

ANNUAL REPORT 2024



First Presbyterian
Church
Cedar Rapids, IA



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membership statistics

membership as of December 31, 2023

2024 gains

By Letter of Transfer	1
By Profession of Faith	5
By Reaffirmation of Faith	4

2024 losses

By Death	6
By Letter of Transfer	0
By Request	0
By Session Action	0

membership as of December 31, 2024

BAPTISMS during the year	1
WEDDINGS during the year	1
FUNERALS during the year	6

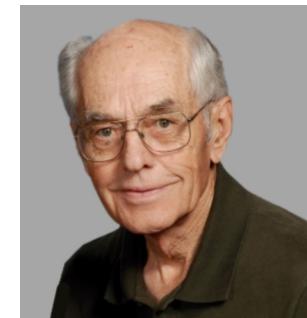
In memorium



Chuck Davis



Shirley Fisher



Dick Freeman



Karen Humbert



Herbert Isenberg



Janice McInally



Tim Virden



Jack Walters

412

+10

-6

396

First Presbyterian Church Staff

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Office Hours: 8:30 a.m. - 4:30 p.m. Monday through Friday

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Ted Cronbaugh Organist	tedc@fpccr.org	Cell (314) 971-3372
Stan Letscher Director of Youth & Facilities	stan@fpccr.org	Cell (319) 360-9677
Mackenzie Hayes Sunday School Teacher	Christina Hunt Sunday School Teacher	Lindsay Hopp Nursery



BOARDS & COMMITTEES 2024

SESSION

Retiring In 2024

Dave Kutter
Tom Lackner
Shari Stewart

Serving Through 2025

Martha Booth
Heidi Kiser
Sue Latham
Alisa Shields

Serving Through 2026

Kayleigh Bryant
Caroline Giddings
Dan Ottemoeller
Laura Behrens

Serving Through 2027

Dave Kutter
Susie McDermott
Mike Miller

DEACONS

Retiring in 2024

Gisela Steffe
Amy Morris
Barbara Cole
Matt Spellman

Serving Through 2025

Gisela Steffe
Darrel Wrider
Carolyn Horton
Barb Kean

Serving Through 2026

Catherine Mawusi
Ann Schley
Gary Ellis
Glenna Houtz

Serving Through 2027

Amy Morris
Amanda Colbert
John Monroe
Laura Runkle

ADMINISTRATIVE COMMISSION

Dave Booth
Ryan Buresh
Darlene Elbert
Caroline Giddings
Tom Lackner

CARE COMMISSION

Martha Booth
Carolyn Crew
Heidi Kiser
Shari Stewart
Darrel Wrider

DISCIPLESHIP COMMISSION

Susan Baker
Lynda Barrow
Katie Buresh
Dave Kutter
Betsy Kutter
Sue Latham
Cindy Monroe
Dan Ottemoeller
Jim Stewart

PROCLAMATION COMMISSION

Kayleigh Bryant
Ted Cronbaugh
Fred Kiser
Amy Morris
Bill Ryder
Alisa Shields

ENDOWMENT COMMITTEE

Retiring in 2024

Scott Shoemaker
Charity Tyler

Serving Through 2025

Connie Richardson
Tom Lackner

Serving Through 2026

Rod Caszatt

Serving Through 2027

Bob Latham
Keith Rippy

From the pastor

The Lord spoke to Moses on Mount Sinai, saying: 2 Speak to the people of Israel and say to them: When you enter the land that I am giving you, the land shall observe a sabbath for the Lord. 3 For six years you shall sow your field, and for six years you shall prune your vineyard, and gather in their yield; 4 but in the seventh year there shall be a sabbath of complete rest for the land, a sabbath for the Lord: you shall not sow your field or prune your vineyard. Leviticus 25:1-4

Very early on in the history of God's people, as they were following Moses through the wilderness following the Exodus, they received a number of laws and directives about how to be a people living in community before God. Of course the most famous of those are the 10 commandments, but beyond those top ten, the book of Leviticus is full of more subtle forms of guidance on a daily and yearly basis. For example, we have fuller instruction on what it means to keep Sabbath. We may be most familiar with the instruction to "Honor the Sabbath and keep it holy," but the concept of rest and restoration woven into the rhythms of life is peppered throughout the book. The above passage from Leviticus 25 extends the idea of Sabbath to the very land itself, instructing the Israelites to let the land lie fallow and unsown every seventh year.

This idea of resting the land is not an unfamiliar concept for farmers and gardeners who are continually balancing the needs of land production with the need of the land to regenerate. As midwesterners we instinctually recognize that healing is happening deep in the soil hidden by snow during all these winter months. Even though we may not see activity, it does not mean important work is not being done in places we cannot see, and that that work will make way for the future fruitfulness of spring, summer and fall.

As I sat down to review 2024 and write my report for the year, there was a part of me that wondered "what happened?" For the first time in a long time my notes on the year did not include some kind of crisis. My annual reports in years past have been littered with information about HVAC failing and needing replacement, a capital campaign, a construction project, Covid, another year of Covid, a pipe break, more construction... This year there was none of that. We worshipped together, enjoying the beautiful music provided through choir, organ and other instrumentalists. We learned together through Insight and small groups. We continued to support and grow our programs for young people: Agape Kids, Godly Play and our youth groups. We cared for each other in fellowship and friendship, and we reached out to serve our community through SEMP and Food Bank Hospitality. We said our good byes to some and welcomed others. In some ways it was an uneventful year of faithfulness, a fallow year even, but perhaps the very kind of year we needed as the Spirit worked its restoration in deep and hidden places.

Now looking towards 2025, I see the shoots of new growth appearing. We will be continuing the visioning process and the Session is enthusiastic about pairing that process with the commitment to move forward with calling a second, full-time clergy person to work alongside me as we seek to expand our ministry in the downtown. The Session is also readying itself for a January retreat to take the input given during our November whole church luncheon and create ministry priorities for the coming year. A new community partnership is beginning with the Eastern Iowa Heirloom Quilters Guild. What else will 2025 hold? Only God knows, but I look forward to the new growth and new energy emerging from our Sabbath season as we enter our tenth year together as a pastor and congregation.

Pastor Heather

From the director of music

2024 was a year full of changes, of growth, and of opportunity. As I look back over the year, I am both impressed by the large scale works we were able to present to the congregation: especially the "Missa Lucis" of Justin Binek, performed with the Kirkwood Concert Choir and Justin himself; but also by the solos and smaller scale pieces that we brought to worship. It's always a pleasure to see musicians give of their talents and gifts - and find their own personal growth in presenting their gifts in worship.

We hosted both the Kirkwood choir as well as the Riverbend Bronze handbell choir from the Quad Cities. Other guest artists helped with our Indian Creek service, annual jazz service, Easter and Christmas services, as well as other times. As always, I am overjoyed by the talents within our congregation and how our members share their time and talents.

Plenty of opportunities to join us in 2025!

In Christ,
Fred

From the organist

This past year has again been full of music making, not only within the walls of the church, but also from the outside. Our church continues to host several organizations and groups including the River Valley Chapter of the American Guild of Organists, the Beethoven Club and others. The organ at First Presbyterian continues to be an instrument that draws in people wanting to come play, hear and make music on it. I consider the organ at our church to be one of the best in the city of Cedar Rapids – and I am very proud to "boast" about it all the time. This past year, we were finally able to get back into the choir room for rehearsals.

If you have not strolled through the music room lately, please take some time to do so – we have a new "wall of organists" gallery that proudly displays the prominent organists of First Presbyterian for well over a century. It is quite fascinating and worth taking a look. Lastly, as I look back at what all the organists before me have shared with their musical gifts, have you ever stopped and thought about what goes into planning and providing music for worship and special services every year? For myself, countless hours are spent listening to lots of organ music, watching other church services across the country to see and hear what other organists are offering to their congregations, tracking down and purchasing music, spending hours practicing music to make it near perfection using both hands and feet, deciding what particular stops (or sounds) you want to use on the organ, deciding which keyboard (or manuals) to use for the music, programming pistons (or buttons) on the organ for smooth registration changes, marking each piece of music with fingering and pedaling cues, playing the music from start to finish without stopping or making mistakes – the list goes on and on.

As each service takes careful planning (including several months in advance) into consideration, I am reminded of a colleague that once shared some insightful wisdom with me; each service begins with the first note of the prelude and the service is not over until the very last note of the postlude has been played. Distractions and talking during these times are your worst enemies. As another year has quickly rolled by, I am always reminded of what a wonderful church First Presbyterian is with all the support from the staff, congregation and music ministry.

Ted Cronbaugh, Organist

From the director of youth

What a year it has been! We started 2024 off with some great topics that the students had the opportunity to explore. The middle school students discussed multiple topics that included: focusing on Jesus, connecting with God, being aware of how the Holy Spirit works in our lives and how the Bible impacts our lives. The high school students gathered and discussed themes that included: being positive in a culture often filled with negativity, confronting our weaknesses, and how anger affected Jesus and how it affects us.

Lent was filled with some great discussion. Middle school did a study about and learned about Simon Peter and his role in Jesus Life. The high school students did a study entitled Wandering Hearts that correlated with the lectionary for the season of Lent.

Spring was filled with more amazing discussions on verses from God's word. The middle school students explored multiple verses from scripture, many of these included fun with legos relating to the themes of the scripture verses. The high school students explored several different Bible passages as we looked at how they correlate to their lives and to the current culture they are living in.

The summer months were filled with a trip to the water park, outdoor movie nights, evenings at the roller rink, outings to play mini golf, and opportunities to check out some of our local trails. We had a back to school bash at the lake in September as school started back up again. We had a few students who came out to join us for some fun in the sun,

The school year started off with some exciting new series for each group. The middle school students experienced a study series entitled YOUniquely Designed. We explored topics that included: exploring our personalities, discovering our spiritual gifts, accepting our own YOUniqueness, and listening to God's voice. The high school

students explored a study series exploring the book of John entitled "I AM." We had discussions and learned more about the introductory phrase Jesus uses multiple times in the book of John.

As we embark on a new year, we will continue having wonderful discussions as we gather together on Wednesday evenings. The middle school students will be exploring some unbelievable stories from God's word as we look at various individuals from the Bible and the strange stories behind the unbelievable strange things that took place in their lives. The high school students will be looking at Jesus being a King as we explore His character, His followers, and what it means to live in His kingdom. This study will allow us the opportunity to study the book of Mark.

This summer our students will have some opportunities to travel, to learn, to grow and make new friends. The middle school students will be traveling to St. Louis MO June 8-13 through an organization known as Be The Neighbor. These students will experience and learn about the culture divide and racial divide that still occurs in our world. We will be working closely with a non-profit in the area and the kids will be able to learn things that they can bring back home and use to truly make an impact in their community. The high school students will have the opportunity to travel to Louisville KY July 28-31 along with many other Presbyterian students for the Presbyterian Youth Triennium. This is a youth gathering that takes place every three years. Students will experience four days of worship, recreation, Bible study, outreach and faith formation. The theme for Triennium this year is "As If We Were Dreaming."

It is an honor and a privilege to serve such an amazing group of students and I am grateful for their parents and to this church family for your continued support in our youth program here at First Presbyterian Church.

In His Service, Stan Letscher

From the manager of facilities

2024 started off with some issues with our heating & ac systems that we had in the building. We had Pipe Pro out here often through the year working on those issues and by replacing parts, the temperature in the building seems quite more comfortable now. We still occasionally have some hiccups with those systems that were installed many years ago, but I think we are in a good state at the moment. We had some issues with some of the doors in the buildings not latching properly. I looked at them and determined I couldn't figure out the issue, we had some local techs that came and worked on them and resolved those issues.

Under the guidance and direction of Dave Booth, I worked with him to understand more about the church building. Specifically we worked on the filters in the building. I now have a better understanding of the filters that need to be serviced I also have a working filter service schedule that I am keeping updated regularly so that the airflow in the building is operating smoothly.

I was busy this past year checking on batteries in the emergency lights in the building and also replacing ceiling tiles throughout the building and taking care of other miscellaneous tasks so that we are up to code with the fire inspector.

It was wonderful that we were able to put up a few additional items as we prepared the church building for the holiday season. I took great pride in putting up the big tree in the gathering space. Special thanks to Paula Meyer for her guidance in ensuring that the building looked amazing for the holiday season.

The upkeep of our building on the exterior requires many hands and I do my best to help out when I can. I am thankful for Connie Richardson who takes care of the plants and flowers and landscaping during the warm season. I also am grateful for Don and Julie Vanous who take time to trim the grass and water the plants as well.

I keep busy daily with picking up trash daily around the exterior of our building and making sure the outward appearance of our building continues to be inviting to members of our community. I am always striving to ensure that both the exterior and

interior of our church building are in good shape, looking for things that need repaired or just small things that need to be done on a weekly basis so that we can continue to be a welcoming and inviting church to our community. I look forward to continuing to work hard in making sure things are kept in working order here within the building. I am privileged to continue to serve in this capacity as your Building Facilities Director.

In His Service, Stan Letscher

From the archives

It is the responsibility of the Archives Committee to collect, preserve and protect the records and artifacts of the church. Additionally, it is our goal to insure these records and artifacts are in a form where church members can see and enjoy them without fear of damage.

The Archives contain materials from 1847, the beginning of FPC, thru today, with provisions made for the future. Most items in the Archives are not replaceable and many are in fragile condition.

On-going responsibilities include:

- Collecting and organizing records and artifacts, preserving and protecting them in an archivally safe manor.
- Maintaining a repository for past, current and future records and artifacts
- Preparing displays as requested
- Responding to requests for information regarding former members and church history
- Preparing a catalogue of photos and history for each item in the collection.

The Committee includes Betsy Caszatt, Mary Noland Houtz and Melissa Randall. We have met with an archivist who will help us write a grant to secure a professional archivist to offer assistance and guidance as we plan for the future.

As preserving church records and history is so important, it is our goal to continue the work of the Archives. We encourage anyone to contribute items of FPC interest. Please remember the Archives when going through family memorabilia, scrapbooks and records.

Melissa Randall

administrative commission

Why

Admin 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, Caroline Giddings, Ryan Buresh, Dave Crew, Tom Lackner, and Dave Booth

What

We want to thank our First Pres Staff for their hard work and dedication this year. We have made progress in updating employee policies, procedures and documentation. All staff performance reviews have been completed. Stormy Garretson continues as Facility Manager, interacting with outside vendors, repair services and contractors as well as serving as treasurer and Office Manager. Stan Letscher continues full-time in a dual capacity, serving half-time as Youth Director and half-time Building Facilitator. Pastor Heather Hayes continues to serve as Senior Pastor and took on significant additional duties following the departure of the Director of Discipleship and Engagement. This workload is unsustainable, leading the commission to approve seeking a called and installed pastor to serve with Pastor Heather.

2024 was a challenging year from an expense management perspective. We finished paying for the large remodeling project that resulted from the 2022 Christmas Eve pipe break and have spent much time trying to plan and fund a solution to the heating and cooling system malfunctions. Many hours and dollars have been spent trying to get the system to a stable place. Another financial hurdle we were faced with this year was the cost of our property insurance. Our rates increased from about \$22,000 in 2023 to about \$89,000 for 2024, a non-sustainable expense.

After much effort on the parts of Pastor Heather, Dave Crew, Caroline Giddings, and Matt Evans at TrueNorth, insurance coverage for 2025 was obtained from RLI at about half the rate for 2024.

If there are no new substantial claims in 2025, the rates should continue to decline. Fortunately, the generosity of our members increased along with the increases in our overhead costs, and we finished 2024 with an operating surplus. Our final payment on the building loan is due in June of 2025. We are currently about \$115,000 short of the amount needed to make that final payment and ask that everyone fulfil any outstanding capital campaign pledges prior to that date if possible.

Repairs and restoration of areas damaged by the pipe break of December, 2022, were substantially complete in January, 2024. To reduce the risk profile of the property, we made improvements to reduce the likelihood of frozen pipes in the future and documented these improvements along with previous improvements to help reduce our property insurance premiums. Restoration of the sanctuary entrance on 5th St was completed in 2024. The concrete stairs were replaced in 2023, and in 2024 the doors were repaired and refinished, and the stained-glass window above the doors was removed, professionally refurbished, and reinstalled. This work was made possible by a generous gift from a member of the congregation. A crew of volunteers deep cleaned all the chairs in Fellowship Hall, Choir Room, and Wernimont Room. The audio system in the sanctuary began to fail early in the year, and repairs are now in progress. Repairs were needed to the sanctuary air handler and boilers, in addition to constant repairs to our four VRF heat pump systems. We started planning early in the year for the winter of 2024-2025 and approved the installation of supplementary electric heat in parts of the CE wing. Additionally, we now have six temperature sensors around the CE wing that can be monitored remotely. The building is in much better condition than it was just a few years ago, and we'll continue looking for innovative solutions to our HVAC and insurance issues.

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 missions, and deepening understandings of congregational stewardship.

Who

Susan Baker, Lynda Barrow, Dave Kutter, Sue Latham, Cindy Monroe, Dan Ottemoeller, Heather Hayes, Stasia Fine (*until 06/24*) and Stan Letscher.

What

Sunday School continues to use Godly Play for learning about essential stories from our scripture. In Fall 2024, the 3rd year of the program, coverage was expanded from early to upper elementary. With the goals of maintaining consistent programming, paid positions of Lead Sunday School Teacher and Lower Elementary Sunday School Teacher were created. Mackenzie Hayes and Christina Hunt have been hired to fulfill these positions. Keep up the great work teachers!

Stan has worked creatively to grow the middle and high school youth groups. He took five middle school girls to the Great Escape in Wisconsin. Stan has offered events such as movie nights, mini golf, skating, hiking, and served meals with both groups at SEMP. The enthusiasm of the participants on Wednesday evenings is something to behold. The children really appreciate the food too; thanks to Karen Carver and the volunteers on the meal teams! Thank you Stan!

Lenten Small Groups were formed using the Adam Hamilton's "Simon Peter: Flawed but Faithful Disciple." Two creative opportunities were offered to adults after worship during Lent, involving watercolor techniques led by Howard Chapman, and the creation of church banners under the leadership of Marty Brown.

VBS "Hero Hotline", coordinated by Cindy Monroe, took place July 15-19. Children and volunteers enjoyed crafts, science, games, Bible stories and more. Older youth and adults served as "sidekicks" for our younger group. Karen Carver coordinated the meals with other members volunteering in the kitchen and as "decorators" on craft teams. Thanks to all!

We distributed \$30,000 to charitable organizations, divided between local and international missions. We wanted the congregation to understand more about the organizations we contribute to locally, so we invited representatives to speak at Minute for Mission moments in the fall.

With the variety of disasters in 2024, we generously funded Presbyterian Disaster Relief and First Pres was involved in the flood relief project in which approximately 100 Flood Buckets were created.

Food Bank Hospitality (FBH) clients continue to enjoy the welcome area in our renovated basement. FBH volunteers serve 150-300 clients per week and have built meaningful relationships. Volunteers and members have donated a variety of items to be distributed, all coordinated by Cindy Monroe.

Coe Reading Camp took place July 22-26. The goal of "Readers-R-Leaders" Camp, led by Martha Wilding and Heather Hayes, was strengthening the foundation for 2nd-4th graders who are a part of the summer reading program at Jane Boyd. Volunteers from our church and the community served as Reading Mentors and helped guide the children through learning stations.

Working to increase involvement with Coe students, FPC members hosted a booth at their Activity Fest in September. With treats to hand out and an irresistible puppy (Heather's), we attracted students to our table to learn more about FPC by inviting them to worship, volunteering at SEMP, etc. We plan to attend again in 2025.

Star Tree, organized by Mary Noland-Houtz and Carrie Bryner, yielded gifts for 72 young people in our community. Thank you to all who donated to this program and thanks to Mary and Carrie for organizing!

The "Imagine Together" theme was utilized in the Stewardship Campaign and for the ongoing visioning process we are undertaking. We kicked off a year of visioning and dreaming on Celebration Sunday. Almost 90 people gathered for a meal to discuss who we are as a church. The Visioning Task Force will be working on a ways to determine what type of congregation we want to be in the future. The Celebration Sunday event received positive reviews on the process and the opportunity to engage with one another.



care commission

Why

The purpose of the Care Commission is to oversee the ministries of care at First Presbyterian. 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, 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
- Ash Wednesday and Maundy Thursday meals
- Easter breakfast
- Confirmation, Graduation & Volunteer Recognition
- Pentecost
- Rally Sunday
- Ice Cream Social
- Fall Festival
- Advent Decorating Event & Vespers Concerts
- Blue Christmas

We purchased a plaque with the engraved names of those volunteers who have been especially recognized for outstanding service to the church and its ministry during 2023 and 2024. So far the plaque contains the names of 11 volunteers. The commission intends to recognize 2-3 additional people each year, and their names will be added to the plaque. Volunteer Recognition Sunday has been moved from May to October (Reformation Sunday) beginning in 2025 to avoid conflict with other May events.

We placed hospitality baskets with toiletries in each of the women's bathrooms.

We presented a thank-you gift to composer Justin Binek who accompanied the Chancel Choir and Kirkwood Choir when they performed his "Jazz Mass" during worship in February.

We supported the deacons by staying in communication with them about their activities. In addition, we sent 25 handwritten invitations to the Blue Christmas Service, and letters expressing care and concern, for those who had recently experienced sorrow and loss.

We fostered a spirit of welcome and inclusion by promoting the wearing of name tags and intentionally welcoming visitors and guests. After many months of discussion and planning, we purchased, transported, and assembled a welcome desk that is now in the Gathering Space.

The welcome desk provides a central location for information about our church for both members and visitors. This was a major focus of our commission in 2024.

We reached out to those outside our congregation by assessing ways to improve communication and service within and beyond the church walls. This continues to be an area in which we hope to grow.

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

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

What

2024 started strong as our chancel choir was joined by the Kirkwood Concert Choir and Justin Binek to perform his piece, "Missa Lucis." We also joined with Westminster, Christ, and Faith Presbyterian to host an Ash Wednesday service and soup supper. Further on the year, we held a living Last Supper on Maundy Thursday and engaged a wide age range of the congregation in the last week of Jesus' life.

Over the summer months, we held our traditional outdoor worship at Indian Creek Nature Center and added in participation in the Cedar Rapids Pridefest. We were excited to host a booth and offer prayer and blessing to the wider Cedar Rapids community. One of our growing edges, entering the fall, is the incorporation of drama into our worship. Our first foray into that mode of worship had the "Blues Brothers" joining us in worship on Reformation Sunday.

This year our exterior signage project took a major step forward with the hanging of a lighted cross on the parking lot side of the building. We anticipate the lettering on the overhang to be installed shortly. Also, Marty Brown undertook leading the congregation in the creation of another set of banners to hang during the fall season in Ordinary Time. Incorporating the words of Psalm 19, they use a variety of fall colors to invoke the bounty of harvest.

As we head into 2025, we're anticipating adding some new members to the commission and due to input from the congregation, focussing on the church's social media profile in the coming months.



Endowment & memorials

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

Committee members in 2024 were Tom Lackner, Connie Richardson, Scott Shoemaker, and Charity Tyler. Ex-officio members were Pastor Heather and Ryan Buresh, Admin Commission representative.

December 2024 Market Values

Hills Bank and Trust: \$2,394,014, compared to \$2,268,062 on 12/31/2023.

First Presbyterian Friends Fund at the GCRCF: about \$93,280. (*statement not available for this printing.*)

Endowment gifts

1st Pres received a restricted bequest from the estate of Barbara Hughes for \$276,334 and a \$1,000 gift to the unrestricted portion of the endowment.

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

Distributions

GCRCF

Distribution was \$3,471. The 2025 distribution will be approved by the GCRCF board of directors in the spring and should be about \$3,400. This distribution is unrestricted and used in the church's operating budget.

Hills Bank

distributions of \$110,641 were used as follows:

Ilah Holscher Mission Fund for food/mission programs	\$2,562
Ilah Holscher Fund for Persons in Need for food/mission programs	\$3,894
Richard Bruna Fund for Food Insecurity for food programs	\$3,441
S. and L. Mowrey Fund for Capital Projects and Maintenance for HVAC repairs	\$1,105
Ted Healey Fund: Property Beautification rolled over to 2025	\$1,189
Unrestricted for operations budget	\$91,948

withdrawals:

Hills Bank management fees	\$11,753
FPC Endowment Committee events and marketing	\$6,600

Distributions in 2025 will be approximately \$104,820. 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.

The church also benefits from the Martinek Memorial Trust, the distribution from which varies. In 2024 it was about \$14,597. The Presbyterian Foundation holds the Matthews-Bouton Fund for Worship Enhancement, which was \$630. This year the distribution was used to fund a new set of autumn banners for the sanctuary.

Session established The Little Muddy Legacy Society 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. From 19 founding members, there are now 33. It is a pleasure to welcome the following new members:

David and Heather Hayes
John and Cindy Monroe
Diana and James Richardson.

Memorial Gifts were received in memory of:

Richard Freeman, Andy Holmes, Herb Isenberg, Tim Virden, Jack Walters

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

For church signage:
Stephen Barnes, Barnes O'Donnell
For welcome console: Jack Walters
For his burial: Andy Holmes



FPC Balance Sheet

Assets		
Current Assets		
010400 Cash - General Hills Bank	64,889.12	
010500 Hills Money Market Savings	615,756.56	
311255 Cash-Construct-WellsFargo	67,343.53	
Total Current Assets	747,989.21	
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	\$ 3,269,990.51	
Liabilities & Net Assets		
Liabilities		
Current Liabilities		
020600 Deferred Pledge Revenue	39,500.00	
020610 Deferred Revenue Per Capita	913.00	
020750 Deferred Construction Costs	31,915.00	
Total Current Liabilities	72,328.00	
Long Term Liabilities		
320150 Loan - Wells Fargo	183,093.15	
Total Long Term Liabilities	183,093.15	
Total Liabilities	255,421.15	
Net Assets		
Fund Principal1		
031000 General Fund Balance	138,461.35	
331000 Construction Fund Balance	2,402,683.12	
431000 Maint Res Fund Balance	32,950.98	
Total Fund Principal1	2,574,095.45	
Temporary Restricted1		
170060 Wooden Doors Area	2,677.56	
170090 Linn Comm Food Bank	894.73	
170091 Summer Reading Program	6,443.78	
170672 Kitchen Restoration	27,375.58	
171510 Christian Education Gift	5,206.79	
171560 Technology Funds	229.48	
173575 Adult Ed/Insight Gifts	550.00	
Total Temporary Restricted1	43,377.92	
Administration Accountss		
170280 Endowment Operation Expense	1,797.21	
172445 New Church Sign	2,598.28	
173040 Earth Care	2,745.08	
174101 Barbara Hughes Estate Rest	276,344.85	
Total Administration Accountss	283,485.42	
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	100.00
173801 One Great Hr of Sharing	100.00
173900 Peace Offering	205.00
174000 Joy Offering	1,366.00

Total Special Offerings

Mission Related Accts

170100 Special Gifts	1,547.96
170900 Sunday Evening Meal Program	27,341.74
170930 PDA-Disasters	1,269.62
171520 Crop Walk	370.00
171600 Pastor's Fund for People in Need	1,694.84

Total Mission Related Accts

CE/Youth Accounts

170655 Youth Activities

Total CE/Youth Accounts

Worship & Music Accts

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

Fellowship Accounts

170685 Church Outings	1,752.49
170692 Church Meals	358.84
172050 Poinsettias/Easter Lilly	903.45

Total Fellowship Accounts

Deacons Accounts

174095 Deacon's Fund

Total Deacons Accounts

Library/Archives-Memorial

278145 Ted Kubicek

Total Library/Archives-Memorial

CE/Youth Memorials

277936 Richard Williams(Yth Activities)	1,800.00
278130 Gilbert Staman	100.00

Total CE/Youth Memorials

Admin Accounts-Mem

275430 Geo Meaney - Pre Funeral	280.00
275432 Merlin Osborn Gift	38,614.71

Total Admin Accounts-Mem

Unrestricted Memorials

275300 Memorials Under \$100	1,922.72
277961 Tim Virden	2,000.00
277962 Herb Isenberg	1,150.00
277963 Richard Freeman	865.00
278101 Jack Walters Memorial	10.00
278275 Warren Chadim	960.00
278285 Ted Healey	2,085.00
278292 Andy Holmes	463.28

Total Unrestricted Memorials

Total Net Assets

Total Liabilities & Net Assets

	100.00
	100.00
	205.00
	1,366.00
	1,771.00
	1,547.96
	27,341.74
	1,269.62
	370.00
	1,694.84
	32,224.16
	849.18
	849.18
	628.35
	1,797.26
	17,389.56
	3,800.00
	23,615.17
	1,752.49
	358.84
	903.45
	3,014.78
	882.48
	882.48
	365.00
	365.00
	1,800.00
	100.00
	1,900.00
	280.00
	38,614.71
	38,894.71
	1,922.72
	2,000.00
	1,150.00
	865.00
	10.00
	960.00
	2,085.00
	463.28
	9,456.00
	3,014,569.36
	\$ 3,269,990.51

FPC Statement of Activities

							Annual Budget	
	December Actual	December Actual	Actual This Year	Actual Last Year	Budget This Year	Budget This Year		
Accounts	This Year	Last Year	Year to Date	Year to Date	Year to Date	Year		
Revenues								
Revenues1								
040100 Current Year Pledges	27,248.33	43,587.56	435,646.15	421,657.61	400,000.00	400,000.00		
040200 Former Year Pledges	50.00	0.00	11,187.51	0.00	2,500.00	2,500.00		
040300 Loose Offering	2,542.25	1,465.36	8,928.42	7,637.52	5,000.00	5,000.00		
040500 Special gifts/New Pledges	31,317.72	20,248.00	56,555.52	50,225.80	25,000.00	25,000.00		
040700 Endowment/GCRCF Income	0.00	0.00	107,512.00	107,804.00	107,800.00	107,800.00		
040800 Building Use Fees	129.00	7,125.00	8,890.00	8,610.00	5,000.00	5,000.00		
040850 Wedding Income	0.00	0.00	1,675.00	1,137.00	1,500.00	1,500.00		
040875 Miscellaneous Income	0.00	1,000.00	3,578.08	6,067.71	5,000.00	5,000.00		
040900 Per Capita Payments	(383.68)	275.51	4,072.40	3,866.12	4,600.00	4,600.00		
040955 General Interest Earned	2,305.41	1,163.20	23,487.81	7,293.40	5,000.00	5,000.00		
Total Revenues1	63,209.03	74,864.63	661,532.89	614,299.16	561,400.00	561,400.00		
Construction Accounts								
342000 We're In Campaign	16,671.22	6,619.74	148,515.31	97,965.31	0.00	0.00		
Total Construction Accounts	16,671.22	6,619.74	148,515.31	97,965.31	0.00	0.00		
Maintenance Reserve Accounts								
440100 Maintenance Reserve Interest	0.00	0.96	3.32	11.83	0.00	0.00		
Total Maintenance Reserve Accounts	0.00	0.96	3.32	11.83	0.00	0.00		
Total Revenues	\$ 79,880.25	\$ 81,485.33	\$ 810,051.52	\$ 712,276.30	\$ 561,400.00	\$ 561,400.00		
Expenses								
Per Capita								
051400 Per Capita	4,427.85	12,892.50	17,711.40	17,190.00	17,190.00	17,190.00		
Total Per Capita	4,427.85	12,892.50	17,711.40	17,190.00	17,190.00	17,190.00		
Local Mission								
Long Term Local Mission								
050100 Undeclared Mission	0.00	0.00	4,754.82	(598.50)	15,000.00	15,000.00		
050120 Camp Bear Creek	0.00	0.00	1,500.00	1,000.00	0.00	0.00		
050650 Inter Religious Council	0.00	0.00	500.00	0.00	0.00	0.00		
050955 Catherine McCauley Center	0.00	0.00	0.00	2,000.00	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	0.00	0.00	500.00	0.00	0.00		
Total Long Term Local Mission	0.00	0.00	8,754.82	4,901.50	15,000.00	15,000.00		
Local Mission - Grants								
050150 Habitat for Humanity	0.00	0.00	2,000.00	2,000.00	0.00	0.00		
050160 HACAP-BackPack	0.00	0.00	0.00	1,000.00	0.00	0.00		
050200 Olivet Neighborhood Mission	0.00	0.00	0.00	1,000.00	0.00	0.00		
050400 Willis Dady House	0.00	0.00	0.00	2,000.00	0.00	0.00		
050950 Jane Boyd Comm Hse	0.00	0.00	1,000.00	0.00	0.00	0.00		
050970 Community Health Free Clinic	0.00	0.00	0.00	500.00	0.00	0.00		
Total Local Mission - Grants	0.00	0.00	3,000.00	6,500.00	0.00	0.00		
Total Local Mission	0.00	0.00	11,754.82	11,401.50	15,000.00	15,000.00		
International Mission								
Long Term Intl Mission								
051460 Comm Health-Haiti	0.00	0.00	0.00	2,000.00	0.00	0.00		
051555 Pasaur School-Pakistan	0.00	0.00	3,000.00	4,000.00	15,000.00	15,000.00		
Total Long Term Intl Mission	0.00	0.00	3,000.00	6,000.00	15,000.00	15,000.00		
Intl Mission ECO								
051620 Presbyterian Disaster Relief	0.00	0.00	5,750.00	6,500.00	0.00	0.00		
051630 Presby World Mission	0.00	0.00	2,500.00	1,000.00	0.00	0.00		
Total Intl Mission ECO	0.00	0.00	8,250.00	7,500.00	0.00	0.00		
Total International Mission	0.00	0.00	11,250.00	13,500.00	15,000.00	15,000.00		

Accounts	Administration & Personnel	December Actual	December Actual	Actual This Year	Actual Last Year	Actual This Year	Actual Last Year	Annual Budget
		This Year	Last Year	Year to Date	Year to Date	Year to Date	Year to Date	This Year
	052100 Matching Federal Taxes	977.29	871.41	11,398.85	9,193.14	9,900.00	9,900.00	9,900.00
	052105 Payroll Fees	274.00	274.00	2,761.00	2,912.00	3,000.00	3,000.00	3,000.00
	Pastor							
	052110 Pastor Salary	5,822.00	3,466.70	68,686.35	41,600.45	71,928.00	71,928.00	
	052115 Pastor-Honorarium	0.00	0.00	0.00	250.00	0.00	0.00	
	052120 Housing Allowance	208.36	3,333.30	15,000.08	39,999.60	15,000.00	15,000.00	
	052130 Auto/Professional Exp	0.00	0.00	26.04	0.00	0.00	0.00	
	052140 Presby Medical/Pension	2,628.60	2,628.60	28,914.60	31,543.20	32,168.00	32,168.00	
	052150 Continuing Education	0.00	0.00	3,351.94	2,304.96	3,000.00	3,000.00	
	052160 Professional Expenses	437.17	653.66	5,876.33	4,591.49	2,250.00	2,250.00	
	Total Pastor	9,096.13	10,082.26	121,855.34	120,289.70	124,346.00	124,346.00	
	Director of Discipleship							
	052365 Salary - Dir of Discip	0.00	0.00	0.00	1.00	0.00	0.00	
	052368 Housing Allowance	0.00	1,359.16	12,154.28	31,427.59	27,040.00	27,040.00	
	Total Director of Discipleship	0.00	1,359.16	12,154.28	31,428.59	27,040.00	27,040.00	
	Chancel Choir Director							
	052610 Salary - C Choir Director	2,696.26	2,592.50	32,303.24	31,111.65	33,800.00	33,800.00	
	052620 Continuing Education	0.00	0.00	796.03	0.00	0.00	0.00	
	Total Chancel Choir Director	2,696.26	2,592.50	33,099.27	31,111.65	33,800.00	33,800.00	
	Director of Music/Organist							
	052510 Salary - Organist	1,386.66	1,333.34	16,613.26	15,999.18	17,160.00	17,160.00	
	Total Director of Music/Organist	1,386.66	1,333.34	16,613.26	15,999.18	17,160.00	17,160.00	
	Youth Leader							
	052630 Salary - Youth Leader	3,082.50	2,964.00	36,930.75	21,824.62	36,990.72	36,990.72	
	052631 Medical	(24.74)	874.09	9,399.10	3,379.79	10,488.00	10,488.00	

Accounts	Annual						Annual									
	December		December		Actual	Actual	Budget	Budget	December		December		Actual	Actual	Budget	Budget
	Actual	Actual	This Year	Last Year	Year to Date	Year to Date	This Year	This Year	Actual	Actual	This Year	Last Year	Year to Date	Year to Date	This Year	This Year
PROPERTY ACCOUNTS																
054100 Utilities	3,510.75	3,624.17	54,267.75	62,256.83	62,000.00	62,000.00										
054150 Repairs & Maintenance	(4,792.49)	413.88	24,775.37	13,920.49	16,000.00	16,000.00										
054155 Inspections	1,295.83	0.00	2400.89	1,457.36	3,000.00	3,000.00										
054160 Audio/Video System	197.95	0.00	197.95	369.26	500.00	500.00										
054200 Insurance	48,270.05	85,996.28	59,251.05	108,496.28	35,000.00	35,000.00										
054250 Kitchen/Restroom Supplies	65.25	161.78	2,086.91	659.30	2,400.00	2,400.00										
054280 Cleaning Supplies	29.72	348.09	517.44	848.95	1,000.00	1,000.00										
054325 HVAC Repairs	16,462.18	0.00	43,508.66	28,636.26	15,000.00	15,000.00										
054350 Snow Removal	0.00	455.00	4,900.00	6,468.00	3,000.00	3,000.00										
054400 Monitoring-Fire/Security	0.00	0.00	1,257.92	507.92	1,200.00	1,200.00										
054455 Elevator Maint	0.00	434.47	2,650.66	1,737.88	2,600.00	2,600.00										
Total PROPERTY ACCOUNTS	65,039.24	91,433.67	195,814.60	225,358.53	141,700.00	141,700.00										
WORSHIP & MUSIC																
055100 Supplemental Musicians	1,000.00	425.00	2,475.00	2,845.00	3,000.00	3,000.00										
055200 Chancel Choirs Supplies	0.00	0.00	635.74	688.21	500.00	500.00										
055300 Bell Choir Supplies	0.00	0.00	0.00	491.25	200.00	200.00										
055500 Organ Music	0.00	0.00	0.00	20.88	0.00	0.00										
055520 Worship Planning Music Resource	0.00	0.00	0.00	180.00	250.00	250.00										
055530 Music License	0.00	0.00	708.00	708.00	700.00	700.00										
055600 Piano/Organ/Robe Maint	(1,000.00)	0.00	420.17	1,762.94	400.00	400.00										
055700 Candles/Flowers/Communion	21.88	59.68	21.88	157.01	300.00	300.00										
055800 Substitute Organist	200.00	0.00	400.00	850.00	850.00	850.00										
Total WORSHIP & MUSIC	221.88	484.68	4,660.79	7,703.29	6,200.00	6,200.00										
OFFICE EXPENSES																
057055 Postage-Meter/Stamps	0.00	0.00	0.00	622.20	1,720.00	1,720.00										
057060 Postage - Bulk	350.00	310.00	1,050.00	710.00	800.00	800.00										
057065 Postage-Lease/permits/misc	0.00	261.00	2,178.20	2,073.30	1,000.00	1,000.00										
057105 Paper	264.77	254.40	790.61	1,256.36	1,000.00	1,000.00										
057140 Envelopes	0.00	0.00	435.27	541.15	500.00	500.00										
057150 General Office Supplies	36.03	27.41	1,832.40	2,313.34	3,000.00	3,000.00										
057250 Copier Maint/Service	491.77	459.59	7,586.15	7,164.35	6,000.00	6,000.00										
057300 Computer Software Maint	288.90	278.74	3,466.80	3,344.88	3,600.00	3,600.00										
057325 Computer/Printer Repair	0.00	739.64	0.00	1,114.14	1,200.00	1,200.00										
057335 Misc Office Equip Repair	0.00	0.00	796.19	946.65	500.00	500.00										
057450 Telephone	430.83	174.02	5,392.94	2,082.90	6,000.00	6,000.00										
057500 Misc Office & Adm Exp	0.00	0.00	351.43	313.26	200.00	200.00										
057850 Computer Upgrades	(2,545.52)	0.00	0.00	0.00	0.00	0.00										
057975 Email/Internet Support	183.93	183.90	2,165.13	2,067.70	2,400.00	2,400.00										
057985 Web Page	0.00	0.00	621.65	376.70	300.00	300.00										
Total OFFICE EXPENSES	(499.29)	2,688.70	26,666.77	24,926.93	28,220.00	28,220.00										
MEDIA																
058100 Gazette	78.50	0.00	942.00	863.50	1,100.00	1,100.00										
058105 Facebook	0.00	0.00	430.46	130.00	300.00	300.00										
058116 Other Media Exp	0.00	0.00	185.00	162.64	300.00	300.00										
Total MEDIA	78.50	0.00	1,557.46	1,156.14	1,700.00	1,700.00										
FELLOWSHIP/CARE																
058200 All Church Events	0.00	48.09	1,684.22	189.39	1,000.00	1,000.00										
058210 Fellowship Hour	126.80	0.00	434.08	0.00	0.00	0.00										
Total FELLOWSHIP/CARE	126.80	48.09	2,118.30	189.39	1,000.00	1,000.00										
NEW MEMBER																
058505 General Member Outreach	0.00	0.00	288.00	132.08	250.00	250.00										
Total NEW MEMBER	0.00	0.00	288.00	132.08	250.00	250.00										
FINANCE																
058610 Stewardship Campaign	(1,273.30)	0.00	671.27	721.39	240.00	240.00										
058620 Brokage Fees (stock sales)	0.00	0.00	202.16	134.44	0.00	0.00										
058630 Bank Charges/Checks	227.12	190.40	4,268.06	2,116.38	2,260.00	2,260.00										
Total FINANCE	(1,046.18)	190.40	5,141.49	2,972.21	2,500.00	2,500.00										
DEACONS																
058810 Deacons Expenses	0.00	0.00	156.70	726.71	50											

Terms of Call For Heather Hayes

2025 Terms of Call for Heather Hayes, Pastor

Effective January 1, 2025

Salary	\$82,722
Housing Allowance	\$15,000
Pension/Medical*	\$20,624
Continuing Education	\$3,000
Professional Expense	\$3,000
Total	<u>\$124,346</u>

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)

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

February 4, 2024

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 4, 2024. The purposes of the meeting were: to approve the minutes of the previous Annual Meeting; to receive the annual reports and financial statements from 2023, 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 2024. 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, 2023 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 2023. Hearing no questions, a motion was made, seconded and unanimously carried to accept the reports.

TERMS OF CALL FOR PASTOR/HEAD OF STAFF: David Crew, president of the corporation, presented the recommendation of Terms of Call for 2024 for The 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 3,000 TOTAL \$118,393
.A motion was made, seconded and carried to accept the Terms of Call as printed.

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, Constance Richardson, Clerk of Session Rev. Heather Hayes, Moderator

First Presbyterian Church – Cedar Rapids, Iowa
Minutes of a Called Meeting, December 15, 2024

A Called Meeting of the Congregation of First Presbyterian Church to elect officers and Endowment Committee members for 2025 was called to order with prayer by The Rev. Heather Hayes at 10:55 a.m. on Sunday, December 15, 2024, immediately following the closing hymn of morning worship. A quorum was present.

A motion was made, seconded and unanimously passed to accept the Slate of Officers presented by the Nominating Committee as follows:

Deacons:

Gisele Steffe for a 1-year term.
For 2-year terms: Gary Ellis and Glenna Houtz
For 3-year terms: Amanda Colbert, Amy Morris, John Monroe, Laura Runkle

Elders:

Laura Behrens for a 2-year term
For 3-year terms: David Kutter, Susie McDermott, Mike Miller
Endowment: For a two-year term: Rod Caszatt
For 3-year terms: Bob Latham, Keith Rippy

Nominating Committee for a one-year term:

Cindy Monroe
A request was made for 2 additional members, and Sue Latham volunteered.

A motion to approve the slate as amended was seconded and passed.

The meeting was adjourned with the closing benediction by The Rev. Heather Hayes.

Respectfully submitted,
Constance Richardson, Clerk of Session Rev. Heather Hayes, Moderator

