**COMMUNITY PRESBYTERIAN CHURCH**

**PLAINVIEW, MINNESOTA**

**ANNUAL MEETING**

**SUNDAY, JANUARY 26, 2020**

Agenda for the Annual Meeting

Community Presbyterian Church

Sunday, January 26th, 2020

1. Call to Order – Pastor John Curtiss
	1. Opening Prayer
	2. Declaration of a Quorum
2. Pastor’s Report – “Restoration and Moments of Gratitude”
3. Clerk’s Report – Diana Pries, clerk of Session
	1. Approval of the Minutes of Congregational Meetings in 2019:
		1. Minutes of January 27th, 2019 Congregational Meeting
4. Celebrate Transitions, 2019
	1. Ruling Elders, class of 2019: Diane Ellringer, Erica Haug-Gonzalez, Nancy Hollister
	2. Deacons, class of 2019: Walt Christison and Jay Holst
	3. Necrology Report:
		1. June Holzer, June 14th, 1919 – March 11, 2019
		2. Kathy Haug, March 31st, 1948 – October 17th, 2019
5. Report of the Nominating Committee
	1. Members: Wendy Rollie, Howard Gray, Cathy DeMartini, Walt Christison (representing the Deacons)
	2. Nominated for service on the session:
		1. Class of 2020 (one year term) – Erica Haug-Gonzalez
		2. Class of 2021 (two year term) – Ryan Fenton, Cheryl Alden
		3. Class of 2022 (three year term) – Diane Ellringer, Haven Paulson
	3. Nominated for service on the board of Deacons
		1. Class of 2022 (three year term) – Cathy DeMartini, Wendy Rollie
	4. Motion to dismiss Nominating Committee, with gratitude
6. Annual Business
	1. Report of Session election (and have agreed to serve)
		1. Treasurer – Julie Flanagan
		2. Financial Secretary – Lacey Baker
		3. Clerk of Session – Diana Pries
	2. Election of the 2020 Nominating Committee

*The Nominating Committee is made up of five individuals – one representative from both the Session and the Board of Deacons, and three members from the congregation (members at-large). Today we elect three members at-large. Their task will be to nominate from the congregation ruling elders and deacons to serve on the session and board of Deacons (class of 2023).*

1. Treasure’s Report – Julie Flanagan and Lacey Baker
	1. Financial Snapshot – looking at the challenges in 2020.
	2. Presentation of the 2020 Budget, as adopted by the session.
	3. Report on Memorial fund and other accounts.
2. Report from the Personnel Committee – Donna Christison and Holly Reeve
	1. The Work of the Personnel Task Force
	2. Approval of Pastor John’s Terms of Call
3. Closing Prayer and Benediction

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**Minutes of Annual Congregational Meeting**

**of Community Presbyterian Church of Plainview, Minnesota**

**Sunday, January 27, 2019**

1. The Annual Meeting was called to order at 10:49 a.m. Pastor John Curtiss opened us in prayer and declared a quorum.
2. Clerk of Session, Diana Pries, presented the minutes from the January 28, 2018 Annual Congregational Meeting as well as a special Congregational Meeting that was held on April 29, 2018. The minutes were approved, MSC as printed.
3. Pastor John Celebrated Transitions of 2018
	1. Pastor Curtiss thanked the outgoing members of session Class of 2018, Lee Ann Knudson, Kent Harrington and Anthony McClellan. He thanked as well the deacon of class of 2018, Zac Zabel.
	2. Pastor John Curtiss discussed the staff transitions of 2018 with Eileen Wood retiring as administrative assistant, Kelly Becker resignation from Logo’s Coordinator, John Zabel as custodian because of surgery and Lee Ann Knudson as PowerPoint specialist. We also celebrated hiring of Lacey Baker as Administrative assistant and financial secretary, Laticia Navarre as custodian and creating a Logo’s board to coordinate Logos.
	3. Pastor Curtiss shared the saints that had gone before us in 2018: Juanita Kern, Mike Rathbun, Richard Cranston, Darleen Paulson and Dennis Bosma. We shared a prayer for these losses and transitions of 2018.
4. Report of the Nominating Committee
	1. Members: Anthony McClellan (session representative)

Jennifer Torres (deacon representative)

Jerome Walch, Stephanie Kreofsky and Katie Flanagan (representing the congregation)

* 1. Nominated for service on the session Class of 2021: John Zabel
	2. Nominated for service on the board of Deacons class of 2020 is Stephanie Kreofsky and for class of 2021: Anthony McClellan and Katie Flanagan.
	3. We did not dismiss the Nominating Committee as they are still in search of two more session members.
1. Annual Business
	1. Report of Session election and have agreed to serve:

Treasurer- Julie Flanagan

Financial Secretary- Lacey Baker

Clerk of Session- Diana Pries

* 1. Election of 2019 Nominating Committee for 2019:

Cathy DeMartini, Wendy Rollie and Howard Gray. MSC to close the floor and MSC to elect said nominees to the 2019 Nominating committee.

1. Treasurer’s Report: Julie Flanagan and Lacey Baker
	1. With praise given to God, it was shared that we experienced fewer expenses and many gifts that helped us reach a balance budget for 2018.
	2. Pastor John presented the 2019 budget as adopted by the session.
	3. Memorial Fund highlights were shared and explained as their numbers appeared in the budget as both income and expenses.
2. Report from the Personal Committee

 Members are Howard Gray, Holly Reeve and Donna Christison

* 1. Approval of Pastor John Curtiss Terms of call. Pastor John had met with Donna Christison and he requested to not receive a raise for 2019. The Personal Committee accepted this but did add one extra week in service to the wider church which would be $300.00. Pastor Curtiss’ salary was presented on page 25 of the Annual Report. MSC to approve.
1. Staff and Ministry Team reports, as presented in the Annual Report, were shared with the congregation.
2. Pastors Report: Pastor Curtis shared his reflections of 2018 as it was a year of transitions. Some of the more notable transitions at Community Presbyterian church were in the staff. He thanked staff that retired and resigned. He said the church’s witness is stronger for your dedication, care and service. Thank you. Pastor John again thanks the congregation for the seven week Sabbatical (seven weeks in honor of my seventh anniversary as pastor of Community Presbyterian Church on August 1, 2018). The Annual meeting is an opportunity for me to look forward and to imagine where God will be seen in 2019. I am going to approach the next twelve months with a sense of playfulness. Where will God turn up? What surprises does God have in store for us?
3. MSC to adjourn occurred at 11:23 a.m. and the Annual Meeting of Community Presbyterian Church was closed in prayer.

Respectfully submitted, Moderator,

Clerk of Session

Diana Pries Pastor John Curtiss

**Session Report**

**2019 Annual Report**

At Community Presbyterian Church, the decision making power resides in the session. The Session is made up of nine individuals elected by the congregation and ordained as Ruling Elders. According to our Book of Order, “The Session of the church exists to help congregations as a whole to be more faithful participants in the mission of Christ. They do so as they:

 *Provide that the Word of God may be truly preached and heard.*

 *Provide that the Sacraments may be rightly administered and received.*

 *Nurture a covenant community of disciples of Christ.*

(Book of Order 2017/2019 G-3.01)

2019 was a challenging year for the session. Due to a variety of reasons and circumstances, we did not have a full nine-member session for the year. We functioned with two open spots.

Class of 2019: Diane Ellringer, Erica Haug-Gonzalez, Nancy Hollister

Class of 2020: Donna Christison, Diana Pries, Cheryl Alden

Class of 2021: John Zabel

In February, 2019, the Session held a mini-retreat and came up with three goals for 2019.

**To Connect** – The session desired to connect with members of the congregation. They began to pray through the membership directory as each meeting began and to send 6-8 cards to individuals after the time of prayer.

**To Fellowship** – The session desired to have good, old-fashioned church fellowship. In July, Tim and Diana Pries hosted a pot-luck pool party that provided the opportunity for excellent fellowship.

**To Learn –** The session desired to continue to grow and learn. They spent several weeks reading and studying the book “Option B” by Sheryl Sandberg and Adam Grant

The members of the Session believe that the covenant community of Community Presbyterian Church’s primary purpose is to make disciples of Jesus Christ and to provide opportunities for disciples to be more faithful participants in the mission of Christ.

The session encourages all who are members of Community Presbyterian Church to be disciples who regularly do the following:

1. Worship regularly
2. Grow in their personal faith.
3. Serve in God’s mission.
4. Give generously of their time, talent, and treasure.

In order to provide opportunities for the above to happen, the Session is organized around four foundational committees. These committees are: Worship, Christian Education, Mission, and Outreach. To support the ministry of these committees two session members serve as co-chairs of each foundational committee. And we set aside four Sunday’s a year (once per quarter) as “Committee Sunday” so that each committee can meet on the same day. (Of course, Committee’s may meet more frequent as needed).

In 2019, Session leadership looked like this:

**Worship**

Session co-chairs – Erica Haug-Gonzales and TBD

Members: Janice Jurgenson, Joan Lee, Bonnie Bosma, and Mark Rich

**Christian Education**

Session co-chairs – Nancy Hollister and Cheryl Alden

**Mission**

Session co-chairs – Diane Ellringer and John Zabel

Members: Janet Roulliard, Lindsay Hammer-Bartley, Julie Flanagan

**Outreach**

Session co-chairs – Donna Christison and TBD

Members: Ryan Flanagan, Jennifer Torres, and Stephanie Kreofsky, Tim Pries

The Session also supports the work of various task forces necessary for the ongoing mission and ministry of the church. These Task Forces meet on an as needed basis, depending on the work and the season. Currently, the Task Forces are:

**Personnel**

Donna Christison, chair

Members – Howard Gray and Holly Reeve

**Stewardship**

Chair - TBD

Members – Steve Jack, Lacey Baker, Julie Flanagan

**Building and Grounds**

John Zabel, chair

Members – Steve Kreofsky, and Tim Pries

The Building and Grounds Task Force is charged with the responsibility of keeping an eye on our church building. In 2019, they tended to several projects – small and large. In July, some shingling on the roof was replaced (including a spot way up high!), in October, an issue with our furnaces was discovered (unfortunately during the performance week of “Mamma Mia!” Blessedly, the show went on, despite frigid temperatures in the sanctuary), and some minor repair work was done. We are looking into the need for more maintenance on the furnace units in the very near future. Also, the two water fountains (upstairs and downstairs) were replaced – so water no longer shoots over the fountain and onto the floor!

**Prayer Garden**

Members – Katie Flanagan, Meg Curtiss, Joan Lee

For the third summer, the prayer garden was planted with vegetables and flowers. This year, the harvest was used as part of a “Founder’s Sunday” auction to support camp scholarships.

**Christian Education Committee**

**2019 Report**

**Chairs –** Nancy Hollister

The Christian Education Committee continues to be in transition. The session is in the process of folding the Logos Ministry and the Logos Leadership Board into the work of the Christian Education Committee (because, Logos is Christian Education). This will help strengthen our Christian Education efforts. Transition can be a non-linear and somewhat messy process.

Some highlights from the year:

 \* After both “Logos Sunday Celebrations” Nancy Hollister led the children in a service project craft. In the spring, children planted “resurrection gardens” that grew into table decorations for the Easter Breakfast. In the winter, Nancy Hollister led the children in creating cards for our shut in and home bound friends. These gifts were mailed and were much appreciated.

 \* Pastor John led an adult bible study in the fall. For six weeks, we studied the Beatitudes.

 \*A four-week Advent bible study was offered in December.

 \*Alan Dewey and the Teen Youth group mailed care packages to several college students during the spring semester.

 \*Daily Devotionals were provided to church members during Lent and during Advent.

 \*Pastor John and Robert Curtiss attended the national Presbyterian Youth Triennium at Purdue University in West Lafayette, Indiana. John served as a small group leader.

 \*Jessica McNallan offered a “Lunch on the Run” to high school students on select Tuesdays and Thursdays this fall.

We also continue to support the Release Time program on behalf of Pastor John and the Plainview Ministerial Association. Our church basement provides space (and often volunteers) to all of the release time classes from the PreK-3 building on most Tuesday and Wednesday afternoons. This fall, Pastor John assumed teaching responsibilities to the first grade release time class. Our church also provided volunteers to walk the children from the 4-6 building to their release time classes during the month of November. Yeah Volunteers!

The Christian Education Committee is proud to continue to support summer camp ministry at Camp Clearwater Forest. We sent 16 youth to camp in 2019 (Ellery Flanagan, Hazel Bartley, Robert Curtiss, Abigail Curtiss, Harmonie Hollister, Brock Johnson, Caleb Briggs, Landon Briggs, Paige Marshman, Maura Marshman, Presley Marshman, Melayna Marshman, Ellie Curtiss, Aubrey Newcomb, Presley Newcomb and Abigail Curtiss). Because of the generosity of this congregation, camp scholarships were awarded to each camper!

**The Logos Ministry**

**2019 Report**

***What Is Logos?*** Logos is a weekly, intergenerational ministry for children and youth that hopes to nurture all into a life-giving relationship with God through Jesus Christ.

Logos models the early church as described in Acts 2:42: “They devoted themselves to the apostle’s teaching and to fellowship, to the breaking of the break and the prayers.” Every week at Logos, there are four parts – Worship Arts, Recreation, Bible Study, and Family Time (meal and games).

Logos is Community Presbyterian Church’s midweek educational ministry to children and youth – and it takes an entire church to make Logos happen.

***Logos Leadership*** The Logos Leadership Board is charged with the task of overseeing and administering the Logos Ministry at Community Presbyterian Church. The leadership board is: Ron Manzow, Sharon Firzlaff, Julie Flanagan, Diane Ellringer, Nancy Hollister, Cheryl Alden, and Alan Dewey.

Highlights from the Spring Semester – January – April, 2019

We finished this program year with a lot of momentum. The final night of Logos was a “Carnival Celebration” that featured new games, new volunteers, and teen helpers. It was a rousing success. It put a nice cap on the first full year of the Logos ministry under the leadership of the Board. We celebrated Logos Sunday in April…and gladly took some Wednesday night’s off!

Highlights from the new program year – October – December, 2019.

Logos began its 21st year at Community Presbyterian Church in October, 2019. The leadership board organized a parent information meeting to introduce the leadership, schedule, and foundational beliefs of the Logos Ministry. We began on October 30th, 2019 with 22 children and 12 youth participating.

It takes a lot of volunteers to make all parts of Logos function at a high level. Special thanks to:

 Kitchen Crew: Rosemary Gray, Sharon Firzlaff, Julie Flanagan, Jan, Cheryl Alden

 Recreation Leaders: Shawn Jensen (and substitute Diane Ellringer)

 Worship Time: John Curtiss

 Bible Study Teachers: John Curtiss, Jane Kreofsky, Jamie Johnson

 Dinner Dean: Ron Manzow

 Table Parents: So many to thank! Know that you are appreciated!

Thank you congregation for your prayerful support of the Logos Ministry. I believe that your prayers gives us a strong foundation to build upon.

Thank you to everyone who made a donation – either financial of food! – To the Logos Ministry. Your gifts continue to sustain and strengthen the Logos Ministry.

Because Logos is about relationships, the best ways to be involved in Logos is by serving as a table parent. Table parents get to come for the final section of Logos – family time – which includes a meal and a game (led by the amazing Ron Manzow). This year we need 8 table parents each week…and most weeks we have had that many. There are too many names to list here, but thank you everyone for serving as a table parent…and keep signing up, please.

Community Presbyterian Church has been a Logos congregation for over 20 years. And with God’s blessing, CPC will continue to be a Logos congregation for many more.

**Youth/Teen LOGOS Report - 2019**

The teen LOGOS youth group continues to thrive at Community Presbyterian Church. This year we were happy to welcome 3 new 7th graders to the group which increased numbers to 14 attendees! The youth continued the recent tradition of helping with one worship service a month throughout the year. Some of the highlights of the winter/spring were making and sending care packages for college students, preparing and serving the Ash Wednesday soup supper, helping with LOGOS Sunday, creating a worship service around one word for youth Sunday in May, and a Bible study centered on the book of Mark. In July, several group members attended summer camp at Clearwater Forest. In the fall, the group resumed with a service/fellowship day in September. Regular meetings resumed in October with a study series on identity, doing small service project around the church, and ending the year with an all-night lock-in just after Christmas. The next confirmation cycle also started this fall. Jessica McNallan has been organizing and serving lunch on the run during open campus lunch. The group hopes to continue its momentum into 2020.

Submitted by—Alan Dewey

**Worship Committee**

**2019 Report**

Session Co-chairs: Erica Haug-Gonzalez and TBD

Members – Joan Lee, Janice Jurgenson, Bonnie Bosma, and Mark Rich

Worship is central to Community Presbyterian Church. I am grateful for the many people who share their gifts, time, and talents to make worship special.

Special Services in 2019 included:

 Ash Wednesday – March 6th (Pastor John led this service with a broken arm, broken on March 3rd)

 Logos Sunday – April 14

 Maunday Thursday and Good Friday – April 18 and 19

 “Go and Serve” Sunday – April 28

 Youth Sunday – “Garden” – May 5th

 Graduate Recognition – May 19

 Minnesota Adult and Teen Challenge Choir – May 19

 Baptism of Kaylan Kreofsky – June 2

 Baptism of Lincoln and Lauren Pearson – July 28

 Camp Clearwater Sunday – August 4th

 Outdoor Worship – August 17

 Backpack Blessing – September 8

 Founder’s Sunday – October 6

 Logos Sunday – December 16

 Christmas Eve – Dec 24

In addition, to the above service, we have a very active Choir and Praise Band.

Mark Rich continues to do an excellent job providing leadership to the adult choir and to the praise band. Thank you Mark for sharing your gifts with us – and especially for playing the organ for us on occasion.

Thank you to everyone who shared musical gifts and talents with the congregation this past year. Thank you for everyone who sang in the choir and the praise band, offered special music, accompanied, or sang joyfully throughout the year! Special thanks to Joan Lee and Bruce Firzlaff for faithfully playing the organ on Sunday mornings throughout the year. Betsy Dewey also made her debut playing the organ on a Sunday morning this past year.

**Outreach Committee Report—2019**

The members of the Outreach Committee for Community Presbyterian Church for 2019 are: Donna Christison, Ryan Flanagan, Stephanie Kreofsky, Tim Pries, and Jennifer Torres. Thank you for your faithful service this year.

2019 found the Outreach Committee working on some recurring projects and also developing some new projects. The committee sponsored a fellowship event at a Rochester Honkers baseball game again this summer on June 2. Twenty members and friends of the church gathered on Sunday afternoon to watch the Honkers and share fellowship and fun with each other. The committee also had our annual Popcorn Stand (because “Things are Poppin’” at Community Presbyterian Church) during the Corn on the Cob Days parade on August 18th. We gave away bags of popcorn printed with information about worship and our LOGOS ministry to parade watchers.

Two new projects were completed by the Outreach Committee this year. After way too many years of discussion, the committee finally improved the signage near the restrooms in our building. Thanks to Tim Pries for completing this project. And the Welcome Table became a reality in the narthex area of the church. This is a place for first-time worship guests to learn a little about our church. There is a brief history of Community Presbyterian Church (thanks to Ron Manzow), an information card about worship and some of the ministries taking place here, a card where contact information can be shared, and a free gift to those who are worshiping with us for the first time. The gifts are a jar of popcorn—(Thanks for popping in to worship.)—or a water bottle imprinted with the name and address of the church.

The Outreach Committee continues to encourage the congregation to invite their friends and neighbors to join us here at Community Presbyterian Church. God continues to bless this congregation in many ways and why would we want to keep that to ourselves?

 Donna Christison, Chair

 Outreach Committee

**Mission Report 2019**

**God’s Work ~ Our Hands!**

We had another wonderful year of mission giving and awesome volunteers. We are trying to pick a couple new/different missions every year. Our mission team is strong but we would welcome anyone who has a desire to be part of our team.

This past year, we were able to purchase some new clothing storage compartments at a very good rate so we can display our clothing in a different way. We re-organized the building to hopefully provide space that is more accessible to those shopping. We did a bag sale a couple times which really helps keep our items moving. We has also partnered with Bonnie Meyer who takes a lot of our things that we are unable to keep and redistributes them to homeless people in the metro area.

We hosted Family Promise for two weeks during the summer and this is another mission that takes many, many volunteers. We had a great turnout for new volunteers and many of those who were trained, helped. There are many ways to help.

Below is a list of projects that we have done this year. I am especially proud of the youth who have also participated in many of the hands- on mission projects and any of the friends of our congregation who have also given of your time.

***Feed My Starving Children Community Clothesline Family Promise***

***McDonald House Backpack Program Bell Ringing***

In addition to the hands-on mission projects, we raised funds for a different “Mission of the Month.” (See Giving Report)

As we continue our mission work for 2020, don’t be afraid to roll up your sleeves and get a little dirty. Doing God’s work is always more fun when there is a group of people working together.

Respectfully submitted: Diane Ellringer

***When the master comes and finds the servant doing his work, the servant will be blessed. Matthew 24:46***

Mission Giving Report for 2019

January Totals: Lake City – Clean Water Project 229.00

 Matching 150.00

 Total paid to Lake City – Clean Water Project 379.00

February Totals: PEM Food Shelf 362.00

 Matching 150.00

 Total paid to PEM Food Shelf 512.00

March Totals:Youth Fund/Camp Scholarships 757.00

 Matching 150.00

 Total paid to Youth Fund/Camp Scholarship 907.00

April Totals: One Great Hour of Sharing 607.00

 Matching 150.00

 Total paid to One Great Hour of Sharing 757.66

May Totals: MN Adult & Teen Challenge 887.00

 Matching 150.00

 Total paid to MN Adult & Teen Challenge 1,037.00

June Totals: Cystic Fibrosis Relief Fund 373.00

 Matching 150.00

 Total paid to Cystic Fibrosis Relief Fund 523.00

July Totals: Feed My Starving Children 188.00

 Tubes of Quarters Collected for Mission 302.50

 Matching 150.00

 Total paid to Feed My Starving Children 640.50

August Totals:Backpack Program 203.00

 Matching 150.00

 Total paid to Backpack Program 353.00

September Totals: Random Acts of Kindness 358.00

 Matching 150.00

 Total paid to Random Acts of Kindness 508.00

October Totals: Ronald McDonald House 273.00

 Matching 150.00

 Total paid to Ronald McDonald House 423.00

November Totals:Salvation Army 274.00

 Matching 150.00

 Total paid to Salvation Army 424.00

December Totals: Helping Hands Fund 394.00

 Matching 150.00

 Total paid to Helping Hands Fund 544.00

Total Mission Giving 2019 $7,008.16

Total Mission Giving 2018 $7,520.50

Total Mission Giving 2017 $8,169.44

Total Mission Giving 2016 $6,188.14

Total Mission Giving 2015 $6,060.56

Total Mission Giving 2014 $4,022.31

Total Mission Giving 2013 $4,567.29

Mission Giving from Budget: $1,800.00

Matching Mission

(Matches the first $150.00 of each Mission of the Month)

**Deacons Ministry**

**2019 Annual Report**

The Board of Deacons in 2018 was made up of the following individuals:

 Class of 2019 – Walt Christison and Jay Holst

 Class of 2020 – Jennifer Torres and Stephanie Kreofsky

 Class of 2020 – Anthony McClellan and Katie Flanagan

The Deacons do their work grounded in prayer. We begin each meeting in a time of extended prayer – as we read through the entire church directory. Then we spend some time talking about how we might connect and care for our people in meaningful ways.

The work of the Deacons can be organized under two major categories. The Deacons are about **hospitality** and they are about **care.**

In 2019, the Deacon’s practiced **hospitality** by:

 \* Recruiting volunteers to serve as **Coffee Fellowship Hosts** and **Greeters** each Sunday morning.

 \*Fed our guests (and congregation) from the Minnesota Adult and Teen Challenge Choir after they led worship for us in May.

 \*Provided and organized an outdoor coffee fellowship (featuring Cabin Coffee, donuts and cotton candy!) for “Founder’s Sunday” on the first Sunday in October.

In 2018, the Deacons practice **care** by:

 \*Delivering Easter Lilies and Christmas Poinsettias to our home bound members and friends.

 \*Provided cakes for Logos Sunday, baptisms and graduations.

 \*Send birthday cards and anniversary cards to members and friends.

 \*Assisted Pastor John in taking home communion to the nursing home.

A special thanks to Walt Christison and Jay Holst for finishing their three year term on the Board of Deacons. I appreciate your gifts of care and compassion!

Sincerely,

Pastor John

**Personnel Committee Report -2019**

Thank you to the members of the Personnel Committee for their wisdom and service during 2019. They are: Donna Christison, Session Representative; Holly Reeve; and Howard Gray. The task of the Personnel Committee is to assist Pastor John (the Head of Staff) as he oversees the paid staff at Community Presbyterian Church. The committee also supports Pastor John in his work here in Plainview.

On November 21, the Personnel Committee met individually with our three paid staff people: Lacey Baker, Administrative Assistant/Financial Secretary; Mark Rich, Music Director; and recently returned custodian, John Zabel. Lacey Baker is truly a gift from God here at Community Presbyterian Church. She is efficient, quick, and joy to have in the office. For 2020 the Session has voted to give her a pay increase to $15.00 per hour. Mark Rich is a gifted and talented Music Director working with both the choir and the praise band. Community Presbyterian Church is blessed to have found him. The Music Director’s salary is $3900.00/year. And, of course, there is John Zabel. John had previously been a dedicated custodian at the church, but had to step back when he had back surgery. Laticia Navarre was hired to do the custodial work, but recently resigned due to time limitations. John was there to step into his old job with the understanding that there are some things that he cannot physically do. Others will be recruited to assist John when needed. The custodian’s salary is $11.25/hour.

On December 5, the Personnel Committee spent an hour in discussion with Pastor John for an evaluation of his service to God’s church here in Plainview. This is a confidential conversation where the committee and the Pastor can be totally open and honest with each other.

The Personnel Committee is always available to the congregation if there are any concerns or questions you might have concerning the staff of our church. Feel free to talk with anyone on the committee. And remember to pray for our staff. They are dedicated and a true blessing to us all!

 Donna Christison, Chair

 Personnel Committee

**Terms of Call**

**Pastor John Curtiss**

**2019 2020**

Effective Salary 50751.19 51766.21

 Designated: Designated:

 Cash: $32,751.19 Cash: $31,266.21

 Housing: $15,000 Housing: $17,500

 403b: $3000 403b: $3000

Medical/Pension 18777.94 19153.50

 (2017 rate is 36.5% of effective salary)

 (2018 rate is 37% of effective salary)

 (2019 rate is 37% of effective salary)

 **(2020 rate is 37% of effective salary)**

Dental Benefits 1168.44 1168.44

 **(2020 Dental Benefits remains unchanged)**

Professional Expenses 3000 3000

Vacation: 4 weeks/year (including 4 Sundays)

Continuing Education: 2 weeks/year (including 2 Sundays)

 Cumulative up to 6 weeks

*One Week – in service to the wider church*

🡪 Total Package (2018): $73397.57 (2020): 75088.15

 (Increase of 1.85%)

 ($1390.58)

Income and Expense Summary Report 2019

|  |  |  |  |
| --- | --- | --- | --- |
| **Anticipated Revenues** | **2019 Budget** | **2019 YTD** | **Remaining Budget** |
| Pledges | $118,523.00 | $116,093.00 | $2,430.00 |
| Accountable Offerings (non-pledged gifts) | $11,000.00 | $6,216.22 | $4,783.78 |
| Per Capita | $2,000.00 | $2,220.80 | -$220.80 |
| Coffee Fellowship | $600.00 | $496.64 | $103.36 |
| Loose Offering | $1,000.00 | $763.29 | $236.71 |
| Initial Offering | $160.00 | $80.00 | $80.00 |
| Building Usage | $2,700.00 | $2,700.00 | $0.00 |
| Fundraisers | $2,500.00 | $1,344.00 | $1,156.00 |
| Easter Breakfast | $200.00 | $0.00 | $200.00 |
| Pre-paid Pledge for 2019 | $0.00 | $5,200.00 | -$5,200.00 |
| Transfers from Memorials | $0.00 | $3,000.00 | -$3,000.00 |
| Transfers from Memorials for  Music Director | $3,900.00 | $3,900.00 | $0.00 |
| Miscellaneous Operating Income | $1,000.00 | $921.00 | $79.00 |
|  |  |  |  |
| **Total Budget Income** | **$143,583.00** | **$142,934.95** | **$648.05** |
| **Expenses** | **2019 Budget** | **2019 YTD** | **Remaining Budget** |
| **Program Expenses** |  |  |  |
| Subtotal | $10,163.00 | $11,303.13 | -$1,140.13 |
|  |  |  |  |
| **Administration** |  |  |  |
| Subtotal | $4,200.00 | $4,380.11 | -$180.11 |
|  |  |  |  |
| **Building and Grounds** |  |  |  |
| Subtotal | $25,940.00 | $26,499.49 | -$559.49 |
|  |  |  |  |
| **Staff** |  |  |  |
| Subtotal | $26,009.00 | $19,729.69 | $6,279.31 |
|  |  |  |  |
| **Pastor** |  |  |  |
| Subtotal | $73,697.13 | $73,051.48 | $645.65 |
|  |  |  |  |
| **Loan** |  |  |  |
| Loan Repayment | $9,900.00 | $12,897.00 | -$2,997.00 |
| **Miscellaneous** |  |  |  |
| Paid out of Memorials |  | $6,401.57 |  |
| **Total Budget Expenses** | **$149,909.13** | **$147,860.90** | **$2,048.23** |
|  |  |  |  |

Church Accounts Summary Report

 Church Assets\*

 12-31-18 12-31-19

 Operating Checking Account 3,553.04 7,194.10

 Helping Hands Checking 980.08 1,357.73

 Logos Checking 2,030.04 2,334.24

 Community Clothesline Checking 4,013.93 4,202.97

 Youth Checking 706.65 650.65

 Memorial Savings 20,624.12 25,599.36

 12 Month CD 10,413.09 10,628.21

 Church Liabilities\*\*

 12-31-18 12-31-19

 Real Estate Loan 160,760.61 153,838.71

 *\*These assets are either checking/ savings accounts or a short-term CD and are designated for a specific purpose.*

 *\*\*The liability is the loan from the most recent remodel and addition of the church.*

 *In 2015, the Session refinanced the loan with a favorable (and fixed) interest amount.*

**LOGO’S Financial Report 2019**

**Beginning Balance (Jan. 1, 2019) $2,030.04**

**INC0ME:**

Registrations $875.00

 Donations – from our Congregation $584.00

 **Total Income= $1,459.00**

**EXPENSES:**

Food & Logos Materials $1,154.80

 Logos Materials

 **Total Expenses= $1,154.80**

**Ending Balance (Dec. 31, 2019) $2,334.24**

Community Clothesline Financial Report 2019

BEGINNING BALANCE (January 1, 2019) Checking $ 4,013.93

 Cash 55.00

 $ 4,068.93

INCOME

 Sales 2,417.85

 Total Income $2,417.85

DISBURSEMENTS

 Bulldog Youth Baseball 500.00

 Dugouts

 John Curtiss 40.00

 Pool Passes for Family Promise

 Diane Ellringer 64.88

 Shelves and Table

 Bennett’s Food Center 71.90

 Family Promise Expenses

 Bennett’s Food Center 52.92

 Aiden Miller Memorial Night

 Plainview News 45.00

 Ad for Bag Sale

 Bennett’s Food Center 6.11

 Family Promise Expenses

 Plainview EDA 48.00

 Banner Sponsorships

 Paid to Helping Hands Account 500.00

 Paid to Youth Group 500.00

 Paid to Memorial Fund 400.00

 Roof Repair

 Total Disbursements $2,228.81

 Bank Balance (Dec. 31, 2019) 4,202.97

 Ending Cash on Hand (box) 55.00

TOTAL REVENUES ON HAND (December 31, 2019) $4,257.97

**Youth Financial Report 2019**

**Beginning Balance (Jan. 1, 2019) $706.65**

**INC0ME:**

 Mission – from our Congregation $907.00

 Other $1,837.00

 **Total Income= $2,744.00**

**EXPENSES:**

Scholarships $2400.00

 Youth Triennium $400.00

 **Total Expenses= $2,800.00**

**Ending Balance (Dec. 31, 2019) $650.65**

MEMORIAL FUND REPORT

**December 31, 2019**

 **Balance on hand December 31, 2018** $20,624.12 **Receipts:**

 Dorothy Zirbel - Undesignated 3,918.00

 Dennis Bosma 3,000.00

 June Holzer - Undesignated 150.00

 June Holzer - Undesignated 278.00

 June Holzer – Trust 10,000.00

 Rainy Day Fund 600.00

 Kathy Haug – Undesignated 125.00

 Transfer from Clothesline – Roof Repair 400.00

 Transfer from Operating Account *(2020 prepaid pledge)* 5,400.00

 Savings interest 105.81

 23,976.81 $44,600.93

**Disbursements:**

 Transfer to Operating *(2019 Prepaid Pledge)* 5,200.00

 Operating – Additional Principal Payment 3,000.00

 Music Director 3,900.00

 Transfer to Youth Fund 500.00

 Transfer to Operating – Roof Repair 3,928.57

 Transfer to Operating – Drinking Fountains 2,473.00 19,001.57

**Balance on hand December 31, 2019**  $25,599.36

**Allocation of Funds:**

 Undesignated memorials $15,451.81

 Youth programs 2,973.25

 Kitchen 1,774.30

 Pledge 5,400.00

 $25,599.36

Funds held in savings account at Foresight Bank – Plainview, MN

**Proposed 2020 Budget**

 **2019 Budget 2020 Proposed**

 **Program Expenses**

Christian Education 1250 1000

Logos 1000

Mission

 Matching 1800 1800

 Presbytery – Unified Giving

 Per Capita 3963 2100

Mission Team 50 50

Evangelism 400 400

Music / Choir 300 200

Worship 800 1000

Pulpit Supply 400 500

Fellowship and Food 700 500

Stewardship 100 100

Session 100 100

Deacons 300 400

Personnel 0 400

 Subtotal 10,163 9,550

 **Administration**

4200 4200

Bank Fees

CMS – Software

Copier Maintenance

Misc. Administration

Office Supplies

Postage

Advertising

*New computer / Office Equipment* 0 0

 Subtotal 4,200 4,200

 **2019 Budget 2020 Proposed**

 **Building and Grounds**

Natural Gas 5200 7200

Electricity 5200 6000

Telephone 1440 1445

Insurance 6100 6100

New Projects

Water and Sewer 2300 2500

Building and Grounds 5700 2500

 Repairs and Maintenance

 Garbage Removal 1000

 Snow Removal

 Alarm System 500

 Maintenance Supplies

 Elevator Contract 1300

 Subtotal 25,940 28,545

 **Staff**

Music Coordinator 3900 3900

Administrative Assistant / Financial Secretary 13500 13500

Custodians 5875 5850

Payroll Taxes 1780.00 1600.00

Workman’s Comp 954 750

 Subtotal 26,009.00 25,600.00

 **Pastor**

Salary (including 403b deferral) 50751.19 51766.21

Pension and Medical 18777.94 19153.50

Continuing Education / Professional Expense 3000 3000

Dental Insurance – Member and Children 1168 1168

 Subtotal 73,697.13 75,087.71

**Loan**

Loan Repayment 9900 9900

 **Total Budget Expenses 149,909.13 152,882.71**

 **2019 Budget 2020 Proposed Notes**

 **Anticipated Revenues**

Pledges 118,523 112,090

Accountable Offerings 11000 9000

Loose Offerings 1000 900

Per Capita Offset 2000 2500

Coffee Fellowship 600 750

Easter Breakfast 200 0

Initial Offering 160 2020

Fundraisers 2500 2500

Building Usage / Rent 2700 3000

Logos 1000

Miscellaneous Gifts

Transfer from Memorial Fund 10,000

*Transfer from Memorial Fund (Music)* 3900 2600

Miscellaneous Income 1000 0

 **Total Income 143,583 146,360**

 **Budget Deficit 6,726.13 6,522.71**

**Statistics Report**

Membership as of December 31, 2018 126

Gains to Active Roll 0

Losses 1

Total Membership as of December 31, 2019 125

**Gains to Active Rolls**  0

**Losses from Active Rolls** 1

Deaths: June Holzer

**Baptisms** 3

Kaylan Kreofsky, Lauren Pearson, Lincoln Pearson

**Marriages of Members** 0

**Deaths** 2

June Holzer, Kathy Haug