

FIRST UNITED PRESBYTERIAN CHURCH

MILLIKEN, COLORADO



**2021 ANNUAL
CONGREGATIONAL MEETING
AND
2020 ANNUAL REPORTS**

AGENDA

CALL TO ORDER

DECLARATION OF QUORUM

Approval of Agenda

RECEIVING OF REPORTS

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ADJOURNMENT

Interim Pastor's Report

Coming into a congregation sight unseen is truly an act of faith. But I truly sensed God's call to come and travel alongside this congregation during this time of transition. Once all the necessary paperwork had been completed, we made our way to Milliken. A big thanks to all who helped with the moving process and helping us feel welcome in our new, albeit temporary, home. The welcome gifts from Deacons and other members of the congregation were appreciated and enjoyed!

Beginning the work of an Interim during a time of pandemic has proved challenging at best at times. While the normal process of getting to know a congregation and community has been hindered in many ways, it still is slowly progressing. As restrictions lift, being in fellowship and relationship with one another will improve. Nevertheless, getting to know different members and encounter them in different settings has helped with the processes an interim uses.

There are five tasks an Interim Pastor is expected to do while working with a congregation, in addition to the traditional pastoral duties. Those tasks are done in different ways depending on the congregation. They are:

1. *coming to terms with congregational/pastoral history*
2. *discovering a new church identity*
3. *exploring, evaluating, and negotiating shifts of power and empowering leadership changes among members*
4. *rethinking denominational linkages, and strengthening the partnership with Presbytery and other congregations*
5. *building the commitment to new leadership and a new future both within the congregation and with the new pastor.*

These tasks are not listed in order, like a checklist, but rather is a beginning definition of the parameters included in the work of the certified interim. I finished the required Interim Training for both weeks at the turn of the millennium. So, I have been a certified Interim Ministry Specialist for nearly 20 years. It is a joy to be able to come and share my experience and training with this congregation. Interim work is definitely *not* a fall-back position, but a true calling given the work that is to be done and ministry that is shared.

Of course, interim work is not limited to these above tasks, but they do lay a foundation for the work to be done during a time of pastoral transition. The primary purpose of interim ministry is not merely to "keep things going" but rather to assist the congregation in understanding its history, systemic dynamics, evaluate processes and polices, encourage and train leaders –

both new and existing, and provide opportunities for discerning and responding to God's call as individuals and as a congregation.

As an Interim Pastor, a large part of my work is to help the congregation through the necessary developmental tasks, while providing pastoral leadership and spiritual guidance. By doing this, hopefully the congregation will better understand itself and be able to provide healthy foundations upon which to build their ministry to the members and local community, as they move into the future God is preparing for them even now.

My first Sunday leading worship made think about how it must feel like to be the screen at a drive-in theatre. While we weren't able to sit in the pews together, being able to greet members on the way in and out of the church parking lot helped to begin to put faces and names together.

During this time, we have celebrated communion together, both online and in our vehicles. Regardless of whether we are in the same room, Jesus brings us together through this sacred meal. It is important to remember that we are joined through Christ first and one another second. The Spirit moves amongst us wherever we are.

Working with committees and teams, boards and Session has been a transitional process of its own. Some meetings have been in person, others through the use of Zoom. Having this electronic tool has been very valuable to keeping members safe and continuing to do ministry.

It has been disheartening at times not to be able to be in the sanctuary together. Yet, I cannot help but be reminded of Jesus' words that the time would come when worship wouldn't be bound by being in a dedicated building. Worship can still happen together through whatever means God wants to use and being online together is certainly one of those.

Caring for one another, praying for each other, sharing ministry, discerning the future, uplifting one another, examining ourselves, our ministry, our leadership, our interpersonal relationships, and providing the spiritual framework for all the ministry meant to happen here is at the heart of being in ministry together.

Respectfully submitted,

Rev. Jan Brooks

Clerk of Session's Report

Meetings

- The Session officially met 12 times during the year.
- The Session met additional times, due to COVID-19 related church business.
 - During March, May and June, Session met one additional time.
 - During April, Session met three additional times.
- The Session was called to meet three times to get approvals.
 - The special meetings were held in February, July and October.

Membership

- Church membership is at 99.
 - Two individuals were brought in as new members to the church.
 - Two members passed away.

Baptisms

- There were two baptisms.

Communion

- Communion was celebrated on the first Sunday of each month. It was done virtually during months that services were online only.

Items of interest

- January
 - Rev. John Anderson submitted his request to dissolve the pastoral relationship with the congregation. The request was approved on January 26, 2020.
- February
 - Rev. Anderson's final Sunday at the church was February 16, 2020.
- March
 - Due to concerns regarding the COVID-19 pandemic, a COVID Task Force Team including medical professionals in the congregation was put into place and Session approved closing the church to all non-essential activities until further notice.
 - A limited number of Food Pantry volunteers would organize preassembled bags of food to be handed out outside for those in need
 - Donations to the food pantry continued to be accepted.
 - Church services were suspended for the remainder of March.
 - Donna Herman was approved to begin organizing Daily Devotionals to be sent to the congregation via email.
 - The Interim Pastor search committee began reviewing candidate's PIFs

- April
 - The Interim Pastor search committee interviewed candidates for the position.
 - Zoom meetings were organized to continue fellowship amongst the congregation.
 - Weekly Updates began being sent via email to keep the congregation updated on news from the church.
 - Virtual Sunday services began with Zoom fellowship prior to the service.
 - The search for an Interim Pastor continued.
- May
 - Rev. Brooks signed a contract as the Interim Pastor, with work to begin June 15.
- June
 - Parking lot worship services began and were shared via Facebook and YouTube.
- October
 - The Mission Study Team was organized and began the work needed to send a mission study survey to the congregation.
 - Virtual Sunday services from in the sanctuary began and continued to be shared via Facebook and YouTube.
- November.
 - A Town Hall meeting was held via Zoom to review the need to update the Bylaws regarding holding electronic meetings.
- December
 - A second Congregational Town Hall meeting was held via Zoom so members could vote on the proposed By-laws language addition. The By-laws were updated to permit electronic meetings.

Respectfully Submitted,

Heather Farquhar, Clerk of Session

Treasurer's Report

See attached file

Deacons' Report

We have had a different year as everyone has experienced.

Elected Officers: Chairwoman – Doris Fields
 Vice Chair – Linda Daly
 Secretary – Mary Pat Crites

We hosted a farewell dinner for Pastor John Anderson in February. We gave gifts to both Everleigh Slyter and Lucy Hall for their baptisms. Fellowship was enjoyed once before the building was closed down. Hopefully, this will change soon.

It was a pleasure to welcome Pastor Jan Brooks with a Welcome package. Our congregation was saddened by the deaths of Charles Nelson, Sandi Godbey and Barbara Lundell. We were able to provide support or food to their families during their time of need.

Senior Sunday was postponed and shortened due to the COVID. As a result, the Deacons hosted a gift card celebration for the graduates – Alan Hall, Brock Gilmer, Austin Medina, and Ben Smith. We hope they enjoyed using them all.

Our concern circles provided support, calls and cards for birthdays, Easter, Thanksgiving and Christmas.

A special thank you to Kellyn Wortman, Mary Pat Crites and Linda Daly for their service and welcome to Patricia Markley and Sharon Morgan.

Respectfully submitted,

Doris Fields

Trustees' Report

Todd Selby (Chair/Safety Officer) – 2020

John Scarlett (Memorial Fund)– 2020

Chase Slyter (Vice Chair) – 2021

Ron Uttecht – 2021

Max Morgan – 2022

Dave Fields – 2022

Becky Hook (Secretary) – 2022

Thank you all for your support and prayers for the Trustees this year! As with everyone, this has been an unprecedented year for the Trustees of the Church. For the months of January, February, and half of March, the Trustees were able to function business as usual and then, as you all know, things changed. The Trustees were able to meet in person as a group for the first three months and then spent the rest of the year working in small groups or as individuals and conducting meetings via the Zoom platform. It should be said that this did not decrease the amount of effort put forth by this group while the Church was closed for regularly scheduled services and daily operations.

Manse

During 2020, the Manse has seen quite a bit of traffic. The Trustees spent a lot of time and work on facilitating the move-out of Pastor John and the move-in of Pastor Jan. Members completed a move-out walk thru with Pastor John and took back possession of the Manse in February. After Pastor John moved out, time was spent getting the Manse ready for the arrival of our Interim Pastor. This included routine repairs and touch-ups to the exterior and interior of the building, addition of handrails, and bringing in a roll-away dumpster to dispose of items that needed removal. A yard clean-up was completed, and mowing service added to cover the Manse. We brought in a professional cleaning service to complete a deep clean prior to Pastor Jan moving in. Max Morgan has spent numerous hours doing routine maintenance at the Manse including the heating and cooling units. Dave Fields with the assistance of a friend, installed grab bars to the bathrooms at the manse. A significant drain issue was found at the Manse requiring repair is scheduled to be completed in February, so that the repair can be completed while Pastor Jan is on vacation and not in-residence during repairs.

Church

This year, attempting to maintain a minimally occupied Church building, created challenges but also allowed for the completion of projects that are difficult during normal operations. Church pews were reinforced and checked for structural integrity. The Pulpit was repaired cosmetically. There were repairs completed to both the main and rear entry/exit doors. Air drafts and leaks were tracked down and repaired in the Pastor's office. Church lighting issues were addressed. Yard maintenance was completed and at the end of the season a sprinkler blowout was completed by Scott Smith at both the Church and the Manse. Sprinkler repair was also completed during the summer. During the summer, a yard cleanup was completed by members of the Trustees. Max Morgan

began the process of completing weekly walkthroughs of the building looking for repairs that could be completed as well as running all faucets and toilets to prevent buildups in plumbing. Two additional security cameras were added to the interior of the Church during 2020. Snow removal was also completed at the Church through a contracted service.

Safety/Security

The safety officer spent numerous hours this year with the assistance of other members of the COVID task force attempting to keep our congregation safe during this unprecedented time. Working under the direction of the Session, the safety officer helped facilitate both outdoor and online services, monitored building access, helped in facilitating Food Pantry operations, and attempted to maintain safety procedures and guidelines for those accessing the building and worshipping in the parking lot. These activities filled the majority of the safety officers time and efforts in 2020.

Respectfully Submitted, Todd Selby – Chairperson

2020 Memorial Fund

2020 Memorial Fund	Beginning Balance	Donation	Distribution	Date	Ending Balance
E. Selby	\$25.00				
Charles Nelson		\$50.00		10/11/2020	\$50.00
Madonna Peterson	\$750.00		(750.00) Kitchen Shutters		\$0.00
Esther Binder	\$1,526.20		(316.19) Security Cameras	1/26/2019	\$1,210.01
Thelma Culver	\$1,150.00				\$1,150.00
Louis Fabrizio	\$518.59				\$518.89
Mary Cook	\$1,373.00		(500.00) Yarn		
Mary Cook	\$873.00		(873.00) Kitchen Shutters		\$0.00
Robert Onorato	\$1,500.00				\$1,500.00
Ruth Kammerzell	\$1,930.00				\$1,930.00
TOTAL	\$8,772.79	\$50.00	(\$316.19)		\$8,506.60

Respectfully submitted, John Scarlett – Memorial Fund

Personnel Report

January

- Reconciliation of Pastor John's leave
- Alexis started as Office Administrative Assistant

February

- *Alexis - assistant after John's departure*
- *Sara (Personnel) will check-in/follow-up with her and be a go-to person for troubleshooting.*

March

- COVID restrictions and Office Assistant discussed
 - *Issues with emails not coming in*
 - *Website and email share same 2G of memory*
 - *Deleted emails older than one year.*
 - *Removed website content that was older than 90 days.*
 - *Google form posted on Facebook for gathering updated member information.*
- Alexis started working remotely.
- Robyn resigned from janitorial duties. Church building is closed, Session will discuss janitorial needs when the building reopens.

May

- *Office opens up for minimal times, with the majority of duties still being performed remotely.*

June

- Rev. Brooks began contract on June 15. Is working remotely from the manse.
- Coordinate meeting between Rev. Brooks and Alexis

August

- *Return of office hours of 1-5pm for Administrative Assistant.*

September

- Established office hours for Rev. Brooks and begins providing times by appointment.
- Discussion of janitorial services
 - *Insured, bonded.*
 - *Meet or exceed CDC requirements for COVID.*

October

- *Janitorial services come in for bids, three chosen.*
- *Discovered significant discrepancies in church records, databases, addresses, and emails.*
- *Alexis to return to in church hours, same hours that Rev. Brooks is in the office.*

November

- Alexis resigned as Administrative Assistant.
- Sara will help fill in at the office, as needed.

December

- *New janitorial company chosen.*

Respectfully submitted,

Sara Hall, Chairperson

Worship Committee Report

Members: Peggy Wakeman, Vicky Gilmer, Larry Wakeman, Becky Selby, Mindy Wakeman, Jan Carlson - Chairperson

Meetings were held on the third Tuesday of the month. No meeting was held in December.

Communion was held on the first Sunday of the month.

Pastor John Anderson left us in mid-February to take a new call. We spent several months using pulpit supply and then Pastor Jan, our interim pastor, joined us.

In March 2020, we were unable to meet in our sanctuary due to COVID 19 restrictions and we joined in individually to other church services that had online services.

Mindy Wakeman joined our group for a portion of 2020 due to her knowledge of technology and was a great help.

In April 2020, we started having our own Zoom worship services online still due to COVID 19.

In May 2020, we started having our worship services out in the parking lot still due to COVID 19 and not being able to meet in person in the sanctuary.

We were unable to have Worship in the Rockies and Worship in the Park due to COVID 19.

At the end of October, we switched to a live streamed service through Facebook and YouTube due to the change in weather and still due to COVID 19.

Due to the need to have services outside, recorded, or live to view online, we made several technology purchases. We purchased a new laptop, camera, portable camera, speakers and wireless mics.

Thank you to all who helped out throughout the year.

Respectfully submitted,

Jan Carlson, Worship Committee Chairperson

Mission Committee Report

We started 2020 with a meeting at the church, then switched to a meeting at the manse, then a socially-distanced meeting in the sanctuary, and finally using texts to communicate and vote on agenda items. An unusual year, but we got the job done!

We spearheaded the One Great Hour of Sharing offering in September, The Operation Christmas Child shoebox ministry (21 shoeboxes sent!), and the Christmas Joy Offering. Many thanks to all of you that contributed in this difficult year!

We also donated \$200 to Highlands Camp and \$300 to KAIROS in honor of Elwyn Tedford. Instead of our usual donation to MES of school or nurse's office supplies in the fall, we gave them \$300 to spend at their discretion to help staff and students. December found us able to buy 10 Wal-Mart gift cards for \$100 each for Milliken families in need with our remaining funds. Jo usually contacts MES and MMS to find families in need at Christmas. This year, with the schools closed, we asked Bill and Becky Selby if they would help us find families in need through the food pantry. They were happy to help and the gift cards along with a card from the church were passed out. The recipients were very grateful.

The committee would like to thank Pastor Jan for her valuable input this past year.

Katie Ehrlich, Mission Chair

Christian Education Report

Members: Kathi Ramirez – Chairperson, Heather Farquhar, Wendy Fields, Kellyn Wortman, Matt Wortman

Items of Interest

- January
 - Sunday School
 - Adult class - average attendance: 10
 - High School class - average attendance: 1
 - Middle School class - average attendance: 2
 - Elementary class - average attendance: 3
 - PB&J
 - average attendance: 8
 - Last month, due to Pastor John Anderson leaving
 - Youth Group
 - Escape Room - 6 attended
- February
 - Sunday School
 - No Sunday school due to 2-week break and COVID concerns
 - Youth Group
 - Labor Auction and Spaghetti Dinner
 - Raised \$3500.00
 - Approximately 15 middle school and high school participated and volunteered their expertise and time
 - Middle School Highlands Retreat
 - 3 attended
- March
 - Sunday School
 - No Sunday School due to COVID concerns and building closure
 - Youth
 - Canceled bowling due to COVID
- April
 - Sunday School – cancelled due to COVID
 - Easter celebration – cancelled due to COVID
- May
 - Sunday School – cancelled due to COVID
 - Youth
 - Senior Sunday – postponed
 - Plant Sale Fundraiser
 - Raised \$378
 - Started Zoom Youth Gatherings
 - 2 attended
- June
 - VBS – cancelled due to COVID

- Youth
 - Zoom Gatherings: 2 attended
- July
 - Youth
 - Mission Trip – canceled due to COVID
 - Water World – canceled due to COVID
- August
 - No Activities planned
- September
 - Sunday School – canceled due to not having in-person church
 - Youth
 - Senior Sunday
 - Celebrated Brock Gilmer, Alan Hall, Austin Medina, and Ben Smith
 - They conducted the outdoor service and shared a personal message
 - Gifts cards for local restaurants were donated by congregation in place of traditional potluck dinner
- October
 - Sunday School – canceled due to not having in-person church
 - Youth
 - Outdoor games at Lola Park: 6 attended
- November
 - Sunday School – canceled due to not having in-person church
 - Youth
 - No activities planned
- December
 - Sunday School – canceled due to not having in-person church
 - Christmas Program – canceled due to not having in-person church
 - Youth
 - No activities planned.

Milliken Community Food Pantry Report

We are now starting our 8th year of serving people in our community. Our 7th year was like no other!! It was at times, very challenging, but with support from our Session, and our Pantry team, we were able to maintain our pantry operation. We changed our approach. With the church building basically closed, we no longer had our clients coming in and choosing what they were getting. Instead, all clients got the same selection, with the only difference being the larger families got larger quantities. We made the very difficult decision to limit the number of volunteers involved in the process. The process we implemented was to have no more than a few people in the church building at one time, unloading or loading the bags. Masks and gloves were worn at all times, while social distancing was maintained. Donations were dropped off in the airlock where they stayed at least 24 hours before bringing them into the building and placed on the shelves. For those that worked so hard to keep the operation going, we can't thank you enough. The hours put in and the dedication to making this happen, was **tremendous!!**

However, a huge, and I mean a **huge thank you** goes to the members of our team that were not allowed to come in and help as they have done so willingly these past years. Although, I am sure, this was not what they wanted, they supported us with their prayers and encouragement.

We continue to reach many in our community that need assistance. We have close to 450 families that have at least once, come into our Pantry. Our numbers for the past year were an average of 33 families representing 128 people every time we opened our doors. This represents an increase of 14% more families and 8% more people served! In addition, we gave for Thanksgiving and Christmas, a total of 152 holiday boxes for 576 people. Our boxes for Thanksgiving and Christmas included: a turkey, potatoes, green beans, corn, gravy, mushroom soup, stuffing, macaroni and cheese, rolls, a pie, candy and other misc. items. During 2020, we distributed over 35 tons (70,000 lbs.) of food items. This was an increase of 6 tons (12,000 lbs.) over the previous year, a 20% increase.

Our hours of operation have changed a little. The first and third Mondays we are open from 12:00 until 2:00pm. The Wednesdays that follow those Mondays, we are open from 3:30pm until 5:30pm. (We really open when people show up, which is usually earlier than our published start times) We continue our alliance

partnership with the Weld Food Bank, which provides us with non- perishable food items. Through various grants and donations, they were able to provide us all of their food items at no charge from June through the end of the year!! This was a tremendous help to us. We still were not able to get all of our goods from them. We had to supplement a large amount by making purchases at grocery stores.

We would not be able to successfully operate the Pantry without your support. It is through the donations and money we received from our Congregation, the support of our boards and Pastor Jan that we are able to provide the service that we did. The pantry is not a budget item, so it is only through donations that we operate. This year, our expenditures increased as the amount of food that was needed via purchasing increased significantly. However, so did the donations. We thank you greatly!!

As always, we also would like to express our continued thanks and appreciation to our key partner, the Mission committee of the United Methodist Church in Johnstown. They not only provide financial support, but also host food drives, and provide numerous volunteers to help in the pantry and to pick up the food. This year, they were able to do a very successful virtual VBS, with a food drive for us as their mission!! They also provided COVID care packages that were handed out. We want to again, recognize Hays Market for their support during the past year. We get monthly donations from them that are much needed and appreciated. Please continue to support them and share your appreciation for their support.

We also would like to publicly thank the American Legion Post, Knowledge Quest, the Danny Juarez Foundation, Sower of Seeds, Cornerstone Church, the Church of Jesus Christ of Latter-day Saints, the Town of Johnstown, the Glenn A Jones Library (Johnstown), the UC Health Milliken/Johnstown Ambulance team, the M-J Lions Club, and we also received a grant from the Presbytery of Plains and Peaks, and of course, all who drop off food into our grocery cart.

The Pantry Team

Kids Hope USA Report

Our Kids Hope ministry began well last January as the other 13 years had for us. We had seven mentees supported by their seven mentor/prayer partner teams. Pastor John announced that he was leaving and turned his student over to Sara Hall. In February, I made and delivered Valentines to our mentees, team and the staff at MES as usual. Normal ended for us on March 13th, when MES and all the other schools closed for the pandemic. In May, I wrote thank you notes and sent Human Bean gift cards to all of our Kids Hope teachers and the staff members who have been so supportive. We made an effort to get in touch with all of our students. Three of our students were moving on to Middle School. One moved away and one changed schools. We have only two Kids Hope students who would return to MES.

Kids Hope hosted Zoom prayer meetings weekly that we were able to share in through summer. They began exploring various options for what fall would look like and hosted conferences on them (also on Zoom). Their original recommendations this fall didn't work for us at all. It has always been our strong policy to be a help to the teachers, not to cost them extra time and effort. This option would have required access to school internet, time with their student (when teachers only had them for half days) and school staff to monitor our sessions. Their thinking has kind of evolved and what we are looking at now is developing a pen pal relationship with our two mentees. We have to get different permission papers signed by their parents and the school. It either has to be sent through the counselor at the school or directly to home where I will monitor the letters. We do have an address and phone number for one of our students, but access to the other one has only been through the school social worker. Karen Kammerzell does have communication with her mentee and even sent a Christmas gift. We were able to meet Linda Daly's student's father for the first time when we delivered a Thanksgiving and Christmas food box as well as one of the Mission Committee's gift cards to their home. He did let me say "Hi" to his daughter.

In a lot of ways, we are starting over. MES has a new principal and assistant principle who we have not had the chance to meet with yet because of all they are dealing with. Kids Hope looks a lot different than what it was in the past and what we hope it will return to. The best thing we have going for us is that Jody Urias, one of our first Kids Hope teachers, is still willing to be our contact person within the school. I have been relying on her to advise me on how it is best to proceed through this time. When the time is right, we hope to take on more students. Please pray that I will have favor with the new administration and that we'll be able to secure the necessary paperwork.

Thank you, as always, for your support of this ministry of your Church family.

Kids Hope USA Mentors

Presbyterian Women's Report

January 2019 Balance - \$1,033.01

2020 saw us welcome Patricia Markley to the group!

In January and February, the group started the year as usual making plans for the annual Chicken Noodle Dinner on March 6. After all expenses were paid, the dinner raised \$1,078.29. Thanks so much for your support! Doris reported that 99 meals plus 23 take-outs were served.

We meet on March 13 and voted to give the church youth \$100 for helping with the dinner and the remaining was earmarked for remodeling and updating projects in the church. Those projects are on hold until the church opens up again.

The church closed after our meeting in March. We switched to meetings via zoom for fellowship time. We planned a drive by gift card shower for Shari Keohane and family to celebrate their new home. This fun event took place on a summer Sunday after church. It was a fun idea for a celebration during Covid-19 and the family was very appreciative. In July we switched to monthly lunches at El Mex-Kal in Milliken.

We were disappointed not to host the traditional baked potato bar and make Christmas cookie plates to pass out in December but are hoping that 2021 is a return to normal!

Year End Balance - \$1,991.30

Katie Ehrlich, Secretary

2021 Annual Budget

Budget Comparison		
	2020	2021
	Budget	Total
Deacons		
General	\$ 1,600.00	\$ 1,600.00
Coffee/Hot Choc		
Alms Giving	\$ 200.00	\$ 200.00
Total Deacons	\$ 1,800.00	\$ 1,800.00
Fellowship/Outreach	\$ 900.00	\$ 900.00
Mission	\$ 1,700.00	\$ 1,700.00
Covenant Commitment	\$ 5,225.00	\$ 5,775.00
Office		
Copiers		
Phones/Internet		
Misc.		
Total Office	\$ 8,500.00	\$ 7,500.00
Worship	\$ 1,400.00	\$ 1,400.00
Christian Education		
Sunday School		
VBS		
PB&J		
Total Christian Education	\$ 3,000.00	\$ 3,000.00
Kids Hope	\$ 1,000.00	\$ 500.00
Trustees		
Xcel		
Town of Milliken		
Waste Mgmt		
Manse Repairs		
Church Repairs		
Cleaning Supplies		
Insurance		
Computers		
Misc.		
Manse Taxes		
Total Trustees	\$ 18,000.00	\$ 23,200.00
Personnel		
Admin		

Treasurer		
Custodial		
Nursery		
Taxes/Withholding		
Workers Comp		
Total Personnel	\$ 24,500.00	\$ 21,120.00
Pastor Comp.		
Salary		
Utilities Allowance		
FICA		
Phone		
Auto		
Study Leave		
Fidelity Investments		
Pastor Comp. Total	\$ 44,200.00	\$ 38,922.00*
Pastor Pension	\$ 17,546.00	\$ 16,755.00
Pulpit Supply	\$ 1,200.00	\$ 1,200.00
Total Pastor	\$ 62,946.00	\$ 56,877.00
Session	\$ 1,100.00	\$ 1,100.00
PNC	\$ -	\$ 10,000.00
Budget Totals	\$130,071.00	\$ 134,872.00
Increase \$		\$ 4,801.00
Increase %		3.69%
*Manse utility allowance is reflected in the Trustees Budget		

Proposed Amendments to the Church By-Laws

Proposed Language

- 13) *The Session shall consist of **six (6) Ruling Elders** divided into **two** classes of three (3), one class of whom shall be elected each year at the annual congregational meeting for a **two-year** term. No **Ruling Elder** shall serve on the Session for consecutive terms, either full or partial, aggregating more than six years. **A Ruling Elder who has served six consecutive years shall be ineligible for election for at least one year.***
- 14) *The Board of Deacons shall consist of **six (6) Deacons** divided into **two** classes of three (3), one class of whom shall be elected each year at the annual congregational meeting for a **two-year** term. No deacon shall serve on the board for consecutive terms, either full or partial, aggregating more than six years. **A trustee who has served six consecutive years shall be ineligible for election for at least one year.** The Deacons are encouraged to recruit previously ordained Deacons to assist with their work.*
- 15) *The Board of Trustees shall consist of **six (6) Trustees** divided into **two** classes of three (3), one class of whom shall be elected each year at the annual congregational meeting for a **two-year** term. No Trustee shall serve on the board for consecutive terms, either full or partial, aggregating more than six years. **A trustee who has served six consecutive years shall be ineligible for election for at least one year.***

Rationale: The current composition of boards constitutes 20% of the active membership. This is the equivalent to the percentage needed for a quorum at a congregational meeting. This is also an extraordinarily high percentage ratio of elected leaders to members.

By reducing the size of the boards and shortening the length of time served, it will cut down on member burnout and provide an opportunity to move others into leadership faster.

If this is combined with an overt effort to mentor, encourage, recruit, and train new members, the leadership of the congregation should be strengthened.

Current Language

- 13) *The Session shall consist of seven (7) Elders divided into classes of three (3), two (2), and two (2), one class of whom shall be elected each year at the annual adjourned meeting for a three year term. No elder shall serve on the Session for consecutive terms, either full or partial, aggregating more than six years; but shall be ineligible for election to a new term until one full year shall elapse.*
- 14) *The Board of Deacons shall consist of eight (8) Deacons divided into classes of three (3), three (3), and two (2), one class of whom shall be elected each year at the annual adjourned meeting for a three year term. No deacon shall serve on the board for consecutive terms, either full or partial, aggregating more than six years; but shall be ineligible for election to a new term until one full year shall elapse.*
- 15) *The Board of Trustees shall consist of seven (7) Trustees divided into classes of three (3), two (2), and two (2), one class of whom shall be elected each year at the annual adjourned meeting for a three year term. No trustee shall serve on the board for consecutive terms, either full or partial, aggregating more than six years; but shall be ineligible for election to a new term until one full year shall elapse.*

Book of Order reference

G-2.0404 Terms of Service

Ruling elders and deacons shall be elected to serve terms of *no more than* three years on the session or board of deacons, and maybe eligible for reelection according to congregational rule.

However, no ruling elder or deacon shall be eligible to serve more than six consecutive years, and a ruling elder or deacon who has served six consecutive years shall be ineligible for election to the same board for at least one year.

Election shall be to classes as nearly equal in number as possible, with the term of only one class ending each year. The presbytery may, upon written request and by majority vote, grant a congregation a waiver of this limitation on terms.

Once ordained and while they are active members of any congregation of this denomination, ruling elders or deacons not in active service on a session or board of deacons *continue to bear the responsibilities of the ministry* to which they have been ordained, except as provided in G-2.0406, G-2.0407, or in accordance with the Rules of Discipline.

Nominating Committee Report

(reflects passage of proposed By-Laws change)

Session

Sara Hall – 2021 (1)
Wendy Fields – 2021 (1)
Vicky Gilmer – 2021 (2)
Clerk of Session, Heather Farquhar – 2022 (1)
Peggy Wakeman – 2022 (1)
vacancy – 2022 (1)

Deacons

Chair, Doris Fields – 2021 (1)
Jan Carlson – 2021(2)
Sharon Morgan – 2021 (1)
Donna Herman – 2022 (2)
LeeAnn Young – 2022 (1)
Patricia Markley – 2022 (1)

Trustees

Chair, Todd Selby – 2021 (2)
Chase Slyter – 2021 (1)
Ron Uttecht – 2021 (1)
Max Morgan – 2022 (2)
Dave Fields – 2022 (2)
Becky Hook – 2022 (1)

Respectfully submitted by
Jo Keller – Moderator
Todd Selby – Trustees
Linda Daly – Deacons
Kathi Ramirez – At-Large
Lee Ann Young – At-Large