



FIRST PRESBYTERIAN CHURCH OF CHAMPAIGN

Annual Report 2015

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

We Are Focusing On Our Strengths and Moving Forward

CHUCK CARLSON, INTERIM HEAD PASTOR
(chuck.carlson@firstchurchchampaign.org)

As I write this we are now in eight months together since Rick's retirement May 31st, 2015. We have added four new persons to the program ministry of FPC since June. **Linda Sims** is overseeing ESL, a great blessing to us with her gifts and skills. **Ann Petry** brings a wonderful spirit and solid bookkeeping skills as our treasurer. **Pastor Eric Corbin** is guiding and overseeing us through the installation and implementation of our new audio/visual systems as well as with the gifts of his pastoral and preaching skills. **Andrea Pope** brings energy, leadership, and musical skills to our Gathering Worship at 10:30 each Sunday.

Our CYF Director, **Cassie McConkey**, resigned in early December, leaving a hole in our CYF leadership core. **Kristen Plemons** stepped into an interim role and with **Daudet Illunga** is navigating us through the demands of Sunday School, Youth Ministry Sunday evenings, and other CYF activities. Currently there is a search committee chaired by **Sabrina Hwu** actively looking for candidates to replace Cassie.

That is a lot of change impacting our church family system. I have been proud of this congregation in the way our future is being embraced and ministry is able to move forward. We continue to focus on our strengths, demonstrating signs of a healthy congregation.

The ESL ministry is strong and growing, with morning and afternoon sessions. F-150 is following through on the completion of projects (audio/visual systems, organ, sprinkler system and windows) while actively in conversation with architects pursuing phase two of the project. The Congolese ministry continues to grow and has moved into Centennial for their Saturday night worship.

Currently I am working to establish a Culture/Diversity committee to bridge our ministry teams and larger ministry as we seek to incorporate our Congolese brothers and sisters into the strategy and organizational structure of our church. As time allows, I am making it a goal to visit one or two of our Congolese families each

week. They are a part of our ministry, not apart from it. **Eric** or I also preach once per month for the Praise and Prayer Worship on Saturday evening.

The Transportation Ministry led by **John Muirhead** and others, committed to drive and pick up numerous Congolese and others to bring them to church events, has been a true gift. However, they need drivers as well as those who are willing to ride along. **Bob Kirby** and others work tirelessly to assist in gathering furniture needs and helping people set up in their apartments. You would be amazed at all that goes on to enable this ministry to function.

The mission portion of F-150 is funding the DREAM project being overseen by **Tracy Dace** as well as supporting education in the Dominican Republic through Operation International. Other funds are set aside for one time grants and special projects, open to the community and church family. It is a joy to follow the progress of these efforts.

continued on next page

Continued from Chuck Carlson

Pastoral care is supported by our hospital visitation team, Stephen Ministry, and Congregational Care Deacons. Of course, the pastors visit the hospitals and at request officiate funerals and weddings.

I still am the pastoral connection to the Stephen Ministry program. **Linda Sandquist** continues to be our Stephen Leader. However, she and I would like to prayerfully encourage someone who feels the call of God to be trained in this capacity and serve this important and vital ministry.

Though our Christ Care and small groups are strong, I would like to invite someone to consider as well a call to become a Christ Care Leader. We are at that point where we need new energy in order to go to the next level.

I want to express personally my gratitude for your generous response to the Stewardship Campaign this past Fall. I am observing and experiencing God's Spirit among us in many ways. We have a gifted Session committed to overseeing the ministry of FPC and providing Christ-centered leadership as they keep the congregation focused on its strengths. They are committed to looking at all of the options, seeking out support, asking a variety of questions, seeking to fulfill our mission and goals, and making clear, thoughtful decisions. Keep them in your prayers.

This is no less true of our Mission Team and all of the ministries we support globally and locally. This April we will host three persons from our partner church, Luyano Presbyterian Church, in Havana, Cuba who will be with us for a week. You might also consider participating on the trip with Mission Possible this May to work at Camp Wyoming in Wyoming, Iowa. Much thanks to **Kristi Corbin**, our

Missions Coordinator who brings her passion and organizational skills to keep us all focused and working together.

As we move forward we all have feet of clay and our humanity often gets reflected in the day to day challenge of managing these ministries. So we need prayer and the ability to extend grace to one another as we manage the stress of our ministries. We have taken on a lot, but also know that God is sufficient. In the end, all of what we do is God's ministry and it honors God when we reflect Christ's Spirit in the way we work together.

I need to stop and allow the Annual Report to fill you in on the details, especially those I have omitted. Suffice it to say we are focusing on our strengths and moving forward even as the PNC seeks a new Pastor.

I want to leave you with some words of Paul who challenges us: "Only live your life in a manner worthy of the gospel of Christ, so that I will know that you are standing firm in one spirit, striving side by side with one mind for the faith of the gospel" (*Philippians 1:27*).

Pastor's Terms of Call

	Chuck Carlson	Eric Corbin
Salary	\$60,544.75	\$40,600.00
Housing	\$32,063.85	\$23,345.00
Medical Spending Acct.	\$2,537.50	\$1,015.00
Supplemental Life Insurance	\$1,278.90	
Auto Reimbursement	\$2,000.00	\$1,500.00
Continuing Education	\$1,000.00	\$1,000.00
Professional Expense	\$2,500.00	\$1,500.00
TOTAL (1)	\$101,925.00	\$68,960.00
Taxes & Insurance Benefits (2)	\$42,279.68	\$28,602.19
GRAND TOTAL	\$144,204.68	\$97,572.19

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

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

Pastor Nominating Committee

BOB KIRBY (rwk3213@gmail.com),
PAM KNOX (poknox@aol.com), AND
TOM ULEN (thomas.ulen@gmail.com)

Your Pastor Nominating Committee has reviewed 58 applications and through prayer and discernment has identified eight applications for detailed scrutiny. We will begin interviews soon. We know that God has a perfect choice for us and we are listening.

The committee has met most Sunday afternoons since July 19. We began with a study, "Effective Leadership in the Church" and we spent time on team building. We have worked closely with our Presbytery Committee On Ministry and with Session.

We thank you for your referrals, your prayers and your encouragement. Most importantly we thank God for calling us to this work.

Musafiri Amani, Emily Beach, Harry Bremer, Tracy D. Dace, Beth Hutchens, Sabrina Hwu, Wen-mei Hwu, Robert Kirby, Pam Knox, Charles William (Bill) Metcalf, Carol Miles, Levi Morgan, Eric Stickels, Tom Ulen, Karin Vermillion, Heidi Weatherford.

Forward 150

ROD REID (rod.reid@comcast.net)

The Forward 150 Faithful Committee has been busy this past year, assisting with the completion of the technology features in the Church and Education Building as well as the continuation of the sprinkler system in the Church. The Congregation can see the new TV monitors throughout the buildings and those with difficulties hearing the services have been aided by the upgraded hearing aid loop.

The installation and voicing of the new digital organ will be completed after **Richard Rossi** has the opportunity to experience the instrument and its many new features. Final completion should occur next month.

The Congregation has all been able to enjoy the renovations to the Café on the second floor of the Education Building as well as the mission allocation portion of F150 and the Children, Youth and Family Re-envisioning funded by F150.

Our Facilities Manager, **Chris Penny** has spent considerable time to solve our water infiltration issues to the Lower Level of the Church with the installation of new sumps and piping and redirection of exterior water flows.

The F150 Committee is currently working with a Chicago Architect who specializes in the restoration of historic stained glass to obtain competitive bids for the restoration of our stained glass.

The Committee is also working with Ratio Architects of Champaign as we begin the process of Program Analysis, planning and conceptualizing a facility for Phase II that is intended to take our Congregation forward with new spaces and programs. While the outdoor signage project is temporarily on hold while the Phase II design

is developed, it is the intent to move forward with a new directive and informative set of signs.

Session Highlights 2015...

January...

- Received the letter noting **Rick Snyder's** retirement effective May 31, 2015;
- Approved a motion to form a team of four to six individuals to review needs and proposals relating to New Americans;

February...

- Approved **Jeanette Moline** as construction coordinator for upgrades outlined in F150 campaign;
- Approved an inclement weather policy that the church office and programs will be cancelled for inclement weather when Parkland College closes;

March...

- Accepted resignation of **Dave Plemons**;
- Approved the formation of a Pastor Nominating Committee;

April...

- Approved the church opening a line of credit with Hickory Point Bank;
- Approved that fund raising for Phase 2 of the F150 campaign begin no sooner than a year in which the budget for

that year projects current operating contributions are at 92% of total budgeted expenses;

May...

- Approved interim job descriptions for Head of Staff, Contracted Associate for Care and Outreach, and Contracted Associate for Preaching, Pastoral Care and Planning;
- Approved hiring **Eric Corbin** as Associate Pastor for a two year period;
- Approved hiring **Don Follis** for 8 weeks;

June...

- Approved the job description for the Facilities Manager;
- Approved renewing our three year partnership agreement with the Luyano Presbyterian Church in Havana, Cuba;

July...

- Authorized HR Committee hire a Contemporary Worship Director;
- Authorized HR Committee to hire an ESL Coordinator;

August...

- Approved the proposal from CYF to begin a Sunday evening program for Middle Schoolers;
- Approved the creation of a Courageous Conversation and Compassion, Peace and Justice Committee;

September...

- Committed to working towards a unified multi-cultural congregation including consideration of locating bridging staff to help facilitate;

October...

- Approved proposed budget requests as submitted with some exceptions;

Deaths

We extend our sympathy to the family and friends of those who died in 2015

- | | |
|-----------------|----------------|
| Joleen Allen | Elizabeth Bair |
| Barbara Camp | John Murray |
| Bob Mussey | Malcolm Nygren |
| Mark Peden | Leo Rector |
| Arlene Robb | Lois Seibold |
| Michael Seibold | Pearl Short |
| Helen Wikoff | |

December...

- Approved renovation of the church offices at a cost of \$12,675;
- Approved proposed budget reductions for 2016;
- Approved making the CYF director position full time;
- Approved office space for use by the East Central Illinois Refugee Mutual Assistance Center for 4 hours per week;
- Approved creating a committee to plan for the upcoming celebration of the 150th anniversary of the church

Membership Stats

Membership 12-31-2014	697
Gains	
Profession	19
Losses	
Deaths	12
Other	14
Membership 12-31-2015	690
Baptisms	
Infant	2
Adult	1

Worship...

Worship Opportunities

LORI SCHAAP, WORSHIP CHAIR
(pschaap@illinois.edu)

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 – 8 PM. It is held in Centennial Hall. **Chuck or Eric** preach at this service one Saturday a month. Communion is celebrated weekly.

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.

Our contemporary service, called “The Gathering” is at 10:30 AM each week and features weekly communion. See following article for a more in-depth report.

Other special services included a contemplative Ash Wednesday experience, a Maundy Thursday communion service, a noon Good Friday service shared with First United Methodist Church and several Christmas Eve services.

Contemporary Worship/The Gathering

ANDREA POPE,
CONTEMPORARY WORSHIP DIRECTOR
(andrea.pope@firstchurchchampaign.org)

The CWT committee consists of **Soo Choi, Kevin Kim, Gary and Linda Peterson, Bill and Ann Stout and Joyce Wittler** along with staff **Andrea Pope** and **pastors Chuck Carlson and Eric Corbin**.

Dave Plemons left as our musical director. We were very blessed to have **Bill Kirby** fill in as an interim leader. In April and **Andrea Pope** was hired in July.

The committee meets the third Tuesday of each month at 5:45 and welcomes those interested in joining the group. We plan publicity, outreach and offer ideas and suggestions for a more meaningful service.

We also recruit volunteers for each service. The new audio and visual sound system has enhanced our service but necessitates the use of more volunteers. Anyone interested in helping once or

twice a month is welcome and training is available.

Some suggestions that have been implemented from committee discussions include the addition of gluten free wafers for our weekly communion, a promotional ad playing in the Carmike Theater at each showing, periodic luncheons, a Snack and Chat after each service, updated format of the bulletin, and intentional monthly prayer items. We have coordinated with other services in order to enhance our variety of music.

Attendance for this service has grown to an average of 45 each week. We continue to pray for 100 participants. We encourage members to visit this service to share your experience with those people interested in attending an alternative worship style. Growth is better served by word of mouth.

	2013	2014	2015
Qt 1	314	277	282
Qt 2	329	395	327
Qt 3	307	326	254
Qt 4	341	372	297
Avg	323	342	290

Mission...serving God - Serving Others

Amateur Preachers

Amateur Preachers have enjoyed another active year of assisting churches in our Presbytery. We provide an "Amateur Preacher" to give the sermon and lead worship services when the pastor is away. In some of these visits we also bring our own liturgist.

In 2015, nine Amateur Preachers served 13 different churches a total of 32 times with the highest number for one church being 5 Sundays. Over the years we have averaged 30 Sundays of service to churches. Our busiest Sundays were June 28th and July 12th when we served four different churches.

We would like to increase our number of Amateur Preachers for the coming year. We encourage you to consider joining this mission of our church. Please feel free to talk with one of the Pastors or contact **John Muirhead** (j.muirhead@comcast.net or phone 398-1048) to discuss Amateur Preachers.

Compassion, Peace & Justice

Statement of Faith and Purpose

The Presbyterian Church commitment to justice is core to its identity and understanding as followers of Jesus Christ. Beginning with the ancient texts of the faith, God's people have given both voice and witness to the prophet Micah's calling to do justice, love kindness and walk humbly with God.

The Confessions of the church, especially the Confession of 1967 and A Brief Statement of Faith, challenge the church to fol-

low Christ into a broken and fearful world:

- to pray without ceasing,
- to witness among all peoples
- to unmask idolatries in church and culture,
- to hear the voices of peoples long silenced,
- and to work with others for justice, freedom and peace.

—A Brief Statement of Faith 10.4

The Book of Order also makes it clear that the whole church gathers in worship and its corporate life for the purpose of being sent out into the world to engage in the reconciling, healing work of God through Jesus Christ. God sends the church in the power of the Holy Spirit to share with Christ in establishing God's just, peaceable and loving rule in the world". (W-7.4000)

The Compassion Peace and Justice Ministry Team (CPJMT) works with the leadership of the denomination in The Presbyterian Mission Agency's Compassion Peace and Justice Ministry. Our focus is on education of our congregation and community and on action when we believe we are called to act and when we can make a practical difference. This year we focused on intercultural community building between local African American and white Christians.

Organization

The CPJMT meets monthly on the second Monday from 4:30-6 PM. The active membership is **Chuck Carlson, Sandy Carr, Tracy D. Dace** (moderator), **Mike Havey, Bob Kirby, Claudia Kirby, Ann Stout, Bill Stout**. The meetings include worship and education. Some meetings will continue to be "on the streets."

Activities

CPJMT worked with leaders of several

white and black churches to foster community building through fellowship and dialogue, collaborated with Christian Mercy and Justice Network with representative in the network. We hosted a meeting. We coordinated with the Faith Allies Subcommittee of the C-U Immigration Forum and we continued discussion in support of DREAM House. We explored ways to celebrate the diversity of our congregation. We shared information about learning opportunities and advocacy opportunities in Champaign-Urbana and beyond.

February 6-8. Rev. **Dr. Sterling Morse**, Coordinator of Cross Cultural Ministry, PC-USA. Workshop and pulpit. Coordinated with New Americans Ministry Team.

March 3. Courageous Conversation. The Hope of The Church, **Dr. Andre Johnson**. Memphis Theological Seminary. Presentation on implicit racial bias.

June 2. Racial Reconciliation workshop. Champaign Public Library with several white and black church clergy and lay leaders. Facilitated discussion on race and multiculturalism.

June 29. Group Prayer at Bethel AME Church following the Charleston church massacre.

August 31. New Hope Church. Potluck. Viewing of "The Danger of A Single Story" and discussion.

September 14. **Dr. Jennifer Harvey**. Courageous Conversations. Racial Reparations.

November 2. Intercultural Relationships Dialogue facilitated by **Alvarez Dixon** for First Presbyterian Church Champaign.

November 9. "On The Streets": Juvenile

Detention Center tour and dialogue.
 November 10. Assisted Courageous Conversation Committee with “For The Bible Tells Me So” workshop, movie and discussion of homosexuality and the church.

November 15. New Covenant Church Fellowship and sharing clergy and lay leaders to define purpose and goals and ongoing mechanisms to build community.

December 6. Culture, Cognition and Intercultural Interaction. Lecture- **Dr. Mike Havey**.

December 10. Potluck and planning meeting for continuing intercultural dialogue. Discussion of Bible Study and Lent activities.

Budget

The team had a budget of \$250.00. Forward 150 gifts supported most of our activities. In future years, we hope that Mission Team will provide the funding necessary to sustain this work.

Recommendation and Goals

The CPJMT will continue to focus on Micah 6:8. We will worship God more through prayer and will inform ourselves and others about the critical social issues of our time and the opportunities to make a practical difference. We will assist in the development of the February Courageous Conversation on the Syrian refugee crisis. We will continue to work with our African American brothers and sisters seeking ways to work toward a more just society. We will work collaboratively with partners in the PC-USA and others in our community and beyond to grow in our faith and in our ability to reflect Jesus Christ as we seek to do justice and walk humbly with our God.

Cuba Partners

Background

Champaign First Cuba Partners (Cuba Partners) is the sister relationship between the congregations of First Presbyterian Church, Champaign and The Presbyterian Reformed Church of Cuba at Luyanó. Our respective sessions signed a sisterhood agreement in 2012 and renewed it in 2015.

Purpose

The purpose of the relationship is:

- 1.To create a partnership between our two churches embodying our Unity in Christ.
- 2.To strive to be faithful witnesses to Jesus Christ in our families, our communities, our countries and the world.
- 3.To sensitize both church families to critical situations in our societies, and cooperate in the projects to which the Church, as part of the Body of Christ, can make a substantial contribution.
- 4.To explore various areas for joint mission.

Our objectives are to:

- 1.To share a worship service, using common hymns, responses and messages by the pastors in order to celebrate our Unity in Christ.
- 2.To regularly share prayer concerns and congregational news via email, bulletins, and photographs.
- 3.To promote shared Bible Study between the women’s organizations of both congregations.
- 4.To develop an active sharing of faith concerns and projects through correspondence and visits between the women committed to the intercessory knitting groups of both churches.
- 5.To encourage and support an exchange of information about their families, schools and faith communities between the children of our two church schools via email letters.

6.To develop opportunities for exchange visits of the youth of each church to foster the deepening of individual faith, as well as knowledge about the reality of life in the sister church community.

7.To seek together a deeper understanding of urban ministry through prayer, study, and by sharing with each other models of effective urban ministry; working cooperatively whenever possible.

8.To develop an intentional exchange between pastors of study, pastoral concerns and projects leading to a pulpit exchange of no less than two weeks duration.

Organization

Cuba Partners includes 47 people who have completed a study of Cuba. Most have traveled to our sister church. The Cuba Partners adopted by-laws which call for election of a nine member rotation of steering committee members who then elect four officers. The steering committee meets monthly on the third Thursday from 6:00-7 PM. Meetings include worship and education. A Cuba Partners meeting is held when needed but at least yearly at which time a business meeting and election of the steering committee occurs combined with the Annual Cuba Forum. The Forum is an informational congregation wide meeting.

Current steering committee members and officers are: **Emily Beach, Judi Geistlinger, Bob Kirby** (moderator), **Pat Metcalf** (moderator elect), **Carol Miles, Nicole Miller, Elizabeth Pippin** (secretary), **Paul Schaap** (treasurer), **Peter Yau**. Ex officio members with voice but without vote are **Kristi Corbin** and **Chuck Carlson**.

At a higher level our congregation is a member of the Presbyterian Cuba Partners Network and the Cuba Connection. These groups support the Presbyterian entities in both the U.S. and Cuba who have formal mutual relationships.

Activities

- March 24-31. Trip to sister church. Eleven guests
- March 2015. PC-USA and Presbyterian Reformed Church of Cuba Joint Consultation in Havana and Washington DC. (see below). **Pat Metcalf** participated in this work.
- March 2015. Domestic Violence Workshop in Matanzas Cuba and Elder Abuse Workshop in Santa Clara, Cuba— **Pat Metcalf**
- June 22-29. **Rev. Dr. Ofelia Ortega**, Cuba
- June 27. Cuba Roundtable. **Congressman Rodney Davis and Paul Johnson**, Illinois Cuba Working Group.
- July 19-27. Youth Trip. Fourteen guests
- August 2, 2015. Cuba Partners Shareholders Meeting and Annual Meeting
- October 14-17 Cuba Partners Network Meeting- New Orleans

Pat Metcalf is secretary of Cuba Partners Network. **Bob Kirby** was a member of the nominating committee for steering committee members and officers.

- **Xiomara Arenas** visit from Placetas, Cuba. October 18-25
- Su Voz, a daily devotion written by laity and ordained Presbyterians in Cuba is distributed daily to a mailing list of 174 people. This has been a valuable tool to connect members of the congregation with the partnership in a practical way.

Budget

Congregational gift to Luyanó yearly \$1,000.00 (Cuba Partners restricted)
 Cuba Synod for national camp and retreat center, CANIP \$1,000.00 (world mission budget).

JoElla Holman, mission co-worker Caribbean \$4,600.00 yearly (budget), Supplement in 2015 of \$1,000.00 (Cuba Partners restricted)
 Support for PC-USA Consultation-

\$1,000.00. (Cuba Partners restricted)
 Supplemental gift to Luyanó 2015-\$545.00. (fundraising lunch)
 Presbyterian Cuba Partners Network-\$250.00 (world mission budget)
 Cuba Connecton \$50.00 (world mission budget)

Recommendations

We will continue to work to attempt to find the time and structure to follow through more completely in fulfilling our objectives. These require continuing attention and time. We will continue to focus on building relationships, deepening our understanding of the Cuban experience and growing together in our faith with our Cuban sisters and brothers. We need to make some small updates in our bylaws. Most of our energy next year will be in preparing to be good hosts for our Cuban guests.

In the spring and summer of 2015, a joint committee comprised of members of the Cuba Partners Mission Network (CPMN), the Advisory Committee of Social Witness Policy (ASCWP) and the La Iglesia Presbiteriana-Reformada en Cuba (IPRC) undertook the task of updating the Presbyterian policy on Cuba for consideration by the 2016 (222nd) Presbyterian Church (USA) General Assembly.

- Support Exchange and Partnership with the IPRC, Not Paternalism
- Support the IPRC’s Legal Recognition and Political Autonomy
- Mutually support the IPRC to address Cuba’s environmental concerns
- End El Bloqueo (the embargo) and Subsequent Impedimentary Acts (Cuba Democracy-1992, Helms-Burton 1996)
- End the Cuban Adjustment Act
- End the Medical Doctor Parole Program
- Return Guantanamo
- Formalize a new inter-denominational partnership agreement between the Presbyterian Church (USA) and the IPRC of Cuba in 2016

Environmental Stewardship

Committee Activity

The ESC meets the third Monday of the month in the Church Library at 3:30 PM. The Committee consists of 12 members. Due to hospitalization of Moderator, we did not meet in her home in December as is the usual custom. We have very strong committee participation and very good attendance at monthly meetings. Our meetings are opened with prayer and devotion and close with recitation of the following: *God of the universe, we thank you for your many good gifts – for the beauty of creation and its rich and varied fruits. For clean water and fresh air. For food and shelter; animals and plants.*

Our Committee is committed to saving our environment and has strong ties with PEC (Presbyterian Earth Care in Louisville).

Significant Accomplishments/Highlights

- Nancy Brombaugh** continued to sign-up volunteers to clean coffee cups every Sunday and needs more volunteers.
- **Liz Miley** coordinated the Adopt-A-Highway Program with the City of Champaign – April 11, June 27, September 19, 2015 were dates to do cleaning of streets. November 21 was a scheduled date for Adopt-A-Highway, but weather was inclement and was not held.
- Earth Day was held during Sunday services on Sunday, April 10, 2015.
- **Tim Bartlett** coordinated Earth Day services with **Rick Snyder** and also planned crafts for the Sunday School students with an environmental theme.
- **Tanya Deckert** presented Moment for Mission
- **Susan White** created a tri-fold board for Anita Purvis Nature Center on Saturday, April 18 and Westminster Hall on Sunday, April 19, 2015.

- Members of the Committee helped with Sunday School crafts with environmental theme.
- Several members of ESC attended a reception on April 25, 2015 for Rebecca Barnes, Environmental Ministries, PC(USA) from Louisville at home of Dave & Julie Sherwood from the Urbana Presbyterian Church. We received an autographed copy of her book, *50 Ways to Help Save the Earth*.
- **Ginny Waaler** made connections to have a tour of Hendrick House Roof Top Garden & lunch afterwards in their cafeteria on Tuesday, July 21, 2015.
- On April 22, **Nancy Brombaugh, Barb Fuller-Curry** and **Ginny Waaler** boarded a bus for Springfield for Environmental Lobby Day Activities. The trip was organized by Faith in Place, the Illinois non-profit that helps communities of faith take action to care for our common home, EARTH. Thirty seven faithful citizens from the Champaign/Urbana area joined a crowd of 4450 others from all over the state at a rally for IL Clean Job Bill (HB 2607/SB 1485). The legislation prioritizes renewable energy and energy efficiency investment, creates 32,000 new jobs and promises to save Illinois families money on their energy bills. We met with legislators, delivered letters of support and observed the House of Representatives and Senate in session. **State Senator Scott Bennett** and **Representative Carol Ammons** both met with members of the group.
- The free countywide residential electronics collection was held Saturday, October 10 from 8 – Noon at Parkland College.
- At our monthly September meeting **Jennette Moline** reported on the DREAM Project and plans for the ESC to volunteer in the future.
- ESC continues to collect empty medication vials, used birthday cards for donation to Idea Store. The Humane Society also receives donations of empty medication vials for their pets.
- **Barb Fuller-Curry** reported on Mahomet Aquifer meeting held on Satur-

day, September 19 at Champaign Public Library. It is an ongoing concern to keep up with issues.

2015 Budget Expenditures

Of the \$250.00 allotted to our budget, we spent:

- Champaign County Mahomet Aquifer \$40.00
- DREAM House Project \$210.00

Many expenses members of the Committee paid for from their own funds.

2015 Goals

In partnership with Faith in Place and the Park Districts of Urbana and Champaign, our church will join nine other churches in the community to develop Story Gardens. Each garden will have common elements such as four “anchor” plants and a sign with “Our Story Garden.” The gardens will provide a common thread throughout the C/U faith community. In addition, each Story Garden will contain unique plants and elements that tell the story of their church. Planning, creating and maintaining the garden will be a goal for 2016. There is already a blueprint drawn up of the area to be used and the designated flowers, grasses, etc.

Recommendations

We need to continue educating our congregation where they can donate items themselves. Involve the youth of our church in the maintaining of the Story Garden and assist with gathering recyclables each week.

The ESC is a very dedicated & committed group of individuals that care deeply about our beautiful planet. It is advertised in the newspaper weekly that we are *an earth care congregation*.

ESL

Committee Activity

The ESL “committee” is a group of about 20 volunteer tutors who provide English instruction to immigrants, refugees, and international visitors. Most tutors commit to tutor for one 2-hour session/week; although several commit to two days/week, and a few serve the program 4 days/week. These very dedicated tutors consistently model friendship, hospitality, openness, patience, enthusiasm, and flexibility.

Because different people volunteer on different days, it is difficult to get all the tutors together to meet at the same time. To facilitate communication, **Linda Sims** (ESL coordinator) sends a weekly email update, and regularly discusses important issues with the tutors in person, gathering opinions and sharing information. Before ESL class begins each day, the tutors gather for a 5-minute informational meeting, ending with prayer.

Significant Accomplishments/Highlights in 2015

- Increase in attendance: Since September 2015 alone, we have registered over 125 students from 27 different countries. Our attendance averages about 40 students/day in the afternoon classes, and about 12 students/day in the morning classes. Because our afternoon classes are so crowded, we have instituted a waiting list for those classes.
- Increase in volunteers: We’ve added 5 new volunteers to our tutor ranks, which now include about 20 active tutors.
- Development of flexible, re-usable curriculum: Most of Linda’s energies have revolved about planning and organizing a theme-based curriculum with additional resources for grammar, reading, and listening activities. All

resources are carefully organized so that tutors can quickly and easily choose materials and tailor them to the needs of their students. The system also allows tutors to easily note what they accomplished each day so the next tutor is aware of what happened beforehand. A key benefit of this type of curriculum planning is that it will allow us to reuse the plans and materials in subsequent years, rather than “reinventing the wheel” each time.

2015 Budget Expenditures

The ESL budget has two parts: ESL Program and ESL Childcare. In 2015, the ESL Childcare budget was overspent (due to unforeseen circumstances and possible under-budgeting the previous year). To account for this, we reserved funds in the ESL Program budget that would cover the overage in the Childcare expenses. Taken together, we used all of our budgeted funds in 2015.

The bulk of the ESL Program expenditures included such things as instructional resources (workbooks, instructional texts, teaching idea books, dictionaries), photocopies of materials for student use, and organizational/office supplies (folders, paper, office supplies). Other expenditures included things like transportation costs (we occasionally provide bus tokens for students in need), field trip costs, food costs (snacks, tea, coffee, juice, and miscellaneous food for end-of-year picnics and holiday gatherings).

2016 Goals

Looking ahead, we would like to:

- Work towards the formation of an ESL Program advisory committee
- Determine the future direction and funding source of the childcare aspect of our program. The 2016 FPCC Budget cuts our childcare funding in half. We will have to decide how (or if) to go forward with this aspect of the program. We are currently collecting data about the use and cost of the program and will be in com-

munication with the Finance committee in March/April to determine how we might move forward.

- Once curriculum has been developed for all major units (housing, jobs, health, safety, holidays, etc.), the Coordinator would like to devote more of her time to professional development activities for the tutors to help them share their ideas with each other and expand their repertoire of effective teaching techniques.
- Consider how to allow more students to attend our classes. (Our waiting list is significant.) We will have to consider staffing issues and well as physical space concerns.
- Continue to recruit volunteers in both teaching and non-teaching areas.
- Plan a few volunteer-only get-togethers to help tutors get to know those who tutor on different days.

Mission Possible

In 2015, Mission Possible group made their 24th annual trip of which 23 have been to Presbyterian camp & conference centers. Our mission objectives are to:

- Improve the camps with new or remodel projects that the camp directors feel are needed to make it better for the youth attending in the summer.
 - Opportunity for the people to get to work and make friends with other members.
- Offer opportunities for members of Safe House to participate in helping others. Pinecrest Camp & Conference Center located in Moscow, TN, was the site for our 2015 trip. Attending were 22 people which included one former and 2 current Safe House people with the remainder being our church members. Work projects we did at the camp were as follows:
- Painting---exterior of cabins 3 & 4
 - Interior ceiling of another building
 - Painted and hung signs made by **Bill Gamble**. Painted all the doors on the

gym build

- Electrical---Replaced all lights in gym building along with conduit & outlet boxes, and repaired space heaters.
- Replaced all florescent fixtures in dining hall, gym and the craft building.
- Built & hung large doors in gym building

• Other jobs worked on were replacing rockers on chairs & some gardening. Wednesday afternoon **Lucy Cummins** arranged a tour of Memphis, with Analee as a personal guide, with stops at St. Jude Hospital, Peabody Hotel (see the ducks), Lorraine Hotel (where Martin King was assassinated) and dinner at Central BBQ.

• Devotions were held in the morning at the beautiful chapel. “Tattoos on the Heart” by Gregory Boyle was the book used for daily devotions.

Another great year for the Mission Possible team and a special THANK YOU for a job well done!

**2015 Raindrop Project
Jesus Is the Way Ministries**

Objective--Remove old storage room (not worth repairing) attached to main building and rebuild replacement room on same location.

Project start date---July 9, 2015

Demolished old room in about 3 days

Built outside walls and rafters in another 3 days.

The roof work was contracted out to Bash/Pepper Roofing Company as we had no one with sufficient knowledge to attach new roof to existing old metal roof in need of repairs.

After roof was installed we finished siding, installed new exterior door and soffit.

Installed all new electrical wiring and insulation in walls and ceiling.

Contracted all the dry wall interior.

Painted all interior walls and finished all electrical work.
 Painted floor of room.
 Projected completed on Wednesday, August 26, 2015.

With God’s assistance and the dedicated volunteer church people, listed below, who gave of their time we were able to complete this project:

Jim Andrews, Harry Bremer, Jim Berger, Bill Gamble, Steve Gritten, Itch Jones, Byron Kemper, Dave McNattin, Doug McNattin, Jennette Moline, Gene Morgan, Mark Schoeffmann, and Dale Tutje.

Finances:

Rain drops fund raised \$5823.11.
 Estimated expenses \$3903.22 (All bills have not been accounted for at this time)
 Monies still available \$1919.89

New American Ministry

Purpose

- To support God’s vision of the multicultural congregation
- To celebrate our diversity together

Statement of Faith

We will serve the Lord with Christ-like humility, extending a genuine welcome to new Americans, standing in solidarity with them through their time of transition and thereafter.

Committee Activity

While New Americans English as a second language (ESL) programs are the principal outreach work of New Americans Ministry Team, the annual report for ESL is not included with this report.

The purpose of the New Americans Ministry Team was to bring together a diverse group from the congregation to facilitate communication about the challenges and blessings of our emerging multicultural

congregation. We were learning to love each other as brothers and sisters in Christ guided by God’s mandates. We were trying to be open, accepting, and trusting as we began to learn, understand and serve together and as we worked to share responsibility and power in our congregation. We had many barriers to overcome. We continued to make mistakes. But we made progress and continued to rely on God for strength and perseverance.

While we have been blessed by recent immigrant communities and have, as a matter of pragmatism, focused on these, we understand that the multicultural church is much larger. It includes all nationalities, ethnicities, cultures, races and those of different education levels and economic means. We must be attentive to recognize windows of opportunity and be ready to act and to persevere in growing our diversity. At the same time we need to move slowly enough to know when it is better to be quiet and prayerful.

New Americans Team met monthly at 10:30 on the first Sunday. Team meetings included opening and closing prayer, scripture reading and an educational discussion about some aspect of multicultural church.

The team included 33 invited members of the congregation but was open to all who wished to attend. A steering committee of five team members appointed by the New Americans Ministry Team Director (**Chuck Carlson**) also met monthly to prepare the agenda, and to review financial statements and minutes.

Team and steering committees were suspended in the spring in anticipation of a decision about a different leadership structure. (See Study Group and Ministry Architects reports).

Highlights

Since 2011 about 57 foreign born people have joined the church. Seventy-eight new

American children are currently engaged in some aspect of church life. There are 34 regular guests. Thus, at least 170 people, all new to the congregation are being served. Most people are from the Democratic Republic of Congo but some are from Angola, Cameroon and Togo. Characteristics of this group of people are detailed in the New Americans Study Report which lists opportunities for better serving new American members and guests. That document suggests adding staff and for discussion of our mission focus.

We are happy that the congregation developed a benevolence fund and a procedure for its management. We hope this fund can be supported in the operations budget in the future.

Budget

Finance committee and session agreed to fund the ESL component of the program from the operations budget in 2013. The remainder of New Americans Ministry was funded at \$1,000. This is almost enough to pay our storage unit. The New Americans Ministry will continue to depend on restricted giving from the congregation.

Goals

- Leadership at the pastoral-staff level
- Cultural competence training for church leadership and staff
- Increased funding for New Americans Ministry in the operations budget
- Transition leadership for new Americans
- Consider accepting PC-USA proposal to provide leadership training
- Slowly move the congregation from acceptance to trust
- Develop native language resources such as accessible translation and interpretation
- Engage new people groups
- Increase collaboration with staff and specific external organizations
- Build Community

Areas of Concern

Spiritual Support. While our pastors are

highly supportive of this ministry they agree that they do not have the training or capacity to meet the needs of new Americans.

Communication is one of our greatest challenges. A large part is unconscious bias in all of us- both young and old.

Congregation. Our congregation has been supportive of the New Americans Ministry. However, as power is shared and as change occurs we know there will be growth stress.

Continued work at inclusivity is essential including the way we think, talk, write, and adopt visual cues and the way we develop and communicate all things that we discern to be the Lord's work.

We will need to supplement the New Americans funding through restricted gifts. This includes all ministry work except the ESL Program.

Reflections About First Presbyterian Mission

The mission ministry of the church can be enhanced with more biblical education and more education about opportunities to serve.

We can more fully collaborate with community churches and other organizations. We can learn to work better with volunteers.

We can enhance engagement by focusing our attention (not necessarily our funding) on one or two themes and one or two mission activities.

We could move our committee time from a business-financial model to one that adopts the principles of our ChristCare groups; a more spiritual model.

A central issue for our congregation is the priority it wants to give our own church family relative to others. Historically our resources for those in material need have been directed to others because we did not see those needs in our own church family. We now have those church family needs but they remain largely unseen.

Activities associated with the New Americans Team include:

1. New Americans ESL Program
 - a.English Classes
 - b.Conversation Partners
 - c.ESL Bible Study
 - d.Spanish Language Bible Study
2. Social support and acculturation
 - a.Health care access
 - b.Jobs
 - c.Legal support
 - d.Relocation
 - e.Translation
 - f.Transportation
3. Spiritual Support
 - a.Worship and prayer
 - b.Visitation
 - c.Pastoral care

World Mission

Committee Activity

The WMC is charged with overseeing the World Mission budget, actively participating with the various ministries supported by FPCC, keeping the congregation apprised of mission activities, and expanding their knowledge of the various opportunities in the world.

The WMC typically meets monthly (excluding December) and the meetings include an educational component, a devotion, and a business component. Each member is asked to be the liaison for at least one mission ministry supported by FPCC.

The committee is currently comprised of six church members, two staff members, and one supervising elder. The moderator is **Ann Stout**.

This committee is composed of compassionate, dedicated loyal servants of First Presbyterian Church who focus on seeking understanding, serving the world's disenfranchised people, and actively witnessing the Great Commission. Members include **Jim Berger, Steve Gritten, Sallie**

Hutton, Ann Stout, Elizabeth Pippin and Musafiri Amani. Claudia Kirby is the overseeing elder and staff members include **Kristi Corbin** (Mission Coordinator) and **Chuck Carlson** (pastor). New members are always welcome.

Accomplishments/Highlights

- Go & Serve trip to Cuba
- Hosted a visit by the **Boyd**s in January
- Conducted World Mission Month in October
- Hosted **Valdir Franca** from PCUSA in October
- Hosted a luncheon honoring the **Tutjes** in November
- Hosted a reception for **Lillian Covington** of Opportunity International in April

Budget Expenditures

Disbursed \$62,556.00 to various mission agencies and in support of some congregational mission activities (including \$49,700 to PCUSA sanctioned activities). Some of the funds were used to help fund the "Go & Serve" trip during the summer.

Disbursed \$20,000.00 of Forward 150 Mission Funds to Opportunity International to help fund schools geared for children in poverty in the Dominican Republic.

2015 Goals

The WMC developed a "Policies and Procedures" statement in 2014 and the stated purpose is: "To respond to God's call to love our neighbors as ourselves. We recognize that everyone is our neighbor and we are committed to growing in that recognition and honoring that. The WMC focuses on our church's role as servant ministers by bringing concerns of needs of those outside of the Champaign County area to the congregation and striving to make a difference by meeting those needs." In 2016, we will continue to operate using these principles.

One tentative goal is to organize a brief trip to the Dominican Republic during

Community Mission Deacons

Simply stated, the CMD tries to strengthen our church ties to local selected relief agencies through each member identifying with a particular agency. We are able to get a clearer picture of how each agency operates and their particular strengths and needs.

We are consciously trying to avoid toxic charity pitfalls and support the agencies who work to help their clients become independent and self-supporting.

Members volunteer to provide a devotional time at each meeting. We are also very fortunate this year to have one of our members, **Linda Tauber-Olson**, present the findings from a social needs assessment of Champaign county. The results of this survey helped us plan for the next year.

Despite our church members stretching their finances to support pledges and the Forward 150 fund, we were able to fund two special projects. The Raindrop Project provided funds to replace a food storage shed for Jesus is the Way in Rantoul. (We also appreciate the volunteer hours from Mission Possible members and friends there).

Once again, we were able to help ECIRMAC with funds for coats and diapers. We selected the TIMES Center for the church Advent offering in the month of December to help them purchase mattresses for the Level I program.

Over twenty of our church members volunteered time and energy at the Savory Methodist Church garage sale. Our half of the proceeds came to \$4,000, which has been sent to the Canteen Run of the Salvation Army to help replace their current vehicle.

Recipient	2015 Percentage	2015 Dollar Amount
Emergency Fund	5%	\$1,976.85
Total distributed to agencies	95%	\$37,560.15
Canaan SAFE House	25%	\$9,390.04
Canteen Run	1%	\$375.60
Courage Connection	10%	\$3,756.02
Crisis Nursery	0%	\$-
Eastern Illinois Food Bank	5%	\$1,878.01
ECIRMAC	10%	\$3,756.02
Empty Tomb	15%	\$5,634.02
Jesus is the Way Prison Ministry	7%	\$2,629.21
Restoration Urban Ministry	10%	\$3,756.02
Salt and Light	10%	\$3,756.02
TIMES Center	7%	\$2,629.21
Total 2015 CMD Budget Amount	100%	\$39,537.00

We are constantly reminded how reduced state funding hampers our agencies, causing them to reduce staff and services. Our response is limited by church budget constraints. We realize \$39,000 shared with 10 agencies does not look very impressive, but also know that many individual members support these same agencies with time and money.

Ours is a strong, committed group who will miss our dedicated members who have left us: **Kathy and Mark Schoeffman, Jeannie and John Murray and Jean Seibold**. We are also very welcoming and look forward to working with our new members.

Small Groups & Education...

Courageous Conversations

RUTH CRADDOCK, ADULT EDUCATION CHAIR
(craddockfam@sbcglobal.net)

The Courageous Conversation Committee met several times in 2015 to plan events to foster discussion from a Christian perspective about controversial issues in today’s society. The committee, composed of **Tracy Dace, Claudia Kirby, Emily Beach, Sarah Laufenberg, and Ruth Craddock**, met with the intent of sponsoring quarterly events. Members of the committee represent the committees of Compassion, Peace and Justice, Mission, Outreach, and Adult Education.

Dr. Michael Chrzastowski gave a series of talks about Christianity and the Quran, beginning with a Tuesday evening session in the sanctuary May 19, 2015, which was attended by some 80 people, with light refreshments afterwards. He then had 5 Sunday morning talks, extending into July, concluding with one extra talk on Keturah, Abraham’s other wife. The series was well received and we were able to welcome several Muslim neighbors to the talks.

The fall 2015 event took place on September 15, and included a workshop with author **Dr. Jennifer Harvey**, with discussion of her book “Dear White Christians—For Those Still Longing for Racial Reconciliation”. The afternoon workshop was attended by clergy and church leaders; the evening presentation was open to the public and generated much discussion.

The final event for 2015 was a presentation of the film “For the Bible Tells Me So” by **Daniel Karslake**. He conducted a workshop in the late afternoon of November 17, 2015; this was followed by a light

supper and then the showing of the film in the sanctuary with discussion afterwards by Mr. Karslake and his producer, **Michael Leppen**. The film reviews the issues that the LGBTQ community encounters in dealing with the mainstream church; it was a touching film highlighting the very personal struggles of persons on both sides of the divide. The conversations lingered on in Westminster till after 10 pm; a reporter for the Daily Illini did a story on the event which captured the emotion of the evening.

Plans for 2016 include a panel discussion regarding the refugee crisis in early March, and for a presentation about a priest’s ministry with street youth, chronicled in “Tattoos on the Heart,” in early June 2016.

2016 Church Officers

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

2018	2017	2016
Session Elders Moderator: Chuck Carlson		
John Muirhead	Kristi Carlson	Byron Kemper
Mark Schoeffmann	Betty Hollister	Bill Marble
Eric Stickels	Claudia Kirby	Bill Metcalf
Jeannie Snoeyink	Marc Miller	Lori Schaap
	Rob Vermillion	
Community Mission Deacons Moderator: Sandy Carr		
Judy Gamble	Cliff Dykstra	Sandy Carr
Kathy Havey	Dana Dykstra	Judy Hendrickson
Mike Havey	Don Fischer	
Jeannette Moline	Mary Gritten	
Alan Moore	Steve Gritten	
	Linda Olson	
Congregational Care Deacons Moderator: Beth Hutchens		
Jane Alsberg	Miriam Chenault	Kristie Cozad
Amy Born	Mamily Masweke	Sue Fischer
Beth Hutchens	Linda Tichenor	Katharine Jones
Nancy MacGregor		Liz Miley
Kurt Ruthmansdorfer		Nicole Miller
Lola Ruthmansdorfer		Julia Ulen
Joanne Walther		
Larry Walther		
Mary Wood		

Finance...

Finance Report

BYRON KEMPER, FINANCE CHAIR
(byronkem@life.illinois.edu)

staff. This results in a projected deficit of \$39,126. The main uncertainty in projections for 2016 is the timing of the hiring of a new senior pastor.

Operating Funds

In 2015, total revenues for the operating fund were \$1,020,232, about 2% below the budgeted amount and \$3,600 more than in 2014. Revenue for 2015 included \$933,682 in contributions compared to \$935,088 in 2014. Total expenses for 2015 were \$1,088,064, 1.2% above budget and \$37,392 above expenses in 2014. The net result was a deficit of \$67,831 compared with a deficit of \$34,068 in 2014. Contributions from present members and friends of the church in 2015 were only 86% of church expenses with other funds accounting for 8%, resulting in the 6% deficit. Other revenue funds include payments from the Cannon Trust which amounted to \$78,957 in 2015.

Endowment/Strategic Reserves

Total invested funds at the end of the year were \$1,875,566 compared to \$1,927,624 at the end of 2014. Invested funds include \$1,210,335 in strategic reserves and \$543,205 in permanent endowment funds. Investment returns were a negative 1.3% for 2015.

2016 Report

In 2016, projected total revenues are \$1,029,581. Pledges of \$807,701 were received for 2016 which is 5.6% more than pledges for 2015 and 1.7% more than actual pledged contributions received in 2015. Expenses are budgeted at \$1,068,707 which is about 2% less than actual expenses in 2015. The main contribution to the decrease in expenses is reduction in

Summary of Budgets for 2015 and 2016

Revenues	2015 Budget	2015 Actual	2016 Budget
Contributions	\$961,000	\$933,682	\$945,701
Cannon Trust	\$77,000	\$78,957	\$77,500
Total Other	\$1,880	\$7,594	\$2,630
Restricted Funds	\$3,750	\$3,750	\$3,750
Total Revenues	\$1,043,550	\$1,020,232	\$1,029,581
Expenses			
Clergy	\$248,983	\$251,542	\$245,292
GA Per Capita	\$30,000	\$29,840	\$30,000
Staff Misc.	\$10,000	\$25,910	\$9,700
Music	\$100,767	\$97,631	\$106,070
Worship	\$1,200	\$2,009	\$1,200
Mission	\$164,888	\$167,419	\$165,694
Children/Youth	\$104,413	\$112,011	\$118,997
Adult Education	\$1,350	\$217	\$1,250
Office (Administration)	\$223,552	\$186,668	\$183,009
Congregational Care	\$1,500	\$21	\$1,500
Hospitality	\$5,500	\$8,683	\$5,100
Total Expenses	\$1,086,666	\$1,088,064	\$1,068,707
Revenue-Expenses	(\$43,116)	(\$67,832)	(\$39,126)

Children, Youth & Family Ministries...

Children, Youth & Family Ministry

KRISTEN PLEMONS, INTERIM DIRECTOR

(KRISTEN.PLEMONS@FIRSTCHURCHCHAMPAIGN.ORG)

Early Childhood (Birth-3 years)

Our nursery continues to expand this year! Each Sunday we look forward to caring for 5-6 little babies and 6-8 toddling toddlers, partnering with our church's child-care coordinator to allow time for parents to worship and refuel!

Preschool

With 10-12 preschoolers attending on a regular basis every Sunday we are so thankful for our talented teachers who love spending their Sundays with these little ones. **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, and play. We see this in our three Early Childhood classrooms every Sunday! Our curriculum, Sparkhouse, 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.

Elementary (Kindergarten-5th Grade)

Our 40 elementary kids learn from our new Sparkhouse curriculum called Holy Moly. Every Holy Moly lesson follows a four-part sequence: Discover, Relate, Connect, and Create. Each week, kids watch an animated Bible story video, talk about the story, read their Bible Storybook or Bible, and try a creative leaflet activity.

Kid's Mission Academy "Praising God, Protecting Our Environment" was so much fun this summer! We learned all about how we can take care of the earth,

and honor God by doing so. We played fun games, learned new songs, and even made our very own recycled guitars with the help of **Tony Taylor**.

Julia Hartman played a special part in our programs this year by helping to get kids singing and dancing for everything from Kid's Mission Academy to our Christmas Eve Family Service this year.

Parents received the opportunity for a few nights out as we offered a few movie and fun nights for children. Our 6th annual Christmas Craft Night hosted 40 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.

Middle School

This year has been an exciting one for our middle and high school students! We now have a youth group, which meets every Sunday Night from 5-6:30 PM. During this time together, students have dinner, play a fun game, and take time to discuss a different topic and how it relates to them as young men and women who are seeking to know Christ more.

This summer we had the privilege of participating in "Stay & Serve" which was a middle school only mission trip where we served locally. Students spent the night at the church and played fun games and had lots of laughs, but in the morning we went to *empty tomb* to serve. Students helped with everything from folding clothes to yard work!

Our Confirmation class resumed this year with a wonderful group of 8th and 9th graders who are having a great time diving into who God really is. **Pastor Chuck** and **Pastor Eric** are doing a phenomenal job keeping this group engaged and learning

new things every single week. They will be graduating in no time!

High School

This year our high school students have stepped up and started leading in multiple important ways in our church. Some students help teach the younger kids in Sunday school, some serve by helping run the media equipment in the sanctuary, and some high school students have had to be the opportunity to be leaders in our middle school youth group.

This summer marked a historic moment for First Presbyterian Church as we took the very first Go & Serve Trip to Luyano in Cuba! After lots of work planning, fundraising and learning about our sister church in Cuba, 12 participants traveled in August 2015 to Luyano Cuba for one week of life changing experiences. The day we landed in Cuba, the American Embassy was opened! Our two youth groups connected instantly as if they had all been close friends their whole lives. During our week together there was lots of love and laughter among the new friends. No language was needed for all the special memories that were forged during our time together.

Meet Our Team:

Interim Director

Kristen Plemons

Associate Director of Volunteer Management

Daudet Ilunga

Children and Youth Music Coordinator

Julia Hartman

CYF Leadership Committee

Kristi Carlson (Session Liaison), **Joyce Wittler**, **Julie Young**, **Melissa Leichter**, **Daudet Ilunga**, and **Lizz Pippin**

CYF Ministry continued

Volunteers

"Now go; I will help you speak and will teach you what to say."-Exodus 4:12
Fall 2015's volunteer recruitment was the wonderfully successful. With 58 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, event volunteers, musicians, and every other helper that has been involved in the ministry! We celebrate the CYF Team and the work they have done to help propel CYF forward in a sustainable way.

Our Mission and Values

We inspire, educate, 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.

Ministries

Congregational Care

LIZ MILEY, COORDINATOR
(ebmiley@aol.com)

Fifteen Congregational Care Deacons ministered to forty members of our FPC congregation who were in need of a caring, helping, friendly personal contact. Most care-receivers were unable to attend church and appreciated this connection with our church family through personal visits, telephone calls and mail. These contacts were done at least monthly, often more frequently.

A report (log) of each Care Deacons assignments is made each month and handed in to the church office or at the CCD meeting. CCDs inform pastors immediately of new information gathered on visits....such as upcoming surgeries, personal or family concerns or a request for a pastor visit.

Communion services are arranged through the pastors at senior care homes and care deacons accompany their care receiver if possible. Also in-home communion can be requested.

Congregational Care Deacons have a three year appointment and meet the first Thursday each month. 2016 meeting will be at the noon hour at church.

Prayer Ministry

MIDGE MILLER, COORDINATOR
(midge12@att.net)

The Prayer Ministry Team is a group of about 10 church members who provide church wide prayer support and encourage prayer habits in response to Jesus' words, "My house will be called a house of prayer for all nations." (*Mark: 11:17*)

Our prayer activities include:

1. Meeting monthly for group prayer.
2. Praying for one week for each family listed in the church directory.
3. Maintaining a prayer email and voice mail line for prayer requests.
4. Providing an article on prayer for each issue of the church newsletter.

God wants to communicate with each one of us in prayer!

Congregational Meetings...

Special Congregational Meeting
Sunday, January 11, 2015

The Rev. Eric J. Snyder began the meeting with prayer at 9:58 a.m. A quorum was present. He read the Call to the Meeting:

The purpose of this special congregational meeting is to add a 13th elder to the Session (because we now have 13 committees) and to receive a report from the Congregational Nominating Committee for the filling of this position.

Pastor Snyder introduced Elder Lori Schaap, chair of the Congregational Nominating Committee. She introduced the following motion:

I move, on behalf of Session's recommendation and the Congregational Nominating Committee, that we add a 13th elder to the Session of First Presbyterian Church and that the name of Marc Miller be placed in nomination to serve in the class of 2017. The motion was seconded.

Upon a voice vote, the motion carried.

There being no other business, the meeting was adjourned with a prayer and benediction by the Rev. Snyder.

First Presbyterian Church
Special Congregational Meeting – February 8, 2015

The Session of First Presbyterian Church of Champaign called a special congregational meeting for the purpose of acting on the request of the Rev. Dr. Eric J. Snyder that he retire on May 31st, 2015. The Rev. Heidi Weatherford was present representing the Committee on Ministry and the Presbytery of Southeastern Illinois.

The Rev. Chuck Carlson introduced the Rev. Heidi Weatherford, who declared that a quorum was present and opened the meeting with prayer at 9:56 a.m. Heidi briefly explained the process and then asked for a motion confirming the request of the Rev. Dr. Eric J. Snyder that the pastoral relationship with First Presbyterian Church be dissolved as of May 31st, 2015. Midge Miller made that motion and the motion was seconded. The motion was, then, approved by a voice vote of the congregation.

Heidi indicated the Presbytery's thanks for the leadership of the Rev. Snyder and that the Presbytery would walk with FPCC in partnership as we seek new leadership.

Heidi closed the meeting in prayer at 10:08 a.m. and then gave the benediction.

First Presbyterian Church
Annual Meeting
Sunday, February 22, 2015

Rick Snyder as moderator called the meeting to order at 9:51 a.m. and opened with a prayer remembering those who died in 2014. A quorum was present.

Rick, then, lifted up highlights of 2014. He noted the growth of our two new services, the expansion of our ESL and New American ministries, the involvement of 225 members and friends in Bible Study, Circles or Small Groups, the excitement generated by our Courageous Conversation Series, the growth of our Sunday School and summer Kids' Mission Academy (VBS), and our strong and growing mission program.

Elder Byron Kemper presented the pastoral terms of call. On motion, with a second, the terms of call were approved.

2015 Terms of Call	Snyder, Rick	Carlson, Chuck
Salary	\$ 55,962.29	\$ 45,319.88
Other Compensation (Bonus)	\$ -	\$ -
Medical Deductible	\$ 2,500.00	\$ 2,500.00
Housing	\$ 40,600.00	\$ 24,000.00
Effective Salary	\$ 99,062.29	\$ 71,819.88
BOP Life Insurance		\$ 1,260.00
Auto Reimbursement	\$ 625.00	\$ 1,800.00
Continuing Education Allowance	\$ 100.00	\$ 1,000.00
Professional Expense	\$ 300.00	\$ 1,900.00
Total Other	\$ 1,025.00	\$ 5,960.00
Compensation before Taxes & Benefits	\$ 100,087.29	\$ 77,779.88
SECA Tax Allow. (7.65% of salary+housing+other comp.)	\$ 7,387.02	\$ 5,302.97
Pension & Death Benefit (12% of eff.salary)	\$ 11,887.47	\$ 8,618.39
* Medical	\$ 24,270.26	\$ 17,595.87
TOTAL	\$ 143,632.04	\$ 109,297.10

Elder Kemper, then, highlighted the church’s 2015 budget. In contrast to 2013, when we finished with a surplus of \$70,000, we ended 2014 with a deficit of \$33,000. This trend must be reversed. We are grateful, however, for the \$1.9 million in pledges to the Forward 150 capital drive and that we have already received one-third of the pledged amount.

Elder Bill Metcalf spoke to the transition process, when Rick Snyder retires at the end of May. The Presbytery of Southeastern IL is allowing the Rev. Dr. Chuck Carlson to act as Head of Staff and Moderator of Session, so we are not looking for an interim pastor. Session will find suitable staffing help to assist Chuck during the transition.

The Congregational Nominating Committee will suggest names for a Pastoral Nominating Committee (PNC) to look for a new Head of Staff. The congregation is encouraged to submit names to the Congregational Nominating Committee and nominations will be accepted from the floor during the meeting to elect the PNC.

Elder Peter Yau spoke about the progress of Forward 150, our ministry and capital drive. Two major projects are going to be undertaken shortly, the repair and upgrade of our organ and the technology package. The Forward 150 Faithful, a team of architects, contractors and other congregational members are giving detailed examination of each project to insure a “due diligence” regarding both finances and the quality of work that is done.


The congregation, then, thanked the Forward 150 Faithful Team, the hard work of the Session, and the work of Rick and Chuck as pastors. There being no other business, the annual meeting was adjourned at 10:21 a.m. with prayer by the Rev. Dr. Snyder.

First Presbyterian Church
 Congregational Meeting
 June 22, 2015

Chuck Carlson called the meeting to order as moderator at 10:10 a.m. It was determined that there was a quorum. Heidi Weatherford assumed the position as Moderator at 10:12 a.m. There was a presentation by Allen Sherwood about the Congregational Nominating Committee.

A slate of candidates was presented as follows:

Musafiri Amani
 Emily Beach



Harry Bremer
Tracy Dace
Beth Hutchens
Sabrina and Wen-mei Hwu
Bob Kirby
Pam Knox
Bill Metcalf
Carol Miles
Levi Morgan
Eric Stickels
Tom Ulen
Karin Vermillion

The floor was opened to other nominations. There were none. Midge Miller motioned to approve the slate tendered by the Nominating Committee by unanimous ballot. Second by Sarah Laufenberg. The motion carried.

The meeting was adjourned at 10:25 a.m.