

FIRST PRESBYTERIAN CHURCH

Annual Report 2021-2022



Congregational Meeting Agenda

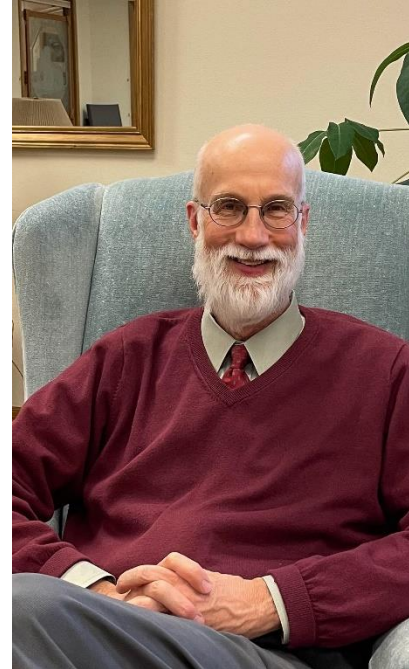
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Pastor's Report

My Beloved -

As I write this, I am just finishing my first four months, about $\frac{1}{4}$ of my projected tenure, as your Interim Pastor. I have had a marvelous time and am enjoying myself more and more. Now that the agonies of constant snow are past and everything is green, I believe that life will only get better.

Frankly, I have been very impressed by you. I appreciate your **commitment** to ministry and your commitment to meaningful, God-focused worship. You are a very **flexible** congregation, open to examining new ideas and trying new ways of spreading the Gospel: witness the success of our zoom worship and Pentecost Paper Offering. We even transitioned smoothly from covid distancing to more intimate, but covid aware, worship. Not least of all, your staff is the most genial and collegial group of people I have worked with in years.



In my short time with you there has been much to celebrate. Our **Easter Breakfast** was both filling and fulfilling. After worship **Fellowship Time** has resumed. Our **Lenten Study** and **Lenten Calendar** were inspired and inspiring. We are slowly mastering the art of **hybrid zoom/in-person meetings**. I played my first-ever game of **Zoom Bingo**. (What a hoot!) **Feed My Starving Children** was an impressive gathering of churches coming together to care for God's children; a visible sign of the ecumenical ministry the unchurched want to see. (Special shout-out to Jennifer Zander for her leadership in bringing all the churches together.) And finally, our church is the first I've known to host an annual **Model Train Show**. It was a blast. Agnes and I enjoyed watching the trains go round and round. We even had our picture taken!

FPC-FDL is a good church. I'm sure you will not have any problem attracting a suitable person to be your next installed pastor.

This is not to say that everything is perfect. Like every other church in Christendom, we have our issues. Some of them are common to every mainline protestant church in America. A few are unique to us. **Membership and attendance are both declining.** While we have over \$300,000 in savings, we nevertheless have some **serious money issues**. Our treasurer tells me that we have **NOT** run a deficit budget only twice in the last 12 years. Your Session will be looking into ways to remedy that.

We also have some **organizational and leadership concerns** to address. When covid hit, we had not had enough time in our present organizational structure to fully acclimate ourselves to it. Thus, we have some rough patches that need to be smoothed out. I can't help but think that this contributes to our leadership issue. We are having a hard time attracting talented, capable people to

Pastor's Report (continued)

leadership positions. There are many reasons for this, and I hope that we can discuss some of them in the future.

Finally, we need to develop more of a **spirit of volunteerism**. Yes, we have many dedicated volunteers. But we need to make widespread volunteerism a bigger part of our culture. Again, the reasons for this are complex and I'm sure we'll be discussing them in the months ahead.

Please don't let any of this detract from what I've already said. Christianity and churches in America are in transition and we are no exception. Nevertheless, **we are a good church**. I'm sure that there will be no problem attracting qualified candidates who want to be our next installed pastor.

Every month at our Session meeting, I ask our Session teams to share where their team has experienced God since we last met and what they are excited about looking ahead. In these last 4 months, I have experienced God in your **openness** to new ideas and new ways of doing ministry. You recognize that while our church is built on the past, our future does not lie there. We are called to 'sing a new song to the Lord', not endlessly recycle the old, familiar way of doing things.

Looking forward, I am excited about the **new leadership** we will ordain/install in a few weeks and what we are going to do together. And I am excited about our newly formed **Congregational Mission Study Team**. We are well situated to begin learning more about our past and present to better open ourselves to the future God has planned for us.

Most of my days are pretty full, but I hope that you will do me the honor of reaching out and getting to know me and let me get to know you. **I am generally available**, M-Th, for Breakfast, Lunch, Supper, mid-day Snack or any other reason to get out from behind my desk.

In case you're wondering where I spend my time, here is an abridged recount of what I've been up to. **Between February 14th and May 31st, I preached 13 sermons, made 27 visits and 1 hospital visit.** During that time, I **presided at 2 home communion services, led 2 other special services and, sadly, 1 Service of Witness to the Resurrection.** I was blessed to **attend 6 Lenten Bible studies and teach 1 session of Adult Faith Formation.** Finally, I have **attended 20 team/committee meetings.**

Thank you for calling me to be your Interim Pastor. I am enjoying doing ministry with you.

God's peace to us all,

Pastor Ken

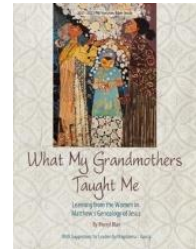
Director of Christian Education

You may have noticed a new phrase, Faith Formation, used for Christian Education in our church more frequently. The phrase Christian Education suggests classrooms with desks and chairs. During COVID we became more aware that the phrase Christian Education did not fully describe our practice or our goals for growing in faith.

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.

So, what has Faith Formation looked like for First Presbyterian Church in this past year? We continued to reach out in a variety of ways including mailed activity packets, emailed Discovery time information/activities, and a weekly Zoom activity.

In the Summer of 2021, we offered a Bible Study called *What My Grandmother Taught Me* that looked at the women named in Matthew: Tamar, Rahab, Ruth, Bathsheba, and Mary.



In the fall we offered the study *Advent in Plain Sight, A Devotion in Ten Objects*, in person and on zoom. All participants chose to participate on zoom. This study offered daily devotions using Scripture readings, prayer, and reflections, drawing our attention to ordinary things in life as we trained our eyes to see Jesus.

There was a great appreciation of the format and content of the Advent study, so we chose to study *Lent in Plain Sight* in early Spring 2022 and *Like a Garden* in late Spring.

We also created a daily interactive Lenten Journey Calendar filled with ideas on how to be the hands and feet of Christ.

1st Sunday of Lent March 6, 2022		3rd Sunday of Lent March 20, 2022		5th Sunday of Lent April 3, 2022		Easter April 17, 2022	
Saturday March 5, 2022	Sunday March 6, 2022	Saturday March 19, 2022	Sunday March 20, 2022	Saturday April 2, 2022	Sunday April 3, 2022	Saturday April 16, 2022	Sunday April 17, 2022
Friday March 4, 2022	Thursday March 3, 2022	Friday March 18, 2022	Thursday March 17, 2022	Friday April 1, 2022	Thursday March 31, 2022	Good Friday April 15, 2022	Monday Thursday April 14, 2022
Thursday March 3, 2022	Wednesday March 2, 2022	Thursday March 16, 2022	Wednesday March 15, 2022	Thursday March 30, 2022	Wednesday March 29, 2022	Wednesday April 13, 2022	Tuesday April 12, 2022
April Wednesday March 2, 2022	Thursday March 3, 2022	Friday March 11, 2022	Tuesday March 15, 2022	Friday March 25, 2022	Thursday March 24, 2022	Friday April 8, 2022	Tuesday April 5, 2022
Shrove Tuesday March 1, 2022	Sunday March 13, 2022	Friday March 11, 2022	Monday March 14, 2022	Saturday March 26, 2022	Monday March 28, 2022	Saturday April 2, 2022	Monday April 11, 2022
	2nd Sunday of Lent March 13, 2022		4th Sunday of Lent March 27, 2022				Palm Sunday April 10, 2022

In late April 2022, we started offering In-person Hybrid Faith Formation opportunities for all ages on Sunday mornings (following worship). As a reminder, Faith Formation happens in all parts of our daily and congregational life.

Director of Christian Education (continued)

This is what Faith Formation also looks like:

- Volunteers helping to serve meals at Loaves and Fishes. Since July 2021, we have served 435 meals while distributing warm clothing, smiles, and God's love.



- It also looks like the over five hundred volunteers from churches across Fond du Lac County who stood together in raising funds (over \$25,000) and packing food for the children in need all over the world. Through your hard work, we packed 468 boxes – 101,088 meals, feeding 277 kids for a year!



- It also looks like children, youth, and adults using their gifts in leading worship, creating moments for mission, and sharing their faith stories.



Director of Christian Education (continued)

- And the PYA welcoming the congregation back into in person activities with the Easter Breakfast and raising \$178.55 for the One Great Hour of Sharing offering.



- And the Train



Heavenly

Show Concessions raising \$251.36 for Sleep in



Peace of

Fond du Lac.



I am looking forward to the Youth Foundations Class Mission Project this summer. We are also grateful for the opportunity to co-host a Vacation Bible School Program, this August, with other churches in the community.

This year has continued to be challenging, I have seen God in the many opportunities to explore our faith, love, and care for others, and to try new things. I am grateful to all of you who continue to remind one another how we can share God's love in new ways. I thank everyone who has given of their time and gifts to serve our congregation and community. Each of you are a blessing.

My hope for next year is for each of us to find a way in which we can dedicate ourselves to continuing to learn and grow as a community of faith. Young and old alike, let us strive to be the blessing God calls us to be.

Respectfully Submitted,

Jennifer Zander
Director of Christian Education

Worship / AV Report

Copy from July 2020 Session report:

These team names were created in 2018 from our then new Mission Statement *Christians Serving, Learning, and Loving*. From our Lombard Mediation Process Final Report. Under Worship, Spirituality, Christian Education heading the following statements regarding worship were as follows:

- 1) We need to expand our worship styles/to recognize diverse needs and interests of members/to have worship services that connect us to God/to celebrate ministry of creative arts team.
- 2) We need to embrace faith as life encompassing identity/for the church to be worthwhile/to apply Bible to daily life and spirituality/for deep spirituality/to focus on God.
- 3) We need to enlarge our choir and music ministries/to revitalize choir program/to recognize grief over losing music programs.

This work by our previous Sessions and members of the Congregation who participated in the Lombard Medication Process have built a framework for us to flesh out. I look forward to working with you as we continue God's work.

And then COVID hit! From March 15, 2020, until July 4, 2021 all in-person activities ceased and I worked from home. Worship services were provided via ZOOM virtual software and video/audio recordings created by staff and one volunteer were made available on our website and YouTube Channel. We also continued our Sunday Morning radio program.

Fast forward to July 2021 we began meeting in-person for worship at 9:00am with social distancing and masks. We continued with 10:30 coffee/education hour via ZOOM. In the summer, three of our in-person worship services were held outdoors. Celebration of our confirmands, our annual Churchnic service and Pastor Jack's last service at First Presbyterian, with a farewell reception following.

I have seen God in worship participation. Highlights for me were to witness well-seasoned AV people training others and talking with them about what they do. I was also excited to see the handbell choir rehearsing, with the addition of ringers for the opening of worship. Thank you all for you time and endless hours of dedication.

I look forward to the process of transitioning, I am by nature one who enjoys the journey. The journey in worship, for me, includes variety in our music, volunteers as cantors, short term ensembles to learn a piece or two of music for worship, the addition of instrumentalists and volunteers for sound, video, and audio, as well as continued discussions regarding education and worship.

Summary of how my time was spent over and above preparation for worship:

Worship Services 54 - Christmas Eve, Maundy Thursday, 20 services were with supply Pastors
Coffee Hour/Education Host on ZOOM 38, Staff 60 (meeting 2xs per week while on ZOOM)

Worship / AV Report (continued)

Session 10 full meetings, 2 short reports only, Deacons 5 (met with them while we were without a Pastor), Cantor rehearsals 13, Handbell rehearsal 2, Wedding AV, Funerals 3, Christmas Eve rehearsal, Maundy Thursday rehearsal, Serving Team 12, Loving Team 12, Operations Team regarding AV 4, Website format 2, Weekly Audio/Visual Editing for website, radio program and YouTube Channel.

Respectfully Submitted,

Kris Bartelt
Worship Coordinator

Worship Pictures and Descriptions

Advent of 2021

Many volunteers recorded scripture and music for our Advent season. YouTube videos maybe found by clicking the following links:



[Hope](#)
[Peace](#)
[Joy](#)
[Love](#)
[Christ](#)

On Christmas Eve 2021 we had an in-person worship service with 61 people in attendance. Many others participated by pre-recording parts for our Christmas skit entitled Nativi-TV. The YouTube link is [here](#) for the skit.

The highlight of the service was dismissing the congregation outside to sing Silent Night, accompanied by violin.

YouTube Service

Live Stream Services via ZOOM on YouTube


Since February 27th of 2022 we have been live streaming our 9:00am in-person worship service, using the equipment that is pictured. Services may be viewed on our YouTube channel at First Presbyterian Church Fond du Lac.



Worship Pictures and Descriptions (continued)

Lent 2022

During Lent we went on a Lenten Journey. Each day there was a suggestion or two of activities to do. Again, many thanks to volunteers who recorded the entire book of Luke for us. (see Lenten 2022 pdf).

1st Sunday of Lent March 6, 2022		3rd Sunday of Lent March 20, 2022		5th Sunday of Lent April 3, 2022		Easter April 17, 2022	
Saturday March 5, 2022	Monday March 7, 2022	Saturday March 19, 2022	Monday March 21, 2022	Saturday April 2, 2022	Monday April 4, 2022	Saturday April 16, 2022	
Friday March 4, 2022	Tuesday March 8, 2022	Friday March 18, 2022	Tuesday March 22, 2022	Friday April 1, 2022	Tuesday April 5, 2022	Good Friday April 15, 2022	
Thursday March 3, 2022	Wednesday March 9, 2022	Thursday March 17, 2022	Wednesday March 23, 2022	Thursday March 31, 2022	Wednesday April 6, 2022	Maundy Thursday April 14, 2022	
Ash Wednesday March 2, 2022	Thursday March 10, 2022	Wednesday March 16, 2022	Thursday March 24, 2022	Wednesday March 30, 2022	Thursday April 7, 2022	Wednesday April 13, 2022	
Membership Card 	Friday March 11, 2022	Tuesday March 15, 2022	Friday March 25, 2022	Tuesday March 29, 2022	Friday April 8, 2022	Tuesday April 12, 2022	
Shrove Tuesday, Mardi Gras START	Saturday March 12, 2022	Monday March 14, 2022	Saturday March 26, 2022	Monday March 28, 2022	Saturday April 9, 2022	Monday April 11, 2022	
	2nd Sunday of Lent March 13, 2022		4th Sunday of Lent March 27, 2022		Palm Sunday April 10, 2022		

Hybrid ZOOM Equipment

We also improved our ability to do hybrid ZOOM meetings of all types by using the web cams we had and by adding conference speakers to our technology resources.



Pentecost 2022

For Pentecost we created a DOVE of PEACE mobile. The doves contain prayers written by our members.



If you wish to be part of any of these exciting ministries please see Kris Bartelt, Worship/AV Coordinator or email me: kbartelt@fdlpresbyterian.org

Session Report

Over the past year, the Session of First Presbyterian Church held twelve regular meetings and two special meetings. There were two congregational meetings as well as an annual congregational meeting.

The year started with our congregation returning to in-person worship for the first time since the covid pandemic. Masking and social distancing protocols were followed.

Shortly after that, Session reluctantly accepted the retirement of Pastor Jack Harrison. There was a congregational meeting to dissolve the church's relationship with Pastor Jack. His last Sunday with us was September 26, 2021. He was loved by many and will be missed.

As the Session wrestled with covid issues and trying to return to normal, teams were formed that would lead the Session through the transition from a long-time pastor to an interim pastor. The Winnebago Presbytery appointed Pastor Travis Shafer to moderate Session meetings while we were without a minister. Pulpit supply pastors led the congregation from October 3, 2021, until February 7, 2022.

A search for an interim pastor was initiated immediately after Pastor Jack's announced retirement. A diligent search resulted in the hiring of Pastor Ken Locke. Pastor Ken began with FPC on February 14, 2022, and he is expected to be with us for 12 to 18 months. Pastor Ken comes with a great deal of experience in leading congregations through transitions. Session is thrilled to have found him. Meanwhile, the congregation will go through a study process leading up to the hiring of our next installed pastor.

Soon after Pastor Ken's arrival, covid guidelines changed. Masking and social distancing requirements were removed from worship services, although they were still recommended and followed by some.

The past year was filled with many emotions: excitement, concern, and sadness, among others. Only God knows what's in store for us in the next year. Session is expecting a lot of hard work leading up to the installation of our next pastor.

Respectfully submitted,

Dave Erickson
Clerk of Session

2021 Church Statistical Report

Church	First	PIN	9478
Presbytery	Winnebago		
Address	1225 4th St, Fond Du Lac, WI 54935-4472		
Phone	920-922-0425	Fax	920-922-0947
Email	fdloffice@fdlpresbyterian.org		
Web Site	www.fdlpresbyterian.org		
Membership			
Prior Active Members	322	Adjusted membership	322
Gains		Losses	
Certificate		Certificate	
Youth Professions	7	Deaths	2
Professions & Reaffirmations		Deleted for any Other Reason	9
Total Gains	7	Total Losses	11
Total Ending Active Members	318		
Baptisms			
Presented by Others		Average Weekly Worship Attendance	75
At Confirmation	7	Female Members	181
All Other		Friends of the Congregation	2
		Ruling Elders on Session	7
		Do you have Deacons?	Yes
Age Distribution of Active Members		People with Disabilities	
25 & Under	81	Hearing impairment	28
26 - 40	61	Sight impairment	9
41 - 55	62	Mobility impairment	25
56 - 70	55	Other impairment	12
Over 70	59		
Total Age Distribution	318		
Christian Education			
Birth - 3		Grade 7	3
Age 4		Grade 8	2
Kindergarten	1	Grade 9	7
Grade 1		Grade 10	1
Grade 2	3	Grade 11	1
Grade 3		Grade 12	
Grade 4	3	Young Adults	3
Grade 5	3	Over 25	40
Grade 6		Teachers/Officers	7
		Total Christian Education	74
Racial Ethnic			
Asian/Pacific Islander/South Asian	5	Native American/Alaska Native/Indigenous	1
Black/African American/African		White	310
Middle Eastern/North African		Multiracial	
Hispanic/Latino-a	2		
		Total Racial Ethnic	318
Financial Data			
Annual Income	381,503	Mission Expenses	35,562
Annual Expenses	388,083	Personnel Expenses	260,311
		Facilities Expenses	92,210

Motion - To amend By-Laws paragraphs 4 and 5 as follows:

4. There shall be an annual meeting of the congregation in the church edifice in the month of ~~June~~ **January** each year for the transaction of any business which in accordance with the Constitution of the Presbyterian Church (U.S.A.) properly may come before such meeting. The date and time of this meeting shall be set by the Session.

5. There shall be a meeting of the congregation in ~~April~~ **November** of each year to elect elders and deacons and to transact any other business which is placed in the call for the meeting. The date, time and place of this meeting shall be set by the Session.

(Should the congregation approve this change to our bylaws, adjusting the starting and ending dates of present classes will be necessary. The Session has empowered the Moderator and Clerk to make the necessary changes.)

Learning Team Report

Members of the Learning Team for 2021-2022 are as follows: Jennifer Zander, Jodi Anderson, Kim Braatz, Todd Hayes, Laurie Christie (Session Liaison).

The focus of our team is the ongoing Christian education opportunities for church members, children, and the community at-large. Team members make a one-year commitment. The team meets monthly, however additional meetings may take place during special times of the year, such as during Lent.

In the past fiscal year, the team has coordinated the 2020 confirmation class, 2020/2021 Bible recipients, the Easter egg hunt, Church school for youth and adults, the scholarship committee*, church school, adult education, Lenten Bible study, Vacation Bible School, Youth Foundations of Personal Finance, Faith Formation Survey, and Discovery Time, to name a few. During the Covid quarantine, all activities were done via ZOOM. We were finally able to resume in-person activities at Easter.

We have seen God in the wonderful innovative programing ideas the team has developed, as well as the incredible organizational skills of the members. The willingness to serve our church is truly inspired by God.

We are looking forward to Vacation Bible School in August.

Serving on this team offers a feeling of love in knowing 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

*Each year the Scholarship Committee is blessed to be able to award scholarships that are made available by generous donations. The 2022 First Presbyterian Scholarship Committee members were Laurie Christie, Mary Bacon, Dave Erickson, Ruth Holstein, William Kuespert, Larry Merrill, and Jolene Schry.

The following Scholarships were awarded:

Mark Lefeber	Barbara and Bowe LeFevre
Alyssa Sabel	Margaret Memorial Scholarship
Byron Sabel	Margaret Memorial Scholarship
Alex Zander	Jeffrey L. Merrill Memorial Scholarship

Serving Team

Team Members: Deb Cooley (Chair), Kris Bartelt, Cheryl Clarenbach, Pastor Ken Locke, Sherry Mier, Roger Rigterink, Jennifer Zander

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:

- Supported Loaves and Fishes dinners four times during the year. The April event fed 103 people.
- The Alternative Gift Fair raised \$5120 which supported:

Sleep in Heavenly Peace	\$1875
St. Katharine Drexel Shelter	\$1930
Water Mission	\$1315
- Participated in Back-to-School event with local churches and agencies.
- Redistribution of KIVA funds to SERRV, One Acre Fund, and Village Enterprise
- One Great Hour of Sharing Offering
- Feed My Starving Children and Have a Heart Campaign. Twenty-nine volunteers from our church participated. Four hundred sixty-eight food boxes were packed for 101,088 meals, feeding 277 kids for a year.
- Clothing donations were made for Afghan Refugees at Fort McCoy in Wisconsin.
- Christmas Joy Offering raised \$770 which was donated to support Presbyterian Mission efforts
- Save a Home Project
- Participated in Habitat for Humanity’s Rock the Block event that supported a local neighborhood by doing clean-up projects.
- Souper Bowl of Caring raised \$750 and collected 308 food items.
- Solution Center Shelter
- Salvation Army Warming Shelter Evening Meal
- Pentecost Paper Drive to support needs of our church and Head Start
- Food drives for Salvation Army and Fondy Food Pantry
- Promoted Mental Health Awareness in May to support NAMI

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 Pastor Ken Locke, the church staff, and Session for their work, care, and support.

Serving Team (continued)

We want to express our appreciation to Don Vahlsing for his leadership and dedication as he served as team lead for most of the year.

We saw God in our ministry this past year as we experienced our congregation giving of their hearts to serve others. We are thankful for the love and support they gave to people in our community and around the world.

We are currently looking for new team members! When you become a volunteer, you think about how it makes you feel, until you actually help someone and see how it makes *them* feel. Please consider joining our team and be a part of something that is making a difference in the lives of so many people!

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

Respectfully Submitted,
Serving Team

THE SOUPER BOWL OF CARING!



Loaves & Fishes

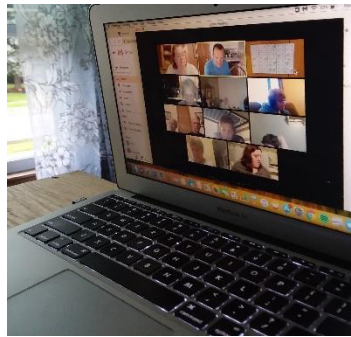


Loving Team

Team Members: Melissa Hierl, Amy and Scott Sabel, Nancy Hilbert (S/L), Kris Bartelt (Staff), Jennifer Zander (Staff)

What has happened on the Loving Team this last year? We have been very busy.

- We have been meeting via Zoom for monthly discussions/planning activities.
- Bingo, monthly on Zoom with 12-18 players. There are even prizes (!): Gift Cards and Donations from Culver's. (No Bingo this summer, we will resume in September.)



- Pastor Jack's Farewell Gathering.
- Outdoor Movie Night - "Soul"



- Scarves were made by church members for our college students, in their school colors. For our high school graduate, we decided to make a cozy, warm fleece blanket as a reminder of our church family.
- Mental Health Thanksgiving Dinner.
- Angel Tree with signup on Google Docs. Gifts were collected at church and delivered to ADVOCAP. Many hands made this event a huge success.
- Trunk or Treat, held at the Church of Peace.



Loving Team (continued)

- Fellowship Time - Back to visiting with our church family after Sunday Service. Please sign up to host a Sunday with a friend or family! 😊
- Soul Journey, video and 167 pairs of socks were collected. Donations went to Horace Mann High School and Sabish Middle School.
- First Presbyterian Church yard signs for confirmation and graduation from high school or college students 2019-2022.
-

Loving Team Looking to the Future

- Dock Spiders game on Sunday, July 10. We'll tailgate at church before the game. Tailgating will be a potluck for all to join.
- Annual Churchnic, Sunday August 7 with potluck, games, and bingo after worship.
- Bingo resumes in September.
- Angel Tree resumes at Christmastime.
- Celebrating confirmation, graduations and 50-year members.
- Movie Nights

We greatly appreciate working with our church staff and Mary Ellen Mc Meen. We look forward to what the future has in store for us.

Respectfully Submitted,

Nancy Hilbert &
The Loving Team

Operations Team

The Operations Team consists of the following church members:

John Neville Dave Weber Jim Dassow Les Mier, Sr.

This past year we have been faced with many challenges inside and outside the church. Our building has reached the 20-year plus age level. At this stage, many components now need to be repaired or replaced. The year started out with a list of 20 Operation Team Projects plus 4 landscaping projects. Seven future projects are up for consideration.

We can be very thankful for the team of people that have taken care of the church grounds, electrical, heating and all the technology needed to make everything work for church services each week.

Our main project for 2022 was replacing the roof on the church. The work started on June 8 and should be completed by July 1, 2022.

The following is the (long) list of the projects that have already been completed:

- New upgraded network router & switch plus new WiFi boosters
- New Voice Over Internet (VOIP) phone system and new Grandstream phones
- Upgraded internet speed from 100 to 200mb and installed new modem
- Replaced office copier
- Received new Dell laptop to replace Worship Coordinator's old one
- Kitchen garbage disposal replaced by Ahern/Gross
- Preheater on dishwasher was failing, replaced temperature sensor valve by Ahern/Gross
- Moved mailbox cabinet from east wall to south wall in office
- New AV equipment to stream services and meetings on Zoom
- New freezer in the kitchen last fall
- Rear facing projector lamp replaced
- Kitchen exhaust fan belt replaced
- Landscaping projects have been completed

We, at First Presbyterian Church of Fond du Lac, have been blessed by very hard-working individuals. This team needs to be thanked by everyone.

Respectfully Submitted,

Jim Dassow

Personnel Team

Team members: Mary Bacon, Deb Cooley, Les Mier, Dick Sleder

Personnel Team discovered that the description for the team, the employee policy manual, employee job descriptions, and the employee evaluation process were all over a decade old.

The first step, for our group, was creating a description of our team's job. Once that was accomplished, we received Session approval. Next, we started working on the Employee Manual. We've almost completed that task. We're anticipating Session approval this summer. Once the manual is approved, we will begin the process of writing job descriptions for each employee.

We have felt blessed to have the resources and personalities to complete such daunting tasks. We know that with continued prayer and dedication we will follow the path of Christ, for our church.

Respectfully Submitted,

Mary Bacon

Nominating Team

Members of the Nomination Team for 2021-2022 were as follows: Kim Braatz, Brian Conran, Jolene Schry, Carol Wetzel, Mike Peterson, Roger Rigterink, Laurie Christie (Session Liaison) and Pastor Ken Locke (Moderator).

The Nominating Committee's focus is filling the Deacon and Session (Elder) openings that occur. Members make a one-year commitment.

The team meets primarily in the Spring, and only meets when there is an opening that needs filling. This can mean meeting weekly for approximately 30-60minutes. The number of meetings and how long they last is dependent upon the response of the individuals who are asked to serve. There may also be meetings if an unexpected opening happens.

In the past fiscal year, we have filled four Deacon positions, four Elder positions and two openings on the Nominating Team. We continue to seek two committee members, from the congregation at large, for the Nominating Team, as well as two Elder positions that are still vacant. We are looking forward to filling the open Session positions and the open Nominating Team positions, in a timely manner. We pray for God's guidance in this process.

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.

Serving on this team offers a feeling of accomplishment, knowing we have put together 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

Nominating Team (continued)

Motion – To amend By-Laws paragraph 21 as follows:

21. Nominations for ruling elders and deacons shall be made by a representative church officer nominating committee of active members of the church, giving attention to a fair representation of all members on the active roll. ~~Two~~ *One* member of this committee shall be designated by and from the Session. ~~One of whom shall be named by the Session as chairperson.~~ One member of this committee shall be chosen by the Board of Deacons. Other members of the committee (none of whom may be in active service on the Session or Board of Deacons), in sufficient number to constitute a majority thereof shall be nominated by the preceding church officer nominating committee and elected by the congregation. *The session representative shall convene the nominating committee. After initial convening, the nominating committee shall elect its own chairperson.* The nominating committee shall be chosen annually.

(This change will reduce the number of members of the Nominating Team from seven to five.)

Endowment Team

Class of 2022

Scott Polacek
Kathy Rigterink

Class of 2023

Karen Cook
Del Coburn

Class of 2024

Catherine Wolfe
William Kuespert

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 the income is distributed as directed by the donors.

The Endowment Board reporting is completed on a calendar year.

	Values as of 12.31.21	Income Disbursed	Values as of 1.31.22
Income Available	85,151.72	19,747.97	73,995.82
Principal	2,891,290.75		2,772,046.81

Presently, we are in a good financial situation in the Endowment Fund. Approximately \$85,000 is to be disbursed in the fiscal year 2022-2023.

Respectfully Submitted,

Jim Dassow

Deacons

The past two years have challenged First Presbyterian Church Deacons to have greater flexibility, more patience, learning modern technology skills, and setting aside traditional seasonal celebrations and practices. We have especially learned to appreciate visits and relationships with people in care, as well as the deepening friendships among fellow Deacons.

Meaning of In Care:

Each Deacon is assigned to one or more individuals or family, referred to as “in care.” Some of those in care live in residential care facilities. Some may be facing medical emergencies or death of a family member. Deacons are to visit or connect in person, via telephone or by sending cards. The Deacon is to alert the pastor if there is a special need for which we are invited to pray or otherwise address a concern. During the Covid Pandemic, when in-person visits were not allowed, Deacons were focused on calls and cards. Some, however, were even known to visit from outside the window with snow on the ground.

Called Upon to Serve in Unusual Ways:

Deacons were called upon by the Session to help with tasks related to the interim. Lew Smith along with Nancy Hilbert from the Session served on the Pulpit Supply Team. Jolene Schry and Les Mier, Sr., served on the Transitional Pastor Nominating Team. Les Mier, Sr. and Dick Sleder serve on the Personnel Team.

At the beginning of 2022, Carol Wetzel, after training to be a Commissioned Elder to distribute communion, received official approval from the Presbytery to serve communion to shut-ins. Deacons arrange to have Carol come along for a visit and serve communion. Deacons have also asked Pastor Ken on these visits as he is interested in getting to know the members of the church and these folks are happy to meet him. Beginning in October 2020, Deacons identified shut-ins who would like to have a CD of the worship service sent in the mail. The KFIZ broadcast of the sermons continue to be a meaningful way for people in care to connect with the church.

With the beginning of public restrictions in March 2020, major changes were put in place. By April, using Zoom technology, we were able to continue worship services followed by a Zoom “Coffee” Hour. Most meetings were held virtually until August 2021, with Zoom continuing to be an option for the Deacons.

By November 2020, it was apparent that we would not soon be returning to in-person worship and activities. The 50-year member celebration was postponed. The Deacons did not decorate the church for Christmas in 2020, either. There could be no cookie walk. A virtual cookie walk was devised with people contributing to the Compassion Fund, being thanked with a booklet of Favorite Cookie Recipes of First Presbyterian Deacons. The congregation was generous with donations totaling \$2485. A virtual cookie walk was also held in 2021 with \$930 in donations for the Compassion Fund. Again, a thank you recipe booklet of Favorite Recipes of the Deacons for Special Occasions. The guidelines for distribution of funds from the Compassion Fund were updated in 2020.*

Young people in the 2021 confirmation class partnered with the Deacons in several ways. Liam Anderson, with the assistance of his faith partner Joanne Marcionda, produced a video promoting the Virtual Cookie Walk. Lew Smith’s confirmand, Henry Hayes, wrote a Christmas letter and sent it to all the people on the care list. Jaeda Rehn and her faith partner Carol Wetzel sent Valentine Cards

Deacons (continued)

to all on the Care List. Baskets of fruit were ordered and delivered by the Deacons to people on the care list at Christmas 2020, and 2021 as well as Easter 2021 and 2022.

On July 4, 2021 we returned to in-person worship. The Deacons assisted with distribution of prepackaged communion elements, celebrating the Lords' Supper in a circle of members under the portico. Although the elements that we have used for the celebration of the Lord's Supper have varied, Deacons help with the preparation and serving each month. We remain ready to follow any changes made by the Session regarding the elements used or the method of serving. To assist with the many arrangements necessary for worship, the Moderator volunteered to schedule greeters/ushers and acolytes. We thank Kris Bartelt who met with, and assisted, the Deacons during the interim until Pastor Ken arrived. The entire staff were kept informed of work of the Deacon. Their support and advice was and continues to be graciously given and gratefully accepted.

Return to Some of the Familiar:

On November 22, 2021, many of the Deacons happily gathered to decorate the church for Christmas. We are grateful for the expertise of previous Deacons Mike Warntjes for hanging the Moravian Stars, and Larry Johnson and Orv Kamphuis for helping to set up the Christmas tree. We are also incredibly grateful to Dave Weber for dependable help with any setup for seasonal decorating, meetings, and special events such as luncheons after funeral services.

We mourn the death of members who died in the past two years with whom Deacons and others were connected as friends, especially Robin Francis, Jim Dvorak, Bob Merrill, Anna Herzig, John Meyst, Jack Hughes, Steve Holstein, Margaret Luby and of our fellow serving Deacon Roy Johnson who passed away in April of this year.

We thank Chris Langille for her two terms of service. She was also the Moderator for two years, ending during the pandemic year of 2021. We thank Mary Bacon for serving as the Session Liaison to the Deacons. We look forward to the new class of 2025 joining us soon. We acknowledge all the Deacons (listed below) for their faithful service. We thank Amber Summeril, Wendy and Roy Johnson and Les Mier for their service in the past three years

Change and Transition in the Diaconate.

The Deacons continue with the primary role of care and compassion for members of our congregation. Some of the traditional responsibilities are being reassigned and reevaluated. Deacons are "Asking Hard Questions" about needs in our community. We've realized the need for affordable housing, as several of us came along side to help a family marginally connected to the church. How Fond du Lac and other communities are addressing the need for affordable housing would be worthy of study and action by our congregation. Exploring an official connection with CareINC (Care in the Name of Christ) to address emergency needs beyond the members of our congregation is worthy of consideration.

Finally, the Session has requested that we return to having co-moderators and co-secretaries. Amber Summeril will serve with Carol Smith as co-moderators and Linda Neville will partner with Jolene Schry as co-secretary.

Deacons (continued)

Class of 2022	Class of 2023	Class of 2024	Class of 2025
Amber Summeril	Jolene Schry	Deb Lorenz	Amber Summeril
Roy Johnson	Carol Smith	Richard Sleder	Mary Ellen McMeen
Wendy Johnson	Lew Smith	Debra Spoerke	Orv Kamphuis
Les Mier, Sr.	Judy Dassow	Linda Neville	Gail Kamphuis

Respectfully Submitted,
Carol Smith

*Compassion Fund Guidelines

*Guideline for the Compassion Fund, First Presbyterian Church, Fond du Lac

Purpose:

The Compassion Fund exists to help meet a serious emergency need.

For whom:

Funds are for an individual or family who has an established relationship with First Presbyterian Church.

For What:

Often the funds have been for paying rent to avoid eviction, or utility bills. Funds might be used in case of a medical need that requires frequent out of the area travel to help cover resulting expenses. The need is to be of a serious emergency kind.

Procedure for application to distribution:

- A fund request is made by contacting the Pastor or the Chair of Deacons who then sends the request to the rest of the Board for approval (ordinarily without the name of the person being included).
- In keeping with IRS rules the fund pays the bill directly to whom it is owed.
- Generally, the assistance is limited to once a year, not on a reoccurring basis. Individuals with continuing needs are helped to access other resources.

Funding:

Traditionally a December Cookie Walk, sponsored by the Deacons, was the source of funds for the Compassion Fund. Individuals had made additional monetary donations, as well as donations of food or gas gift cards. Donations are welcome at any time to this fund. The 2020 pandemic caused the Deacons to solicit donations, in exchange for collection of favorite cookie recipes. The Deacons also anticipate that there may be a greater need this year given insecure employment of some of our members.

Approved at the January 4, 2021, meeting of the Deacons

Necrology Report 2021-2022

Member Name	Date of Death
Jack W. Hughes	October 14, 2021
Stephen J. Holstein	November 14, 2021
Barbara Mary Shamrock	December 12, 2021
Margaret A. Luby	February 8, 2022
Roy K. Johnson	April 20, 2022
Patty LeBeau	May 14, 2022

Respectfully Submitted,

Lew Smith
Dave Erickson

Boy Scout Troop 702

As the Charter Representative to 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, including two new Eagle Scouts.

The Troop had many scouts age-out of the program in the past several years reducing the size of the Troop. However, through recruitment efforts, the Troop has now doubled in size in this past year! Each month the Troop is not only actively working on merit badges, and rank advancements but they have planned camping weekends, service projects, activities, and outings.

Thank you for your continuous support of Troop 702.

Respectfully Submitted,

Jennifer Zander
Committee Chair
Charter Representative

Church Officers

Deacons

Class of 2022	Class of 2023	Class of 2024	Class of 2025
Amber Summeril	Jolene Schry	Deb Lorenz	Amber Summeril
Roy Johnson	Carol Smith	Richard Sleder	Mary Ellen McMeen
Wendy Johnson	Lew Smith	Debra Spoerke	Orv Kamphuis
Les Mier, Sr.	Judy Dassow	Linda Neville	Gail Kamphuis

Co-Moderators Carol Smith & Amber Summeril
 Co-Secretaries Jolene Schry & Linda Neville
 Session Liaison Mary Bacon

Elders

Class of 2022	Class of 2023	Class of 2024	Class of 2025
Deb Cooley	Mary Bacon	Brian Conran	Deb Cooley
Nancy Hilbert	Jim Dassow		Laurie Christie
Laurie Christie	Mike Warntjes		Susan Baker

Clerk of Session Dave Erickson

Endowment Board

Class of 2022	Class of 2023	Class of 2024
Scott Polacek	Karen Cook	Catherine Wolfe
Kathy Rigterink	Del Coburn	William Kuespert

President Jim Dassow Secretary
 Vice President Session Liaison Jim Dassow
 Treasurer Scott Polacek

Nominating Team Class of 2022

Mike Petersen	Team Leader	Kim Braatz
Brian Conran	Elder	Roger Rigterink
Laurie Christie	Elder	Carol Wetzel
Jolene Schry	Deacon	

Staff

Pastor Ken Locke Interim Pastor	pastor@fdlpresbyterian.org
Jennifer Zander Director of Christian Education	jzander@fdlpresbyterian.org
Kris Bartelt Worship/AV Coordinator	kbartelt@fdlpresbyterian.org
Mary Robotka Financial Assistant	mrobotka@fdlpresbyterian.org
Deb Zorn Communications Coordinator	dzorn@fdlpresbyterian.org

2022 – 2023 Budget

	Annual Budget	Jul '21 - Apr 22	YTD Budget	Suggested Budget with Teams input	Financial Team Notes / Comments	% of total budget
Income						
Total 40000 · Offerings - General Income	\$250,130	\$179,627	\$216,890	\$230,000	Stretch - \$240K	65.9%
Total 41000 · Per Capita Income	\$4,100	\$4,716	\$4,100	\$5,000	135 Donating units	
Total 42000 · Offerings - Designated I/O		\$5,809	\$0	\$0	Do not budget I/O accounts	
Total 43000 · Use of Facility Income	\$20,863	\$20,020	\$16,888	\$24,000	Head Start using facility more months	6.9%
Total 45000 · Restricted Accounts		\$0	\$0	\$0	Do not budget	
Total Income	\$275,093	\$210,172	\$237,878	\$259,000	Total Income	74.2%
Expense						
Total 50000 · Pastoral Compensation	\$121,812	\$80,215	\$102,883	\$115,000	Pastor Kens contract plus Board of Pension	%
Total 51000 · Personnel Compensation	\$146,151	\$129,835	\$124,006	\$153,500	5% Salary Increase	69.4%
Total 60000 · Per Capita Expense	\$16,000	\$9,251	\$12,000	\$13,000	Evaluate reduction in Congregation numbers	
Total 64000 · Presby Syn Gen Assemble Contrib.	\$8,000	\$5,512	\$6,000	\$10,000	Session Approved	5.9%
Total 61000 · Designated Offerings - I/O	\$456	\$5,500	\$380	\$0	Do not budget I/O accounts	
Total 65000 · Utilities Expense	\$24,322	\$24,634	\$19,949	\$25,500	5% increase utilities & Internet	
Total 66000 · Office Expense	\$7,160	\$5,078	\$5,795	\$7,500	Increase in copier cost	
Total 67000 · Property Expense	\$41,763	\$52,717	\$34,479	\$46,000	Main repairs completed Piper 3% increase & Insurance	20.4%
Total 68000 · Membership Ministry	\$800	\$654	\$600	\$1,300	Team input	
Total 69000 · Education Ministry	\$3,445	\$1,425	\$3,145	\$2,600	Team input	
Total 70000 · Worship Ministry	\$11,600	\$6,889	\$9,800	\$8,700	Team input - are we doing Video editing for \$6K?	
Total 71000 · Support for Res Activities	\$3,500	\$0	\$1,500	\$3,500	Team input, Mission trip & outreach	4.2%
Total 78000 · Restricted Account Expenses	\$0	\$109	\$0	\$0	Do not budget	
Total Expense	\$385,009	\$321,819	\$320,537	\$386,600	Total Expense	100.0%
Other Income/Expense						
Total 80000 · Other Income	\$68,500	\$48,412	\$68,500	\$90,000	Endowment increase	25.8%
Total Other Income	\$68,500	\$48,412	\$51,375	\$90,000		
Total Income	\$343,593	\$258,584	\$289,253	\$349,000		
Net Income	-\$41,416	-\$63,235	-\$14,159	-\$37,600	Net recommendation	100.0%