



FIRST PRESBYTERIAN CHURCH OF CHAMPAIGN

Annual Report 2014

Worship, Love God More.
Connect, Love People More.
Serve, Love More People.

We Have a Very Bright Future!

It is with very mixed feelings that I write what will be my last annual report as your pastor. While I look forward to spending more time with our sons, their wives, and our extended families, I have been honored to serve as your pastor these eleven years.

We have a very bright future. Just in recent months we have hired four extraordinary staff members, **Laura Robinson** as our bookkeeper, **Kristen Plemons** and **Daudet Ilunga** as Associate Directors of Children, Family and Youth, and **Kristi Corbin** as our Mission Coordinator. Already they are having a sizeable impact.

I am deeply grateful for **Chuck's** pastoral heart and great wisdom, for **Marcia's** skill in juggling dozens of balls, for **Patty's** skills in hospitality and reception, for **Joe, Richard** and **Karen Vermillion's** musical gifts, for **Jan Sabey's** passion and expertise in running our ESL ministry, for **Dave's** far-reaching skills in contemporary music, outreach and IT, for **Veronica** and **Cassie's** organizational abilities, and for the sacrificial service of our custodians **Chris, Ritchie** and **Audry**. We could not have a finer team.

We are a dynamic church with growing New American, ESL, worship, and children's and family ministries. We have just completed a very successful ministry and capital drive. We have a Session gifted in vision and administration. Our Forward 150 Faithful team and Buildings and Grounds committee can ably guide the completion of Phase 1 of Forward 150 and lay the groundwork for Phase 2.

We have a very strong Stephen Ministry program, a dynamic mission and outreach program, a laudable network of Bible Studies and small groups to stimulate spiritual growth, and such innovative ministries as Mission Possible, Amateur Preachers, our Cuban partnership, and our partnership with the Sangala Hills Girls' School in Pakistan. So we will attract many highly competent applicants.

God's word addresses every situation we can face. So I invite you to meditate on Isaiah 6. King Uzziah, who has reigned for 52 years, has died. Israel is in shock. In the ancient world, the death of a king could bring civil war. But as Isaiah enters the temple to pray, he has a vision of an

Almighty God. Reading this chapter carefully tells us exactly what to do during this transition of leadership:

- 1) We pray,
- 2) We resist the temptation to be fearful and instead focus on God's power, majesty and might,
- 3) We confess and keep our lives pure before the Lord.
- 4) We read God's word and meditate on God's promises,
- 5) And we step up and take responsibilities. Isaiah's call is our call, "Here I am; send me!"

May God's richest blessings be with you in the years ahead. I ask God's blessing upon each of you. Remember that your faithfulness sows the seeds for a harvest that you may never see, but a harvest God will reap in generations yet unborn.

Grace and peace,
Rick

Things are Always Changing...from Chuck Carlson

The Apostle Paul emphasizes that we never reach perfection in this life. Things are always changing. However, we keep going forward. Why? Paul writes, “Because Christ Jesus has made me his own” (*Philippians 3:12-13*). In all that we experience we remember that we belong to Christ and it is Christ who is with us, for us, and will never forsake us (*Romans 8:31-9*).

Throughout 2014 things kept changing and we have kept moving forward. We both build upon and sustain our ministries even as new possibilities emerge. And there we find Christ’s Spirit in the midst of life, the One Who is at the center of it all. There is a paradox. As things change they also remain the same.

Stephen Ministry continues to minister to others within and without our congregation. Roughly 28 Stephen Ministers are paired with care receivers. In order to maintain and sustain this ministry we meet the second Monday of the month from 11:30-1:30 PM. We spend an hour focusing upon a topic related to our ministry needs and another on supervision. We hold new training classes when there is need to do so. If you are interested in becoming a Stephen Minister, we would be happy to offer you the 50 hours of training that you will need to be effective in this ministry. **Linda Sandquist** continues as our capable Stephen Leader.

Christ Care ministry is solidly undergirding our small group ministry. Group leaders receive 40 hours of leadership training and meet monthly on the second Wednesday for continuing education and supervision. The administrative arm of this ministry is the Equipper group. They meet once a month to oversee, plan, and guide the Christ Care ministry.

Care Deacons served under the capable leadership of **Barb Barker**. Barb completed her role as moderator this year and has turned it over to **Liz Miley**. The Care Deacons minister to over 40 homebound persons in our congregation. Quarterly communion is offered to the residents of Windsor Court and Windsor as well as

Clark Lindsey and Meadowbrook. Communion is taken to housebound members as requested.

The Mission ministry continues to grow and invite us to challenging tasks. ESL, our partner church in Cuba, Luyano Presbyterian, the Sangla Hill girls school in Pakistan and the many local ministries and mission co-workers and projects that we support all require people and their commitment to maintain and sustain them.

I traveled to Cuba with a group last September and had the privilege to preach at the Luyano church. We sent three people to Pakistan and look forward in 2015 for more trips to Cuba, including a youth trip.

As you are aware, **Tracy Dace** resigned as Missions Coordinator this past year as he took a new job at Parkland College as a professor. A search committee was formed chaired by **John Muirhead**. By early December we identified **Kristi Corban** as our new Missions Coordinator. Tracy has been a tremendous blessing to us and we will miss him. Fortunately he is part of FPC and continues to serve on World Mission and the Compassion, Peace, and Justice Committee. Thanks for a job well done, Tracy! Kristi, also an active part of our congregation, brings excellent skills, a love for Christ, and a clear calling of God to serve in this role.

We initiated our Courageous Conversation series this past year. We brought **Bob Lupton**, author of “Toxic Charity” to speak and share his radical new way of helping people. Community leaders from different local agencies gathered at our church for conversation with Bob. You can read in more detail articles throughout this Annual Report that will expand upon all that Mission is doing locally and in the world.

Personally I will conclude my two year Spiritual Direction Seminar course of study in May. After two years in training to becoming a certified spiritual director I graduate! This has been both a spiritually and personally rewarding experience. The spiritual formation of our souls into the

image of Christ is the basis for all ministry. Appropriate focus and growth in Christ keeps us balanced and engaged with both God and the world.

Pastoral care, hospital visitation, participation in the life of the church, staff meetings, participation in Rotary, and involvement in the Presbytery makes for a rich life in Christ’s work here in Champaign. Betty and I continue to be blest to be a part of your lives and look forward to our continuing relationship with each other as we move into this transition period.

Confirmation Class

Sabrina Hwu, Pastor Chuck Carlson, and Leslie Barr led a Confirmation Class of eight students. The class studied the Apostles’ Creed featuring sections on God, Jesus Christ, the Holy Spirit and the church. Joining the church were **Beth Born, Carissa Hwu, Laura Miller, Jonathan Mnyampara, Olivia Moline and Cole Prescott**.

Membership Stats

Membership 12-31-2013	748
Gains	
Profession	7
Other	27
Losses	
Deaths	16
Other	79
Membership 12-31-2014	687
Baptisms	9

Session Highlights 2014...

January...

- Specific details of the forthcoming program - capital drive. It appears the drive will commence in September.
- Committee assignments for 2014;
- Details of the annual meeting which will be held Sunday, February 16, at 11:30 AM;
- Use of Ministry Architects, a children-youth consulting group;
- Our vision for an overall technology upgrade for both buildings;
- Three overtures for the General Assembly regarding Cuba;
- The latest details of the 2014 pledge drive;
- A cultural competency course to be made available through the U of I School of Social Work.

February...

- Continued to fine-tune the Forward 150 capital-program drive proposal;
- Established the concept of having a 7 person "Forward 150 Faithful" steering committee who would oversee Phase 1 and perhaps Phase 2 over the next 4-5 years to insure continuity;
- Continue to reflect on the report of the Illinois Business Consulting Group in terms of potential target audiences for the church;
- Noted that a new Cuba Study group is forming;
- Finance Team is studying a benevolence fund and potential policies;
- A team was established to prioritize items in the Forward 150 campaign;
- Session approved holding an August pool party and a September block party as outreach events

April...

- Finalized the Forward 150 list to be presented to the congregation on May 2;
- Asked the Forward 150 Faithful to prioritize the items on the Forward 150 list and to give thought to the implementation of projects as campaign monies come in;
- Voted to borrow against existing reserve funds as pledges are made to speed up the implementation of the

Forward 150 plan;

- Received as information a recommendation from Human Resources that three part-time Children, Youth and Family positions be combined into one half time position (this has no budgetary implications);
- Will give focused thought to our Outreach Strategy at our May meeting, as well as a program that millennials are finding helpful called LifeTree Cafe.

May...

- Discussed our outreach strategy, trying to assess the best ways to get on the radar of potential guests and visitors. How do we cease becoming simply a welcome church and become an inviting church?
- Gave tentative approval to an outreach that has been successful, especially among millennials, called LifeTree Cafe. It is a DVD prompted discussion of pressing life issues in an informal setting;
- Reviewed the time line from RSI for the Forward 150 Drive;
- Voted to invite Ministry Architects, which are leading our Children, Youth and Family planning to also evaluate our overall church structures and programs;
- Accepted with regret the resignation of Trace Dace as our Mission Coordinator so he might accept a full-time tenure-track position at Parkland;
- Noted the hiring of Laura Robinson as our new in-house bookkeeper;

June...

- Accepted as a vision statement, that we will be a growing multi-generational, multi-cultural, servant-missional church, serving Jesus Christ at the heart of the city and wherever He leads us.
- Discussed the possibility of a pastor or seminary intern for Mission and New American Ministries;
- Authorized hiring a full-time associate for our children, youth and family ministries (in place of the

three part-time positions we have had);

- Discussed strategies for outreach (ways to increase our visibility in the community);
- Heard a report from the Forward 150 Faithful.

July...

- Wanted to communicate to the congregation that the listing of items in the Forward 150 case statement is not a listing of priorities. Session deeply believes that Forward 150 needs to be seen as a whole. To grow we need effective programs, and a place to house these programs;
- Voted to renovate the Youth Lounge for a September beginning of an outreach program called LifeTree Cafe;
- Discussed the implications of growing as a multi-cultural church;
- Authorized that the Forward 150 Faithful be authorized to spend up to \$5,000 for expert advice on how to best, and most cost-effectively, repair the stained glass windows;
- Discussed possible uses for the tithe in the Forward 150 drive;
- Discussed having regular speakers who would appeal to the community, such as the recent event with Robert Lupton, the author of *Toxic Charity*.

August...

- Approved the creation of an Outreach Team;
- Approved the use of the Education Building by a Homeschool Group;
- Approved the 2014-15 Children, Family and Youth calendar;
- Reiterated retaining our land on Curtis Road both as an investment and pending prayer and discernment as to how the land could be used as a Kingdom asset.

September...

- Session discussed a church-wide child-care policy;
- Took a preliminary look at the 2015 budget;
- Discussed the formation of a benevolence fund;



- Decided to have the Forward 150 all-congregational dinner at the Hilton on November 9;
- Received updates on the Forward 150 drive, the examination of the stained glass expert, on the launch of the LifeTree Cafe, and the Courageous Conversation held on "human trafficking."

October...

- Coordinated and received updates on the Forward 150 drive;
- Received reports on the competitive bidding for the technology and stained glass windows portions of Forward 150;
- Authorized a preliminary 2015 budget;
- Appointed a study group to examine how we can expand and also resource ministry to our New Americans;
- Learned that we have excellent applicants for our Associate Director for Children, Family and Youth and Mission Coordinator positions;
- Authorized a comprehensive child-care policy;
- Received a report on our ESL ministry, in accordance with Session's policy of annual reviewing new programs for their effectiveness.

November...

- Accepted the Forward 150 Faithful recommendation of hiring the firm CSD for our technology needs;
- Approved paying the Rodgers Organ Company 30% of the price of the organ to prevent a significant increase in price;
- Made updates and amendments to the 2015 budget;
- Approved our Children, Family, and Youth (CYF) Director reducing to 30 hours a week to spend more time with her family, which enabled the CYF Search Team to hire both Daudet Ilunga and Kristen Plemons for our CYF department with no increase in the budget;
- Voted to promote LifeTree Cafe at all services with a 60 second video;
- Affirmed the need for a strong Planned Giving process in the future;
- Noted that we will have an additional

- Music Sunday this Spring on March 8;
- Approved the continued use of the building by a Homeschool Group on Fridays.

December...

- Noted that the Forward 150 Faithful capped expenditures for the stained glass windows at \$600,000;
- Noted that the organ needs more repairs than previously thought;
- Voted to place an L shaped digital sign at the corner of Church and State and to seek a variance from the city for such a design;
- Voted to increase the number of Music Sundays from two to four per year, seeking an outside group for one of the Sundays;
- Discussed details of the 2015 budget;
- Created a Planned Giving/ Endowment Committee and a Worship Coordination Committee to add to the Session structure;
- Moved to add 30 minutes of

- education to Session meetings on Presbyterian theology and polity;
- Moved to add a 13th elder to the 2015 Session since we now have 13 committees.

Deaths

We extend our sympathy to the family and friends of those who died in 2014

- | | |
|---------------|---------------------|
| Chuck Beiger | Herb Corten |
| Jim Cullum | Duane Davis |
| Chuck Hendrix | Ilene Koehler |
| Ann Lienhart | David Lierman |
| Alma McNattin | Dottie Milazzo |
| Nancy Nygren | Betsy Joyce Perkins |
| Dean Stewart | Dale Trulock |
| Willard Visek | Bob Webb |

Pastor's Terms of Call

	Rick Snyder	Chuck Carlson
Salary	\$55,962.29	\$45,319.88
Housing	\$40,600.00	\$24,000.00
Medical Spending Acct.	\$2,500.00	\$2,500.00
Supplemental Life Insurance		\$1,260.00
Auto Reimbursement	\$625.00	\$1,800.00
Continuing Education	\$100.00	\$1,000.00
Professional Expense	\$300.00	\$1,900.00
Compensation before Taxes & Insurance Benefits (1)	\$100,087.29	\$77,779.88
Taxes & Insurance Benefits (2)	\$43,544.75	\$31,517.23
TOTAL	\$143,632.04	\$109,297.10

(1) The pastors have discretion regarding allocation in the categories above this line.
 (2) This amount is mandated by PC(USA) Board of Pensions.



Worship...

Worship

We have four distinct styles of worship celebrated each week. Our Saturday evening prayer and praise gathering is a celebratory bi-lingual (French and English) service that runs from 6:30 – 8:00 p.m. It is led by a six-person praise team. Rick and Chuck will be preaching at this service one Sunday a month. Communion is going to be instituted on the first Sunday of each month.

Our 8 AM service is contemplative in feel. **Richard Rossi** provides piano music for this service and a choir member leads the singing of hymns. The service is 45 – 50 minutes in length.

Our 9 AM service is a full traditional service, featuring the sanctuary choir, bell choir, and other special music. A highlight of the 8 and 9 AM services are two Music Sundays each year, and seasonal services following the liturgical calendar. Due to the popularity of Music Sundays, we hope to have additional Music Sundays in the future.

Other special services included a contemplative Ash Wednesday experience, a Maundy Thursday communion service, and a noon Good Friday service shared with First United Methodist Church. Our contemporary service, called “The

Gathering” is at 10:30 AM each week and features weekly communion.

Contemporary Worship

Committee Activity

The CWT develops strategies to maintain, execute, and grow the 10:30 worship service, aka The Gathering. Committee members include **Soo Choi, Kevin Kim, Gary and Linda Peterson, Bill and Ann Stout, Karin Vermillion, and Joyce Wittler**. Staff includes **Dave Plemons**, worship leader, and pastors, **Rick Snyder** and **Chuck Carlson**.

The CWT meets monthly, or as needed, and plans the publicity, outreach and other aspects related to the service. Some of the activities of the team include: recruiting volunteers for the weekly service. In

addition, we have in the past, initiated, planned and organized the Second Sunday Guest Lunches. The Guest Lunches have been suspended for the time being.

Budget

The CWT itself does not have a budget but The Gathering has a budget overseen by staff. It is hoped that, in the future, the Team will have a budget that can be used to enhance the worship service. All of the musicians and the singers (with the exception of Dave) in The Gathering praise band are volunteers.

Recommendations

Attendance for this service has remained stable an average of about 40 each week. We are brainstorming strategies to increase attendance, and are open to suggestions from the congregation. We are praying for an average of 100 participants.

Average Quarterly Worship Attendance for All Services

	2012	2013	2014
Qt 1	231	314	277
Qt 2	302	329	395
Qt 3	246	307	326
Qt 4	354	341	372
Avg	283	323	342



Mission...

Serving God - Serving Others

Our mission program enjoyed a busy and fruitful year. We started "Courageous Conversations," a new seminar series to start dialogue about emerging social justice issues for our congregation and for the larger community.

We sadly accepted the resignation of our Mission Coordinator, **Tracy Dace** in June and formed a search committee that was able to recommend our current coordinator **Kristi Corbin**.

We wrote or updated policies and procedures for all committees and inaugurated the Compassion, Peace and Justice Committee and led the way to developing a Benevolence Fund policy.

We spent much time in prayer and discernment of God's will in the use for the Forward 150 Capital Campaign donations.

Our budget for 2014 was \$185,426 including our staff salaries. Our budget for 2015 is \$164,888. We will "prune the vine" and attempt to make good decisions that grow our mission outreach.

Here are highlights of reports from the various Mission Committees. Complete copies of the reports are available from **Kristi Corbin**, Mission Coordinator.

Amateur Preachers

Eleven **Amateur Preachers** served 13

different churches providing 28 sermons.

Compassion, Peace and Justice

Compassion, Peace and Justice Committee coordinated Courageous Conversation on Human Trafficking and hosted a presentation, "Going Home – The New Stories From the Streets" about male prostitution. The committee focus is on education and advocacy.

Community Mission Deacons

The Advent Offering brought \$4,877 which was combined with \$123 restricted funds for a total donation of \$5,000 for The Eastern Illinois Foodbank for its school supplies program and food mobile. Empty Tomb held it's Mega Work-a-Thon in March with participation from our congregation. Bob Lupton's presentation, Toxic Charity, was well attended by the community and the congregation.

Fifty backpacks were collected for Christian Mercy and Justice Network Annual Resource Day at Salt and Light. Almost \$2,000 was collected for The East Central Illinois Refugee Mutual Assistance Center (ECIRMAC) for the purchase of winter wear and diapers.

Over \$5,000 from the October Garage Sale with the Savoy United Methodist Church was shared with Jesus is the Way Prison Ministry, Empty Tomb, ECIRMAC, RUM, and Phoenix. Towels and washcloths were collected in December for

Safehouse, Jesus is the Way, Canteen Run and Times Center. Emergency funds (\$2,180) were donated to Eastern Illinois Foodbank for use by Restoration Urban Ministry.

Cuba Steering Committee

The Annual Cuba Forum on September 27 concentrated on the theme of partnership. Paul Johnson, president of the Illinois Cuba Working Group was the guest speaker. Our covenant was reviewed. There were two congregational trips to the Presbyterian Reformed Church of Cuba. **Pat Metcalf** taught at the Cuban Seminary.

Environmental Stewardship Committee

ESC organized volunteers to clean coffee cups every Sunday, organized the clean up of West Side Park on August 9, collected recycled electronic items for the Habitat Restore, organized a building energy audit, encouraged recycling within the church. Tony Taylor with Ascendant Instruments Co. demonstrated how musical instruments can be made from recycled materials during Environmental Sunday.

Mission Possible

Mission Possible successfully completed its 23rd annual trip working at Calvin Crest Camp and Conference Center at Freemont, Nebraska. Twenty-four people participated. Two trips to Camp Carew focused on construction of new Hogans. Several from the group made new curtains

for the building at Jesus is the Way Ministries.

New Americans Team

The English as a Second Language program served as many as 35 students per class, offered six classes a week along with Conversation Partners and ESL Bible Study. During 2014, the weekday ESL program served over 230 students from 34 countries. Twenty volunteer tutors provided small group instruction, 10 of them from FPCC. Ten other FPCC members provided non-tutoring support in the form of providing snack food on a regular basis; setting up, serving, cleaning up for snack breaks 4 afternoons a week; administering English language assessments; driving the van for special outings. Beginning and advanced Spanish classes began.

A number of sub ministries have brought about 50 new church members with about 72 children or youth. Seventy-two volunteers participate. The team is focusing on leadership development for growing its work in response to needs in hospitality, outreach and pastoral care.

Presbyterian Women

Presbyterian Women sold 80 Healthy Women Healthy Families Mother’s Day cards and collected cash donations totaling \$1,200, organized and collected 100 hygiene kits for Presbyterian Disaster Assistance, and provided Empty Tomb with 90 cribs layettes.

World Mission

World Mission raised almost \$4,000 in the Raindrop Project to provide tools for education of pastors in the Democratic Republic of Congo, facilitated two relation building trips to Cuba, and one to Pakistan, and hosted mission co-workers Steve and Cindy Gorman from Egypt. With the Advent Offering of \$6,500 we were able to help renovate the bathrooms in the dormitories of our sister church in Luyanó, Cuba.

Staff...

Pastors:

Rick Snyder..... Pastor/Head of Staff
 Chuck Carlson.....Associate Pastor

Staff:

Kristi Corbin Mission Coordinator
 Ritchie DrennenFacility Maintenance
 Patty Farthing.....Receptionist
 Marcia Franks Administrative Assistant
 Joe Grant..... Choir Director
 Julia Hartman..... Children/Youth Music Coordinator
 Daudet Ilunga..... Associate Director CYF
 Cassie McConkey Director of Children, Youth & Families
 Chris PennyFacility Maintenance
 Dave PlemonsTechnology/Contemporary Music Director
 Kristen Plemons Associate Director CYF
 Laura Robinson.....Accounting
 Richard RossiChurch Musician
 Jan Sabey ESL Coordinator
 Veronica Valli..... Director of Operations



Small Groups & Education...

Adult Education

We offer many forms of spiritual growth and formation for adults. Our Christ-Care Small Group model was designed by the originators of The Stephen Ministry program, which trains lay care-givers. Christ-Care Small Groups include Biblical Equipping, Nurture and Support, Prayer and Worship, and a component of Mission. At the current time we have seven Christ-Care groups with about ninety participants.

Our three Presbyterian Women's Circles are well-attended and also feature study, nurture and prayer. This year's study was *Reconciling Paul, A Contemporary Study of 2 Corinthians*.

Rick and Chuck are active in teaching. In 2014, Chuck taught an in-depth Disciple overview of Scripture, and Rick led a Bible Study at the Eden Supportive Living Center on the book of Acts. He also taught a Bible Study on the Gospel of Mark. The

Eden Study had 25 participants.

This Spring we have ten additional groups, including groups studying Spanish, two Men's Bible Studies, an ESL Bible Study, a Bible Study at Windsor Court, and a course on the Lord's Prayer. Over 200 members participate in our small group – educational ministry.

Prayer Ministry

Our Prayer Ministry Team meets the second Monday of each month in the library at 1 PM and a Men's Prayer Team meets on Friday mornings at 8:30 AM. Prayer requests are gladly accepted in worship and by emailing prayer@firstchurchchampaign.org.

Mission Statement

A vision evolves in response to the work of the Holy Spirit in the minds and hearts of God's people. So Session discerns that God is calling us to be **“a growing multigenerational, multi-cultural, mission-centered church serving Jesus Christ at the heart of the city and beyond.”**

Finance...

Operating Funds

In 2014, total revenues for the operating fund were \$1,016,604, about 3% (\$31,000) below the budgeted amount and \$59,000 less than 2013 total revenue. Revenue for 2014 included \$935,088 in contributions and was supplemented with \$23,750 from restricted funds.

Total expenses for 2014 were \$1,074,172 which was about 2.5% below the budgeted amount and \$83,400 above expenses in 2013. The net result was a deficit of \$33,818 in 2014 compared with a surplus of \$70,000 in 2013.

It is noteworthy that contributions from present members and friends of the church in 2014 were only 87% of church expenses, and funds from trusts, endowments, and restricted accounts accounted for about 10% of expenses leaving a 3% deficit.

Endowment/Strategic Reserves

Endowment principle funds are fixed and the total amount in the church's endowment funds is \$543,205. Strategic reserves at the end of the year were \$1,223,740. Total invested funds, which includes the endowment principle, endowment earnings, and the strategic reserves, at the end of the year were \$1,927,624, representing an increase of about \$96,000 for the year.

The church receives funds annually from the Cannon Trust which amounted to \$77,402 in 2014 and is included in the operating fund revenues.

2015 Report

In 2015, projected total revenues are \$1,043,550, which is only slightly larger than that of 2014, but does not include \$20,000 in restricted funds that were used in 2014 to support the ESL program.

An increase of about 2.5% in contributions in 2015, therefore, will be required to replace the restricted funds in the 2014 budget. One concern is that actual pledges

for 2015 to date are about \$100,000 short of the amount included in the projected total revenue. Expenses are budgeted at \$1,086,666 which represents a modest 1% increase over actual expenses in 2014. The main contribution to the increase in 2015 over 2016 is a 2% increase in salaries for staff. This results in a projected deficit of \$43,116.

With Rick's recent announcement that he will be retiring at the end of May, this year will be a year of transition with financial implications that have not been incorporated into the above projections. We believe that the reduction in salary for Rick counterbalanced by transition expenses will result in a net decrease in our expenses for 2015.

Forward 150 Capital Campaign Update

We have been very heartened as pledges have continued to come in for Forward 150, our Ministry and Capital Drive. To date we have 183 pledges totaling \$1,889,691.89. We have received \$696,425.56 in cash, so Session has given authorization to begin the following projects:

- repair and conversion of the organ to a digital-pipe organ
- the complete technology package
- installation of an outdoor digital sign
- purchase of a new keyboard
- repair of the audio room
- installation of a backflow preventer to prevent basement flooding.

Your generosity will have a great impact on our ministry and mission. Thank you!

Summary of 2014 Budget/Expenses & 2015 Budget

Revenues	2014 Budget	2014 Actual	2015 Budget
Total Contributions	\$978,904.	\$935,088.	\$961,000.
Cannon Trust	\$67,000.	\$77,402.	\$77,000.
Total Othe	\$1,800.	\$4,113.	\$1,880.
Restricted Funds	\$23,750.	\$23,750.	\$3,750.
Total Revenues	\$1,071,454.	\$1,040,352.	\$1,043,550.
Expenses			
Clergy	\$248,725.	\$251,566.	\$248,983.
Per Capita	\$35,000.	\$29,840.	\$30,000.
Staff Misc.	\$12,000.	\$9,361.	\$10,000.
Music	\$102,119.	\$105,018.	\$100,767.
Worship	\$1,200.	\$973.	\$1,200.
Mission	\$185,426.	\$173,798.	\$164,888.
Children/Youth	\$116,712.	\$104,016.	\$104,413.
Adult Education	\$3,850.	\$202.	\$1,350.
Office Administration	\$190,094.	\$197,020.	\$223,552.
Building & Grounds	\$197,181.	\$196,495.	\$194,513.
Congregational Care	\$1,500.	\$1,351.	\$1,500.
Hospitality	\$5,500.	\$4,530.	\$5,500.
Total Expenses	\$1,099,307.	\$1,074,170.	\$1,086,666.
Revenue – Expenses	(\$28,085.)	(\$33,818)	(\$43,116.)

Technology

In 2014 FPCC embarked significantly upgrading aspects of our technology. Some of these upgrades were minor in scope, and a couple of these upgrades shifted how we communicate and organize the various ministries and communities of our church. Here are the most pertinent upgrades and changes:

- In January of 2014 we migrated our church database from a local installation via ACS to a secure database in the cloud via CCB (Church Community Builder). The first six months were admittedly very difficult as it completely re-oriented our office processes and structures.

However, moving to CCB allows our congregation to access an online directory that is current, accessible from any Internet Browser, and centralizes our communication efforts. We hope that 2015 will lead to a larger user base (from our members), and that every ministry of our church will utilize CCB to its fullest potential.

- An upgrade of our Wireless Internet infrastructure. Every Wi-Fi access point is now centrally administered from our in-house server. This upgrade also allows for Internet connectivity from almost every location on the church campus.

- This past May we migrated to a newer server to replace our aging servers that were purchased in 2007. This allows for greater security of the financial data of the church and increased stability of our network infrastructure. We also implemented new backup procedures to protect against on-site disaster or hardware failures. We also implemented a new anti-virus for our server and Windows computers to further ensure data integrity.

- We continued to upgrade our website to make it easier to stay connected with the stories and events of FPCC.

- We replaced a couple of aging printers, upgraded the technology in our chapel and our ESL classroom, and we are excited about the significant technological upgrades that are coming in 2015 from Forward 150.

LifeTree Café

In September of 2014 we launched Lifetree Café. The very essence of Lifetree Café is “an hour of stories and conversations to feel your soul.” Lifetree Café is one of my favorite hours of the week! I’m learning so much about the attenders and members of our church through their stories. Lifetree Café provides the avenue to share these experiences of faith, of how God has moved in our lives, and I’m deeply encouraged by these reminders that we really are all in this together.

The other exciting component of Lifetree Café was the renovation of our Youth Lounge. We now term that space “The Café.” We discovered that a new coat of paint on the walls, updated flooring, and conversationally focused round tables provides a warm space for community. What’s even more exciting is that our ESL students now have a conversational cafe to enjoy a break during their time of learning!

We hope that you’ll take time to come and experience a Lifetree Café episode soon. Upcoming episodes can be found at LifeTreeCafe.com. There is also a local website at LifeTreeCafeCU.com to pass along to friends and family who may be interested in attending.

I’m so thankful for the ways in which God continues to bless FPCC. I consider it a great privilege to serve and share in this community of faith.

Blessings,
Dave Plemons

Childcare

Birth-5 year olds not yet attending kindergarten

Patty Farthing coordinates childcare to support worship services and various ministries in our church. Our caregivers provide for the physical and emotional needs of our children as well as blessing them with a safe, loving and interesting environment!

We currently offer childcare for:

- Sunday Morning Worship Services, from 9 AM-12 PM, 8-12 babies and toddlers attend weekly.
- ESL Classes, Monday – Thursday from 1-3 PM, 6-10 children attend daily.
- Various Mission Events as requested by the Mission team.
- Various Children, Youth, and Family events as requested by the CYF Team.
- Saturday Evening Worship Services, from 6-8 PM, 12-15 children attend weekly.

To request childcare for your event, please complete the Childcare Request form that accompanies the Room Reservation form on our church website. **The request should be submitted at least two weeks before the event.** Every effort will be made to accommodate the request but some contingencies might hinder our being able to fulfill some requests.



Children, Youth & Family Ministries...

Sustainable Structure for Our Future

Andy Stanley so wisely states, "Your ministry is perfectly designed to achieve the results you are currently getting." Struggles with communication, lack of volunteers, struggling numbers of students, and in-cohesive programs, all lead back to how we've set up our ministry structure (or rather, how it wasn't set up). So it was time for a change. We wanted to change how we "did" ministry so that we could do it more effectively, efficiently, and serve God in a more powerful way.

A premiere consulting firm, Ministry Architects, visited our church two times in 2014 and maintained a relationship throughout the year with offsite coaching and support work. We owe our success in volunteer recruitment, growing classes, and successful events to the evaluations and teachings that they have shared with us. We look forward to the next year of continued renovation work that our CYF team will lead. We are excited that these opportunities will bring us future growth and expansion, and give us the opportunity to bring the Word of Jesus to more kids' hearts!

Early Childhood (Birth – 3 Years)

When at one time we didn't have many little toes and fingers in our nursery, that is not the case today! In 2014, 17 new babies were born! Each Sunday we look forward to caring for 5-6 little babies and 6-8 toddling toddlers, partnering with our

church's childcare coordinator to allow time for parents to worship and refuel!

Preschool

With 10-12 preschoolers attending on a regular basis every Sunday, we plan to open two preschool rooms next fall!

Julia Hartman, our Children's Music Coordinator spends time with the preschool class every Sunday, and it is the highlight of the morning for this class!

Children connect with God through music, art, drama, and play. We see this in our three Early Childhood classrooms every Sunday!

Our curriculum, *First Look*, for children under 5 brings stories of the Bible to life. This group learns memory verses each month, which are set to actions, to help the kids learn and remember these important scriptures.

First Look gives young children a first impression of their loving heavenly Father. Our take-home materials encourage families to transform everyday, regular moments, into something more! We want to incite wonder about God in the hearts of our toddlers and preschoolers.

Elementary (Kindergarten - 5th Grade)

Elementary students have learned about God's love through many different experiences this year!

We continue to use 252 Basics Curriculum by Orange. This curriculum teaches through drama, hands on activities, and

prayer – helping kids discover Jesus and reflect on His character. It's important for us to also incorporate mission projects to help kids build character and feel like they are meaningful contributors to our church.

Kids Mission Academy 2014, "Take a Bite Out of Hunger" was a great success! We learned about miracles in the Bible helping people with hunger. We played fun games, sang some wild music, planted seeds, took a field trip to Prosperity Gardens in downtown Champaign where we tasted some grilled kale and saw how they provide fresh vegetables and food for our local community.

Julia Hartman continues as our Children and Youth Music Coordinator. She gets the kids moving and grooving every Sunday morning before our Sunday School classes and leads the Children's Choir in practice each week and various performances throughout the year. She continues to be a blessing to our ministry!

Parents received an opportunity for a few nights out as we offered a few movie and fun nights for children. Our 5th Annual Christmas craft night drew in nearly 70 children and allowed them to learn about how to give to others by making Christmas gifts that they could give to their family and friends. Our 4th and 5th graders also put on a Christmas Play this year, called "The Little Angel". The kids did a fabulous job telling a story about how God chose the smallest, most humble and caring angel to carry out the big task of telling the world about baby Jesus' arrival.

Youth (Middle and High School)

This year has been an exciting one for our youth program! We have approximately 10 involved high school students and 14 middle school students. We continue to build the ministry from what was once only a few students attending church to a ministry where students are connecting with each other and connecting with God, and connecting with other youth groups in our community.

We did not hold a Confirmation Class this fall, but are diligently planning for next year's class.

In addition to Sunday morning Sunday School classes for all ages, our students have been very busy outside of the church walls. We participated in monthly fun gatherings including ice skating, a Super Bowl party with McKinley, cookouts, our mission trip, baking and selling cookies, a New Year's Eve Party.

We traveled to Washington, Illinois in July 2014 to serve neighborhoods destroyed by the November 2013 tornadoes. We built and installed swing sets in the yards of children who experienced the storms, and most powerfully, got to hear their stories. Many of the families were either in the middle of rebuilding or had not even started yet and were still renting while they rebuilt their home. It was a powerful and moving trip experience for the 25 students and adults that attended.

LIVE Curriculum

Live Curriculum is used in both our Middle and High Sunday School classes. The topics and format allow students to connect the truths of scripture with events going on in the students' lives. It gives structure to the class, but allows discussion through thought provoking questions.

Meet Our Team

Director of Children, Youth, & Families.
.....**Cassie McConkey**

Associate Director of Volunteer Management and Events.....**Kristen Plemons**

Associate Director of Outreach, Youth, and Family Relations**Daudet Ilunga**

Children and Youth Music Coordinator
.....**Julia Hartman**

Children, Youth, & Family (CYF) Leadership Committee:
Kristi Carlson (Session Liaison), **Joyce Wittler**, **Julie Young**, **Melissa Leitcher**, **Kristen Plemons**, **Daudet Ilunga**, **Cassie McConkey**

Lead Small

What you do for a few will always have more impact than what you do for many. Children and youth want to belong. They want someone to trust; they need a mentor and an example; they need someone to answer their questions; they need others in addition to their parents to love them and come along side of them.

Ministry isn't memorizing the ten commandments. It's memorizing the ten commandments with your few, and then one day having a student come up to you and ask for your help wrestling through forgiveness because they broke one of those rules. Ministry isn't listening to a teacher read the Bible and tell you what you shouldn't do. It's when one of your few, does something wrong and calls you to talk about it. Ministry isn't every student facing the teacher, willing and ready to learn and soak up all the knowledge that we're about to impart to them.

What effective ministry is, is building relationships with a group of students until that one day, you get a smile out of that one kid, which brings you more joy that you could have ever imagined. That's why small groups are so important. And that's why Small Group Leaders are so important.

It makes sense doesn't it? Jesus was a Small Group Leader. He performed His ministry in close relationships, connecting with the 12 disciples so that when the time came, they were ready for all that would ensue when He wasn't there anymore. And isn't it the truth, that we, as parents, grandparents, and Small Group Leaders aren't always there. Our little ones will grow up, and they will go off into the world without us. It's not if, it's when.

Take a leap of faith and consider being leader to a "few" this upcoming year.

Volunteers

Now go; I will help you speak and will teach you what to say. - Exodus 4:12

Fall 2014's volunteer recruitment was the most successful recruitment process in our ministry's recent history. With over 80 volunteers helping in big and small ways in CYF ministry, there is a lot to celebrate, and many people to thank!

We celebrate the door greeters and snack helpers, the check-in assistants and the teacher's assistants. We celebrate Sunday School teachers, van drivers, events hosts, musicians, and every other helper that has been involved in the ministry!

We celebrate the CYF/Renovation Team and the work they have done with Ministry Architects to overhaul and organize this ministry and make it sustainable for the future!

Our Mission and Values

We inspire, education, and equip our children, youth, and families so that through Christ their lives are transformed, and they know and model His love.

Christ-Centered

We reflect the heart of Jesus in our relationships, actions, and teachings.

Community

As children of God, we nurture, support, and encourage each other with a sense of belonging and inclusion.

Grace

We acknowledge God's unconditional love for us and extend that love to others, accepting each person as they are.

Compassion

We challenge our children and youth to look outside themselves and engage in the needs of others through listening, prayer, and collaborative acts of service.

Joy

We invite a spirit of adventure, fun, and playfulness as we connect with one another.

Respect

We honor one another by practicing healthy boundaries, holding one another accountable, extending trust, and treating others in an honest, loving manner.

When we connect students with adults that are believers, foster a relationship of trust by being present, and add in a really difficult life experience, the force of that relationship will carry the student's faith farther than you will imagine. Now that's powerful!

One of the most challenging texts in the Bible is *Judges 2:10*. The Israelites have

entered the Promised Land, and are enjoying the fruits of freedom. Their wilderness wandering is past. But now they grow complacent, especially with regard to their children, so listen to what happens.

After that whole generation had been gathered to their ancestors, another generation grew up who knew neither the Lord nor what he had done for Israel.

So the Israelite children do not know who created the heavens and the earth; they don't know of the faith of Abraham and Sarah, or how God split the waters of the Red Sea to free them from the captivity of Pharaoh. They don't know the Ten Commandments or how God provided for them every single day for forty years as they wander in the wilderness. They don't know who they are or Whose they are.

That is something we cannot ever allow to happen.

Our ministry to our children and youth is messy; it is challenging; it will challenge our own faith because we'll be asked hard questions. But this ministry is filled with joy and laughter and adventure and the glorious wonder of helping to shape young lives. Abraham Lincoln once said,

One day our children will be our teachers; they will preach in our pulpits; they will be mother and fathers; they will be our judges, our businessmen, our farmers, our politicians, and our leaders. They will make every decision; they will set the course of our history; everything to which we aspire, every moral value we hold dear, every goal we set, will depend on them. Our future will depend on them.

2015 Church Officers

The following list shows the church officers along with their year of retirement.

2017

2016

2015

Session Elders Moderator: Rick Snyder

Kristi Carlson
Betty Hollister
Claudia Kirby
Sarah Laufenberg
Marc Miller

Byron Kemper
Bill Marble
Bill Metcalf
Lori Schaap

Ruth Craddock
Brandi Lowe
Rob Vermillion
Peter Yau

Community Mission Deacons Moderator: Sandy Carr

Cliff Dykstra
Dana Dykstra
Don Fischer
Mary Gritten
Steve Gritten
Linda Olson

Sandy Carr
Martha Henderson
Judy Hendrickson
Remy Manongo

Phil Brunson
Jeff Henderson
Freddie Mkiambi
John & Jean Murray
Elsee Mushengezi
Mark & Kathy Schoeffman
Jean Seibold

Congregational Care Deacons Moderators: Sue Fischer & Liz Miley

Miriam Chenault
Kristie Cozad
Karen Kaplan
Mamily Masweke
Lola Milandu

Barb Barker
Sue Fischer
Katharine Jones
Liz Miley
Nicole Miller
Julia Ulen

Jim Dey
Nancy MacGregor
Pat Mitchell
Holly Nordheden
Bob & Linda Tichenor

Congregational Meetings...

**First Presbyterian Church, Champaign, IL
February 16, 2014**

The annual meeting was called to order by the moderator pastor Eric Snyder. The call for the meeting included a review and highlights of ministry throughout the past year, plus a vote on modification of the financial portions of the pastoral terms of call. In the absence of a quorum attending, this item of business was postponed to a later called meeting.

The meeting was opened with prayer, led by the senior pastor, Eric Snyder, and included a reciting of the necrology report for the past year.

2013 program highlights

Teacher elder Eric Snyder summarized the changes following the separation of the two campus congregation, accomplished shortly before the beginning of the 2013 year. This included the establishment of two new services, new staff for Youth and Family ministries, ESL program, and mission coordination. The determination that the congregation would continue as a missional, full service, and multicultural presence in the downtown area was emphasized, with a resulting 20% increase in worship attendance, forty seven new members, eighteen active small group studies, and a growing partnership in mission in Cuba and Pakistan.

Claudia Kirby reviewed activity of the various mission teams and boards, with reference to fourteen community agencies, which with we cooperate, plus programs with backpacks for elementary students, food relief, and environmental projects. Study and active work programs by Presbyterian Women's circles, the mission possible workgroup, and study groups on immigration and justice issues were highlighted, along with our financial support of twelve mission co-workers around the world.

Youth and Family ministry director, Cassie McConkey reviewed the current state of work, including formation of a children's choir, music support in Sunday morning classes, use of the Orange curriculum, increased involvement of parents in the home. A successful miracle market place organized and conducted by the youth raised significant funds for food relief through the Heifer project. Jan Sabey, newly employed director of ESL classes reviewed the work during 2013, including thirty regular attendees, plus at least forty more on a short term basis, led by eleven congregational volunteers.

Pat Metcalf reviewed the activities surrounding the increasingly active partnership with the Reformed Church of Cuba's congregation in Luyano, Havana. Highlights were the further development of relationships with members of that congregation with substantial prayer concerns exchanged between them. Joint development of a Luyano kitchen recipe book and the accomplishment of a fifth study group, resulting in a fifth congregational team visit were further highlights.

Ann Stout described the two new services initiated in 2013. The Saturday evening prayer and praise service is conducted in both French and English languages. The Gathering is a contemporary less formal service at 10:30 a.m., which has just passed its one year anniversary and has a steady participation of forty to fifty members and enquirers.

Peter Yau described the community consultation by a student/faculty group from the U of Illinois School of Business. Their conclusions regarding our communication and welcoming skills focused on University faculty and parents of young children.

Bill Metcalf presented a short description and welcome from two Men's breakfast Bible study groups, and suggested that they were not closed to any willing participants of the female variety.

Forward 150 proposal

Pastor Eric Snyder reviewed the initial impetus to upgrade and move forward with our physical facilities and program for the near and distant future.

Rod Reid presented some of the early deliberations of an architectural committee regarding the projection of an expanded facility in the next five years.

Rob Vermillion described ten items of basic repair needed to ensure a sound facility for the next fifty years. These included stained glass window renovations, sprinkler system for the sanctuary, required replacement of sanctuary light bulbs, nursery updating, audio room, water heater, tuck pointing of the exterior brick, kitchen equipment, exterior sign, and a needed contingency fund for major unexpected repairs.

Joe Grant reviewed the need for necessary updating of the organ and addition of a digital feature to the present pipes.

David Plemmons, technical staff director and coordinator of the gathering service detailed some of the current technical deficiencies of our sanctuary.

Sarah Laufenburg introduced the planning process for Family and Youth ministries through a consultative process by Ministry Architects to take place the next weekend from the annual meeting.

Ann Stout announced the stated intention to set aside a fixed percentage of any funds raised for phase one of the Forward 150 proposal for mission.

Budget 2013 and 2014

Byron Kemper reviewed briefly the wrap up of the 2013 budget and the current level of budgeting for 2014.

The meeting was closed by pastor Chuck Carlson with personal comments and a closing prayer.

Submitted by:

William Metcalf (pro tem)

**First Presbyterian Church Champaign IL
Congregational meeting March 9, 2014**

The meeting was convened with prayer by Eric Snyder, pastor at 10.55 a.m..

A quorum being present, ruling elder Byron Kemper acted as moderator for the business of approving the terms of call for Eric Snyder and Chuck Carlson, pastors as follows:

Pastor's terms of call

	Rick Snyder	Chuck Carlson
Salary	\$53,537.29	\$44,431.25
Housing	\$40,600	\$24,000
Medical Spending Acct	\$2,500	\$2,500
Supplemental Life Insurance		\$1,260
Auto Reimbursement	\$1,500	\$1,800
Continuing Education	\$1,200	\$1,000
Professional Expense	\$750	\$1,900
Compensation before Taxes & Insurance Benefits (1)	\$100,087.29	\$76,891.25
Taxes & Insurance Benefits (2)	\$41,024.55	\$30,060.94
TOTAL	\$141,111.84	\$106,952.19

(1) The pastors have discretion regarding allocation in the categories above this line.

(2) This amount is mandated by PC(USA) Board of Pensions.

On motion from the session and second from the floor, the terms were approved unanimously.

The meeting was adjourned with prayer by Byron Kemper.

C. William Metcalf

Clerk pro tem

Congregational Meeting**May 2, 2014**

Those present first enjoyed the fellowship of joining in dinner. Following dinner, Rick Snyder, as moderator, called the meeting to order at 6:00 p.m. and lead with an opening prayer. 75 congregational members were required for a quorum and 110 were present so that it was determined that a quorum was present.

Rick introduced Rod Reid who provided background information about the proposed fund drive which is being called "Forward 150" acknowledging the past 150 years of the local church's history and laying a foundation for the next 150 years. Rod then answered questions from members of the congregation.

Rick then introduced the "Forward 150 Faithful" being a committee intended to shepherd the proposed plan underlying the fundraising campaign so as to provide consistency as Session members go on and off of Session. The committee will be comprised of Rod Reid, Chip Craddock, Gary Burgett, Jeanette Moline, Cathy Daily, Bill Ackermann, Pam Knox, and Peter Yau.

Rob Vermilion then reviewed a list of written questions that had been submitted and discussed the necessity of physical improvements to the existing structure and the need to divide the improvements into two phases.

Sarah Laughenberg made a presentation to explain the basis for providing seed monies in the drive.

Ann Stout and Claudia Kirby gave a presentation explaining why mission monies were included in the drive.

Joe Grant gave an update on the condition of the organ, the various repair options, and the recommended option.

The floor was then opened to comments by congregational members and for questions to the presenters.

Rod Reid made a motion that Session be empowered to initiate a fund drive to be entitled "Forward 150" for the following purposes:

- To preserve and protect the Church's landmark buildings.
- To enhance the Church's outreach.
- To upgrade the Church's technology.
- To build upon the Church's strengths of worship, music, children, youth and families.
- To offer a tithe to mission.

There was a second by Steve Gritten. The vote was held by secret paper ballot and counted by the Clerk and three congregational members. The motion carried by a vote of 99 to 11.

Chuck Carlson lead the group in a closing prayer. There was a motion by Rob Vermillion to adjourn with a second by Sarah Laughenberg. The motion carried and the meeting adjourned at 8:30 p.m.

Minutes of a Special Congregational Meeting**December 7th at 9:55 a.m. in the sanctuary**

The moderator, Rick Snyder, read the Call to the Meeting, "The purpose of this meeting is to elect elders, care deacons, community mission deacons and members of the congregational nominating committee to classes of 2016 and 2017."

He, then, began the meeting with prayer, and introduced the chair of the Congregational Nominating Committee, elder Lori Schaap. Lori read the nominations for elder in the Class of 2017: Claudia Kirby, Sarah Laufenberg, Betty Hollister and Kristi Carlson, and moved their nomination. There were no nominations from the floor. The motion to approve this class passed.

Lori read the nominations for Care Deacon in the Class of 2017: Karen Kaplan, Miriam Chenault, Mamiley Masweke, Kristie Cozad, Lola Milandu, and moved their nomination. There were no nominations from the floor. The motion to approve this class passed.

Lori read the nominations for Community Mission Deacon in the Class of 2017: Linda Olson, Don Fischer, Steve and Mary Gritten and Cliff and Dana Dykstra. There were no nominations from the floor. The motion to approve this class passed.



Lori read the nominations for the Congregational Nominating Committee: Conny Tucker in the Class of 2016 and Ann Webbink and Nancy Brombaugh in the Class of 2017. There were no nominations from the floor. The motion to approve this class passed.

There being no other business, all in favor of adjourning we asked to rise for the closing prayer and benediction offered by Rick Snyder. The meeting was adjourned.