

FIRST PRESBYTERIAN CHURCH

2023 Annual Report



ANNUAL CONGREGATIONAL MEETING
January 28, 2024

1225 Fourth St. Fond du Lac, WI 54935 V 920.922.0425
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Annual Meeting Agenda

Quorum

Call to Order

Opening Prayer

Reports

Pastoral Nominating Committee (PNC)

2024 Session

9 Elders and a Clerk of Session

Dave Erickson (Clerk of
Session)
Brian Conran
Cheryl Clarenbach

Joanne Marchionda
Sue Baker
Laurie Christie
Debbie Cooley

Mary Bacon
Larry Johnson
Mike Warntjes

2024 Deacons

12 Deacons

Mary Bacon
(Session Liaison)
Amber Summeril
(Co-Moderator)

Judy Dassow (Co-
Moderator)
Debby Lorenz
Linda Neville
Dick Sleder

Deb Spoerke
Gail Kamphuis
Orv Kamphuis
Mary Ellen
McMeen

Amber Summeril
Judy Dassow
Open Seat
Carol Smith
Lew Smith

Endowment Board 2023 (*Corrected from the report)

Class of 2023

(end Dec 31, 2023)

Del Coburn
Scott Polacek

Class of 2024

(end Dec 31, 2024)

William Kuespert
Cathy Wolfe

Class of 2025

(end Dec 31, 2025)

John Neville
Mike Warntjes

Director of Christian Education
Worship/AV Coordinator
Worship Team
Treasurer's Report
Serving Team
Learning Team
Loving
Personnel
Nominating
Buildings and Grounds
Handbells
Women in Faith
Boy Scout Troop 702
Necrology

Elections

Deacon Nomination - Phyllis Munson

Nominating Team - Sheryl Brown, Mike Hierl, Amy Sabel

Closing Prayer

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Pastoral Nominating Committee (PNC)

The PNC is thrilled to report that our work is done! On Sunday, December 10th our congregation elected Reverend Dr. Craig Alwin to be our new pastor. We are thrilled!

Here is a brief overview of the work of the PNC over the last year.

- The PNC, consisting of Dan Baker, Kim Braatz (Chairperson), Bonnie Hughes, and Mike Warntjes, was elected by the congregation in January 2023.
- In February, a MDP (Ministry Discernment Profile) was created and approved by Session. The MDP contained information about our position and the mission of our congregation.
- Candidates were then matched with our MDP.
 - We were matched with over 80 candidates.
 - We invited 30 of those candidates to apply for our position.
 - We conducted nine interviews.
- Reverend Alwin was extended and accepted an offer on November 27, 2023.
- Reverend Alwin led worship on December 10th and was elected our new pastor at a special congregational meeting that day.

Before Pastor Ken left, he told our committee that serving on a PNC is one of the hardest but most rewarding experiences in church ministry. I believe I can confidently speak for the PNC when I say this is true. It was with God's guidance and our faith in God's plan that Reverend Alwin came be our new pastor. We rejoice in God's goodness and are grateful for the congregation's prayers and support.

Submitted in Gratitude,
Kim Braatz on behalf of the PNC

Session

Much of the work of the session in 2023, as in any year, is overseeing the work of the teams, committees, and staff of the church to be sure their activities are in line with the goals and objectives of the church overall. All the elders, team members and staff worked hard throughout the year, but these are a few highlights of Session activities in 2023:

- Assembled the Pastor Nominating Committee for election by the congregation.
- Reluctantly accepted the resignation of Interim Pastor Rev. Ken Locke. And, in turn, met with Winnebago Presbytery personnel regarding moving forward without Rev. Ken Locke.
- Worked with Pastor Matthew Sauer of Manitowoc as moderator for Session meetings from May through the end of the year.
- Examined 7 confirmands and approved their confirmation.
- Examined and approved Elders and Deacons for new terms.
- Took steps to replace parking lot blacktop in 2024
- Oversaw nearly \$51,000 worth of capital projects.
- Created a Worship Team.
- Divided Operations Team into 2 teams: Buildings & Grounds and Finance
- Supported efforts for the re-write of the Personnel Policy Manual
- Worked with others to make necessary budget adjustments when Head Start left.
- Ensured that worship services were held even without a pastor on staff.
- Scheduled and held a congregational meeting for the election of Pastor Craig Alwin.

Session also continues to oversee and approve the work of the Endowment Board.

Elders serving on session in 2023, for all or part of the year, were: Mary Bacon, Sue Baker, Laurie Christie, Cheryl Clarenbach, Deb Cooley, Brian Conran, Jim Dassow, Larry Johnson, Joanne Marchionda, and Mike Warntjes. Treasurer John Neville and staff members Kris Bartelt and Jennifer Zander typically attended Session meetings, as well.

Session looks forward to working with our new pastor, Rev. Dr. Craig Alwin in 2024. It will be nice to have a pastor of our own again, as it has been over two years since Pastor Jack left.

Respectfully Submitted,
Dave Erickson
Clerk of Session

Deacons

Mission: The mission of the Deacons is to compassionately serve through concern, care, and love.

Members:

Class of 2025: Judy Dassow, Carol Smith, Lew Smith.

Class of 2025: Amber Summeril, Mary Ellen McMeen, Orv Kamphuis, Gail Kamphuis.

Class of 2024: Deb Lorenz, Richard Sleder, Debra Spoerke, and Linda Neville.

Phyllis Munson has been nominated to join the class of 2026 after the vote at the Annual Meeting.

Officers:

Co-moderators	Amber Summeril and Judy Dassow
Co-secretaries	Linda Neville and Gail Kamphuis

- The Deacons meet once a month. They share an update regarding people on the care list and work of the Session. At each meeting we report and record the number of cards and visits and the times Communion has been provided. Session representative, Mary Bacon, reports this information to the Session. The Deacons submitted Policy Guidelines for the Compassion Fund which was approved by the session.
- Deacons take turns serving as Deacon of the Month. That Deacon assumes extra responsibility for sending cards, being present in worship, and setting up and serving communion. As has been the tradition, Deacons prepare and serve communion on the first Sunday of the month. They also decorate the church for Christmas. At the request of the Worship Team, before Communion is distributed, the servers prepare the communion table with a white cloth and then bring the elements to the table.
- Deacons held a Heart-to-Heart Fellowship dinner to raise money for the Compassion Fund. We also celebrated Pastor Ken's one year anniversary as interim. We are in the process of planning another Deacons Fellowship lunch on February 18, 2024.
- We continue to receive a one-year subscription to a devotional, called 'These Days' (in large print). It is a daily devotional, printed quarterly, that is given to those on the care list. It was well received. Copies are also available for the congregation.
- We acknowledge and thank former Deacons and other church members who also visit and support our members who are homebound or have special needs. We continue to be grateful for the wise council and the gracious support and help from all the staff and key church volunteers, as well as Pastor Ken who helped guide us until Easter 2023.
- Submitted by Amber Summeril following endorsement of the members at the January meeting of the Deacons.

Respectfully Submitted,
Amber Summeril

Endowment

Endowment Board 2023

Class of 2023
(end 12.31.2023)
Jim Dassow
Larry Johnson
Scott Polacek

Class of 2023
(end 12.31. 2024)
William Kuespert
Cathy Wolfe

Class of 2025
(end Dec 31, 2025)
John Neville
Mike Warntjes

Annual Report of Endowment Board for Calendar Year 2023

	Values as of 12.31.22	Income Disbursed	Values as of 11.30.23
Principle	\$2,539,950	\$88,268,88	\$2,627,923

All investments are showing a very positive forward movement towards having positive earnings as we move into 2024.

The purpose of the First Presbyterian Endowment Board is to oversee the management of assets it receives, as an endowment, for the sole benefit of the First Presbyterian Church of Fond du Lac. The Board ensures that income is distributed as it was directed by the donors.

Brief Summary of Major Accomplishments in 2023.

1. Completed moving Endowment Funds/Checking Account in the month of April from US Bank to National Exchange Bank & Trust at the Fond du Lac office. They have been great to work with.
2. Had joint meetings with the Operations Team and the Endowment Board, in April, May and June. We worked together to share ideas and discuss the funding needed for current capital projects and future projects. It is a great Team approach.
3. Completed updates to the Endowment Board By-laws and Investment Policy. One change that was made allows withdrawals from the Fund for building repairs, landscaping, and grounds improvements. The withdrawals would only be allowed from funds designated by the *original donor* to support the general operations of the church.
4. Another update, (in the policy) provides for a slight increase in the annual income the church receives from the Fund.

Respectfully Submitted,
Jim Dassow
Endowment Board President

We Welcome the Endowment Board of 2024

Class of 2024
Scott Polacek
Cathy Wolfe
Larry Johnson
(Session Liaison)

Class of 2025
John Neville
William Kuespert

Class of 2026
Wendy Johnson
Jim Dassow

Director of Christian Education

As the Director of Christian Education, I've been fortunate to work alongside the congregation to coordinate Faith Formation activities for all age groups. Faith Formation is more than learning content in a classroom, it is an engaging process of learning throughout all parts of our congregational and daily life. We are working to equip the people of Christ to spread God's kingdom in the world.

During 2023 we strived to offer intergenerational faith formation activities once each month. An example is the Milk and Honey Cooking School, held in October 2023. We learned about the events that impacted God's People through cooking and eating such foods as Abraham's Goat Cheese Dip, unleavened bread, Jacob's Pottage, challah bread, Grecian cheesecake, and Roman bread pudding. We also learned the social etiquette of the time as well as the right and wrong way to eat with bread as your utensil.



A new faith formation resource for the church is the purchase of five videos from "The Great Courses" thanks to the funds from the Roy Johnson Memorial. "The Great Courses" is a catalogue-based video learning opportunity featuring lectures from expert professors.

We currently have the following courses.

- "The Historical Jesus"
"How Jesus Became God"
"The Triumph of Christianity"
By Dr. Bart D. Ehrman from the University of North Carolina at Chapel Hill
- "Understanding the Old Testament"
By Dr. Robert D. Miller II from the Catholic University of America
- "Understanding the New Testament"
By Dr. David Brakke from Ohio State University

These videos offer carefully researched information and discuss fascinating dialogue with the traditions, cultures, and history of both the New and Old Testaments and the writings of ancient historians. We have offered Growing Connections Classes periodically throughout the year featuring "The Historical Jesus" by Dr. Bart K. Ehrman.

The videos are available for group and individual use. Please contact the church office if you are interested in using them.

The Confirmation Program at the First Presbyterian Church is a specific faith formation program for all youth in 8th grade and above. It is an exciting step in one’s faith journey. When children are baptized, the congregation and parents agree to raise the child as a follower of Jesus Christ and as young people, they get to explore making that decision for themselves. The congregation, represented by their parents, Faith Partners, and the teaching team support, guide and pray for them as they seek an understanding of what it means to be an active Christian. At the end of the process, the confirmand will express their faith in an individual statement of faith and may request the status of active member from the Session.



The Confirmation Class of 2023 students completed the requirements and were examined and received into membership at the April Special Session meeting. As is the tradition in our church, the Confirmation Class prepared and presented the worship service with the congregation. Congratulations to the Confirmation Class of 2023.

Confirmation Class of 2023

Confirmand	Faith Partner
Graham A.	Mary B.
Claire B.	Sue B.
Eddie H.	Dan B.
Neiciah P.	Nancy H.
Sam P.	Dave E.
Braden T.	John N.
Rowan W.	Mike W.

Early in 2023 we recognized 5 students who completed the course requirements for Foundations of Personal Finance Course. The Youth Church School Class worked for over a year with interruptions during the pandemic to complete this course. Thank you to Kim Braatz, Todd Hayes, and Pedro Arellano for leading the course which discussed the stewardship of our gifts, money, time, and talents. Congratulations to them for their dedication to completing this program.

I'm always amazed to see people come together and share God's love in new ways. As we move forward, I hope we can continue to learn and grow as a community of faith. It's wonderful to see people come together and share God's love in new ways. It's a true blessing to witness everyone giving their time and talents to serve the congregation and the community. As we move forward, I hope we can continue to learn and grow as a community of faith. Let's work together to be the blessing that God has called us to be, regardless of age or background.

Respectfully submitted,
Jennifer Zander
Director of Christian Education

Worship / AV Coordinator

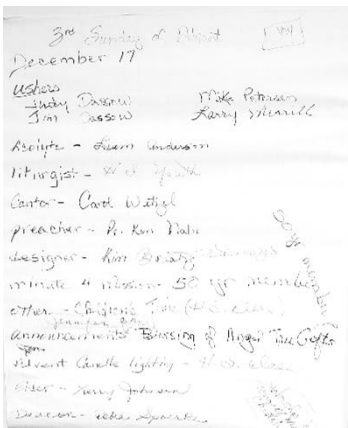
Over the last year we have become a strong worshipping community again. In 2020 we ceased in-person worship and became ZOOM savvy due to COVID-19. Who knew at the time the skill would add face time capabilities for joining our worship service. Remember the Ash Wednesday service being cancelled due to a blizzard and within 24 hours we switched from an in-person service to a ZOOM service? We had 40 logins that evening.

Our transitional Pastor, Pastor Ken, led us in places we thought we would never go. We worshipped indoors, in the sanctuary, and with our cart of equipment, in Fellowship Hall. We also had three outdoor services, again with our cart of equipment, under the canopy.

As we progressed into 2023 our time with Pastor Ken came to an end, on Easter Sunday. Once again, we found ourselves without a lead Pastor. Before Ken left, Session approved the re-creation of a Worship Team. This team has submitted their own report and deserves a great deal of credit for the stellar worship services we have experienced over the last eight months. My deepest thanks to all of them.



As things became a flurry again, I switched from digital tracking to LARGE post-a-notes on my wall. This gave me and the staff a quick snapshot of 'who was on first' for the weekend worship and who did we need for second? As we go into 2024, we are trying the digital format again, allowing people to view who is on first and who do we need at second. So far, the introduction of the system using our BREEZE software has been well received. We will be expanding this information as we (staff) figure out how to send many invitations without breaking the internet! The Worship Team will also be reaching out, with a personal touch, to invite you to participate in any number of ways. Do you know we have a minimum of 9 volunteers every Sunday? Thank you to all the liturgists, acolytes, cantors, sound booth techs, and ushers.



Our Audio/Visual Team has also stepped it up over the last year. We have a camera mounted on the back wall which gives us fabulous video and zooming abilities. If you watch our service on ZOOM or our YouTube video, you know that it feels like the pastor is speaking directly to you during the sermon. We also have added a camera in the sound booth which allows for viewing of the musicians on the south side of the sanctuary. The sound booth camera is nice for viewing solos or groups participating in worship. In addition to these cameras, we have a switch box which makes going from one camera to another a seamless operation.

Design work on the PowerPoint presentations for worship continues to be strong. Special thanks to John Neville, Debbie Cooley and Kim Braatz who volunteer numerous hours. Having expanded our capabilities, we need to expand our volunteer base. Thanks to Nick Clarenbach, Eddie H., Clair B., Braden (and anyone I might have missed) who stepped in and gave us a hand when needed.



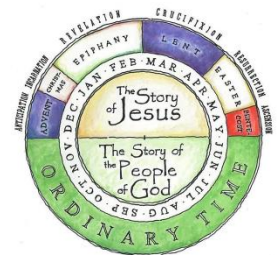
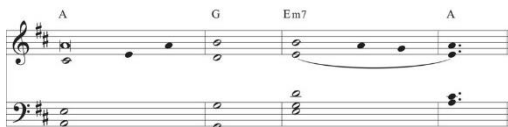
We are slowly bringing our electronic instruments up to par with our soundboard. Right before COVID, we went from an analogue board (18-20 years old) to a digital board. We were unable to continue our upgrade of instruments and gear at the time, due to the COVID lockdown. In August, we purchased a new drum set that will be used during worship (with congregational singing) as well as with special music. The electronic keyboard we presently have is an old technology. To upgrade requires use of 3-1/2" floppy disks! In time, this will be reviewed and updated.



As time allows, I try to have others participate with acoustic instruments. i.e. trombone and trumpet. Thank you, Henry H., and Denise Clumper for your contributions. The handbell choir played once a month under the direction of Joanne Marchionda. A double trio sang "The Lord is My Shepherd" to complement our sermon series on the Twenty-third Psalm. Thank you to Elise C., Laurie Christie, Joanne Marchionda, Carol Wetzel, Nancy Pitzen, Henry H., and Cheryl Clarenbach who served as cantors and/or soloists. Kristina Arellano and her piano students have also participated in our services. Thank you, Peyton T., Paige T., Evy S., and Macie M., you rock!

In addition to coordinating elements of worship, I led three Growing Connections classes. In February, "Singing the Psalms" offered an opportunity to breakdown the "how to" code of singing Psalms in Worship. In May, I led a presentation on "Serving God and Country". In November, I led a class on the "The Liturgical Church Year Calendar."

Singing the Psalms



A Creative Expressions of Faith team has been created. It is a team that will always be changing, due to personal schedules and the interest in the projects being created. At present Jodi Anderson, Laurie Christie, Nancy Hilbert, Jolene Schry and Wendy Wilcox make up the team. They created our Christ the King, Advent, and Epiphany banners. Stay tuned for exciting new opportunities in this area!

I have felt overwhelmed, amazed, very blessed, and grateful for the opportunities and challenges this last year has brought. Thank you, Carol Wetzel, for leading us in communion with grace and humility, the Worship Team who led on average once a month, and finally supply preachers Chaplain Darren Beachy, Rev. Dan Schultz, Rev. Mary Council-Austin, Pedro Arellano, Rev. Rebecca Proefrock, Rev. Ken Nabi, Rev. Richard Moore, and Chaplain Evan Stark for your words of wisdom, laughter, and encouragement when we needed them most. I look forward to our called Pastor, Rev. Dr. Craig Alwin to lead us into even greater realms of Worship and Mission.

Respectfully Submitted,
Kris Bartelt

Worship Team

Worship Team Members: Kristina Arellano, Kris Bartelt, Cheryl Clarenbach, Alisha Larson, AJ Larson, Joanne Marchionda, Sara Stowell, Karen Rehn

Team Mission Statement: Energetically connecting all heart languages in worship.

Team Goal: Attention and retention.

January: Session approved the re-creation of a Worship Team.

February: Recruitment of members for the Worship Team.

March: We met for the first time as a team. We chose our mission statement and goal. We also met with Pastor Ken to develop a plan for the Team after his departure.

April: Worship Team led the service on April 16. We introduced the concept of heart languages and asked congregation members to write their heart language on fabric hearts. Those hearts were used to create a banner in the shape of a cross.

May: Worship Team led the Music Memories service on Pentecost (May 28) where we sang the congregation's favorite songs. The Heart Languages Banner made its debut.

June: Worship Team led the service on June 11 with the “Heart Seat” theme where the congregation shared what keeps them coming to our church and what they love about our church. The first outdoor worship of the summer was held on June 18th. We requested money from Session to order the new drum set.

July: Outdoor worship was held on July 15. The new drum set was ordered. The Worship Team led the July 30 worship service. The service revolved around the 4 big themes of the Heart Languages banner – music, nature, prayer, and serving others.



August: The new drum set arrived and was set up by Dan Baker. Outdoor worship was August 19.

September: Outdoor worship was September 17. At this service we asked people to write their gifts from God on index cards and we strung them together and hung them on the rail in the sanctuary.

October: At the October 29 service we introduced our food drive “competition” where we asked everyone to bring in 2 items (one that they need, and another that they “need”) to donate to the Fondy Food Pantry. Teams were determined by colored sticky notes in the bulletin.

November: Worship Team led the November 12 service with a focus on thankfulness and how to show it. We collected a total of 469 items for Fondy Food Pantry (the pink team won by 1 item). The Creative Expressions of Worship Team was created. They made a banner for Christ the King Sunday on November 28.

December: Creative Expressions Team created new banners for Advent. During Growing Connections on December 17, we led a discussion about this history of various Advent and Christmas decorations in the sanctuary and Narthex.

Almost every Sunday since April, Joanne Marchionda has found wonderful people to lead our congregation in worship providing the scripture and sermon of the day.

Upcoming in 2024: A new way to sign up to be an usher, liturgist, acolyte, or cantor! No need to wait to be asked, just sign up in Breeze any time you are available!

We are eager to see where our Team goes this upcoming year. We will do our best to support Pastor Craig Alwin and make his visions for our worship service come to fruition!

Respectfully Submitted,
The Worship Team



Christmas Banners by the Creative Expressions Team



Treasurers Report

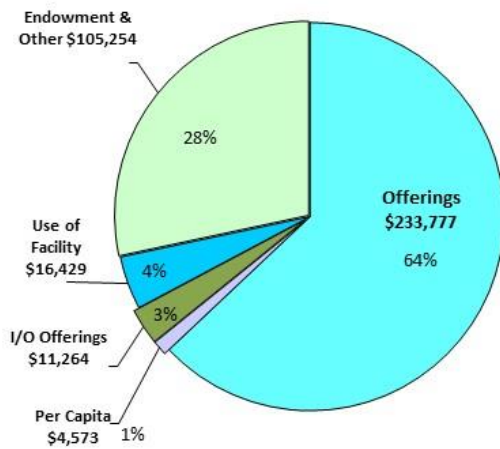
Financials for 2023

- Year End numbers
- Budget for 2024
- Gift/Memorial Funds along with Restricted Accounts
- Capital Projects and expenditures

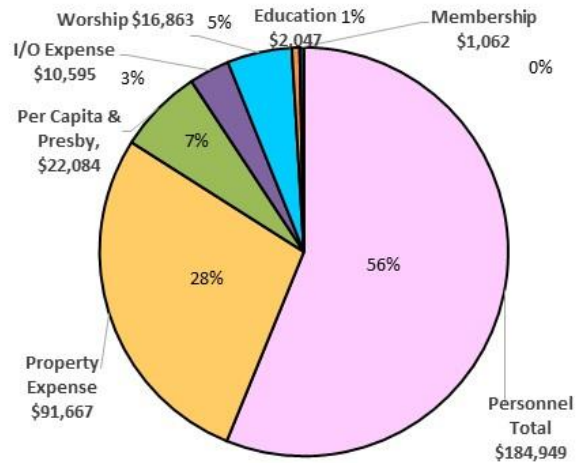
2023 Financials

First Presbyterian Church of Fond du Lac

Income



Expense



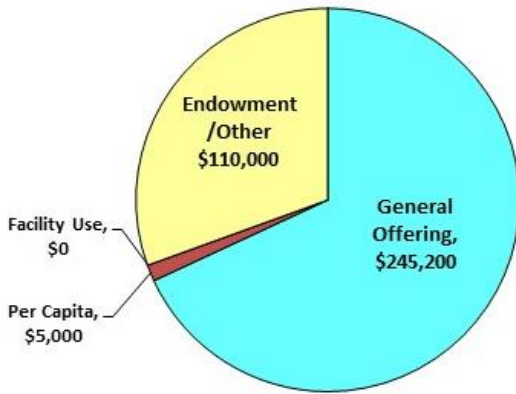
Total Income	\$371,297
Total Expense	\$329,187
Net	\$42,110

Current Assets	\$179,457
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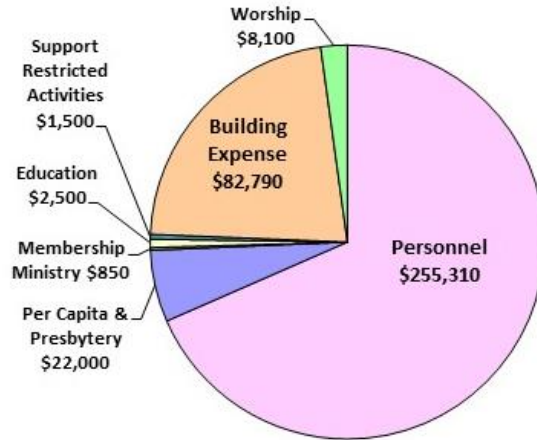
2024 Session Approved Budget

First Presbyterian Church of Fond du Lac

Income



Expense



Total Income	\$360,200
Total Expense	\$373,050
Net	-\$12,850

Gift/Memorial & Restricted Fund Report

December 2023

First Presbyterian Church Gift & Memorial & Restricted Funds	Dec-23	Dec-23		Dec-23
Funds by Team Designations	Gift & Memorial Fund	Restricted Fund	Total Gift & Memorial Funds plus Restricted Funds	Total Amount
Education / Learning / Trips	\$8,002	\$13,156	Education / Learning / Trips	\$21,158
Buildings & Grounds	\$0	\$6,621	Buildings & Grounds	\$6,621
Kitchen use & supplies	\$3,022	\$4,164	Kitchen use & supplies	\$7,186
Outreach	\$990	\$16,170	Outreach	\$17,160
Loving	\$0	\$4,053	Loving	\$4,053
Worship	\$2,232	\$400	Worship	\$2,632
General - Gifts	\$75,945	\$10,046	General - Gifts	\$85,991
Scholarship	\$10,065	\$0	Scholarship	\$10,065
Deacons Discretionary Fund	\$0	\$5,522	Deacons Discretionary Fund	\$5,522
Total	\$100,256	\$60,132	Total Funds Reserved	\$160,388

Serving Team

Serving Others in Christ's Name

Team Members: Sue Baker (Chair & Session Liaison), Mike Petersen

We commit ourselves to be the hands and feet of Christ in our community, our country, and the world. A large part of our work is enabling members of our church and community to serve one another. We do this by promoting participation in, and financially supporting, various projects.

We take inspiration from the words of Jesus:

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.” 1 Peter 4:10

We are thankful and celebrate some of the ways in which our church family reached out and served others in Christ's name during the past year:

- January – We collected hats, gloves, and mittens for Loaves and Fishes.
- We participated in Loaves and Fishes on four occasions:

January 30 serving 73	May 17 serving 85	July 17 serving 93	September 27 serving 120
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- February – Souper Bowl of Caring - 218 items collected totaling 127 pounds. We received cash donations of \$1167.
- February – Hygiene Drive for students at Fond du Lac High School
- March 30 – Served a meal at the Warming Shelter. There were 9 volunteers who served 33 people.
- April 2– One Great Hour of Sharing. \$1722.63 was collected. This year there was a Fish Bank Competition! The categories and winners were: Cutest Fish winner was Sherry Mier, Longest Tail Fish winner was Wendy Wilcox, Heaviest Fish winner was Zander Family, Most Active Fish winner was Wendy Wilcox, Most Creative Fish name winner was Jim Dassow
- April 1– Feed My Starving Children. Volunteers packed 132,192 meals.
- May – Pentecost Paper Offering was held. Pentecost offering collected \$835.
- July 12 – Blood drive was held at our church. There were 14 people who donated. A second blood drive was held on October 30, 2023. Twenty-one (21) people donated at the second blood drive.
- August 19 – Back to School event served 2061 students.
- October 26 – Coats for Kids (26 coats were donated)
- October 30 – Peace & Global Mission Offering was collected, totaling \$778.
- November 20 – Thanksgiving bags were distributed to 10 single people and 4 families.
- December – Christmas Joy offering was collected 12/24/23. (Offering total was not available at this time.)
- December - Angel Tree

- Alternative Gift Fair – final totals are not currently available. Donations were accepted until the end of December. The donations are as follows:

St. Katharine Drexel Shelter	\$1070.00
Presbyterian Disaster Assistance	\$440.00
S.A.L.T. – Serving and Learning Together	\$245.00

We had a very busy, very productive year!

We are currently looking for new team members. Please consider joining us. You could be a part of something that is making a difference in the lives of so many people!

We are grateful to all the people from our church family who worked to accomplish the missions listed above. We are also very thankful for the church staff, and for Session for their work, care, and support.

We look forward to serving God’s people with you in the coming year.

Respectfully Submitted,
Serving Team

Serving Team

Feed My Starving Children (FMSC)

Feed My Starving Children is a non-profit Christian organization committed to feeding God's children who are hungry in body and spirit. This year, with generous support from Fond du Lac area churches and the community we raised more than \$38,800 to feed God's starving children. The MobilePack meals are specifically formulated for malnourished children and are sent to over 110 countries around the world.



On April 1, over 480 children, youth, and adult volunteers, **including fifty (50) people from First Presbyterian Church** headed to the Fond du Lac County Fairgrounds to help pack meals. We packed 612 Boxes (132,192 meals) to feed 362 kids for a year. The meals were sent to Mozambique and the partnering organization ForAfrica.

Thank you to all who participated either with your prayers, donations, or helping hand.

It was wonderful to see everyone working hard for the benefit of others under God's watchful guidance. This powerful event will impact the lives of thousands of children. We are truly blessed to be able to be a part of this team.

Since 2013, our community has packed 1,512,864 meals. What a blessing to see hundreds of people working together to reach this goal!

Join us for the Have a Heart Campaign in February to raise funds for the upcoming Fond du Lac MobilePack on April 6, 2024.

Thank you for your help in changing hunger into hope.

Respectfully Submitted,
Jennifer Zander

Serving Team
Loaves and Fishes - January 2023

Hats, Mittens, Gloves, Scarves
for Warm Heads and Hands.



Meal Prep



& More Meal Prep



Father & Son Helpers



Meal Prep



Socks to Keep Weary Feet Warm



Serving Team
Loaves and Fishes - July 2023

Greeters



Happy, Smiling Workers



Meal Prep



Cleaner Upper



Meal Baggers



Learning Team

Members: Jodi Anderson, Kim Braatz, Todd Hayes, Brian Conran, Laurie Christie (Session Liaison)

Mission Statement: Providing the opportunity for Spiritual Growth for all.

The Team's focus is the ongoing Christian educational opportunities for church members, children, and community members. Team members make a one-year commitment. However, members can continue to serve if they wish. The Team meets once a month but may meet more frequently during seasons such as Lent and Advent.

In April, we gave Bibles to three grade-school students. In the fall, we were blessed to give one child a Preschool Bible. The Confirmation Class of 2023 had seven students joyfully become new members.

In 2023, the Team oversaw Easter Celebration Activities, church school, the Scholarship Committee, Growing Connections, Intergenerational events (once per month), and PYA, to name a few.

The Growing Connections Team reports to the Learning Team. Growing Connections members are Laurie Christie, Carol Smith, Carol Wetzel, Wendy Wilcox, Mary Ellen McMeen, and Pedro Arellano. The team meets monthly. Growing Connections has developed a holistic approach to their programs, caring for the mind, body, and spirit of all. There are learning opportunities every Sunday after worship, with the activities being coordinated by members of the Team. It is a very inspirational group of people.

We have seen God's work in 'out of the box' innovative programming ideas developed by the Team. The members of our Team also have exceptional organizational skills. The willingness to serve continues to be inspired by God.

Serving on this Team offers a feeling of love knowing that we are sharing the lessons of Jesus Christ, our Lord and Savior, with our church family and the community while growing in faith together.

Respectfully Submitted,
Laurie Christie

Loving Team

“Our mission is to create opportunities to be blessed, thankful, and grateful.”

Team Members: Nancy Hilbert (Team Lead), Deb Cooley (Session Liaison), Melissa Hierl

We are thankful for what our team and our church family have accomplished this year:

- A new camera was purchased and installed for Zoom worship services.
- Assisted with Heart-to-Heart Luncheon on Sunday, February 12th.
- Light lunches were served on Sundays during Lent.
- Hosted farewell event for Pastor Ken on Sunday, April 2nd.
- Worked with Worship Team to host Volunteer Appreciation Day, Sunday, April 16th.
- Worked with the Learning Team to provide a Confirmation Celebration on Sunday, May 7th. Placed yard signs in the confirmand’s yards.
- Recognized graduates in June. Homemade blankets were given as gifts and yard signs were placed in their yards.
- Worked with several teams to plan games, intergenerational activities, etc., for our monthly summer outdoor worship services.
- Provided treats and decorations during Fellowship Time for Pentecost Sunday, May 28th.
- We organized going to a Dock Spiders Game on Sunday, July 16th. After Fellowship Time, we hosted a tailgate lunch at church and then attended the game.
- 50-year member recognition celebration held on Sunday, December 17th.
- Oversee and coordinate Fellowship Time each Sunday. Volunteers are always needed to host Fellowship Time. Please sign up to host a Sunday with a friend or family!



- Held monthly Bingo events on Zoom through the Spring timeframe.
- Women in Faith, Men’s Breakfast, and Table Tennis activities continue to be held.
- Recognized our college students by having the congregation sign cards for them. We also enclosed a gift card.
- Sent cards each week to visitors who leave an address on the pew pad.
- Celebrated Marie Laiten’s 100th birthday with a (giant) card from the congregation.
- Coordinated Night of Silence concert event held on December 10th.
- Created a Welcome Bag to share with visitors. Bags include an informational pamphlet about our church, including our faith statement, a list of upcoming church events, church magnet, mini prayer shawl, and a treat.
- Learning the responsibilities of the Membership Team. We looked through Books of Life and membership reports. Referred to the Book of Order for membership guidelines. Sent cards to inactive members.

We thank everyone who helped make our Fellowship Time a wonderful experience and those who gave of their time and talent to share God's love with others.

We look forward to working with other teams in the future.

We are looking for new team members! Please consider joining our team and share God's love!

Respectfully submitted,
Nancy Hilbert and the Loving Team



Thank You Volunteers!



Celebrating Marie Laiten!
Marie turned 100 on August 30.



Celebrating 50-Year Members!

Personnel Team

The Personnel Team would like to say thank you to our current staff for all they have done during our transition times. We are truly blessed to have efficient and caring staff members.

The Personnel Team has spent many hours rewriting the policy manual for the paid staff. Session has approved it, and it is currently getting “tweaked” as it is being implemented. The Team has also been reviewing staff job descriptions. We want our staff job descriptions to be the best fit to serve Christ and our church.

As we welcome Rev. Dr. Craig Alwin, the Personnel Team will continue to look at the best way for our church staff to serve Christ, our church, and our community.

Respectfully Submitted,
The Personnel Team

Mary Bacon	Chair and Session Liaison
Deb Cooley	Session Representative
Les Mier	Congregation Representative
Richard Sleder	Deacon Representative

Nominating Team

Mission: The Mission of this team is to identify and recruit good Christian leaders.

Members of the Nomination Team for 2022-2023:

Nancy Hilbert, Mike Petersen, Amy and Scott Sabel, Jolene Schry, Carol Smith (Deacon Liaison), Laurie Christie (Session Liaison).

The committee's focus is filling the Deacon, Session, and Nominating Committee openings that occur. The Team meets only when there is an opening that needs to be filled. When there is an opening, the Team may meet weekly, for approximately 30-60 minutes, depending on the response of the individuals asked to serve. There may also be meetings if an unexpected opening occurs. Team members make a one-year commitment.

In the past year, we have filled four Deacon positions, five Elder positions and two Nominating Team member positions. We will be bringing forward three members from the 'congregation at large' for the Nominating Committee and one for Deacon, at the January Congregational Meeting.

I have seen God in the ongoing commitment of the team members to seek the best candidates for the needs of leading the church as Deacons and Elders. The team works cohesively toward these common goals. We are grateful to those who feel the calling to serve!

Serving on the Nominating team offers a feeling of accomplishment knowing we have sought the best leadership possible, to bring the love of God to our church family and the community, while growing in faith together.

Respectfully Submitted,
Laurie Christie

Buildings and Grounds

First Presbyterian Church of Fond du Lac faced many challenges as 2023 started.

One of our first priorities was getting all the Head Start projects completed prior to the start of the new school year. This was all very good until we were informed by them that they would not be returning to our church.

As our church has reached 25 years old, it has come to the point that aging parts and equipment need to be replaced. The projects began to multiply each week! Many thanks to John and Dave for keeping us posted on what needs to be repaired or having a plan to have items replaced to meet the needs of all members of the congregation.

We completed the plans for the blacktop replacement of our parking lot. Now that the plan is in place, there is a progress chart for the "Pave the Way" campaign in the Narthex. The chart helps us to visual our funding goal for the new parking lot.

Respectfully Submitted.

Jim Dassow

Capital Projects & Expenditures completed in 2023

Name	Month Completed	Cost
Security Camera upgrade	February	\$3,090
New AMP for sanctuary	February	\$1,805
New 86" TV & stand	April	\$2,450
Landscaping new trees & shrubs	May	\$1,400
Video switching box for zoom & PTZ camera for sanctuary	May	\$1,000
Counter tops - 3	June	\$2,390
Painting gathering room	July	\$5,100
Carpeting - 2 class rooms & Parlor	August	\$14,890
Electric Drums	September	\$2,100
Entry doors 4	November	\$13,650
Parking lot lights to LED	November	\$3,100
		\$50,975

Church's Capital Projects	1/17/2024	Approval	Status
Current Projects	Estimations		
Blacktop resurfacing of parking lot.	\$101,000	Yes	NE Asphalt to mill off 2" of pavement starting in May 2024
Refrigerator repair in pantry or replacement	\$2,000	NO	Service repair contractor has not been called due to Head Start exiting.
Landscape project to plow north side stumps and over grown brush for parking lot resurfacing.	\$2,000	Yes	Presented to Session for approval on January 15, 2024
Replace Pastors & Jennifer's PC towers with 2 new Dell Inspiron 15" laptops & docking stations. Along with a new key board.	\$1,800	Yes	Dan Robotka recommending upgrade to Pastors computer, neither Jennifer's or Pastor computers can run Window 11 and need to upgrade to i7 processors & 16 GB memory. Dell is running special for \$530 on these Laptops.
Current Project Total	\$106,800		
Future projects	Estimations		Notes
2024	\$3,000	NO	New mulch needed where Head Start shed was placed and replace dead trees.
Preventive Maintenance of all furnaces & AC units in May & September	\$1,500	NO	Best quote from Airtech of \$1,500.
Furnace & AC unit replacement - Estimate	\$145,000	NO	Quote from AirTech Furnaces \$7K ea. for small ones & \$9K for air-conditioning units & \$45K for sanctuary & fellowship hall each. 2- AC units might need to be replaced
Flat Roof replacement in 3-5 yrs. or major repair next year.	\$50,000	NO	Tighe Roofing quote \$55K, Lopez quote \$45K. Might need to do a major repair that Tighe Roofing Quoted \$5,000.
Carpet replacement for Narthex 1-2 yrs.	\$35,000	NO	Replace 5,000 sq ft of carpeting in Narthex. Based off of replacement cost from class rooms & parlor this year.
entrance.	\$5,500	NO	On Hold - to meet with staff.
Fluorescent sanctuary & narthex lights replaced to LED	\$4,500	NO	On Hold - Also will require boom lift from Sunbelt Rental
Add LED Message center to Church's road sign	\$21,000	NO	On Hold - Quote from Signarama \$21K, Appleton Sign Co. quote \$24K
Fire alarm box	\$6,000	NO	Do not need to replace until total failure of panel. Per fire department
Hot water Heater replacement	\$6,500	NO	Getting close to life expectation
Kitchen	\$6,000	NO	Future Refrigerator replacement and dish washer maintenance.
Office Computer upgrade - server & PC's	\$4,000	NO	1-2 yrs.
Upgrade electric music equipment in sanctuary	\$2,500	NO	Microphone replacement & other electronic equipment upgrade needed.
Replace riding lawn mower and snow blower unit.	\$12,000	NO	Unit is 23 years old and increasing maintenance and rust issues with lack of available parts.
Future Project Total	\$302,500		
Total future & current expenditures.	\$409,300		

Handbell Choir

The Handbell Choir has had a fun, fast year! We have made an effort to ring at least once a month and we made it happen! We even rang twice on Christmas Eve!

Ringling at the outdoor worship service was a challenge because of the wind. However, we really enjoyed ringing *behind* the congregation for a change!

We are very blessed to have a 3-octave handbell choir. The choir members are fun, dedicated and very passionate to ring to the glory of God! Consider joining us!

Respectfully Submitted,
Joanne Marchionda



Women in Faith

A friend is someone who reaches for your hand but touches your heart.

Women in Faith is an informal group that meets the second Wednesday of every month. The organization is open to women of all ages, and we encourage you to bring a friend or two, as well.

We gather in the evening to enjoy a light supper together, followed by a great time of fellowship, crafts, games, or service projects. You are always welcome to join us for a good time.

Over the past year, we had the opportunity to learn about a variety of topics and created different crafts: Hot Chocolate Sticks, Candle Holders, Button Art, Decorative Soaps, and Homemade Pizza. We made Christmas ornaments and shared some of our favorite recipes. We also sewed Gifts of Love for the Cancer Center and made Greeting Cards for the Deacons.

Respectfully Submitted,
Jennifer Zander



A Small Sample of Our Crafty Fun.

Boy Scout Troop 702

As the Charter Representative for Scout Troop 702, I meet monthly with the troop and families. Over the past year, the boys from Troop 702 completed many rank advancements and merit badges.

The Ledge to Lakes District Dinner was held on March 16 to celebrate the Scouting year, review the events and achievements, and to honor District level leaders and Eagles Scouts. Troop 702 Scoutmaster, Peter Peterson and adult Committee Member Nicki Schoofs received the prestigious Award of Merit. The District Award of Merit recognizes exemplary efforts of District Scouters. Without them, the program would not be a success.

The troop meets weekly to make headway on merit badges and rank advancements. Each month the troop is not only actively working on badges, and advancements but they have also planned camping weekends, summer camp, service projects, activities, and outings.

Thank you for your continuous support of Troop 702.

Respectfully Submitted,
Jennifer Zander
Committee Chair / Charter Representative

Necrology Report 2023

Active Member	Date of Death
Gary S. Grasse	August 18, 2023
Carol O. Huebbe	September 2, 2023
Ruth Ellen Iacoviello	December 7, 2023
Baptized Member	Date of Death
Silas Corbin Willey	September 29, 2023

We also want to remember the non-members who have passed in 2023.

Respectfully Submitted,

Dave Erickson
Clerk of Session