



First Presbyterian
C H U R C H

2017 Annual Report



photo courtesy of Barry Vaught



**2017
Annual Report**



Dear Disciples of Jesus Christ at First Presbyterian Church, Columbus:

During the past year I have, from time to time, shared that age old question: *Are we there yet?*

The distance to a journey is measured by how far there is to go. It is also measured by how far we have come. In 2017, First Presbyterian Church of Columbus traveled a long distance. Not only were there regular and annual events that have become part of your life and ministry, there were also new directions and possibilities added as well. This report will detail both of these. I would like to give some perspective.

When I came to join you in the ministry of Jesus Christ in Columbus in August 2015, you had endured a major trauma. There had been a church split. People left. Friendships were broken. Family relationships strained. Financial resources were in doubt.

I told the team that interviewed me, the Session, and, you, the congregation, that the way forward was to assess what was important and to do what would be done well. Education continued in Sunday School and Confirmation class. The choir still sang. Mission activity happened locally. Global mission partners were supported. You carried on with the tasks that needed to happen.

Along the way things change. Sometimes it is appropriate to close one chapter. After much prayer, deliberation and conversation, the Mission and Evangelism Ministry ended the Sack Lunch Ministry. Other options for meals have emerged in recent years and the volunteer base of the operation had dwindled.

First Presbyterian Church also said good bye to the Rev. Dr. E. Jones Doughton as Associate Pastor. He served for 17 years faithfully with “energy, intelligence, imagination and love” as the ordination questions for church officers ask. Jones has begun a new call at First Presbyterian Church of Mesquite, Texas.

At the same time, there has been growth in other areas. The Session decided that a Director of Youth Ministry position needed to be created. Chris Munro was hired for this role and began a ministry of activities, education and service opportunities for youth.

While it is true that there have been transfers and members removed for inactivity, it is also true that other people have felt called to the ministries of First Presbyterian Church. In fact, one new member has even been the catalyst for a new drama ministry!

The Stained Glass Window Restoration Project begun in 2016 was completed in 2017. It was fully funded. Indeed, it was oversubscribed! The dedication in September was a wonderful celebration of this accomplishment.

2017 will also be remembered as the year with two stewardship campaigns. You have responded graciously and deeply to allow for the ongoing ministry of Jesus Christ through First Presbyterian Church.

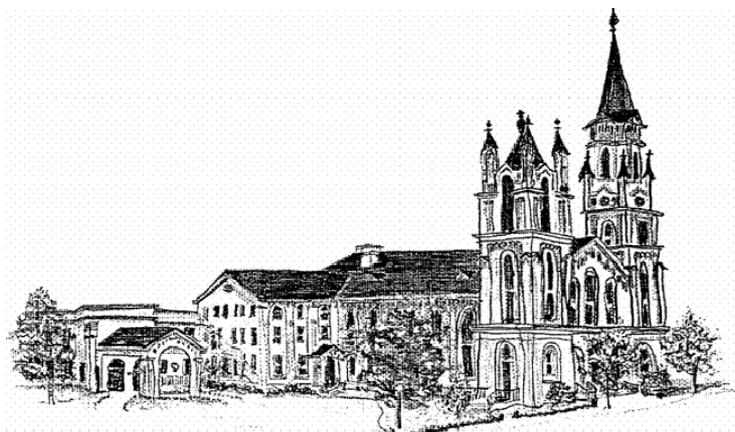
In December 2017, the Pastor Nominating Committee reported and you called the Rev. Danny Dieth as your next installed pastor. You might be tempted to say *we are there*. It is true that you have navigated a time of transition and successfully fulfilled a major objective of this interim time.

Now however, there are other tasks. Some which are continuations of current realities. There are matters of care and attention to stewardship needs in order that ministry continues in appropriate ways. There are emerging opportunities with the drama ministry and youth ministries. There are opportunities that are at this moment unknown to any of us but which God will provide,

Peace. Grace. Hope. In Christ.



Joel L. Alvis, Jr., Ph. D.
Interim Pastor



Minutes of Congregational Meeting February 12, 2017

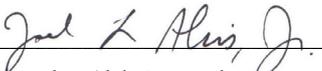
A Called Meeting of the Congregation was held at 12:00 noon on Sunday, February 12, 2017 pursuant to call of the Session. The meeting had been properly announced in the church bulletin, email to the congregation and from the pulpit. A quorum was present, Rev. Dr. Alvis moderated, and Jimmy Moye, Clerk of Session, served as clerk of the meeting. Rev. Dr. Doughton was also present. Dr. Alvis opened the meeting with prayer.

The business of the called meeting was to approve sale of real property. Dr. Alvis called on Elder Jim Campbell, chair of the Evaluation and Planning Ministry of the Session, to offer a motion and open discussion. Elder Campbell offered the following motion: that the congregation approve sale of the property at 118 11th Street, known as old YMCA building, to Jason Gamache for \$200,000.00. The motion was seconded.

Elder Campbell related the history of acquisition of the property and the efforts made to develop the present offer of \$200,000.00. The Session had approved sale for this offered price. Trustee Bo Bradley shared what interest there has been from ST Luke Methodist, which has not been pursued by ST Luke. Dr. Alvis confirmed that the paved parking lot of corner of 1st Ave. and 11th St. is retained by the church. Elder Mary Bradley, chair of Operations Ministry, confirmed that the holding cost for the property is the liability and further diminution in value by physical deterioration of the property. For example, there are trees growing on the roof, roots of which will crumble masonry and marble façade which then fall off building.

A motion calling the question was adopted. The main motion was restated, and adopted by unanimous voice vote. The congregation applauded the work of the ministries and the volunteers who had brought the sale together.

The business of the meeting having been accomplished, the meeting closed with prayer offered by Dr. Alvis.



Rev. Joel L. Alvis, Jr., Moderator



James R. Moye, Clerk of Session

Minutes of Congregational Meeting March 26, 2017

A Called Meeting of the Congregation was held at 12:00 noon on Sunday, March 26, 2017, pursuant to call of the Session. The meeting had been properly announced in the church bulletin and from the pulpit. Prior to the benediction, Dr. Alvis again reminded the congregation of the meeting that would commence after the benediction and choral postlude. A quorum was present, Dr. Alvis called the meeting to order and moderated, and Jimmy Moye, Clerk of Session, served as clerk for the meeting. Rev. Dr. Doughton was also present. The benediction served as the opening prayer.

The purposes published in the bulletin were: to conduct the annual meeting of the congregation required by the Book of Order and the Georgia Non-Profit Corporation Code; to receive the 2016 Annual Report; to review terms of call for the Pastors; to elect Officer Nominating Committee. An Annual Report booklet was distributed, which included reports from all Session ministries and from the Diaconate; senior pastor statement to the congregation; 2017 budget and comparison with 2016 budget; year end 2016 financial condition; minutes of congregational meetings of the preceding year; listing of members of Session and Board of Deacons; terms of

call of the pastors.

Elder Eleanor Burnham provided a report from the Personnel Ministry. Rev. Dr. Doughton is called by the congregation, and the congregation approves any changes in his terms of call. Rev. Dr. Alvis is called by the Session and the Session approves any changes in his terms of call. The terms of call for both pastors were listed in the booklet, and the Session is not recommending any changes for 2017.

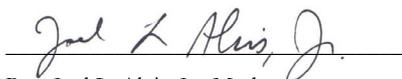
Elder Tommy Adams, chair of the Pastor Nominating Committee, provided an update on its activities. The committee has met weekly since December, 2016. The committee is working on the Minister Information Form (MIF), which is to be approved by the Session and Committee on Ministry at Presbytery before it is posted. Mr. Adams asked for prayers for the committee's efforts.

Elder Mary Bradley provided an update on the stained glass window restoration. The project is in its final phase, and should be completed by mid-summer. All windows have been restored, except the windows on the north side which are presently at the contractor's shop. 3 tower windows remain available to be named. A commemorative book will be published to list all who have contributed to the project. On other property matters, the sale of the YMCA building has closed, and the money is in the bank.

Dr. Alvis presented the slate of proposed members of the Officer Nominating Committee (ONC). They are Jim Campbell, active elder and chair; and members from the congregation at large, Danny Moseley, Dexter Jordan and Terry Whitaker. Motion was made and seconded to elect these members of the ONC. This year the congregation will elect 5 elders and 2 deacons. Motion was adopted to close the nominations. The motion to elect these 4 members of the ONC was then adopted.

Dr. Alvis reviewed the present state of the church. At the 2016 Annual Meeting he shared 5 things that happen during the interim period: the ministry of the church is stabilized; the congregation walks through the valley of the shadow of transition; members are equipped and empowered; leaders (members and pastors) assess what they know and need to know and apply this knowledge in useful ways; recognize that a shift in mission focus must always be happening, as the congregation moves forward. The church is moving forward. A part time youth leader will be called. The leadership has asked "could it be" questions. The Session engaged in a unique and more intense Ministry Action Plan (MAP) process. The Session addressed a gap in pledges. The Session ministries responded to close the gap by making budget adjustments. The gap shrank by virtue of Session effort and by increased pledges from the congregation. We are adjusting how we do things. There is a wonderful spirit of positively considering "could it be".

The business of the meeting having been accomplished, the meeting closed with prayer by Dr. Alvis.


Rev. Joel L. Alvis, Jr., Moderator


James R. Moye, Clerk of Session

Minutes of Congregational Meeting June 4, 2017

A meeting of the congregation of First Presbyterian Church of Columbus, Georgia was held on June 4, 2017, pursuant to call of the Session. The meeting had been properly announced in the bulletin and from the pulpit. Rev. Dr. Joel L. Alvis moderated, and Jimmy Moye, Clerk of Session, served as clerk of the meeting. Dr. Alvis called the meeting to order, and the clerk declared that a quorum was present. Dr. Alvis opened the meeting with prayer. Rev. Dr. E. Jones Doughton was also present.

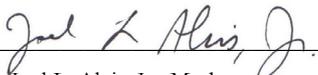
Dr. Alvis stated the purpose of the meeting: to hear recommendations from the Session regarding the pastoral relationship of the congregation with Dr. Doughton and the continuation of the associate pastor position. Dr. Alvis called upon Frazer Loomis, chairperson of the Personnel Ministry, to present the recommended actions.

Elder Loomis presented the following recommendation of the Session as a motion to the congregation: the Session recommends that the congregation concur with the request of Dr. E. Jones Doughton to Flint River Presbytery that the pastoral relationship between Dr. Doughton and First Presbyterian Church of Columbus be dissolved effective end of day June 30, 2017; and the Session further recommends that Dr. Doughton's salary and benefits be continued through December 31, 2017. The motion was seconded, and Elder Loomis spoke to the motion. There was no additional discussion, and the motion was adopted.

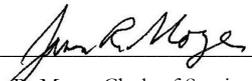
Elder Loomis presented the following recommendation of the Session as a motion to the congregation: the Session also recommends that the position of Associate Pastor be eliminated at this time (after departure of Dr. Doughton). The motion was seconded, and Elder Loomis spoke to the motion. There was no additional discussion, and the motion was adopted.

Dr. Alvis advised the congregation that a reception to honor Dr. Doughton and his family will be held on Sunday, June 25, 2017 immediately following the morning worship, which is a 10:00 a.m. service. If any member of the congregation wishes to be connected to reception preparations, please contact Lois Johnston, Kathryn Vaught or Virginia Peebles.

A motion to adjourn was adopted, and Dr. Alvis closed the meeting with prayer.



Rev. Joel L. Alvis, Jr., Moderator



James R. Moye, Clerk of Session

Minutes of Congregational Meeting July 16, 2017

A Called Meeting of the Congregation was held at 11:00 a.m. on Sunday, July 16, 2017, following the morning worship service, pursuant to call of the Session. The meeting had been properly announced in the church bulletin and from the pulpit. A quorum was present, Rev. Dr. Alvis moderated, and Jimmy Moye, Clerk of Session, served as clerk of the meeting. Dr. Alvis opened the meeting with prayer.

The business of the called meeting was to elect a Trustee, Deacons, and Elders. Dr. Alvis called on elder Jim Campbell to present the slate of officers nominated by the Officer Nominating Committee. Mr. Campbell, chair of the ONC, identified the other members of the ONC, and

thanked them for their service. Mr. Campbell commented on the significance of the election of officers this year, as the new classes will begin their service along with a new senior pastor. Mr. Campbell put into nomination the following slates of officer nominees:

- For Deacon: Blair Barbaree (Class of 2020)
 Charlotte Mort (Class of 2020)
- For Elder: Mary Bruce (Class of 2018)
 Scott Bryan (Class of 2020)
 Laurence Christian (Class of 2020)
 Kevin Herrit (Class of 2020)
 Kelley McElroy (Class of 2020)
 Stacy Welch (Class of 2020)
- For Trustee: Rex Whiddon (Class of 2020)

The slates were seconded. The congregation was asked for nominations from the floor. None were offered. A motion to close nominations was offered, seconded and adopted. Thereafter, the above slates of officers were elected.

The business of the called meeting having been accomplished, Dr. Alvis closed the meeting with prayer.



Rev. Joel L. Alvis, Jr., Moderator



James R. Moyer, Clerk of Session

Minutes of Congregational Meeting October 22, 2017

A Called Meeting of the Congregation was held at 12:00 noon on Sunday, October 22, 2017, following the morning worship service, pursuant to call of the Session. The meeting had been properly announced in the church bulletin and from the pulpit. A quorum was present, Rev. Dr. Alvis moderated, and Jimmy Moyer, Clerk of Session, served as clerk of the meeting. Dr. Alvis opened the meeting with prayer.

The business of the called meeting was to elect a Deacon. Dr. Alvis called on elder Jim Campbell to present the Deacon nominee. Mr. Campbell, chair of the ONC, identified the other members of the ONC, and moved the election of Nancy Carlisle as Deacon, Class of 2020. The nomination was seconded. The congregation was asked for nominations from the floor. None were offered. A motion to close nominations was offered, seconded and passed. Thereafter, Nancy Carlisle was elected as Deacon. Ordination and installation will be Sunday, October 29, 2017.

The business of the called meeting having been accomplished, Dr. Alvis closed the meeting with prayer.



Rev. Joel L. Alvis, Jr., Moderator



James R. Moyer, Clerk of Session

Christian Education

Elders: Nancy Stephens and Scott Bryan (Jan-Sept), Mary Bruce and Kelley McElroy (Sept-Dec)

Members: Margie Bickerstaff, Cammy Currie, Vandy Middleton

Staff: Debbie Spear, Children's Ministry Director; Chris Munro, Youth Director; Robyn Moore, Day School Director

Pastors: Rev. Jones Doughton, Rev. Joel Alvis

CHILDREN'S MINISTRY

First Presbyterian Church provides a scripture based Sunday school curriculum for all children. During the spring, we utilized a bundle of seasonal curriculum for all age groups. We began a new study in fall 2017 called "Growing in Grace and Gratitude" as offered by PCUSA. We will continue this through the remainder of this educational year. Teachers for this program are Anne Marie Christian, Beth Bridges, and Cary Degon.

On Wednesday evenings, children's activities began at 5:00. The children were then led into the Fellowship Hall for supper with their families. At 6:15, all elementary age children left the Fellowship Hall to attend various children's choirs. Following choir, the children engaged in recreational and fellowship activities, until adult programs were dismissed.

Special events for the year 2017 included: Maker Fun Factory Vacation Bible School, The children's musical, "A Not So Terrible Parable," Easter Egg hunt, Trunk or Treat, Operation Christmas Child Collection and pizza party, and Family Caroling Hayride in Uptown.

Each of these events was designed to facilitate education, mission, community building and fellowship. Adult volunteers were utilized as needed. Most noteworthy volunteers were Glenn Johnston as choreographer for the children's musical, as well as co-stage manager for VBS, and Cathy Driver as coordinator of OCC activities. The other above mentioned events were well attended and surpassed expectations.

Mothers of Preschoolers (MOPS)

These moms met each Tuesday morning at First Presbyterian where they discuss parenting topics and supported each other. MOPS ended in May. We currently do not have a group meeting at First Presbyterian.

YOUTH MINISTRY

2017 has been a productive year for the youth. At First Presbyterian Church, we believe that a once a year opportunity to be selfless does very little for our youths on-going spiritual development. In order to address this, we believe in facilitating on-going opportunities to serve others. We do this by doing a minimum of one service project per month (often times two).

Service to date have included projects at the Safe House, Downtown River Walk clean up, Brookside Glen Assisted Living, Stop Hunger Now, Lawn Mowing project for the elderly, a Welcome Home Project, and much more. In addition to service, we also believe in rewarding our youth for their on-going commitment. We have held social gatherings, pool parties, and many trips to Freeze Frame, Sonic, White Water Rafting, and Six Flags Over Georgia.

With the exception of holidays, Sunday School and Youth Group is held every Sunday. We hope that you will join us.

ADULT MINISTRY

Adult Sunday School classes met in ongoing fashion

- The Wired Word covered current topics with biblical study through May;
- In It Together led by Mark Jarrell did a study of Jonah;

- The Center for Christian Studies offered several short term Sunday morning offerings including Bible studies taught by Rev. Mike Stewart, a chaplain at Columbus Regional Medical Center, the Rev. Connie Happell, Director of the Abbey Ministry and a Lenten Study led by Dr. Jones Doughton.

Wednesday evening offerings included a Bible Study series taught by Rev. Stephanie Boaz, Stated Supply Pastor at Morningside Presbyterian, the Art of Marriage led by Dr. Jones Doughton and a series on mission opportunities that informed members of the connection between their time, talent and treasure.

FIRST PRESBYTERIAN DAY SCHOOL MONTESSORI AND TRADITIONAL SCHOOL

Both programs are operating at full or near full capacity. The Day School continues to be self-sustaining and is able to absorb some of the facilities operating expenses for classroom cleaning and maintenance. The Day School is also able to allocate separate funds out of its budget to give back to the church for their general fund where needed. We are continuing to grow. Our Montessori Lower Elementary class which currently has 1st – 3rd graders is in its second year and doing well. Next year we will extend the program through 5th grade to accommodate those students moving up to 4th and any new students that may enroll as well.

Evaluation and Planning Ministry

Members:

Active Elders: Chairman Pete Pease, Laurence Christian

Inactive Ordained Elders: Jim Campbell, Mint Flowers, Cecil Whitaker

Pastoral Staff: Dr. Joel Alvis

Ministry Tasks:

1. Review and make recommendations to the Session of issues not within the purview of any other Ministry.
2. Oversee implementation of programs, policies and procedures enacted by the Session.
3. Evaluate the needs of the Church and make recommendations to the Session.
4. Form the special committees needed by the Session.

Actions:

- Along with Operations Ministry, held informational meetings to present information and answer questions regarding the ultimate sale of the “Y” property.
- Arranged for the Annual Congregational Meeting for the purpose of providing the 2016 Annual Report, and renewing the terms of call of our pastoral staff.
- Initiated an Officer Nominating process for the 2017 election of new elders and deacons. Eight positions were filled. Five new elders were elected, four for three year terms, and one for a one year term. Two deacons were elected, each for a three year term. In addition, a Trustee was elected for a three year term. Subsequently, a vacancy on the diaconate was filled with the election of one new deacon for a two year term.
- Session meeting dates were adjusted to occur on dates and within hours the church is open for other activities.
- Facilitated a discussion among the elders regarding the church’s policy toward same sex marriage. Also, arranged for an exercise known as “Mutual Invitation,” a communication process facilitated by Rev. Alvis, allowing Session members to share their opinions of sexuality in a secure atmosphere with no debate. No changes were made to our current wedding policy, however discernment continues.
- Developed original by-laws for the church as called for in the current edition of the Book of Order and developed a plan for communication to the congregation. As called for in the new by-laws, a new Manual of Administrative Operations is under development for the purpose of consolidating our existing church policies and procedures into one source.
- Along with the Personnel Ministry, staffing concerns were discussed.
- After review of the Child and Youth Protection Policy, recommended minor revisions to the Session.
- Initiated the development of a Sexual Misconduct Policy.
- Arranged for the Annual Congregational Meeting for the purpose of providing the 2017 Annual Report and adopting the by-laws.

Mission and Evangelism Ministry

Mission Statement: Gladly share God's love and grace in our community and in the world, following Christ's command: "Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you." Matt 28:19-20

Active Elders: Margie Drury – Chair, Margaret Page– Co-Chair

Members: Jimmy Moye, Lib Greer, Ulla Booth, Connie Happell, Dean Haulton, Dick Olson, Cammy Currie, Jenifer McCoy, Bill Arrington, Wes Driver, Ed Adams

Pastoral Staff: Rev. Jones Doughton; Rev. Joel Alvis

Ministry Tasks:

- Global Missions: support and promote missions outside the Columbus area through our yearly Global Missions Week and Offering.
- Local Missions: support local benevolent organizations and oversee church outreach programs.
- TV Ministry: provide financial support of our evangelism outreach.
- CSU Campus Ministry: provide support to The Abbey, a shared ministry of Flint River Presbytery churches in our cluster.
- Presbyterian Church USA: financial support of the Flint River Presbytery, Synod and General Assembly; Designate two commissioners to attend each Flint River Presbytery meeting.
- Administration: Prepare yearly budget for Session approval; prepare Annual Report; determine the allocation of financial support to local missions from Special Funds; oversee Special Offerings: Mothers Day, Easter, JOY on Christmas Eve.

MISSION ACTIVITIES SUPPORTED FINANCIALLY AND WITH VOLUNTEERS:

- **Global Mission Conference** – *Send The Light* – February 1-5: Stressed the mission activities of our seven mission partners; Featured guest speakers, Rev Dan McNerney of Presbyterian Frontier Fellowship, and Marilyn Borst of The Outreach Foundation; Raised \$33,078 through the Global Missions Offering for our seven mission partners: Benard's Vision School, Chris and Greg Callison, Forman Christian College, Ellen and Al Smith, Bible Training Centre for Pastors, Rev. Donald Marsden, Global Outreach Center; oversaw selection of co-recipients of the Mildred Frazer Kinnett Award for mission service – Cathy and Wes Driver.
- **SERRV Market** - Continued the operation which markets Fair Trade Products created by artisans in third World Countries. Our SERRV store had sales of \$8,157, with proceeds supporting global missions. The SERRV Christmas Market on Nov 29 – Dec 3, 2017, was a highlight. Over 30 volunteers supported this ministry.
- **Sack Lunch Ministry** – Served free sack lunches at our church to approximately 3500 individuals two days a week with 27 volunteers.
- **Break Bread** – The church supports two routes from which hot meals were delivered 5 days a week to home-bound members of the community. Seventeen church members delivered meals each month throughout the year. Meals and administration were provided by Direct Services.
- **Food Pantry** – A partnership with St. Luke Methodist and Trinity Episcopal that serves families in need on Monday, Wednesday and Friday afternoons and Wednesday mornings. Eleven volunteers from our church participated each month throughout 2017.
- **VIP** – A faith-based agency that provides assistance to homeless families, helping them return to jobs, obtaining permanent housing through volunteer assistance, and hospitality. Our church hosted families once in our church and provided funding for hotel stays three times, fulfilling our 2017 hosting commitment.
- **Operation Christmas Child of Samaritan's Purse** – The entire congregation contributed 343 Christmas Boxes filled with gifts and Bible lessons for distribution to children around the world.
- **Campus Ministry** – Mission and Evangelism Ministry provided funding for meals at Wednesday Night Suppers and provided both financial and physical support to The Abbey Ministry

through Flint River Presbytery. Church Circles and individual church members provided meals. In addition to the ongoing programs led by Campus Minister, Rev. Connie Happell, an International Students Ministry was begun by church member, Jong Ha.

- **Jail Ministry** – Provided a Bible Study for women inmates and assisted in a tutoring and counseling program at the SafeHouse. Supported clothing drive and other special needs during the year.

LOCAL ORGANIZATIONS SUPPORTED FINANCIALLY:

- **B.R.I.D.G.E.** – Provided financial support to BRIDGE, Building Responsible Individuals through Discipline, Guidance, and Education, which helps high school drop-outs earn a GED.

- **Habitat for Humanity** – Provided financial support to eliminate poverty housing.

- **Pastoral Institute Congregational Assistance Program** – contributed funding to PI which provides counseling for church members throughout the year.

EVANGELISM ACTIVITIES IN 2017:

- **Television Ministry** – Provided funding for quality live broadcasts of our eleven o'clock Sunday worship service, live streaming, YouTube, and social media. The Sunday broadcast reaches thousands of worshipers weekly.

- **Epiphany Service** - Supported the healing prayer service.

- **National Day of Prayer** – Supported this observance in May.

Operations Ministry

Ministry Members: Chair Ed Kinner, Tommy Adams, Bill Arrington, Scott Bryan, Mary Bradley, Dick Erickson, Kevin Herrit, Chris Peebles, Bud Paepcke, Pam Thayer, Rev. Joel Alvis, Suzanne McCary, Church Administrator and Joe Addison, Facilities Manager.

- Joe Addison did a great job in managing operational, maintenance and repair needs so as to limit expenses. Many projects were staff-performed, through skillful management of available working hours, as opposed to the Church contracting such services.
- The restoration of the stained-glass windows in the Sanctuary, towers and balcony was completed at a total cost of \$ 637,422 and the windows were dedicated on September 24, 2017.
- Some sections of the stained glass within the windows had to be replaced due to cracking or other damage. These sections were saved and reused, as feasible, to make approximately 200 small crosses for dedicated uses.
- The YMCA building on 11th Street was sold early in the year with most of the proceeds used to retire the debt that remained from the Called - by - the - Spirit campaign and the remainder placed in the rainy-day fund.
- The brick mortar was observed to have deteriorated within portions of the interior walls of the bell tower. The bell had also shifted. By year end, supplemental supports for the bell had been installed and repointing and parging of the interior walls was nearly complete. In 2018 an exploratory program will occur on the tower exterior to determine the mortar condition and to check the tower roof and other features, with repairs done as needed.
- A code-activated parking gate system was installed at the 11th Street parking lot so as to provide more reliable parking for the staff and congregation.
- A DVR box was installed for our security cameras and a battery powered backup system installed for the TV system. A sound board for the TV room was purchased in cooperation with the Evangelism Ministry.
- Steps were initiated to enhance building security following recent shootings and security incidents at churches across the country. Measures have been taken to enhance security on Sundays and to provide for better security and awareness at other times. This effort continues and the cooperation and input from the congregation are requested.
- Window shutters were installed in the office of the Youth Director and the Fellowship Hall.
- Mesh/screening was installed along the Second Ave playground fence for the purpose of providing a visual barrier to the playground.
- Many items have accumulated in various basement locations. The Ministry began a program of gifting items to charities, with the first being Habitat for Humanity. This gifting program will continue in 2018. Items remaining continue to be available to the congregation!

Personnel Ministry

Members: Eleanor Burnham, Chair; Mark Jarrell, Frazer Loomis, Stacy Welch, Rev. Joel Alvis and Suzanne McCary.

The Personnel Ministry seeks to have members with management experience and a strong foundation in the operation of our Church as directed by The Book of Order.

The Personnel Ministry oversees personnel budget, benefits, policy, job descriptions, evaluation, and related issues. The Ministry seeks to serve other Ministries in meeting their goals through effective support of our pastoral, administrative, facility, and other staff who work diligently to meet the needs of First Presbyterian Church.

The Personnel Ministry wishes to acknowledge the excellent work done by each of our staff members during the past year. Their positive attitude, flexibility, and willingness to work above and beyond expectations have earned the sincerest appreciation of the congregation of First Presbyterian Church.

A few of the items the Personnel Ministry undertook in 2017:

- We assisted in hiring a part time youth director for a three-year term.
- We assisted the Pastor Nominating Committee with information to fill in sections of the MIF.
- We managed extending the Terms of Call for our Interim Pastor, Rev. Joel Alvis.
- We assisted in the resignation process of our Associate Pastor, Dr. Jones Doughton, including benefits continuation, congregational recognition, letters of recommendation, and salary and benefits to continue through the end of 2017.
- We received the report from PNC and assisted in calling congregational meeting to vote on calling Rev. Danny Deith as the next installed Pastor of the church.
- We approved a transition package for Rev. Alvis that allows him approximately two weeks of overlap with the new pastor, upon completion of this period, pays for a two-month period of vacation and sick leave that he did not use, starting at the end of the period of overlap.
- We approved holding a reception honoring Rev. and Mrs. Alvis following the conclusion of the Annual Congregational Meeting on Sunday, January 28, 2018.

Worship Ministry

2017 Ministry Team

Chair: Lesslie Carnahan

Members: Debbie Buce, Mimi Childs, Jane Etheridge, Debby King, Danny Moseley, Pete Pease, Margaret Zollo

Staff: Rev. Joel Alvis, Tom George

Goals:

To create worship opportunities with an atmosphere and structure that promotes experiencing God's presence, strengthening personal faith, receiving comfort and support, expressing joy, and becoming renewed for service;

To glorify God by pursuing excellence of music at all levels, maintaining the highest musical standards as an integral part of church life

Ministry Responsibilities:

1. Plan and oversee two Sunday worship services and other special services
2. Assure that communion is appropriately scheduled and provided
3. Maintain teams of Greeters, Ushers and Vestibule elders
4. Support all aspects of the music ministry

Actions:

- During each Sunday from mid-June to the end of July, the 8:45 and 11:00 worship services were combined into a 10:00 a.m. service.
- The 8:45 and 11:00 worship services were combined at 10:00 a.m. on Sunday, December 31, 2017.
- The Worship Ministry prepared communion and arranged for Elders to serve communion on the first Sunday of each month at the 8:45 service and quarterly at the 11:00 service. Communion was served at the combined service in July and on Maundy Thursday and Christmas Eve.
- The Music Ministry is an integral part of the Worship Ministry, and the inclusion of Columbus State University students in the 8:45 and 11:00 choirs continues to be appreciated and supported.

Board of Deacons

The primary mission of the Diaconate is to minister to those who may be in distress and cultivate strong faith within and outside the congregation through fellowship and care.

Hebrews 13:16 – *Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God.*

Board of Deacons: Jane Etheridge, Lois Johnston, Cathy Driver, Jim Livingston, Charlotte Mort, and Nancy Carlisle

Staff Liaison: Dr. Joel Alvis

2017 Areas of Congregational Care and Nurture:

- Wednesday Night Suppers – The Diaconate finds helpful people to greet attendees and collect money for the weekly dinner.
- TLC – Meals and prayers are two of the forms of assistance the Diaconate offers for members experiencing grief or joy. When a family is celebrating a birth or experiencing the death of a loved one this aid is offered.
- At Home Communion – Each quarter a member of the Diaconate assists an Elder with serving communion to those who wish to take part in the sacrament. This provision is made available to those who are homebound or unable to attend the worship services.
- New Members – A member of the Diaconate reaches out to new members and their family to welcome them and involve them in church activities. A few examples include Sunday School, children's programs, mission and volunteer opportunities, and church functions.
- Visitors – Visitors are contacted by a member of the Diaconate through notes of encouragement to become part of our church family.

2017 Church Fellowship and Events:

- Christmas Breakfast – Members of the Diaconate and numerous volunteers are responsible for this annual event. The volunteers and diaconate members help decorate, clean-up, and collect money. The 2017 Christmas pageant was once presented by the children and youth of First Presbyterian under the guidance of Debbie Spear and Margie Drury.
- Easter Brunch – This annual gathering for fellowship takes place between worship services. Breakfast is offered and prepared by the church. A Diaconate member coordinates the decorations and clean-up following the event.
- Church Family Day – Providing an opportunity for fellowship, this annual event encourages participation from the entire congregation. The Diaconate coordinated food and entertainment and worked with other volunteers to ensure success.
- As elected church officers, the Diaconate seeks to serve the needs of the church and all of God's children with assistance and discipleship.
- On behalf of the Diaconate we appreciated the opportunity to serve the church in 2017 and look forward to what 2018 has in store.

Terms of Call for the Pastor

Rev. Danny Dieth

Annual Salary including housing allowance	\$110,000.00
SECA offset	<u>\$8,415.00</u>
Total Salary	\$118,415.00

Professional Expense Reimbursement	\$6,652.00
Vacation - 4 weeks	
Study Leave - 2 weeks	

Plus participation in Board of Pensions' major medical, pension, and insurance programs

Moving Costs	\$15,000.00
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These terms of call for the Rev. Danny Dieth were approved by a vote

Summary Statement:	<u>2017 budget</u>	<u>2018 budget</u>
REVENUE		(Proposed)
Pledged Income	\$884,800.00	\$906,856.00
Non-Pledged Income	\$100,000.00	\$100,000.00
Prior Year Receipts	\$85,000.00	\$22,197.20
*Transfers	\$258,057.72	\$241,735.00
**Other Income	<u>\$37,200.00</u>	<u>\$37,200.00</u>
Total Revenue	\$1,365,057.72	\$1,307,988.20
EXPENSES		
Missions	\$101,530.00	\$67,630.00
Presbytery	\$80,000.00	\$80,000.00
Per Capita	<u>\$8,442.00</u>	<u>\$8,235.00</u>
Total Missions	\$189,972.00	\$155,865.00
	13.92%	11.92%
Evangelism (includes TV ministry)	\$101,570.00	\$101,570.00
	7.44%	7.77%
Worship and Music	\$37,325.00	\$38,000.00
	2.73%	2.91%
Fellowship & Nurture	\$13,550.00	\$12,856.00
	0.99%	0.98%
Nursery	\$300.00	\$500.00
Children	\$7,000.00	\$7,200.00
Youth	\$6,000.00	\$6,900.00
Adult	<u>\$6,000.00</u>	<u>\$6,900.00</u>
Total Education	\$19,300.00	\$21,500.00
	1.41%	1.64%
Administration	\$100,510.00	\$101,500.00
Stewardship and Audit	<u>\$24,700.00</u>	<u>\$15,500.00</u>
Total Administration	\$125,210.00	\$117,000.00
	9.17%	8.95%
Utilities	\$105,339.28	\$104,000.00
Maintenance Service/Contracts	\$19,243.00	\$22,720.00
Repairs and Maintenance	\$15,641.63	\$25,800.00
New Equipment Purchases	\$400.00	\$150.00
Supplies	<u>\$9,976.44</u>	<u>\$8,330.00</u>
Total Operations	\$150,600.35	\$161,000.00
	11.03%	12.31%
Salary Expense	\$539,395.00	\$512,651.28
Benefits	\$137,153.00	\$133,160.00
Other Payroll Expenses	<u>\$42,802.00</u>	<u>\$54,385.92</u>
Total Personnel	\$719,350.00	\$700,197.20
	52.70%	53.53%
Interest Expense	\$0.00	\$0.00
Principal Payment	<u>\$894.99</u>	<u>\$0.00</u>
Total Note Payment	\$894.99	\$0.00
	0.07%	0.00%
Total Expenses	<u>\$1,357,772.34</u>	<u>\$1,307,988.20</u>
Net Income/Loss	\$7,285.38	\$0.00

Balances of funds as of December 31, 2017

Bickerstaff Courtyard	\$23,628.25
Buie Fund	\$962,302.03
Christian Service and Mission fund	\$39,651.21
Illges Fund	\$738,807.84
Lumpkin Fund	\$264,690.95
Miller Youth Fund	\$120,844.51
Pollard Fund	\$4,961,217.96
Property & Maintenance Fund - Church	\$736,911.09
Property & Maintenance Fund - Woodruff	\$1,335,628.06
Woodruff CLAT Fund payments on hand in 2017	\$35,143.90

*The budget reflects support from the following funds:

	2017 Budget	2018 Budget
Pollard Fund	\$144,000.00	\$144,000.00
Buie Fund	\$25,000.00	\$25,500.00
Christian Service and Mission	\$15,000.00	\$30,000.00
Mission Ministry Fund	\$8,642.00	\$0.00
Break Bread	\$5,123.00	\$0.00
Woodruff CLAT Fund	\$39,235.00	\$39,235.00
Other Designated Transfers	<u>\$21,057.72</u>	<u>\$3,000.00</u>
	\$258,057.72	\$241,735.00

**Other Income:

	2017 Budget	2018 Budget
Loose Offering	\$11,000.00	\$11,000.00
Sunday School Offering	\$200.00	\$200.00
Interest Income	\$750.00	\$750.00
Building Usage	\$2,000.00	\$2,000.00
Wedding Fees	\$750.00	\$750.00
Gain/Loss sale of stock	(\$2,500.00)	(\$2,500.00)
Fridays at First	\$1,000.00	\$1,000.00
Day School Income	<u>\$24,000.00</u>	<u>\$24,000.00</u>
	\$37,200.00	\$37,200.00

SPECIAL OFFERINGS

	2016	2017
Global Missions Offering	\$32,808.00	\$33,930.00
Memorial Fund(s)	\$17,500.00	\$80,163.50
Mother's Day Offering	\$1,137.00	\$1,451.00
Easter Offering (1/2 Thornwell, 1/2 Global)	\$1,119.17	\$1,265.00
JOY Gift (Christmas Offering)	<u>\$1,782.35</u>	<u>\$1,262.00</u>
	\$54,346.52	\$118,071.50

Total Cash on hand at December 31, 2017 **\$799,653.47**

Stained Glass Window Renovation - total collected to date **\$842,393.15**

Rainy Day Fund Balance -
(including Feighner Fund) **\$108,243.29**

Statistical Report

Membership (as of 12/31/17)		416
New Members		15
Profession/Reaffirmation of Faith	2	
Transfer from another church	15	
Restored to Roll	3	
Request to be removed		17
Removed for Member inactivity		113
Deaths		13
Transfer out of state		11
Transfer locally		13
Adult Baptisms		0

Elders

Class of 2018

Margie Drury, Mission/Evangelism
 Ed Kinner, Operations
 Tom Carlisle, Stewardship and Finance
 Mimi Childs, Worship

Class of 2019

Margaret Page, Mission/Evangelism
 Pete Pease, Evaluation and Planning
 Eleanor Burnham, Personnel
 Sallie Hadden, Stewardship and Finance
 Lesslie Carnahan, Worship

Class of 2020

Mary Bruce, Christian Education
 Kelley McElroy, Christian Education
 Laurence Christian, Evaluation and Planning
 Scott Bryan, Operations
 Kevin Herrit, Operations
 Stacy Welch, Personnel

Clerk of Session

Jim Moye

Deacons

Class of 2018

Lois Johnston
 Jim Livingston

Class of 2019

Cathy Driver
 Jane Etheridge

Class of 2020

Charlotte Mort
 Nancy Carlisle

