FPC Annual Meeting 2025

Agenda

1. Call to Order, Declaration of Quorum, and Prayer
2. Where We've Been
    1. Clerk of Session Report
    2. Pastor's Report and Summary of 2024 Session Goals
3. Where We Are
    3.1. Treasurer's Report
4. Where We Are Going
    1. Presentation of 2025 Budget
    2. Approval of 2025 Pastoral Terms of Call
5. Adjournment

Clerk of Session Report

1. See packet
2. Average worship attendance similar to 2023. Between 2018-2019, saw an 8% drop, between 2019-2023, saw a further 21% drop.
3. Official church membership went from 302 to 282, half of that change was just a counting issue, with no change to the actual names on the roll, the rest mainly due to death.
4. 9 new members

Pastor’s Report

1. Hired new musicians in 2024
2. Continue to invite and involve more people into worship, especially through music
3. Three pastor-led studies in 2024, plus an additional CE-led weekly Sunday morning lectionary study
4. Started process of goal-setting and goal-directed priorities

Treasurer’s report

1. Last Year’s Annual Budget was $545,810.39
2. Came in about $33,000 under budget:
    1. Personnel was ~$13,000 under, mainly related to Kyle leaving and Amy not joining us until August
    2. B&G was ~$7600 under on Gas and Maintenance
    3. Lower-than-expected IT costs of ~$7600
    4. Saw increases in insurance costs across the PEIA

Treasurer’s report

1. Income was substantially above budget, thanks to generosity of Pledging and income from Walker Trust
2. Due to this combination, no support from the Endowment was needed to support the budget

Session Goals: 2024 Focus Areas

- Increase Community building usage
- Increase church participation in mission activities
- Increase church awareness of and participation in church ministries
- Increase sanctuary accessibility
- Have stewardship participation better reflect the full church membership
- Invite and retain new participants in church life

2024 Goal achievement highlights

- Full list is available

Lives of Mercy

- **By June 2024, develop a schedule for committees, ministries, and teams to share their activities in worship**
  - Intent: Invite more church members into the activities of the church and increase awareness of where time and treasure go
  - Follow-up action: Very successful for 2024, room to improve sustainability in 2025

Lives of Mercy

- **By December 2024, offer a personal finance study to the congregation**
  - Intent: Help people in the church to steward their money in a faith-centered way and empower them to make financial choices
  - Follow-up action: Done, several people took the class and it received high marks

Lives of Faith

- **By June 2024, develop visitor welcome procedure including follow-up**
  - Intent: Engage visitors and increase chances they come back
  - Follow-up action: Tammy Schroeder and Pastor Nathan track new arrivals and follow up where appropriate

Lives of Mercy

- **By October 2024, identify the feasibility of adding a chancel ramp to the sanctuary.**
  - Intent: Increase sanctuary accessibility
  - Follow-up action: Extensive investigation led to the conclusion that this is not feasible and that using the flexible space in front may be more helpful

Lives of Mercy

- **By the end of 2024, have one worship service that does not use the chancel**
  - Intent: normalize using the floor to improve accessibility and welcome
  - Follow-up action: a special service during lent did not use the chancel, but there is room to grow

2024 incomplete goals

Lives of Justice

- **By the next stewardship campaign, implement a time and talents pledge**
  - Intent: Better understand the gifts our congregation brings to ministry, and highlight their values
  - Follow-up action: After exploring several options, implemented a survey in Realm that will go out in the next few weeks

Lives of Justice

- **By the end of 2024 add at least 2 organizations that use our building**
  - Intent: Empower others in the community through our unused space and possibly add rental incom
  - Follow-up action: We took opportunities as they came, but had difficulty identifying groups who could use the space we have available.

Lives of Justice

- **By the end of the program year, identify a strategy for adding scrolling announcements to Ryerson, Video stream, and website**
  - Intent: provide more exposure to church activities for in-person and remote participants
  - Follow-up action: very preliminary discussions about possibilities, but incomplete

Lives of Justice

- **During 2024, recruit 4 new FPC members to become active members of the Reconciliation Ministry**
  - Intent: Broaden the pool of people engaging in Reconciliation work
  - Follow-up action: Although a variety of reconciliation activities (especially Guns 2 Gardens and Warm Winter Wear Distribution) engaged new people, ministry did not gain fully active members.

Lives of Mercy

- **By July 2024, develop process to share internal announcements with worship, technology, and communications teams.**
  - Intent: align different channels of information to expand reach and avoid conflict
  - Follow-up action: Not done

Lives of Mercy

- **By November 2024, investigate the feasibility of a sanctuary screen.**
  - Intent: Determine whether worship experience could be improved and made more accessible with projection
  - Follow-up action: preliminary talks were held, but no conclusion was reached

Lives of Faith

- **By the end of 2024, identify three intentional outreach activities for 2025**
  - Intent: Start 2025 ready to focus on outreach
  - Follow-up action: Not done

Other completed 2024 goals

Lives of Justice

- **By June 2024, add information about local, state, national, and international mission activity to the website**
  - Intent: Make the church “front door” more accurate so that visitors will see more of the work we do
  - Follow-up action: Updated, with Tammy Schroeder’s help.

Lives of Mercy

- **By October 2024, dedicate ¼ of the CE bulletin board to church mission work at local, state, national and international levels.**
  - Intent: Help to invite people into different ministry opportunities
  - Follow-up action: Done by Reconciliation Ministry with staff assist

Lives of Mercy

- **By June 2024, make organizational information pamphlets from non-profits / organizations available in Ryerson Hall.**
  - Intent: Help to invite people into different ministry opportunities
  - Follow-up action: Done by Reconciliation Ministry with staff assist

Lives of Mercy

- **Identify 6 brand champion church members to represent specific local mission opportunities within the congregation**
  - Intent: Engage more people in Reconciliation Ministry work and invite members into that work.
  - Follow-up action: Identified brand champions for Catholic Worker, Houses into Homes, Guns 2 Gardens, Free Lunch Program, Ecumenical Towers, CRC, Agape Cafe, CWJ, CommUnity, Shelter House, Camp Bear Creek, FoP

Lives of Faith

- **By September 2024, develop a children and youth stewardship program, including time & talents**
  - Intent: Show children that they have gifts to share with the church even at a young age
  - Follow-up action: Done, need active work to sustain it in 2025

Lives of Faith

- **Have a proposed 2025 budget by the November Session Meeting**
  - Intent: Start 2025 with well-ordered finances and shorten the length of the budgeting season
  - Follow-up action: Done! Krista is very excited to start the year with accurate fund balances

Lives of Faith

- **By the end of 2024, have 30 church members invite guests into church activities**
  - Intent: Grow the practice of inviting new people into FPC
  - Follow-up action: Invited members to pledge their intent on a Sunday.

2025 Budget

1. Balanced budget
2. ~2.5% increase, largely CoL for Staff

2025 Budget

INCOME	2024	2025
Pledged Income	$371,043.00	$388,937.00
Total Revenues	$546,810.44	**$562,584.31**

	2024	2025
EXPENSES		
Personnel	$383,304.39	$395,666.65
Christian Ed	$11,200.00	$13,375.00
Stewardship	$900.00	$950.00
B&G	$75,000.00	$75,000.00
Deacons	$1,870.00	$1,870.00
Worship & Arts	$10,050.00	$10,050.00
Outreach	$2,000.00	$2,500.00
Reconciliation	$20,000.00	$20,000.00
Admin	$28,270.00	$27,420.00
General	$13,216.00	$13,216.00
Total Expenses	$545,810.39	**$560,047.65**