



First Presbyterian Church  
of Salt Lake City

# Annual Report

**2023**

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# THE SESSION

## Class of 2024

Karla Miller-Imperiale  
Melissa Piercey  
Roger Durst

## Class of 2025

Karen Atwood  
Letty Workman  
Tav White

## Class of 2026

Wolf Hoffman  
Mike Kestler  
Kristin Mullen  
Doyle Arnold

**Clerk of Session:** Jamie Mascarenas

# THE BOARD OF DEACONS

## Class of 2024

Bert Dart  
Teri Fostvedt  
Barbara Gingery  
Taffy Kosierowski  
Carol Lenz  
Ralph Sandman

## Class of 2025

Samila Decaria  
Robby Higgins  
Heather Knighton  
Tanner Lenart  
Vic MacIntosh  
Martin Hileman

## Class of 2026

Terry Gregory  
Jessika Hoffman  
Doug Leader  
Dwight McDowell  
Andrew Prior  
Bev Simpson  
Andy Wilken

# CHURCH STAFF

Jamie White, Pastor: [jwhite@fpcslc.org](mailto:jwhite@fpcslc.org)  
Joe Bagdanov, Pasoral Associate: [jbagdanov@fpcslc.org](mailto:jbagdanov@fpcslc.org)  
Halen Seevinck, Children's Minister: [hseevinck@fpcslc.org](mailto:hseevinck@fpcslc.org)  
Nathan Parrish, Youth Minister: [nparrish@fpcslc.org](mailto:nparrish@fpcslc.org)  
Alla Keoppel, Choir Director: [akeoppel@fpcslc.org](mailto:akeoppel@fpcslc.org)  
Larry Blackburn, MA, CAGO, Organist  
Nancy Savage, Church Treasurer: [nsavage@fpcslc.org](mailto:nsavage@fpcslc.org)  
Mike Kestler, Systems Engineer: [mkestler@fpcslc.org](mailto:mkestler@fpcslc.org)  
Steve Russel, Maintenance  
Annie Haile, C Street Child Dev. Center: [ahaile@fpcslc.org](mailto:ahaile@fpcslc.org)  
Hope Glenn, Office Administrator: [hglenn@fpcslc.org](mailto:hglenn@fpcslc.org)



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# PASTORS' REPORT

JAMIE WHITE & JOE BAGDANOV

Dear First Pres,

Psalm 126 is part of a special collection of Psalms (120-134) called “the Songs of Ascent” that served as the songbook for God’s people as they traveled to Mount Zion for special worship festivals and feasts. These Psalms of Ascent do two things simultaneously; they look back, reporting all that God has done in the past... and they look forward, seeking God’s provision for a hopeful future. We find this a wise and meaningful practice for all who love and serve God. As we look back on God’s faithfulness to First Pres over 2023 and begin to step forward into all that God is calling us to in this new year, Psalm 126 can be our guide.

**“When the Lord restored the fortunes of Zion, we were like those who dreamed. Our mouths were filled with laughter, our tongues with songs of joy. Then it was said among the nations, “The Lord has done great things for them.” The Lord has done great things for us, and we are filled with joy. Again, restore our fortunes, Lord, like streams in the desert. That those who sow with tears, will reap with songs of joy. That those who go out weeping and carrying seed to sow, will return with songs of joy and carrying a new harvest with them.”**

God has indeed been so good to us at FPC. There have been many moments that were so good, that like the Psalmist, it felt like our dreams were coming true! Though there have been many, when we look back some of the biggies are:

- The joyful energy and explosive growth that we’ve seen in our ministry to children and families. Halen, Sarah Ann, Nate (and all the leaders and volunteers in Kids/Youth) have created a place where students and families want to be. We are now using nearly every available classroom at FPC to host our growing ministries!
- Welcoming Pastor Joe Bagdanov (along with Hannah and Naomi) as our Pastoral Associate and soon-to-be ordained, Associate Pastor. Joe’s been a perfect fit for FPC, and we have all fallen in love with this incredible family.
- The way our church has fostered hospitality, growing in warmth and welcome. Some highlights: Deacon Heather Knighton’s overhaul of Fellowship Hour, Elder Tav White’s recruitment/training of greeters, Dan Zaharias faithful team of ushers, several intergenerational events centered around service (Walk for Water, Food Bank and Turkey Giveaway, Pamela’s Closet drives) and community connection (“New to FPC” brunch, All-church picnic, Scottish festival, holiday weekend church potlucks, craft nights, and the start of young adult events). More and more we’re hearing of people making new friends at FPC, hosting dinner parties, getting the kids together for playdates, meeting up for hikes and bike rides, and gathering for coffee. It’s working friends!
- The incredible blessing of meeting our 150<sup>th</sup> Restoration goal of \$2.5 million, due to the faithfulness of our FPC family and many generous community donors like Scott Anderson (Zions Bank), Gail Miller, the Eccles, and the LDS Church. Though we’ve completed some smaller projects, the larger construction to restore our beautiful building is about to begin!





- The strength of our worship services. We seamlessly moved from two services to one blended service last January thanks to the wise leadership of our staff Larry Blackburn and Alla Koeppel, Letty Workman (elder), Laura Shafer (Chair of the Worship Committee), Mike Kestler (Systems Manager) and Tara Leung (Leader for worship schedule/organization). This includes offering a number of special worship services that were deeply meaningful: Ash Wednesday and Holy Week services, “This is my story” Sunday, Millcreek Baptism Service, World Communion Sunday, Kirkin of the Tartan, and our diverse Christmas Eve offerings. Please note that our Worship Ops Team has allowed us to continue to minister to our regular online viewership through their excellent streaming of services.
- Our church’s focus on discipleship and spiritual growth is one of our biggest strengths. The focus of our church leadership (deacons, elders, staff) has centered around prayer and developing spiritual and emotional healthy leadership. Our Sunday and mid-week Christian education classes, bible/devotional studies have helped many go deeper in faith and learning. This included an important and sensitive townhall discussion, scripture study, and book group on LGBTQ+ theology that our church navigated with grace and humility. We also partnered with Mt. Olympus Pres to offer both Men’s and Women’s retreats, which many folks attended and were a huge hit! Our Sunday sermon series covered a lot of ground this year: Why Church? Understanding the Family of Faith; Learning to Lament, A Master Class on Suffering; The Forgiveness Cycle: Confess, Repent, Forgive, Restore; Holy Week services; The Parables of Jesus; Summer in the Psalms, A Worry-Free Life; After Exile: A Future with Hope; Prayer: Learning How to Talk to God; How Does a Weary World Rejoice.
- FPC’s reputation for musical excellence just keeps growing. Both our Chancel Choir’s Spring Requiem and Christmas Concerts were breathtaking. We’ve been joined by numerous choirs and musicians over 2023 and hosted many concerts, recitals, and special performances. Even more we continue to boast the most gifted and diverse Sunday musicianship. We are so blessed!
- We have over a dozen Ministry Teams and Committees organized and running, thanks to the leadership of our elders. Though they have all been instrumental, the work of our Personnel Team to review/edit our FPC Employee Handbook, to solicit congregational feedback for staff evolutions, to complete annual staff reviews, and to support the sabbatical for Annie Haile and C Street reorganization efforts has been incredibly important this past year. Additionally, Pastor Joe and our elders have done a major reorganization of our local and global mission partners, leading to some new and exciting initiatives for 2024.
- Our ministry of care, compassion, and service continues to be a FPC hallmark we’re so proud of. This includes the leadership of our incredible deacons, the well-oiled machine that is Pamela’s Closet, the faithful service of our St. Vinny sandwich making crew and Ronald McDonald crews, the newly formed Foster Care Community Group, and the community partnerships hosted at FPC (12-Step Recovery Groups, Scouts and Cub Packs, Salt Lake Scots, and numerous one-time groups). We host anywhere from 12-15 different groups each week in our building! I love being a part of a church that immediately fills up its volunteer slots every time we announce a service opportunity. Serving our community is what FPC lives for!!
- The many, many professions of faith and membership, including the joyful celebrations of baptisms in worship and up Millcreek Canyon over this last year. People are coming to know and follow Jesus Christ at FPC!



Like the Psalmist, our tongues have so much joy to sing about when we pause to look back. Praise the Lord! And as we turn to look forward, we trust that God will go before us, leading us to the ministry we've been called to in this next season. We join the Psalmist in praying for God's provision and guidance. Though there are many, here's a few key matters we bring before the Lord for 2024:

- As our congregation continues to grow so quickly, it's become clear that we need to get a better sense of what sort of engagement people want and need from FPC. Pastor Joe is soliciting information through a survey about involvement, community life, age/stage related groups, Christian ed class interest and small groups, etc. We hope to use that feedback to evaluate current ministry programming and plan for future offerings. Though the growth is exciting, it means we need to carefully discern how to be the church in this next season.
- Discerning the financial future of FPC and leading our congregation into faithful stewardship of all God has entrusted to us as a church. We've noticed that giving patterns have changed over time, some folks have moved away, a lot of new folks have come, ministry budgets have needed adjustment to address changing needs, and we want to use our resources wisely and well. Our elders have a special retreat planned in February to begin this prayerful work.
- Though we have thriving local missions and community partnerships at FPC, our global mission partnership has needed some attention. We're excited for two new global mission partners that we will begin supporting and sharing more about; Kenya Partners (Nakuru, Kenya) and International Minorities Rights (Jaranwala, Pakistan). We are praying that this will be a meaningful way to share the love of Christ in our larger world.
- Our award-winning, early-childhood development center, C Street, has gone through a significant structural reorganization this past season that has had some notable growing pains and required support from our larger church. We are thankful that C Street begins this new year well-positioned for a healthy and sustainable future, and are praying for God's provision for staffing and enrollment.

Whether we're singing about God's faithfulness in 2023 or praying for God's provision in 2024, may we always be a people that declare, "*The Lord has done great things for us, and we are filled with joy!*" Praise be to our good and faithful God.

Grace and peace,  
Pastor Jamie and Pastor Joe



# YOUTH MINISTRY

## NATHAN PARRISH

This has been a great year for the youth of FPCSLC. The following are some of the events and projects the students have been involved in during 2023:



- Youth Sunday Service
- Get Out Games Escape Room
- Souper Bowl of Caring Project
- Sponsor a Missionary Project
- Sugarhouse Park Sled Riding
- Pizzeria Limone Hangout
- Procession of the Cross
- Easter Egg Project
- Stamp Out Hunger Project
- Trampoline Park Event
- Kirkin Banner/Flag Practices
- Brighton Snowshoe Hike at the Darts Cabin
- Leger's Sub Fundraiser
- Top Golf Event
- SLC Habitat for Humanity Project
- Ronald McDonald House Project
- Scottish Festival
- Walk for Water Project
- Christmas Caroling
- Habitat for Humanity Re-Store Project
- Super Bowl Sub Fundraiser
- Durango, CO Habitat for Humanity Trip
- Millcreek Canyon Baptism Service
- Youth Room door/furniture Project
- Greening of the Church
- Liberty Park Church Picnic
- Heber Fall Retreat Weekend
- Parrish White Elephant Christmas Party
- C.S. Lewis Screwtape Letters Book Study
- Crossroads Urban Center Thanksgiving Project

In addition to these events, the Jr. High (5<sup>th</sup>-7<sup>th</sup>) and Sr. High (8<sup>th</sup>-12<sup>th</sup>) students meet every Sunday morning at 11am for Sunday School.

**Thank you all very much for the opportunity this past year to be involved in the lives of the students here at FPCSLC.**

Much love,  
Nathan M. Parrish



# CHILDREN'S MINISTRY

HALEN SEEVINCK

## Psalm 107:21

**"Thank God for his marvelous love, for his miracle mercy for the children he loves."**

We give thanks to God for how he is at work in the children and families at First Presbyterian. We've seen continual growth in each classroom, in volunteers and weekly attendance. But more than numbers, we've seen kids grow in the love and knowledge of Jesus Christ, and a desire to love their neighbors well.



## Nursery

- Combined nursery through preschool with an average of 4-5 kids with SarahAnn McDowell as our gentle and faithful lead teacher.
- Added 6 youth volunteers for the 10am hour

## Elementary

- Split the K-2nd and 3rd-5th class in the spring.
- Moved kids classrooms upstairs in the fall, with the newly remodeled 3-5 class (thanks to Matt Lombard, Rachael Day, and Abram Masih for help!)
- K-2nd Class averages 11 kids, with one day maxing out at 17! Simmer Masih was our consistent helper in the summer and fall. Kids learn Bible stories, practice praying together and play alongside each other during Children's Church.
- 3rd-5th Class Average is 9 kids, with our largest day of 16. Kids participate in science experiments, object lessons and games during Children's Church.
- We welcomed Lisa Diebel as our consistent Sunday School helper this fall.
- In the fall we launched the "Heart of God" Group Curriculum that focuses on the character of God. We keep God as the hero of our Bible stories - not us!

## Worship

Children are essential to our Sunday morning services. Our kids participated in worship through choir performances to celebrate Pastor Steve's farewell, on Trinity Sunday, Palm Sunday and Christmas performances. Kids from 2nd grade and up participated in Youth Sunday with junior and senior high.

## Volunteer & Teacher Training in the Fall

- Recruited 11 additional adult Kids Min volunteers in 2023
- Training for teachers and helpers with practical classroom management skills
- Signed Volunteer Agreement for all people who volunteer with kids
- Created teaching teams for each classroom

## Events

VBS at Mount Olympus

Epic Kickball at the Family Picnic

Scottish Festival

Fun parties in October and December (Thanks Lombard-Pengs!)

Summer Pool Party at Liberty Park

Service Project at Utah Food Bank

Family Christmas Eve Service

# CLERK OF SESSION

JAMIE MASCARENAS

## REPORT OF THE CLERK

### Membership Statistics

*Membership is a meaningful way to declare publicly one's commitment to Jesus and to one's church. At the same time, we recognize that it is not the only indicator of commitment, and we have faithful and involved congregants who are not members. Whatever your membership status, I encourage you to reflect on one of the statements that new members commit to, upon joining the church:*

*That, with God's help, I will be a faithful member of this congregation, share in its worship and its ministry, through my prayers and gifts, my study and my service, and so fulfill my calling to be a disciple of Jesus Christ.*

### Membership Report for 2023

Beginning Active Membership 273

### Membership Gains:

Profession of Faith 17 and Under:	3
Profession of Faith 18 and Older / Reaffirmations:	36
Infant Baptisms:	0
Child Baptisms:	5
Adult Baptisms:	6
Transfers to FPC:	7
<b>Total Gains:</b>	<b>58</b>

### Membership Losses:

Transfers from FPC:	3
Deaths:	2
Marilyn Condon-Dec 5	
Dan Lee- May 3	
Removed from Active Roll:	(21)
Removal by Request from Active Roll:	11
<b>Total Losses:</b>	<b>33</b>

**Ending Active Membership: 298**

## SPECIAL EVENTS

### Summer Kick-Off Picnic

In June we gathered at Liberty Park for our annual kick-off to summer picnic. Once again we had an amazing turnout! Fellowship, potluck lunch and games were enjoyed by all.

### FPC Welcomes a new Pastoral Associate

On August 13th, we welcomed Pastoral Associate Joe Bagdanov. Joe and his wife Hannah and their daughter Naomi, have been a wonderful addition to our congregation and staff. Especially for Pastor Jamie, as she had taken on solo responsibility for the past year.

### Baptism by Immersion

In late August we baptized 6 adults and 5 children by Immersion in Millcreek Canyon. This was a special event for those who wanted to be baptized in a very outwardly way. Pastor Jamie had previously done something similar at another church and it was very meaningful. This event was very well attended by family and friends and was quite meaningful with music and prayer.

### Scottish Festival

This year's festival consisted of a family-friendly Pub atmosphere along with local vendors who sold jewelry, artwork, and pottery. Our festival team made and sold delicious pasties, sausage rolls and turnovers and we had our famous bake sale and Kid's Korner. The Salt Lake Scots put on a free community concert that night, emceed by our own Andi and Meredith.

Net sales from the Bake Sale were \$3681.26 from the bake sale and \$1926.37 from the Pub. After all expenses we ended with a grand profit of \$3982.47. This money will benefit local refugees via Pamela's Closet.

### Kirkin' O'Th Tartan

Kirkin' and Reformation Sunday services attracted about 1300 people in attendance. Bagpipes, banners, choir, and clans make this such a special service for all.

### Greening of the Church

In November, we decorated the halls and Sanctuary for Christmas. All were invited to stay after church and either help decorate a tree or put up wreaths in various places. In just two hours, the church was glowing in lights and color, ready to celebrate the anticipated birth of Jesus.

### Christmas Caroling Event

In December, 60 of our congregants hopped on a bus and travelled to local senior centers for our annual caroling event.

### St. Vinny's & Ronald McDonald House

We continue our important monthly and bi-monthly ministries, making sandwiches for our neighbors at St. Vincent de Paul and serving dinner to families at the Ronald McDonald House.



# CHOIR

ALLA KEOPPEL



The core mission of the First Presbyterian Chancel Choir is to provide music for worship services and to inspire members of the congregation with the beauty of sacred music. Some of the activities that were created and directed to deliver on this mission throughout 2023 include the following:

The choir plays an integral part in our weekly Sunday worship services and special events, including Easter, Kirkin' o' the Tartan, and the Traditional Christmas Eve Candlelight Service. The choir also acts as an ambassador for our church by continuously collaborating through music with various organizations from our community. In addition to Sunday worship services and special events, we hold yearly Spring and Christmas concerts. In these performances, we sing alongside instrumental and vocal musicians from the Utah Symphony, Utah Chamber Artists, University of Utah, Westminster College choirs, and many other outstanding groups. Through these partnerships, we are establishing trusting relationships with major educational and artistic organizations in our community. These collaborations provide education about our faith as well as increase the presence of the First Presbyterian Church in our community.

This year, it was wonderful to be able to share the stage with the Rise Up Children's Choir and the Salt Lake Chinese Choir for our annual Christmas Concert. The highlight of the year for most of us was our combined church concert where we performed Rutter's Requiem with the Wasatch Presbyterian and the Christ United Methodist Church. This year, we are looking forward to another shared performance between our churches on June 8th. This time, we will be performing Faure Requiem. We will also be joined by a guest children's choir and chamber orchestra. We once again led Kirkin services with the Cantorum Chamber Choir and hosted their annual Christmas concert in our Sanctuary. We had an incredible Easter service with so many of our congregation singing in the loft with the choir, something that we look forward to this year!

One of the biggest aspects of our ministry is community outreach. We are continuously working with various school programs, offering recital space to college students in our sanctuary, and opening doors to various performers and organizations in order to serve our community and welcome everyone to our beautiful church community. We have several choirs that will be joining us for Sunday services throughout the year, as well as student-led worship band Sundays. We are blessed to have so many talented people in our congregation and are very grateful for their willingness to share their talents with our church. The choir would like to extend our sincere gratitude for the incredible support from our Pastors, Congregation, Tech Team, and our Organist Larry Blackburn. We are looking forward to this upcoming year with all of you!

New members are welcome at any time; please contact us for more information at [alla@fpcslc.org](mailto:alla@fpcslc.org)

# FINANCE COMMITTEE

NANCY SAVAGE

The investment funds of the First Presbyterian Church of Salt Lake City are with Fidelity Investments. These funds are diversified and invested to obtain the highest returns with a maximum safety of principal.

The following are the balances as of December 31, 2023, of the fund accounts managed by the Finance Committee.

· Pastor Manse Fund	\$ 4,969.34
· Memorial Fund	2,295.49
· Educational Fund	9,661.22
· Presbyterian Women	6,533.30
· Emergency Building Repairs	10,745.90
· Endowment Fund	591,662.51
TOTAL	\$ 625,867.76

The restoration loan from the 2002 restoration campaign was paid off in December.

The budget was balanced by using \$16,643.26 from the Contingency Fund. We received 104% of the Estimated Giving amount that was budgeted. We appreciate the congregation's support throughout the year! Your many small and large gifts helped us during the year!

The Finance Committee assisted in the development and preparation of the annual operating budget for 2024.

Finance Committee members during 2022: **Doyle Arnold, Craig Britter, Bonnie Cavill Jack Chase, Wayne Simpson, Pastor Jamie White, Pastor Joe Bagdanov, and Nancy Savage**

I appreciate all the efforts and advice of The Finance Committee.

\*Detailed treasurer's reports are always available upon request.

# C STREET CHILD DEVELOPMENT CENTER

ANNIE HAILE, DIRECTOR; BONNIE FARR, CO-DIRECTOR

## What is C Street:

C Street is a self-supporting ministry of FPC supported by fees, grants, and donations. Enrollment averages 37 children, ages six weeks through five years old. C Street has a staff of two co-directors, a part-time treasurer, one part-time maintenance assistant, one systems engineer (shared with FPC), eleven full-time teachers, and three part-time teachers, to keep the Center up and running smoothly.

Mission Statement - C Street Child Development Center believes in offering a unique and individualized approach to learning, participating, and growing within the early childhood setting. Our community of staff, parents, and children work together to find meaningful, healthy, and enriching opportunities for the developmental progress of young children.

## Activities:

C Street accomplishes its mission by teaching the children through learning centers. We look at the whole child and their family and community as we determine how to best meet each child's needs. Everyone is involved in helping each child to grow and develop to be able to meet their full potential in life.

Each of our classrooms is set up into learning centers so the children can learn through play. The learning centers include a cozy area with books, writing/art, science, blocks, manipulatives, a sensory table or light table, musical instruments, dramatic play, puzzles, a self-regulation station, and more. The teachers plan lesson plans each week that are based off the children's assessments and interests. They incorporate math, science, and pre-reading/reading skills into their lessons that are developmentally appropriate for each age and incorporate the individual learning needs for each child. They work on teaching the children about their emotions and feelings so that they can learn to regulate their bodies and use their words to communicate.

## Center Improvements:

This year we had our experienced staff members mentor and train our less experienced staff. They focused on how to handle children's behaviors consistently and appropriately. They also worked on creating routines that were similar in each classroom so that the cues were the same when children moved to the next classroom, especially during lunch and rest time.

We are still receiving a grant that has allowed us to pay our staff more, purchase new dramatic play furniture and sensory tables to replace worn out furniture. We were also able to replace the rubber mulch on the playground to a non-toxic mulch. The grant also allowed Annie Haile to take a three-month sabbatical after 24 years and attend a leadership conference while providing additional support for the center with the help of a consultant.





# DEACONS

DWIGHT McDOWELL

Deacons have a ministry of compassion and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress.

Our Board of Deacons consists of 22–24 men and women from a variety of backgrounds who are elected by the congregation to a 3-year term of service. They then volunteer to serve on 1-3 special teams to care for our congregation. Some ongoing duties include preparing for Communion services, organizing receptions for memorial services, and maintaining communication with church members, especially the elderly, the ill, and the homebound.

We accomplish our mission by prayerfully using the monies donated by the congregation on the last Sunday of the month. Your contributions are directly responsible for providing loving care, comfort in distress, and aid in times of need.

In 2023, we have used your donations to hold receptions in times of great sadness. We have provided rent and utility relief for friends in need. We have contributed to our community via many outreach opportunities, including the Utah Food Bank, World Vision, Ukrainian relief, Maui fire disaster relief, and relief for sister churches in Pakistan.



Heather Knighton revitalized our fellowship hour and facilitated opportunities for anyone in the congregation to show their love to us all through Fellowship Hour volunteering. We made 2023 our “year of relationships” by creating points of engagement like “Donuts with the Deacons” to give everyone an opportunity to get to know their deacons better. It is our belief that relationships lead to opportunities, and we want to find all the ways we can serve better.

It has been our great joy to serve our church family, community, and world by extending the love of Jesus through your donations. Thank you for your generosity, which has made all of this possible.

### **Executive Committee:**

Dwight McDowell, moderator  
Heather Knighton, vice moderator  
Tanner Lenart, secretary  
Bev Simpson, treasurer

## WORSHIP OPERATIONS TEAM

EAMONN CLARK and MIKE KESTLER

Worship Ops volunteers serve weekly running sound, slides, and streaming for worship services. We also support various events and special services throughout the year. We welcome interested volunteers of any technical aptitude to get involved!

Worship Ops is happy to look back on another successful year in support of our church's worship ministry. We are very grateful to our amazing team of volunteers, who give selflessly of their time and talents to keep worship services running. Many thanks to **Laura, Carol, Glenn, Tanner, Teri, Tav, and Martin** for their hard work and dedication. We are also grateful to the dedicated volunteers and staff of the many teams we work alongside - the music ministry, communications & technology and worship ministry teams, ushers & greeters, and more. It is a pleasure to work alongside all of you in service to and worship of our Lord.

We continue to strive for excellence in our work and upgrade our technology and processes to that end. This year, technological upgrades included the purchase of two additional wireless microphones and the addition of a new camera to improve the experience of those joining us online. A major renovation of sanctuary lighting is in the works which will improve the day-to-day worship experience as well as giving us greater flexibility for special events. We are very grateful for the faithful giving of our church body which enables us to maintain and upgrade the technology which supports our worship ministry.

We're excited to see what the new year brings as we continue to worship and serve God together.

For more information on Worship Ops, please don't hesitate to email us at [tech@fpcslc.org](mailto:tech@fpcslc.org).

## CONGREGATIONAL LIFE TEAM

TAV WHITE

The Congregational Life team's goal is to assist in nurturing a warm and welcoming environment to strengthen Christian fellowship and community with one another. Some of the items that happened at FPC in 2023 are:

- The team's 2023 aim was to bolster the amount of church potlucks that occurred throughout the year. A lot of these occurred around a holiday weekend.
- 2023 also saw a wonderful turnout for the summer picnic at Liberty Park. You can't beat a summer picnic with a lot of good food, games, and conversation.
- Hosted fellowship hour to coincide with the Greening of the Church in November. Everyone was able to enjoy soup, salad, and hot beverages before helping decorate the Church for Christmas.
- Member's of the Congregational Life team also host activities such as:
  - Craft Night
  - Senior Luncheons
  - Christmas Caroling Event
- 2023 had the Sunday Greeter team reintroduced/relaunched this year. This is such a great way for FPC to be warm and welcoming by simply having a friendly and smiling face saying good morning as people walk into Church on Sunday mornings.

2023 was a great year, and the Congregational Life team is excited to see what activities and experiences 2024 brings.

# WORSHIP MINISTRY TEAM

LETTY WORKMAN and LAURA SHAFER

## Our Mission:

The FPC Worship Team works to create intentional worship spaces and events that invite the Body of Christ to grow as disciples of Jesus Christ and worship God through quality music, teaching, and physical space, drawing on liturgical practices and traditions from the Church across time and place, including the present day.

## Worship Team Accomplishments 2023:

The FPC Worship Team meets the third Tuesday each month to plan, support, and foster opportunities to expand and grow our worship services through special events and church activities. This past year, some of these activities included:

- Coordination with Pastors and Staff as we transitioned from two worship services to a single Sunday morning service that is alive and thriving.
- Coordination with the FPC Tech Team during audio-visual upgrades, installations, and operations
- Coordination with the Pastors and music teams for scripture and music
- Pentecost Sunday (5/23)
- Bluegrass Worship services
- World Communion Sunday (10/1)
- Hymn Sing service (10/15)
- The Scottish Festival and Kirkin o' th' Tartan (10/28-29)
- Advent services (11/26-12/17)
- FPC Choir Christmas concert (12/10)
- Christmas Eve services (12/24)

## Future Work and Goals 2024:

We are currently working on plans for: Intergenerational church activities, Ash Wednesday, Lent, Holy Week, and more.

We are looking for additional Worship Team members and would also like to hear your unique ideas for our Worship Services.

Please reach out to one of these Worship Team members with your feedback: **Letty Workman, Laura Shafer, Larry Blackburn, Alla Keoppel, Halen Seevinck, Mike Kestler, Tara Leung, Carl Stuart, Glenn Ricart, and Pastor Jamie White.**



# PAMELA'S CLOSET

SUSAN KOSAK

Pamela's Closet income and donations for 2023 have been reflective of the generosity of First Presbyterian Church family and friends. We have sorely missed the input of time, work and love Pamela Atkinson has provided so faithfully to the work of the Closet, but her health has prevented her from being as involved in 2023 as in past years, or as she hopes to be in the future.

Our first project for 2023 was a children's shower in May. The congregation contributed clothing for children as well as \$225 in gift cards, and the Closet purchased additional clothing. These items were distributed to Catholic Community Services. In September, 200 Welcome Kits were put together for Ukrainian and other refugees. The kits were substantial and included family size toiletries, cleaning supplies, school supplies and towels and washcloths. We spent \$4,366.89 for these supplies, purchased at the Dollar Store and wherever else we found the most economical way to spend our funds. The kits were distributed by Catholic Relief Services, one of our partners in outreach. The Closet also gave a \$500 donation of Smiths grocery cards to assist the Deacons with a specific outreach for a family struggling with food shortage. For the annual Christmas Giving Tree a wonderful amount of clothing for children of all ages was donated by the congregation.

It is important to note that 2022 was exceptionally quiet regarding outreach projects, with the exception of our annual Christmas Giving Tree, so our expenditures were small. In October 2022 we received a most generous donation from the Church of Jesus Christ of Latter Day Saints, and First Presbyterian congregation and friends had donated \$9,550, which resulted in a robust balance of \$62,388.31 at the start of 2023.

During 2023, the congregation and friends of First Presbyterian donated \$14,161.15. After the expenses of the spring shower, the Welcome Kits, and the donation to assist the Deacons, our ending balance for 2023 was \$70,462.83. As always, the Closet receives ongoing donations of coats and children's clothing. Travel-size soaps and shampoos are collected regularly, which we supplement with toothbrushes and toothpaste and distribute at St. Vincent's evening meal.

The large donations in 2022 are a reflection of Pamela's interaction with numerous individuals in the community who are concerned with the unsheltered, those transitioning from homelessness to permanent housing, and refugee groups. We want to honor the specific desires of the donors and how they want these funds spent. Pamela, through her personal outreach, was aware of specific needs from specific homeless shelters, and other entities which help various populations in need, and she was able to direct spending in efficient and generous ways. The volunteers of Pamela's Closet are working to determine how best to distribute the donations – we are dedicated to spending the funds in the most helpful way possible while honoring the requests of the donors.

Pamela's Closet Volunteers: Karen Atwood, Bonnie Cavill, Susan Kosak, Jamie Mascarenas, Sherrie Riley, Isabella Shaffer, Beverlee Simpson, Sandra Swensen, and Carla Williams. We are always looking for volunteers who would like to participate in this outreach - please speak to any of the members of the team if you are interested in helping.



## RESTORATION / BUILDING & GROUNDS

MIKE KESTLER

Thanks to many church members who gave their time and expertise, we completed paving work around the property, repaired ironwork, and engraved new donors' names in the South Temple entryway. A section of our curb has been replaced on C Street, with more to come in the Spring.

We also upgraded foundational IT systems that were prerequisites for upcoming projects, including installation of a VOIP phone system, connection to fiber internet service, and enhanced data security measures. We completed our first tech equipment inventory and will expand the inventory to track the lifecycle and budgetary needs of more contents of the building this year.

As fundraising for the 150<sup>th</sup> campaign began winding down, we moved into the planning and bidding processes for the major renovation projects, and we're



expecting to complete most of these throughout 2024. This work will include cleaning and preservation of the exterior sandstone (set to begin within a few weeks,) more security enhancements, lighting upgrades, HVAC work, door restoration and replacements, and some additional cosmetic projects throughout the property.

## CHRISTIAN EDUCATION MINISTRY TEAM

WOLF HOFFMAN

For many reasons, 2023 was a monumental year for the Christian Education Ministry Team. We had a wide range of Sunday school classes for adults as well as a plethora of teachers while we awaited a new associate pastor. Members of our ministry team taught a seven week course which included a week about each of the seven spiritual practices (prayer, food, sacraments, etc.). We discussed videos from Miroslav Volf about Forgiveness. We often have seasonal classes, so this year Pastor Jamie taught about Lent. More recently Pastor Joe taught about Advent. Robby Higgins, as a part of his seminary coursework, taught about the trinity. We held a series of courses about how we can better help our neighbors in need and included our children's group into a Q&A session with the adults.

Presbyterians are eager learners, so we couldn't contain our education offerings to only Sunday mornings. We had a 4 week book study of David Gushee's book Changing Our Minds. Our Thursday evening men's bible study was transformed into a church-wide study where we watch a video series and then hold discussions each week. We also offered both men's and women's retreats with great turn out for both.

If any of this interests you, then join us for our classes and events! Let us know if you have any ideas for courses or education events that you'd like to attend or teach. Everyone is welcome to join our ministry team. Our goal remains helping everyone to grow as disciples of Christ.

# SCOUTS



## SCOUT TROOP 34B/34G

Scout Troop 34B (boys) and Troop 34G (girls) – together “Troop 34” – are chartered by the First Presbyterian Church through the Boy Scouts of America (“Scouts BSA”). Annual Troop rechartering was completed in Dec 2023 for 2024. Troop 34 has been a long-time outreach program of First Presbyterian Church. The Troop was initially chartered with the BSA in 1916, making it 107 years old. Troop 34 was the 34th Scout Troop created West of the Mississippi and very few Troops can claim to be as old as Troop 34.

Scout Troop 34 renewed its Charter with BSA in Dec 2023 with 30 Scouts (23 Boys in Troop 34B, 7 Girls in Troop 34G) and 16 Adult Leaders. Shawn Neugebauer, Ph.D. was the Scoutmaster for Troop 34B in 2023 and Viola Tognina, Ph.D. was the Scoutmaster for Troop 34G; both will continue in 2024. Troop 34B and 34G share the same Committee and Assistant Scoutmasters and the units work together on meetings and activities in accordance with BSA rules. Shawn leads a group of 6 Assistant Scoutmasters, who guide the Youth Leaders in planning and accomplishing all activities. Scouts elect their own Senior Patrol Leader and other Youth Leaders. In 2023, the two elected Senior Patrol Leaders were Fritz Neugebauer and Lucas Lamas. There are five committee members with Dan Zaharias continuing as the Committee Chair and Susan Bland as the Chartered Organization Rep (COR). Part of adult registration is a mandatory online “Youth Protection” training course for all adult leaders who have direct contact with any youth. The Troop strictly follows all Youth Protection rules, guidelines, and procedures. Adult Leaders are also encouraged to take online leader-specific training courses and attend the monthly “Crossroads of the West” Council and “Wasatch Peaks” District Round Table meetings. Scouting is for boys/girls who have completed the Cub Scout Arrow of Light Award or are aged 11 to 18. The Troop was active throughout 2023. The Troop meets weekly on Wednesday evenings, at the church in the winter and outside during spring and fall. Scout Sunday at First Presbyterian Church was held during 2023.



**Summer Camp:** In June 2023, 14 Scouts and 6 Adults attended a week-long summer camp at Camp Thunder Ridge (near Brian Head) where Scouts earned 32 merit badges and enjoyed a wide range of traditional camp activities. Troop 34 was one of a few units to earn the “Honor Unit” award by completing a challenging set of activities during the week, including performing a camp service project and passing camp inspections.

**Summer Backpacking:** In August 2023, 7 Scouts and 6 Adults enjoyed a fantastic but strenuous 3-day backpacking trip to the summit of King’s Peak (13,582 feet) in Utah’s Uinta mountains. The Scouts planned and undertook the 30-mile trip in beautiful high-country wilderness terrain.

**Outdoor Activities:** During most non-summer months, the Troop conducted a weekend camping trip (one or two nights). In total, the Troop conducted 9 weekend camping trips throughout 2023, with activities including: hiking, backpacking, winter camping, and other outdoor activities. Other activities included archery, swimming, ice skating, leadership training, merit badge classes, and Order of the Arrow honor society events. The Troop and Pack held multiple joint events with the Webelos to facilitate the Webelos-to-Scout transition.

**Advancement:** Even though the Scouts had a lot of fun throughout the year, they also have been consistently working on Rank advancement and earning the Merit Badges needed for advancement. Troop 34 had 8 Scouts earn Scout Rank, 5 Scouts earn Tenderfoot Rank, 2 Scouts earn Second Class Rank, 1 Scout earn First Class Rank, 1 Scout earn Star Rank, and 1 Scout earn Life Rank. Notably, 4 Scouts earned the rank of Eagle Scout, the highest rank in Scouting: Jake Edwards, Jesse Ripplinger, Rhys Runnels, and

Fritz Neugebauer. One additional Eagle Scout Service Project is currently underway, and several are expected in the next 2-3 months.

**Service Projects:** Service included cleanup outside the Church as well as participating with the VFW (Veterans of Foreign Wars) Post 409 (which is the oldest Post in Utah) in placing, and taking down, flags on over 5,000 Veteran graves for Memorial Day at the Salt Lake City Cemetery. In 2023, the Troop performed hundreds of hours of service throughout the city.

**Leadership Training:** Troop 34 is run by elected youth leaders. In 2023, Troop 34 had 7 Patrol Leaders' Council Meetings where the youth plan all activities. Troop 34 held the annual Introduction to Leadership Skills for Troops (ILST) training for the elected youth leaders. Troop 34 has been lucky to have several Eagle Scouts and former Senior Patrol Leaders continue to serve the Troop as Instructors and mentors. In 2023, two additional Troop 34 Scouts were elected by the Troop to join the Order of the Arrow, Scouting's Honor Society. These two and another Scout completed the Ordeal to become members; the Troop now has 12 youth members and 4 adult members. Five Troop 34 Scouts attended the 2023 National Jamboree, a once-in-a-lifetime national gathering held in West Virginia.

**Fundraising:** The Scout Troop is financially self-supporting based on donations and fundraisers including the annual holiday wreath sale. In 2023, the Troop and Cub Pack 3034 (working together) raised approximately \$5,000 for the Troop and Pack accounts. The Troop and Leaders would like to thank the Church and its members and others who support the Scouting program.

**Journey to Excellence:** In 2023, Scout Troop 34 earned and was awarded Scouting's Journey to Excellence (JTE) Gold Award (the highest) by completing the requirements for outstanding Scouting program. This award assesses the unit's activities, leadership, planning, and accomplishments against a national standard, and we continue to improve in all areas of the program.

**Scouting Aims:** Troop 34 implements a program to help all Scouts pursue the four aims of Scouting: character development, leadership development, citizenship, and personal fitness.

**Methods of Scouting.** Troop 34 implements a program using all 8 methods of Scouting: 1) Ideals: Scout Oath and Law are a model for life. 2) Patrol Method: work in small groups. 3) Outdoor Program: "Scouting is Outside!" 4) Advancement: surmountable obstacles lead to great things. 5) Association with Adults: adults are role models and mentors. 6) Personal Growth: Learn, Grow, Good Turn Daily. 7) Leadership: every Scout leads; servant leadership. 8) Uniform: Everyone knows the Scouts!

**Adult Leadership:** The Troop Committee meets once a month on the 3<sup>rd</sup> Thursday of each month, we would like to thank and recognize the following leaders, who have given many hours of their time and talent to the Scouting program: **Troop Committee:** Susan Bland (Chartered Organization Representative), Dan Zaharias (Committee Chair), Brian Bevan (Finance/Budget Chair and Former Scoutmaster), Robert Goodick (previous Advancement Chair), Gina Roper (current Advancement Chair), John Sargent (former Scoutmaster), and Michael Hughes (Committee Member; coordinates outreach/service/volunteer activities in the Avenues and Salt Lake City). Louis Dienes joined as a new Committee Member in 2023. **Troop Scoutmasters:** Shawn Neugebauer (Scoutmaster 34B), Viola Tognina (Scoutmaster 34G), Bill Roper (Assistant Scoutmaster). Several new adults joined as Assistant Scoutmasters: Dan Robrecht, Greg Woods, Gabor Marth, and Michael Stahler; all attended a long-term camp.

If you would like more information about the scouting programs or would like to help or join (youth ages 11 to 18) please contact one of the following:

Shawn Neugebauer (Scoutmaster Troop 34B), 801-231-3283, email [spneuge@gmail.com](mailto:spneuge@gmail.com)

Viola Tognina (Scoutmaster Troop 34G), 650-492-3964, email [viola.rieka@utah.edu](mailto:viola.rieka@utah.edu)

Dan Zaharias (Committee Chair), 801-808-6683, email [DanZaharias@gmail.com](mailto:DanZaharias@gmail.com)



## CUB SCOUTS PACK 3034



Cub Scouts Pack 3034 ("Pack 3034") is the First Presbyterian Church's chartered Cub Scout Pack through the Boy Scouts of America (BSA). Pack 3034 is open to boys and girls in grades kindergarten through fifth grade. During 2023 Pack 3034 saw continued growth in membership and an increase in activities. Pack 3034 looks forward to an active year with more outdoor activities.

Pack 3034 renewed its Charter with BSA in November 2023 with 27 Cub Scouts and 10 adult leaders with Michael Stahler as the Cubmaster. This represents a 20% increase in youth membership. Most importantly, the Pack has continued to recruit and retain new girl members. While most Cub Scout packs in the area may have only a few girls, the Pack has 11 girls out of 27 members, or 41% girl membership. We are proud of this progress.

Pack 3034 once again offered Cub Scouts three summer camp options that ensured that nearly every Cub Scout attended at least one summer camp program. In 2024 we will attend two summer camp programs (one day camp, one overnight camp) in addition to a special overnight adventure to Yellowstone National Park in August.

Den Meetings occur at the First Presbyterian Church on Tuesday nights during the school year. Dens also visit other community organizations. Service to the community is a central focus of Pack 3034. In 2023 Pack 3034 participated in the Scouting for Food Drive in February. Cub Scouts assisted with placing flags on the graves of veterans at the Salt Lake Cemetery in May as well as participating in the Memorial Day Parade at Fort Douglas. We were honored to participate in flag ceremony for the Church's Kirkin of Th' Tartan Service in October. Finally, right before Christmas our Pack assisted other volunteers in placing wreaths on the graves of veterans at the Salt Lake Cemetery.



In 2022-2023 Pack 3034 once again earned Scouting's Journey to Excellence Gold Award for completing 9 of the 11 requirements for an outstanding Cub Scout Program.

If you would like more information about the Cub Scout programs, would like to help or join, please contact one of the following: Michael Stahler (Cubmaster) 801-618-9843 E-mail: [michael\\_stahler@yahoo.com](mailto:michael_stahler@yahoo.com) Dan Zaharias (Committee Chair) 801-968-7593 Email: [ScoutingFPC@gmail.com](mailto:ScoutingFPC@gmail.com). Cub Scouts is for all boys and girls in grades kindergarten through fifth grade.

Michael Stahler Cubmaster  
Dan Zaharias Committee Chair



# MISSIONARY SUPPORT

JOE BAGDANOV

When I came on as the Pastoral Associate of Discipleship and Mission, one of the primary things Jamie asked me to work on was assessing our mission budget and discerning our partnerships. Close to \$40,000 dollars is allocated to local and global mission in our yearly budget. However, many of these partnerships had been established 25+ years ago and had not been thoroughly reassessed or followed up on. The Church has faithfully supported these missionaries for decades and we are proud of the work that was done and of our Church's commitment to seeing God's dream for the world to flourish through this work. However, Session and the Pastoral Staff have diligently and prayerfully assessed these partnerships and have decided to graciously end our financial support of many of these partners. We sent out letters to these partners explaining the decision and have received understanding and even thoroughly grateful responses from them. Many have entered semi-retirement or have moved into entirely different ministries. We continue to pray for their ministries and that God would bless them.

We established new partners—both locally and globally—that our congregation has personal connection to and for which we have special concern. Locally, we maintained and increased support for partners such as St. Vinny's, the Ronald McDonald House, the VOA, etc. However, we are also starting new initiatives such as putting resources towards Foster Care Support, Refugee Resettlement, and pledging support for a much-needed College Minister through our Presbytery.

Internationally, we maintained support for Michelle Peterson who works in Bible translation and who has been part of our church in the past and keeps up a connection here. Further, we initiated new partnerships with Kenya Partners and International Minority Rights. Kenya Partners work to dismantle systems of poverty in Nakuru, Kenya through education and comprehensive healthcare. Jamie sits on the board as Vice Chairman, which means that we have a direct connection through which we can understand how things are progressing and where are the areas of greatest need. International Minority Rights is a Non-Profit



headquartered here in Salt Lake City and run by Anita and Pervez Sundho who often attend our church. IMR is currently focused on outfitting victims of persecution in Pakistan with the supplies they need to get back on their feet. Recently in the city of Jaranwala around 300 houses and 28 churches were severely damaged or completely destroyed. Our support will meet the acute needs of this community.

If you have any questions or would like to receive a more comprehensive breakdown of each partner, email Pastor Joe, who will be more than happy to provide that or discuss the new direction.



## 2023 Budget

### Global

Michael and Oetje	\$5,484
Michelle Petersen	\$2,742
Partners in SE Asia.	\$5,484
Daniel and Gayna	\$4,985
<b>Total</b>	<b>\$18,695</b>

### Local

Brad Bertelsen	\$4,800
Kristine Reddington	\$2,493
Josh Longoria.	\$2,493
St Vincent De Paul.	\$3,490
Chasen Robbins.	\$2,056
FPC Comm. Serv.	\$3,736
<b>Total.</b>	<b>\$19,063</b>

## Proposed Budget

### Global

Kenya Partners	\$6,500
IMR (Pakistan).	\$6,500
Michele Petersen.	\$2,742
Flexible Spending	\$2,953
<b>Total.</b>	<b>\$18,695</b>

### Local

St Vinny's	\$4,500
Foster Care Support.	\$2,000
Ronald Mcd. House.	\$2,000
VOA	\$1,000
Refugee Support.	\$2,000
FPC Comm. Serv.	\$2,736
PC(USA) College.	\$4,827
<b>Total.</b>	<b>\$19,063</b>

# 2024 BUDGET REPORT

ELDER DOYLE ARNOLD

The 2024 includes a projected deficit of \$124 thousand, compared to an originally budgeted deficit of \$116 thousand in 2023. FPC has been running a structural deficit for several years, which have been covered by:

1. Federal Covid 19 relief funds,
2. Pastor vacancies,
3. Transfers from other funds,
4. Year-end generosity of the congregation,
5. In 2023, drawing \$16.6 thousand from our Contingency Fund.

Covid relief funds are no longer available to us; we have no pastor vacancies as we begin 2024.

Comparisons to 2022 and 2023 show continued improvement in recurring revenue items, while non-recurring revenue sources continue to decline.

69% of budgeted expenses directly fund our core mission, including pastoral and other staff, Christian education and worship, and Mission support. Expense increases are mostly driven by the fact that both pastor positions are filled for the entire year, for the first time in several years. The costs of insurance and utilities also are significant, and are increasing.

The budget includes a draw of funds from the Endowment of \$20,000. We hope to keep this draw to a minimum, since the Endowment is our only assured source of funds to cover a major disaster.

The remaining balance in the Contingency Fund is \$70 thousand as of year-end 2023.

We will again need significant year-end support from our congregation in 2024, if we are to avert completely exhausting our remaining contingency fund.



	<u>Actual</u>		<u>Budget</u>
	<u>2022</u>	<u>2023</u>	<u>2024</u>
<b><u>Income</u></b>			
Est. of Giving	\$326,122	\$321,957	\$300,000
Other Contrib'ns (incl "Special Gift")	185,771	221,333	245,000
Church premises rental	4,621	6,545	6,000
C Street Child Dev-Base	<u>18,672</u>	<u>24,000</u>	<u>24,000</u>
<b>Total Recurring</b>	535,186	573,835	575,000
Other (Covid ERTC, Fund transfers, etc)	112,911	39,955	10,500
Transfer from Contingency Fund	- 0 -	16,643	- 0 -
Draw from Endowment	<u>- 0 -</u>	<u>- 0 -</u>	<u>20,000</u>
	<u>112,911</u>	<u>56,598</u>	<u>30,500</u>
<b>Total Non-recurring</b>			
<b>Total Income</b>	<u>\$648,097</u>	<u>\$630,433</u>	<u>\$605,500</u>
<b><u>Expenses</u></b>			
Pastoral & Staff Compensation	\$279,714	\$275,834	\$321,000
Pastoral & Staff Benefit Costs	<u>68,439</u>	<u>69,435</u>	<u>115,100</u>
<b>Total Staff</b>	348,153	345,433	436,100
Christian Education & Worship	24,077	24,879	30,740
International & Local Mission	33,982	29,389	34,331
Insurance	60,231	66,254	71,554
Utilities	63,686	75,912	76,000
Maintenance & Repair	55,471	27,455	40,000
Other (Tech, phone, Janitor, etc)	27,523	26,061	28,500
Debt Service, Pastor Search, per capita	<u>36,583</u>	<u>35,050</u>	<u>12,173</u>
<b>Total Expenses</b>	<u>\$649,707</u>	<u>\$630,433</u>	<u>\$729,728</u>
<b>Net Income / (Deficit)</b>	( \$1,610)	- 0 -	(\$124,228)