opportunity for our members and the greater Cedar Rapids Community.

Small Groups were formed for Lent and chose from among several options of study materials. (See Stasia's report for numbers)

The ministry that began as a Month of Love responding to the pipe break has now made its home as permanent ministry of hospitality and welcome to food bank clients. We were so excited to find new space in the basement to hold our **Food Bank Hospitality** room!

Godly Play Sunday School continues to grow as it has been expanded in the fall to include both the nursery age and older elementary groups. We were able to send Barb Kean and Mackenzie Hayes to training and look forward to exploring options to train more members in the upcoming year.

Our middle school youth group had a great time this summer at the **Great Escape Conference** in Green Lake. Todd Kiser took on a leadership role alongside Bill Wilding in making that a fun and faithfilled week. In August we were sad to say our goodbyes to Bill but excited to welcome Stan Letscher as our new youth director.

Our second year of **Reading Camp** was a success and we had a full complement of kids from Jane Boyd this year as we were freed from some of the COVID distancing restrictions we faced in the prior summer. Martha Wilding took point on organizing the ministry remotely from Washington DC and flew back to lead Cindy Monroe, Cynthia Burdakin, Connie Richardson, Marty Brown and other community volunteers and youth to make this happen.

This year we teamed with Westminster for a **water-filled (and Spirit filled) VBS**. (See Stasia's report for more details.)

In the fall we kicked things off with a **carnival themed Rally Sunday** in Greene Square and everyone agrees that is an event to repeat!



care commission

Why

The purpose of the Care Commission is to oversee the ministries of care at CR First Presbyterian Church. This includes promoting fellowship and hospitality, working with the deacons to attend to the physical and emotional needs of the congregation, reaching out to those outside our congregation, and fostering a spirit of welcome and inclusion.

Who

Martha Booth, Carolyn Crew, Denise Ellis, Sue Goettel, Heidi Kiser, Shari Stewart, Darrel Wrider

What

We promoted fellowship and hospitality by overseeing organization and implementation of food and/or fellowship for the following occasions:

- after worship each Sunday
- Easter breakfast
- Confirmation
- Graduation Recognition
- Volunteer Recognition
- Pentecost
- Rally Sunday
- Advent Festival
- Advent by Candlelight concert
- Blue Christmas Service
- We finished and distributed pictorial church directories that had been a chief focus of our commission in 2022.
- We also oversaw the formation of a Quilting and Sewing Group who enjoyed fellowship and provided seasonal placemats for the tables in the Gathering Space.

We supported the deacons who attend to the physical and emotional needs of the congregation by staying in communication with them about their activities. In addition we sent 27 handwritten invitations to the Blue Christmas Service for people who had recently experienced sorrow and loss.

We fostered a spirit of welcome and inclusion by:

- Promoting the wearing of name tags
- Supporting a Shepherding Program to intentionally welcome visitors and guests
- Continuing plans for a welcome desk in the Gathering Space (once construction is complete)

We reached out to those outside our congregation by:

- Assessing ways to improve communication and service within and beyond the church walls
- Creating a display promoting planting trees in partnership with Trees Forever

This will be a focus for the Care Commission for 2024.



proclamation commission

Why

The Proclamation Commission has as its charge one of the Presbyterian Great Ends of the Church, "the proclamation of the gospel for the salvation of humankind." In that effort this commission oversees the worship life of our congregation, the live streaming of various worship services, and imagines new ways to connect with and invite the greater Cedar Rapids community into a relationship with God in Christ.

Who

Rod Caszatt, Alisa Shields, Bill Ryder, Amy Morris. Staff support by Fred Kiser, Ted Cronbaugh, and Heather Hayes

What

2023 got off to a bumpy start as we were forced to worship off site because of the pipe break. Luckily, Westminster graciously hosted us and we were able to reciprocate later in the year. We continued to work on returning to our regular rhythms of worship and tweaking our ability to successfully stream services. For more on the details of our music ministries, please reference the reports from Fred Kiser and Ted Cronbaugh.

The 175th Celebration was a fantastic day of celebration. With a few minor allowances because of the construction, we enjoyed inspiring worship, learned much about our history, celebrated our current ministries, and enjoyed being together as a family of faith. A huge thank you to Stormy Garretson who organized dozens of volunteers to make this event possible. As part of the celebration,

Marty Brown made her vision a reality and organized youth and adults in the creation of a new set of banners for our sanctuary. Made up of 175 pieces of fabric each they represent the many years of FPC's faithful witness. Thanks to Marty for the hard work that made those banners possible.

Exterior signage was another item that was brought to the attention of the commission. With the change of Third Avenue from one way to two way, it was recognized that we have no identifying signage for people traveling from the east side of town. Additionally, our functional main entrance is now off of the parking lot and our address is not clearly marked on that side of the building. In collaboration with the work of Administration Commission and the Memorial and Endowment Committee we anticipate new clear signage identifying, not only our address, but us as a church from the sixth street side of the building.

At the close of the year and looking forward to the next, our commission is exploring ways to connect with persons moving into the new housing developments that are being completed around the church building. We hope that 2024 is full of opportunities for new faces to join us spreading God's good in the downtown area.



Endowment & memorials

The Endowment and Memorial Committee oversees the 1st Pres permanent endowment, including oversight of the of the FPC Fund at the Greater Cedar Rapids Community Foundation (GCRCF), and coordinates with families to appropriately use memorial gifts made to the Church.

Committee members in 2023 were Kris Keuseman, Tom Lackner, Patty Powers, Chad Proctor, Connie Richardson, Scott Shoemaker, and Charity Tyler. Ex-officio members were Pastor Heather and Ryan Buresh, Administration Commission representative. In addition to regular meetings, the committee had two meetings with the Hills Bank portfolio managers.

December 2023 Market Values

2023 values are approximate, taken before end of year values were posted.

Managed Portfolio at Hills Bank and Trust: \$2,268,062, compared to \$2,100,245 on 12/31/2022.

First Presbyterian Friends Fund at the Greater Cedar Rapids Community Foundation: \$78,113 compared to \$69,298 on 12/31/2022.

Actions

Kolene Dill Fund for Kitchen Renovation: The market value of this non-endowed fund, \$50,599.02 (corpus plus total return, less proportionate distributions to the general fund) from the estate of Kolene Dill for use in the kitchen area, was withdrawn in October. Since the gifts were received in 2017 and 2018, the fund has been comingled in the managed portfolio for investment purposes until it was needed for kitchen renovations.

Ted Healey: 1st Pres received \$25,000 as an unrestricted bequest from the estate of Ted Healey, who passed on January 25. Upon recommendation from the Committee, the Session established the **Edward Healey Fund for Church Beautification**, which will be used annually for projects inside and outside the church.

The Friends Fund at the GCRCF received a gift of \$5,000.

Both endowment portfolios experienced market volatility during the year, with steep declines in financial markets through the third quarter, then steady recovery through the end of the year.

Distributions

The distribution from the FPC Friends Fund at the Greater Cedar Rapids Community Foundation was \$3,468. The 2024 distribution will be approved by the GCRCF board of directors in April, and should be about \$3,547.

The 2023 distribution from the Hills Bank portfolio was \$104,336. In 2024 it will be approximately \$104,043.

Together, endowment distributions comprise approximately 19% of the church's total annual operating income.

The Endowment Spending Policy is intended to smooth the ups and downs of financial markets to produce a predictable income stream for 1st Pres. Church policy governs the distribution from the Hills account. Funds available for distribution are determined by using a total return principle, i.e., return derived from dividends and interest as well as realized and unrealized capital gains. The calculation for the distribution is taken annually, and is 4.5% of the average market value at the end of each of the preceding twelve quarters, ending with the 12/31 value of the preceding year.

In addition to the unrestricted portion of the managed portfolio at Hills Bank, there are the following restricted accounts:

- Richard Bruna Fund to feed needy persons.
- Ilah Holscher Fund, in the discretion of the pastorage, to persons in need.
- Ted Healey Fund for Church Beautification
- Ilah Holscher Mission Endowment to mission projects determined by the Session on recommendation by the appropriate committee.
- Stevan and Louise Mowrey Fund for Capital projects

The distribution amounts from these funds are included in the total distribution reported above.

The church also benefits from the Martinek Memorial Trust, the distribution from which varies. In 2023 it was about \$14,598. The Presbyterian Foundation holds the Matthews-Bouton Fund for Worship Enhancement, which was about \$370.

The Little Muddy Legacy Society was established by Session in 2018 to recognize and thank individuals whose estate plans include FPC, or who have made a cash gift to the FPC Endowment, the Presbyterian Foundation, or the GCRCF on FPC's behalf. Three new members were added in 2023.

Memorials

Memorial Gifts were received in memory of those named below:

Ted Healey
Minor Barnes

Gifts in the memory of the following were transferred to the appropriate restricted operating accounts:

For church technology
Grant Bramel
Charles Stewart
For a youth mission trip or outing
Robert Fisher
For the kitchen renovation
Eric Stark
William Kettlekamp
For the music program
Evelyn Thompson
For 3rd Avenue signage
Minor Barnes
Barnes O'Donnell
For the We're In Campaign
Harley Ransom

Respectfully submitted,
Connie Richardson, Secretary

Deacons

We began the year with 11 deacons, one short of the ideal number of 12. The following people served as deacons this past year: Selma Brigham, Barb Cole, Gisela Steffe, Mike Miller, Julie Vanous, Matt Spellman, Don Tyne, Jane Looker, Amy Morris, Barb Kean, and Darrel Wrider. Later on in the year, Don Tyne resigned from the board, and we were down to 10. Amy Morris signed up for a two-year term last year. Retiring deacons are Mike Miller, Julie Vanous, Selma Brigham, and Barb Cole. The following is a list of major deacon responsibilities:

1. Recruiting ushers and greeters is a large piece of the board of deacons responsibilities. Thanks to Stasia Fine for supplying us with a list of those (members and friends) who are willing to serve in this capacity.
2. Card Ministry—Julie Vanous has sent out a multitude of cards over the past year recognizing major life events—illness, death, birthdays, anniversaries.
3. Tulips and poinsettias—these have been delivered to each of our homebound members over the past year.
4. Homebound contact list—each deacon has committed to keep in touch with member who is unable to come to church. This has been in person, by phone, or by written communication. This list needs to be revised on a regular basis because of death, moving, illness, or happily, because of full recovery from an illness. Stormy helps us keep the list up to date.
5. Extended communion—we are continuing this into 2024. Deacons are responsible for providing communion to those homebound members who desire it. Communion kits are assembled and distributed on communion Sundays every three months. This year, the first month will be in March.
6. Providing meals for members in crisis—we have not done any in the past year; however, this is something that might be done by deacons in the future.

Selma Brigham

FPC Balance Sheet

Assets

Current Assets

010400 Cash - General Hills Bank	338,087.47
010500 Hills Money Market Savings	19,113.92
111050 Cash-Activity Hills Bank	69,846.95
211250 Cash-Memorial Hills Bank	94,062.81
311255 Cash-Construct-WellsFargo	126,190.29
410275 Cash - Maint. Reserve - Hills	22,447.66
Total Current Assets	669,749.10
Fixed Assets	
312001 Bldg Improvements(18-19)	1,490,254.95
312002 HVAC-CE Bldg	623,450.50
312003 Organ Update	388,228.10
312004 Fellowship Hall Improvements 2020	20,067.75
Total Fixed Assets	2,522,001.30
Total Assets	\$ 3,191,750.40

Liabilities & Net Assets

Liabilities

Current Liabilities	
020500 403b Withholding	166.91
020600 Deferred Pledge Revenue	75,622.85
020700 General Due To/From	94,417.25
020750 Deferred Construction Costs	113,007.04
120710 Activity Due To/From	(92,488.35)
220710 Memorial Due To/From	7.22
320300 Due To/From Const	(1,936.12)
Total Current Liabilities	188,796.80
Long Term Liabilities	
320150 Loan - Wells Fargo	366,186.31
Total Long Term Liabilities	366,186.31
Total Liabilities	554,983.11

Net Assets

Fund Principal1	
031000 General Fund Balance	94,055.09
331000 Construction Fund Balance	2,263,873.65
431000 Maint Res Fund Balance	22,447.66
Total Fund Principal1	2,380,376.40
Temporary Restricted1	
170060 Wooden Doors Area	3,000.00
170672 Kitchen Restoration	73,858.94
171510 Christian Education Gift	5,206.79
171560 Technology Funds	2,775.00
173575 Adult Ed/Insight Gifts	1,420.50
Total Temporary Restricted1	86,261.23
Administration Accountss	
170280 Endowment Operation Expense	(646.78)
172445 New Church Sign	195.89
173040 Earth Care	5,759.62
Total Administration Accountss	5,308.73

Professional Staff Accounts

172600 Organist/Dir Music CE	420.00
172605 Chancel Ch Dir-CE	218.09
Total Professional Staff Accounts	638.09

Special Offerings

173700 Hunger Offering	770.00
174000 Joy Offering	1,172.00

Total Special Offerings

Total Special Offerings	1,942.00
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Mission Related Accts

170100 Special Gifts	4,197.96
170900 Sunday Evening Meal Program	28,900.44
171520 Crop Walk	320.00
171600 Pastor's Fund for People in Need	1,910.46

Total Mission Related Accts

Total Mission Related Accts	35,328.86
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CE/Youth Accounts

170400 Star Tree Gifts	35.00
170650 Youth Mission	2,919.49
170655 Youth Activities	2,115.46

Total CE/Youth Accounts

Total CE/Youth Accounts	5,069.95
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Worship & Music Accts

170700 Worship Enhancement(PF)	631.17
171475 Sound System	628.35
171500 Music Fund	1,797.26
171640 Pipe Organ Fund	17,389.56
171645 Commissioned Choral Comp	3,800.00

Total Worship & Music Accts

Total Worship & Music Accts	24,246.34
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Fellowship Accounts

170685 Church Outings	1,339.49
170692 Church Meals	589.14
172050 Poinsettias/Easter Lilly	728.99

Total Fellowship Accounts

Total Fellowship Accounts	2,657.62
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Deacons Accounts

174095 Deacon's Fund	882.48
Total Deacons Accounts	882.48

Library/Archives-Memorial

278145 Ted Kubicek	365.00
Total Library/Archives-Memorial	365.00

Music Memorials

278125 Ken Kirby	575.00
278140 Cornelia Ross	250.00
278260 Don Hamous	135.00
278270 Evelyn Thompson	215.00
Total Music Memorials	1,175.00

CE/Youth Memorials

277936 Richard Williams(Yth Activities)	600.00
278130 Gilbert Staman	100.00

Total CE/Youth Memorials

Total CE/Youth Memorials	700.00
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Admin Accounts-Mem

275100 Martinek Gift	43,273.16
275430 Geo Meaney - Pre Funeral	280.00
275432 Merlin Osborn Gift	38,614.71
Total Admin Accounts-Mem	82,167.87

Unrestricted Memorials

275300 Memorials Under \$100	657.72
278265 William Kettlekamp	2,265.00
278275 Warren Chadim	460.00
278280 Barnes O'Donnell	1,825.00
278285 Ted Healey	2,085.00
278290 Minor Barnes	2,355.00
Total Unrestricted Memorials	9,647.72
Total Net Assets	2,636,767.29</

FPC Statement of Activities

Accounts	Annual						Annual
	December	December	Actual	Actual	Budget	Budget	
	Actual	Actual	This Year	Last Year	This Year	This Year	
Revenues	December	December	Actual	Actual	Budget	Budget	Annual
Revenues1	Actual	Actual	This Year	Last Year	This Year	This Year	Year
040100 Current Year Pledges	43,587.56	31,708.49	421,657.61	415,591.42	410,000.00	410,000.00	
040200 Former Year Pledges	0.00	100.00	0.00	3,950.00	2,500.00	2,500.00	
040300 Loose Offering	1,465.36	1,306.75	7,637.52	7,039.99	5,000.00	5,000.00	
040500 Special gifts/New Pledges	20,248.00	6,752.00	50,225.80	36,862.79	25,000.00	25,000.00	
040700 Endowment/GCRCF Income	0.00	0.00	107,804.00	118,719.00	107,804.00	107,804.00	
040800 Building Use Fees	7,125.00	75.00	8,610.00	7,141.00	1,500.00	1,500.00	
040850 Wedding Income	0.00	0.00	1,137.00	885.00	1,500.00	1,500.00	
040875 Miscellaneous Income	1,000.00	(1,981.96)	6,067.71	8,120.06	5,000.00	5,000.00	
040900 Per Capita Payments	275.51	368.57	3,866.12	4,165.33	4,600.00	4,600.00	
040910 Other Income	0.00	318.25	0.00	499.70	0.00	0.00	
040955 General Interest Earned	1,163.20	13.72	7,293.40	193.00	100.00	100.00	
Total Revenues1	74,864.63	38,660.82	614,299.16	603,167.29	563,004.00	563,004.00	
Construction Accounts							
342000 We're In Campaign	6,619.74	230,481.92	97,965.31	243,439.06	104,500.00	104,500.00	
342010 Other Income-Const	0.00	0.00	0.00	75,000.00	0.00	0.00	
Total Construction Accounts	6,619.74	230,481.92	97,965.31	318,439.06	104,500.00	104,500.00	
Maintenance Reserve Accounts							
440100 Maintenance Reserve Interest	0.96	1.37	11.83	16.11	0.00	0.00	
Total Maintenance Reserve Accounts	0.96	1.37	11.83	16.11	0.00	0.00	
Total Revenues	\$ 81,485.33	\$ 269,144.11	\$ 712,276.30	\$ 921,622.46	\$ 667,504.00	\$ 667,504.00	
Expenses							
Per Capita							
051400 Per Capita	12,892.50	0.00	17,190.00	12,892.50	17,190.00	17,190.00	
Total Per Capita	12,892.50	0.00	17,190.00	12,892.50	17,190.00	17,190.00	
Local Mission							
Long Term Local Mission							
050100 Undeclared Mission	0.00	0.00	(598.50)	928.77	17,500.00	17,500.00	
050120 Camp Bear Creek	0.00	0.00	1,000.00	1,000.00	0.00	0.00	
050300 St Paul's Neighborhood Enrichment P	0.00	0.00	0.00	1,000.00	0.00	0.00	
050650 Inter Religious Council	0.00	500.00	0.00	500.00	0.00	0.00	
050850 Jail Chaplain	0.00	500.00	0.00	500.00	0.00	0.00	
050900 In House Human Services	0.00	0.00	0.00	345.49	0.00	0.00	
050925 Ecumenical Community Center	0.00	0.00	0.00	1,000.00	0.00	0.00	
050955 Catherine McCauley Center	0.00	0.00	2,000.00	1,000.00	0.00	0.00	
050960 Helping Hands	0.00	0.00	2,000.00	2,000.00	0.00	0.00	
050980 Food Bank-Linn County	0.00	1,000.00	500.00	1,000.00	0.00	0.00	
051610 Interfaith Alliance of IA	0.00	500.00	0.00	500.00	0.00	0.00	
Total Long Term Local Mission	0.00	2,500.00	4,901.50	9,774.26	17,500.00	17,500.00	
Local Mission - Grants							
050150 Habitat for Humanity	0.00	1,000.00	2,000.00	1,000.00	0.00	0.00	
050160 HACAP-BackPack	0.00	0.00	1,000.00	1,000.00	0.00	0.00	
050200 Olivet Neighborhood Mission	0.00	500.00	1,000.00	500.00	0.00	0.00	
050400 Willis Dady House	0.00	0.00	2,000.00	1,000.00	0.00	0.00	
050825 Madge Phillips Center	0.00	500.00	0.00	500.00	0.00	0.00	
050950 Jane Boyd Comm Hse	0.00	0.00	0.00	1,000.00	0.00	0.00	
050970 Community Health Free Clinic	0.00	0.00	500.00	0.00	0.00	0.00	
Total Local Mission - Grants	0.00	2,000.00	6,500.00	5,000.00	0.00	0.00	
Total Local Mission	0.00	4,500.00	11,401.50	14,774.26	17,500.00	17,500.00	
International Mission							
Long Term Intl Mission							
051460 Comm Health-Haiti	0.00	0.00	2,000.00	3,000.00	0.00	0.00	

Accounts	December	December	Actual	Actual	Budget	Budget	Annual
	Actual	Actual	This Year	Last Year	This Year	This Year	Year
051555 Pasaur School-Pakistan	0.00	0.00	4,000.00	5,000.00	0.00	0.00	
051625 Undesignated Long Term Intl Mission	0.00	0.00	0.00	0.00	17,500.00	17,500.00	
Total Long Term Intl Mission	0.00	0.00	6,000.00	8,000.00	17,500.00	17,500.00	
Intl Mission ECO							
051620 Presbyterian Disaster Relief	0.00	0.00	6,500.00	7,000.00	0.00	0.00	
051630 Presby World Mission	0.00	0.00	1,000.00	0.00	0.00	0.00	
Total Intl Mission ECO	0.00	0.00	7,500.00	7,000.00	0.00	0.00	
Total International Mission	0.00	0.00	13,500.00	15,000.00	17,500.00	17,500.00	
Administration & Personnel							
052100 Matching Federal Taxes	871.41	1,836.50	9,193.14	8,169.59	12,000.00	12,000.00	
052105 Payroll Fees	274.00	257.00	2,912.00	764.00	0.00	0.00	
Pastor							
052110 Pastor Salary	3,466.70	3,466.70	41,600.45	41,600.40	41,600.00	41,600.00	
052115 Pastor-Honorarium	0.00	0.00	250.00	0.00	0.00	0.00	
052120 Housing Allowance	3,333.30	3,333.30	39,999.60	39,999.60	40,000.00	40,000.00	
052140 Presby Medical/Pension	2,628.60	2,493.80	31,543.20	29,925.60	32,168.00	32,168.00	
052150 Continuing Education	0.00	0.00	2,304.96	635.84	3,000.00	3,000.00	
052160 Professional Expenses	653.66	267.99	4,591.49	4,616.96	2,250.00	2,250.00	
Total Pastor	10,082.26	9,561.79	120,289.70	116,778.40	119,018.00	119,018.00	
Director of Discipleship							
052365 Salary - Dir of Discip	0.00	1.00	1.00	96.00	0.00	0.00	
052368 Housing Allowance	1,359.16	2,718.32	31,427.59	32,524.84	32,500.00	32,500.00	
052375 Presby med/Pension Program	0.00	62.47	0.00	0.00	0.00	0.00	
Total Director of Discipleship	1,359.16	2,781.79	31,428.59	32,620.84	32,500.00	32,500.00	
Chancel Choir Director							
052610 Salary - C Choir Director	2,592.50	2,592.50	31,111.65	31,110.00	31,111.00	31,111.00	
052615 Fica/Medicare	0.00	0.00	0.00	793.36	0.00	0.00	
052620 Continuing Education	0.00	0.00	0.00	500.00	500.00	500.00	
Total Chancel Choir Director	2,592.50	2,592.50	31,111.65	32,403.36	31,611.00	31,611.00	
Director of Music/Organist							
052510 Salary - Organist	1,333						

Accounts	Annual						Annual					
	December		December		Actual	Actual	Budget	December		December		Actual
	Actual	Actual	This Year	Last Year	This Year	This Year	This Year	Actual	Actual	This Year	Last Year	This Year
Accounts	This Year	Last Year	Year to Date	Year to Date	Year to Date	Year to Date	Year	This Year	Last Year	Year to Date	Year to Date	Year to Date
052940 Wages - Treasurer	0.00	1,525.23	13,049.18	19,401.06	5,000.00	5,000.00						
052945 Fica/Medicare	0.00	0.00	0.00	496.36	0.00	0.00						
Total Treasurer	0.00	1,525.23	13,049.18	19,897.42	5,000.00	5,000.00						
Child Care Providers												
052960 Wages - Child Care	37.50	127.50	1,630.80	1,870.16	1,200.00	1,200.00						
052965 Fica/Medicare	0.00	0.00	0.00	49.08	0.00	0.00						
Total Child Care Providers	37.50	127.50	1,630.80	1,919.24	1,200.00	1,200.00						
Other Admin & Personnel Exp												
053200 Staff Miscellaneous	0.00	91.51	3,520.76	300.04	500.00	500.00						
053275 Session Meals	0.00	0.00	417.87	490.82	500.00	500.00						
053575 Guest Minister	0.00	0.00	814.70	1,298.01	900.00	900.00						
053660 Wedding Coordinator	0.00	0.00	250.00	250.00	750.00	750.00						
053665 Organist - Wedding/Funeral	0.00	0.00	400.00	50.00	500.00	500.00						
053667 Other Wedding Expenses	0.00	0.00	439.96	465.00	0.00	0.00						
053670 Officer Training	0.00	0.00	0.00	215.74	0.00	0.00						
053675 Personnel Search Expense	0.00	0.00	239.97	707.10	500.00	500.00						
Total Other Admin & Personnel Exp	0.00	91.51	6,083.26	3,776.71	3,650.00	3,650.00						
Total Administration & Personnel	26,393.65	30,536.42	337,846.38	340,088.33	353,000.00	353,000.00						
PROPERTY ACCOUNTS												
054020 2022 Gift to We're In	0.00	75,000.00	0.00	75,000.00	0.00	0.00						
054100 Utilities	3,624.17	4,303.23	62,256.83	62,251.29	62,000.00	62,000.00						
054150 Repairs & Maintenance	413.88	197.25	13,920.49	25,145.46	16,000.00	16,000.00						
054155 Inspections	0.00	1,313.10	1,457.36	3,468.00	3,000.00	3,000.00						
054160 Audio/Video System	0.00	0.00	369.26	27,872.30	2,500.00	2,500.00						
054200 Insurance	85,996.28	0.00	108,496.28	20,574.00	22,000.00	22,000.00						
054250 Kitchen/Restroom Supplies	161.78	29.61	659.30	2,327.40	2,400.00	2,400.00						
054280 Cleaning Supplies	348.09	0.00	848.95	999.79	1,000.00	1,000.00						
054325 HVAC Repairs	0.00	8,194.15	28,636.26	24,523.68	10,000.00	10,000.00						
054350 Snow Removal	455.00	0.00	6,468.00	1,131.16	3,000.00	3,000.00						
054400 Monitoring-Fire/Security	0.00	100.00	507.92	1,155.87	1,000.00	1,000.00						
054455 Elevator Maint	434.47	852.50	1,737.88	7,359.44	2,600.00	2,600.00						
Total PROPERTY ACCOUNTS	91,433.67	89,989.84	225,358.53	251,808.39	125,500.00	125,500.00						
WORSHIP & MUSIC												
055100 Supplemental Musicians	425.00	550.00	2,845.00	2,500.00	1,500.00	1,500.00						
055200 Chancel Choirs Supplies	0.00	0.00	688.21	469.82	500.00	500.00						
055300 Bell Choir Supplies	0.00	0.00	491.25	0.00	200.00	200.00						
055500 Organ Music	0.00	0.00	20.88	0.00	0.00	0.00						
055520 Worship Planning Music Resource	0.00	0.00	180.00	172.39	250.00	250.00						
055530 Music License	0.00	0.00	708.00	675.00	700.00	700.00						
055600 Piano/Organ/Robe Maint	0.00	0.00	1,762.94	435.00	400.00	400.00						
055700 Candles/Flowers/Communion	59.68	0.00	157.01	48.92	300.00	300.00						
055800 Substitute Organist	0.00	0.00	850.00	0.00	600.00	600.00						
055825 Substitute Music Director	0.00	0.00	0.00	0.00	400.00	400.00						
055835 Christmas Decorations	0.00	0.00	0.00	0.00	150.00	150.00						
Total WORSHIP & MUSIC	484.68	550.00	7,703.29	4,301.13	5,000.00	5,000.00						
OFFICE EXPENSES												
057055 Postage-Meter/Stamps	0.00	0.00	622.20	1,720.18	1,000.00	1,000.00						
057060 Postage - Bulk	310.00	0.00	710.00	675.00	800.00	800.00						
057065 Postage-Lease/permits/misc	261.00	0.00	2,073.30	884.49	1,000.00	1,000.00						
057105 Paper	254.40	0.00	1,256.36	797.12	1,000.00	1,000.00						
057140 Envelopes	0.00	0.00	541.15	205.47	500.00	500.00						
057150 General Office Supplies	27.41	50.67	2,313.34	3,461.95	3,000.00	3,000.00						
057250 Copier Maint/Service	459.59	573.63	7,164.35	6,398.30	6,000.00	6,000.00						
057300 Computer Software Maint	278.74	276.06	3,344.88	3,306.43	3,600.00	3,600.00						
057325 Computer/Printer Repair	739.64	0.00	1,114.14	1,992.88	1,200.00	1,200.00						
057335 Misc Office Equip Repair	0.00	0.00	946.65	0.00	500.00	500.00						
057350 New Equipment	0.00	0.00	0.00	1,053.95	500.00	500.00						
057450 Telephone	174.02	173.36	2,082.90	2,078.52	2,400.00	2,400.00						
057500 Misc Office & Adm Exp	0.00	0.00	313.26	37.44	200.00	200.00						
057750 Use Tax	0.00	0.00	0.00	93.00	0.00	0.00						
057850 Computer Upgrades	0.00	0.00	0.00	0.00	600.00	600.00						
057975 Email/Internet Support	183.90	169.99	2,067.70	2,039.88	2,400.00	2,400.00						
057985 Web Page	0.00	0.00	376.70	54.75	300.00	300.00						
Total OFFICE EXPENSES	2,688.70	1,243.71	24,926.93	24,799.36	25,000.00	25,000.00						
Accounts	This Year	Last Year	Year to Date	Year to Date	This Year	Year to Date	Year	This Year	Last Year			

Accounts	December	December	Actual	Actual	Budget	Annual
	Actual	Actual	This Year	Last Year	This Year	Budget
	This Year	Last Year	Year to Date	Year to Date	Year to Date	Year
060555 Pentecost	0.00	0.00	0.00	249.08	150.00	150.00
060565 Rally Day	0.00	0.00	695.14	319.84	500.00	500.00
060570 Fall Festival	0.00	0.00	0.00	132.00	300.00	300.00
Total SHARED CHRISTIAN EDUCATION	577.82	58.06	1,920.67	1,119.67	2,200.00	2,200.00
Whole Church Christian Formation						
060405 Small Group Curriculum	0.00	0.00	104.52	70.00	200.00	200.00
060410 Advertising	0.00	0.00	0.00	0.00	250.00	250.00
060415 Speakers	0.00	200.00	2,200.00	2,675.00	2,750.00	2,750.00
060425 Small Group Advertising	0.00	(1,825.00)	0.00	(1,925.00)	0.00	0.00
060430 Events/Activities	0.00	0.00	0.00	325.00	350.00	350.00
060465 Mission or Cultural Trips	0.00	0.00	0.00	0.00	350.00	350.00
Total Whole Church Christian Formation	0.00	(1,625.00)	2,304.52	1,145.00	3,900.00	3,900.00
LIBRARY						
060455 Books/Videos	0.00	0.00	59.00	0.00	50.00	50.00
060460 Magazines	0.00	0.00	183.50	209.40	250.00	250.00
Total LIBRARY	0.00	0.00	242.50	209.40	300.00	300.00
Total CHRISTIAN EDUCATION	1,408.23	(860.47)	10,698.18	8,423.87	15,900.00	15,900.00
Construction Expenses						
350100 CE Bldg - HVAC	0.00	0.00	11,791.56	0.00	0.00	0.00
350140 Loan Interest	1,135.18	1,702.78	15,495.25	21,814.43	14,770.00	14,770.00
Total Construction Expenses	1,135.18	1,702.78	27,286.81	21,814.43	14,770.00	14,770.00
Total Expenses	\$ 136,675.10	\$ 127,896.77	\$ 684,129.30	\$ 702,574.12	\$ 599,710.00	\$ 599,710.00
Net Total	(\$ 55,189.77)	\$ 141,247.34	\$ 28,147.00	\$ 219,048.34	\$ 67,794.00	\$ 67,794.00

ANNUAL MEETING of the CONGREGATION FIRST PRESBYTERIAN CHURCH, CEDAR RAPIDS, IOWA

February 12, 2023 - 11:10 A.M. - In the Sanctuary

Moderator: Rev. Heather Hayes

The Annual Meeting of the Congregation of First Presbyterian Church was called to order with prayer by Rev. Heather Hayes at 11:10 a.m. on Sunday, February 12, 2023. The purpose of the meeting was to approve the minutes of the 2022 Annual Meeting; to receive the annual reports and financial statements from 2022, as well as financial reports and attendant business of the corporation; to conduct election of elders, deacons and endowment committee; and to approve the Terms of Call for Head of Staff, Rev. Heather Hayes, for 2023. A quorum was present. **A motion was made, seconded and carried to approve the agenda.**

Following the reading of the Call to the Meeting, **a motion was made, seconded and unanimously carried** to accept the minutes of the January 23, 2022 Annual Meeting of the Congregation as printed.

A motion was made, seconded and unanimously carried to accept the Slate of Officers as follows: **Elder:** Martha Booth, Heidi Kiser, David Kutter, Sue Latham, Alisa Shields, Shari Stewart. **Deacons:** Barb Kean, Jane Looker, Amy Morris, Matt Spellman, Don Tyne, Darrel Wrider. **Endowment:** Tom Lackner, Connie Richardson

PASTOR'S REPORT: Pastor Heather Hayes opened her remarks by noting the past year's movement from a staff-led to a congregation-centered model in leadership and participation for First Presbyterian Church. Since 2017 there has been a progression of crises from HVAC system and organ problems to derecho damage and the pipe burst/flooding damage at the end of December 2022. The year 2022 was largely spent coming out of the COVID-19 pandemic in life and worship – with less burnout than might have been expected. In the coming year, FPC will be living into the Commission structure, letting go of some of the complexities of the original seasonal team layers, and creating small teams focused on specific events and activities that fit our seasons of congregational life. We also will take advantage of denominational resources and support in the post-pandemic world of downtown Cedar Rapids. Pastor Hayes closed by noting the honor it is to be on this journey together as a vital congregation.

COMMITTEE REPORTS: The Congregation was directed to Session, Commission and Deacons reports in the Annual Report for 2022. Hearing no questions, a motion was **made, seconded and unanimously carried** to accept the reports.

TERMS OF CALL FOR PASTOR/HEAD OF STAFF: Kris Keuseman, representing the Administration Commission, presented the recommendation of Terms of Call 2023 for Rev. Heather Hayes as approved by the Session:

Salary	\$ 66,600
Housing Allowance	15,000
Pension/Medical	31,543
Professional Expense	2,250
Continuing Education	<u>3,000</u>
TOTAL	\$ 118,393

A typo was noted in the salary figure shown in the floor packet and amended. A motion was **made, seconded and carried** to accept the Terms of Call as corrected and shown above.

CALL TO ORDER OF THE MEETING OF THE CORPORATION: The Meeting of the Corporation, where stakeholders receive financial reports of the corporation, was called to order by Rev. Hayes, referring the congregation to the Annual Report for the Report of the Finance Committee (including balance sheet, memorials, statement of activities and the 2023 budget update). Finances for the year were favorable up to the burst pipe and flooding of the Gathering Space, Fellowship Hall, library, archives room and south end of the basement. A Building Task Force has been formed and a preliminary reconstruction schedule formulated. There also were expenses for a new sound system during 2022. A motion was **made, seconded and carried** to receive the 2022 Financial Report as printed in the Annual Report for 2022.

MOTION TO ADJOURN MEETINGS OF THE CONGREGATION AND CORPORATION:

A motion was **made, seconded and carried** to adjourn the Meeting of the Congregation and Meeting of the Corporation. Pastor Hayes dismissed the meeting at 11:40 a.m. with prayer, asking God's presence with us in our care for this church and each other in the next year, 2023.

Respectfully submitted, *Betsy Caszatt, Clerk of Session*

Rev. Heather Hayes, Moderator

Terms of Call For Heather Hayes

2024 Terms of Call for Heather Hayes, Pastor

Effective January 1, 2024

Salary \$69,864

Housing Allowance \$15,000

Pension/Medical* \$33,097

Continuing Education \$2,500

Professional Expense \$3,000

Total **\$123,461**

Other Benefits

Vacation Leave 4 weeks (20 days)/year

Study Leave 2 weeks (10 days)/year

The amounts for pension and major medical contributions are set by Presbytery based on prescribed percentages of the effective salary. Effective salary is the total salary, housing and any medical FSA (medical expense reserve)

First Presbyterian Church - Stmt of Activities	2024 Budget	2023 Actual	Variance
Revenues			
Revenues			
040100 Current Year Pledges	400,000	421,658	(21,658)
040200 Former Year Pledges	2,500	-	2,500
040300 Loose Offering	5,000	7,638	(2,638)
040500 Special gifts/New Pledges	25,000	50,226	(25,226)
040700 Endowment/GCRCF Income	107,800	107,804	(4)
040800 Building Use Fees	5,000	8,610	(3,610)
040850 Wedding Income	1,500	1,137	363
040875 Miscellaneous Income	5,000	6,068	(1,068)
040900 Per Capita Payments	4,600	3,866	734
040910 Other Income	15,000	-	15,000
040955 General Interest Earned	5,000	7,293	(2,293)
Total Revenues	576,400	614,299	(37,899)
Expenses			
Total Per Capita			
Total Local Mission	17,190	17,190	-
Total International Mission	15,000	11,402	(3,599)
Administration & Personnel	15,000	13,500	(1,500)
052100 Matching Federal Taxes	9,900	9,193	(707)
052105 Payroll Fees	3,000	2,912	(88)
Total Pastor	124,346	120,290	(4,056)
Total Director of Discipleship	27,040	31,429	4,389
Total Chancel Choir Director	33,800	31,112	(2,688)
Total Director of Music/Organist	17,160	15,999	(1,161)
Total Youth Leader	50,503	26,179	(24,324)
Total Cleaning Personnel	8,000	9,413	1,413
Total Admin/Accounting	12,000	10,331	(1,670)
Total Administrative Asst	57,803	56,519	(1,284)
Total Building Facilitator	-	3,708	3,708
Total Treasurer	-	13,049	13,049
Total Child Care Providers	2,000	1,631	(369)
Total Other Admin & Personnel Exp	3,250	6,083	2,833
Total Administration & Personnel	335,902	337,846	1,944
PROPERTY ACCOUNTS			
054050 2022 Pipe Break Expenses	-	-	-
054100 Utilities	62,000	62,257	257
054150 Repairs & Maintenance	16,000	13,920	(2,080)
054155 Inspections	3,000	1,457	(1,543)
054160 Audio/Video System	500	369	(131)
054200 Insurance	35,000	108,496	73,496
054250 Kitchen/Restroom Supplies	2,400	659	(1,741)
054280 Cleaning Supplies	1,000	849	(151)
054325 HVAC Repairs	15,000	28,636	13,636
054350 Snow Removal	3,000	6,468	3,468
054400 Monitoring-Fire/Security	1,200	508	(692)
054455 Elevator Maint	2,600	1,738	(862)
Total PROPERTY ACCOUNTS	141,700	225,359	83,659
Total WORSHIP & MUSIC	6,200	7,703	1,503
Total OFFICE EXPENSES	28,220	24,927	(3,293)
Total MEDIA	1,700	1,156	(544)
Total FELLOWSHIP/CARE	1,000	786	(214)
Total NEW MEMBER	250	132	(118)
Total FINANCE	2,500	2,972	472
Total DEACONS	500	749	249
Total ARCHIVES		2,422	2,422
Total CHRISTIAN EDUCATION	11,500	10,698	(802)
Total Construction Expenses		27,287	27,287
Total Expenses	576,662	684,129	107,467
Loan Interest	12,000	15,495	(3,495)
Net Total (less Construction)	(12,262)	(85,325)	73,063

