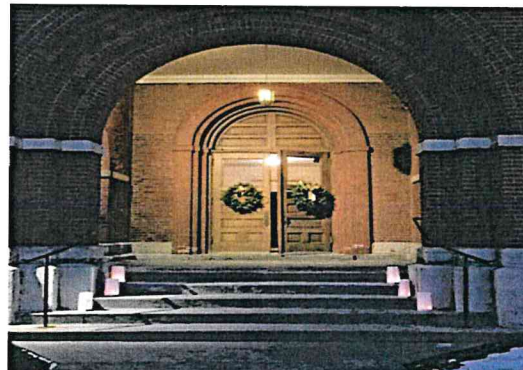
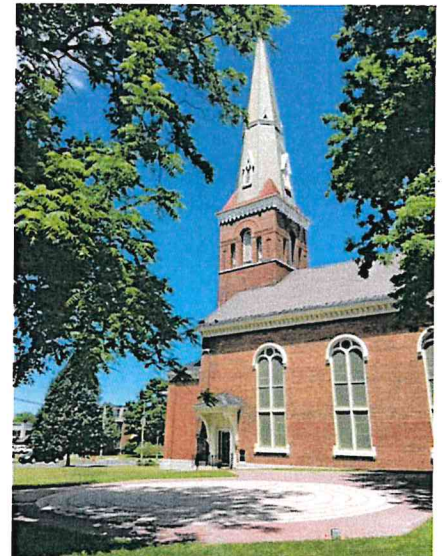
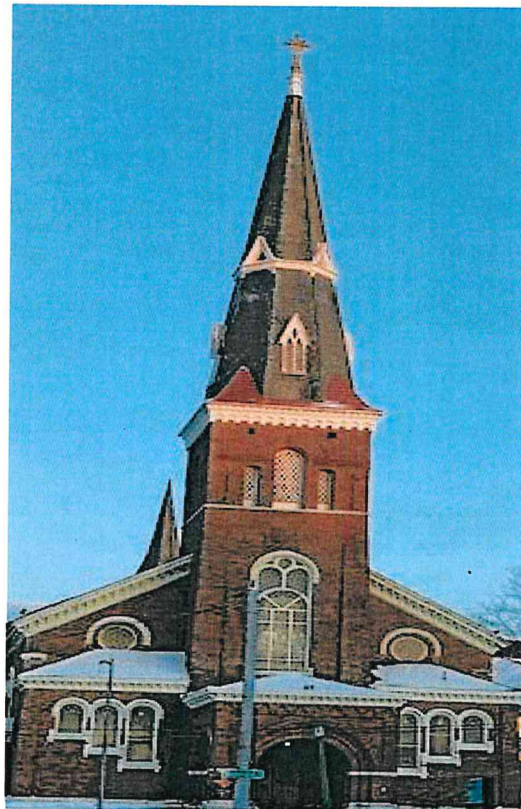


# THE ANNUAL MEETINGS AND REPORTS of The First Presbyterian Church

## 2021



**THE 218th ANNUAL MEETING OF  
THE CONGREGATION OF**

The First Presbyterian Church  
Watertown, New York

February 13, 2022

**AGENDA**

- +Call to Order and Prayer by Moderator Rev. Dr. Andrew Philip Long
- +Establishment of Quorum
- +Approval of Agenda
- +Approval of Minutes from 217th Annual Meeting
- +Review and Acceptance of Written Reports
- +Pastor's Report
- +Adjourn Congregational Meeting
- +Call to Order of the Corporation of First Presbyterian Church
- +Financial Reports
- +Presentation of the 2022 Budget
- +Nominating Committee Report
- +Adjourn Corporation Meeting
- +Reconvene Congregational Meeting
- +Approve Pastor's Terms of Call
- +Time for Comment
- +Adjournment with Prayer

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## **PASTOR NOMINATING COMMITTEE**

The Pastoral Nominating Committee (PNC) started the process of finding a new pastor in October of 2020. We began developing the Ministry Information Form (MIF) that would honor the rich history of FPC Watertown and indicate the areas of growth we wanted to pursue. The focus would revolve around the New Beginnings initiatives the congregation had developed prior to the formation of the committee. With the combination of resumes from the PCUSA Church Leadership Connection and many self-referrals, we reviewed over 50 applicants. After narrowing the candidate list, we conducted several Zoom interviews until we finally found our “ah-ha” moment and candidate. That moment occurred during our interview with Rev. Dr. Andrew Long. The PNC excitedly invited Andrew and family to visit FPC. On July 18<sup>th</sup>, the congregation voted to call Andrew to the position of Solo Pastor. Andrew, Katie and Theo moved to Watertown and began their full-time ministry at FPC in September of 2021.

I want to thank the PNC committee for making our time of discernment a pleasure.

The committee was comprised of Liz Bonisteel, co-chair, Michele Bariteau, secretary, Kathryn Ann Kolton, Matt Gorman, Ann VanSlyke, Bob Kimball, Kevin Kieff, and David Elmer, co-chair.

Respectfully Submitted,  
David Elmer, PNC Co-Chair

## FROM THE PASTOR

Dear Friends in Christ,

My time among you has been short as I joined you in ministry and mission only in the last quarter of 2021. This has given me the distinct honor of being an 'outsider' on the 'inside'. I've been able to watch and observe the church's life with a different set of eyes, discerning with you how to answer God's call to discipleship in this time and place. To be certain, this church is not what it used to be; actually, nothing is as it used to be in our pandemic world. But to speak another truth, this church is also not yet what God desires for it to be. This is the arc of our faith: we are 'in between' people. We stand between what is and what is yet to be. All the faithful and hard work you have invested in this congregation and community for 218 years is what God is using to make this worshipping community what God wants it to be.

From my vantage point as your pastor, I am entirely confident that God has many wonderful things in store for us. Our worship life continues to bring honor and glory to God, and each worship experience offers something new either in music, liturgy, story-telling, or congregational participation. We are in the planning process of again hosting a community meal, a ministry that can and will touch the lives of so many in our community. We are continuing to study God's word, either right from the Bible or through other mediums such as secular books, television series, and movies. And we are remaining in tune with our nearby community and places all over the globe so that we might respond in Christian love and care when needs arise. This is our calling and God will continue to guide us in our faithful efforts!

Please take time to read the annual report; many hands, including those of our office staff, have brought it to you for review. This report is more than numbers and words on a page; it is a living document reflecting the faith, hope, and love of a living community that is called First Presbyterian Church Watertown!

In peace,

A handwritten signature in black ink that reads "Andrew". The signature is written in a cursive style with a small cross symbol above the letter 'd'.

# ATTENDANCE

	Total Attendance	# of Services	Weekly Average	Sundays with more than 200	Sundays with less than 150
2021	2060	29	69	0	27
2020	1225	18	68	0	18*
2019	5594	51	110	1	49
2018	5944	52	114	1	49
2017	6413	54	119	1	51
2016	6957	53	131	1	47
2015	6939	53	131	1	46
2014	6838	53	129	1	38
2013	7159	52	138	1	41
2012	7441	53	140	1	36
2011	7898	52	152	5	25
2010	8645	53	163	4	22
2009	8312	52	160	5	23
2008	8507	51	167	7	16
2007	9730	54	180	19	15
2006	9155	54	170	13	18
2005	8807	54	163	6	20
2004	7841	52	150	4	23
2003	8380	50	167	8	18
2002	6349	45	141	2	29

\* No in person worship from March 15 to July 26 and no in person Christmas Eve Service.

# MEMBERSHIP STATISTICS

TOTAL MEMBERSHIP, January 1, 2020	289
Members Received:	
Profession of Faith or Reaffirmation	<u>2</u>
Total members received	2
Members Removed from the Rolls:	
Deceased	10
Transferred to another church	1
Removed to Inactive	<u>5</u>
Total members removed:	<u>16</u>
TOTAL MEMBERSHIP, December 31, 2020	275

## **NECROLOGY**

Your prayers are asked for the families of members and friends of the church who departed in 2020:

*JoAnn Wright  
Loron Silliman  
Carol Cooper  
Susan Peters  
Bonnie Patrick*

*Roger W. White, Sr.  
John Sudduth  
Mabel Walker  
Sally Hirschey  
Marsha Deming*

## **Welcome (NEW MEMBERS)**

*Jeremy Gerot  
Janneane Gerot  
Sarah Gerot  
William Gerot*

## **SACRAMENTS OF BAPTISM**

*Hunter George Rudd, son of Jason & Elizabeth Rudd  
Lucas Rudd, son of Matthew & Emily Rudd  
Landon Rudd, son of Matthew & Emily Rudd  
Nadia Joy Garry, daughter of Joshua & Jordan Garry  
Leo Okatakyie Yireny, son of Akwele Kumabio & Wiliam Yirenyl  
Nana Akoswa Asabea Koranteng Asare, daughter of Richard Asare & Sandra Boakye  
Lucien Wilder Beadel, son of Samantha Wilder Beadel*

## **WEDDINGS**

*No Weddings in 2021*

# FINANCIAL REPORT

As indicated in the attached Statement of Operations and Activities, the Church's Revenues are from four main sources, pledge & plate, endowment support for operations, endowment & gifts for building improvements and endowment restricted to outreach activities. Expenditures are made for three main areas, operating expenses, building improvements and outreach. Our annual budget runs about \$600,000 to \$800,000 depending on the amount of capital improvements required. Our budget for 2021 exceeded \$900,000 as we had planned for possible building improvements of \$375,000 and only \$270,341 was spent.

During 2021, our total revenue was \$761,113, consisting of \$287,481 of operating income, \$219,654 of endowment and gifts for building improvements and \$88,938 restricted to outreach activities. Total expenditures amounted to \$842,451 consisting of operating expenditures of \$457,886, building improvements of \$270,341 and outreach activities of \$114,224. During 2021 the Church received generous gifts and bequests of nearly \$182,000. Approximately \$105,000 of these gifts were utilized to pay for building improvements. In addition, the Church received \$104,305 from a special fundraising campaign for building improvements. Building improvements consisted of \$10,000 more paid for roof and \$260,341 for new boilers, including asbestos removal. In 2022, the Church is budgeting \$80,000 for repairs to steeple and \$20,000 to complete roof. These will be paid for by funds in our endowment fund that have been restricted for capital improvements.

It should be noted on the attached Statement, the Church's total operating income continues to decline as the pledge and plate collections continue to fall. As we enter 2022, we still need to address our church's long-term tendency to run annual operating deficits. The operating deficit for 2022 is budgeted to be nearly \$190,000. The calculated endowment support for operations in 2022 is approximately \$180,000. The Church has accumulated sufficient cash from prior years endowment draws to fund the budgeted shortfall in 2022. The Church's endowment is not only critical to its annual operating budget but to its long-term sustainability as well. As described in the next section of this Annual Report, the endowment fund stood at \$7,293,152 at December 31, 2021. Total draw from endowment for 2021 was \$246,938 for 2021 and is calculated to be \$322,857 for 2022. The draws represent approximately 5% of the average value of the endowment for the past three years and is in accordance with Church' investment guidelines.

Personnel expenses in 2021 were \$304,228 or about 3.1% more than anticipated in the 2021 budget due to the \$15,775 of moving expenses for our new Pastor. For 2022, the Personnel budget is shown as \$265,406 which includes a 3.0% increase for staff other than Pastor Andrew, who has requested that his salary not be adjusted at this time. No increase has been approved by the Session as the evaluation process for all staff has not yet been completed. The personnel budget will be revised when the evaluation is completed then and submitted to Session for approval. The budget for personnel has decreased from 2021 as the Outreach Coordinator position has not been filled and the Sexton position has been outsourced and the contract for these services is included under facilities. These two positions amounted to \$39,690 in 2021 budget.

Respectfully submitted,  
Merle Tousant, Treasurer



# STATEMENT OF OPERATIONS & OTHER ACTIVITIES

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>OPERATING INCOME</b>				
Pledge & Plate	\$ 286,316	\$ 285,506	\$ 269,759	\$ 255,000
Facilities	\$ 3,365	\$ 2,655	\$ 4,600	\$ 1,500
Christian Education	\$ 1,924	\$ 83	\$ 1,175	\$ 1,000
Deacons	\$ 538	\$ 845	\$ 1,761	\$ 1,900
Mission	\$ 11,727	\$ 4,225	\$ 6,048	\$ 2,500
Membership and Evangelism	\$ 1,165	\$ 815	\$ 1,938	\$ 2,150
Worship	\$ 9,037	\$ 3,365	\$ 2,200	\$ 4,050
Other				
	\$ 314,072	\$ 297,494	\$ 287,481	\$ 268,100
<b>OPERATING EXPENSES</b>				
Administration	\$ 14,203	\$ 14,221	\$ 9,608	\$ 17,000
Payroll	\$ 277,074	\$ 294,045	\$ 304,228	\$ 265,406
Facilities	\$ 61,490	\$ 54,207	\$ 62,138	\$ 81,900
Christian Education	\$ 3,967	\$ 2,029	\$ 3,978	\$ 4,225
Deacons	\$ 8,860	\$ 4,878	\$ 10,592	\$ 16,481
Mission	\$ 20,711	\$ 15,975	\$ 34,922	\$ 15,500
Membership and Evangelism	\$ 8,906	\$ 11,083	\$ 15,625	\$ 16,075
Worship	\$ 14,770	\$ 8,028	\$ 11,852	\$ 16,136
Other	\$ 885	\$ 1,085	\$ 4,942	\$ 24,923
	\$ 410,868	\$ 405,551	\$ 457,886	\$ 457,646
Operating Income (Loss)	\$ (96,795)	\$ (108,057)	\$ (170,405)	\$ (189,546)
Endowment Support for Operations	\$ 192,377	\$ 170,044	\$ 165,039	\$ 180,526
Building Improvements Expenditures	\$ (55,800)	\$ (98,533)	\$ (270,341)	\$ (100,000)
Endowment & Gifts for Building	\$ 58,181	\$ 90,644	\$ 219,654	\$ 112,402
Outreach Expenditures	\$ (109,429)	\$ (57,268)	\$ (114,224)	\$ (100,978)
Endowment restricted to outreach	\$ 81,814	\$ 86,388	\$ 88,938	\$ 100,978
Excess Revenue Over (Under) Expenditures	\$ 70,349	\$ 83,218	\$ (81,338)	\$ 3,382
Total Revenue	\$ 646,445	\$ 644,570	\$ 761,113	\$ 662,006
Total Expenditures	\$ (576,096)	\$ (561,352)	\$ (842,451)	\$ (658,624)
Excess Revenue Over (Under) Expenditures	\$ 70,349	\$ 83,218	\$ (81,338)	\$ 3,382

# FINANCIAL SUMMARY

## FIRST PRESBYTERIAN CHURCH FINANCIAL SUMMARY

	2020 Actual		2021 Actual		2021 Budget		2022 Budget	
	Income	Expenses	Income	Expenses	Income	Expenses	Income	Expenses
Committees								
Pledge/Plate	\$ 285,506.08		\$ 269,759.02		\$ 272,000.00		\$ 255,000.00	
Christian Education	\$ 83.00	\$ 2,029.05	\$ 1,175.00	\$ 3,978.34	\$ 200.00	\$ 2,700.00	\$ 1,000.00	\$ 4,225.00
Deacons	\$ 9,791.00	\$ 4,877.79	\$ 12,374.74	\$ 10,592.29	\$ 9,375.29	\$ 5,950.00	\$ 10,872.00	\$ 16,481.00
Facilities	\$ 119,289.00	\$ 152,740.32	\$ 249,113.14	\$ 332,479.21	\$ 413,382.74	\$ 430,631.00	\$ 141,518.00	\$ 181,900.00
Outreach	\$ 86,388.00	\$ 57,268.00	\$ 88,937.58	\$ 114,224.36	\$ 88,937.73	\$ 86,400.00	\$ 100,977.00	\$ 100,978.00
Church Mission Collections	\$ 3,895.00	\$ 15,311.43	\$ 2,094.00	\$ 30,124.62	\$ 4,300.00	\$ 29,059.00	\$ 2,500.00	\$ 11,000.00
Mission Committee	\$ 330.00	\$ 663.82	\$ 3,954.31	\$ 4,797.40	\$ -	\$ -	\$ -	\$ 4,500.00
Worship & Music	\$ 4,125.00	\$ 8,028.40	\$ 3,000.66	\$ 11,852.60	\$ 4,000.22	\$ 12,005.00	\$ 4,940.00	\$ 16,136.00
Treasurer	\$ 134,348.02	\$ 1,084.75	\$ 128,766.38	\$ 4,351.40	\$ 128,766.48	\$ 8,650.00	\$ 143,049.00	\$ 24,273.00
Administration	\$ -	\$ 14,220.77	\$ -	\$ 9,608.21	\$ -	\$ 12,600.00	\$ -	\$ 17,000.00
Payroll	\$ -	\$ 294,044.65	\$ -	\$ 288,453.64	\$ -	\$ 294,654.05	\$ -	\$ 265,405.58
Personnel	\$ -	\$ -	\$ -	\$ 15,775.05	\$ -	\$ -	\$ -	\$ -
Stewardship	\$ -	\$ 215.13	\$ -	\$ 588.76	\$ -	\$ 500.00	\$ 650.00	\$ 650.00
Community & Evangelism	\$ 815.00	\$ 10,867.75	\$ 1,938.00	\$ 15,576.52	\$ 500.00	\$ 9,500.00	\$ 1,500.00	\$ 16,000.00
Membership & Discipleship			\$ 48.57					\$ 75.00
Totals	\$ 644,570.10	\$ 561,351.86	\$ 761,112.83	\$ 842,450.97	\$ 921,462.46	\$ 892,649.05	\$ 662,006.00	\$ 658,623.58
Net		\$ 83,218.24		\$ (81,338.14)		\$ 28,813.41		\$ 3,382.42

# PERSONNEL EXPENDITURES 2021

<u>Payroll</u>	<u>2020 Year End</u>	<u>2021 Year End</u>	<u>2021 Budget</u>	<u>2022 Budget</u>
Ministers Social Security	\$ 7,091.41	\$ 7,885.00	\$ 7,417.05	\$ 6,809.00
Ministers Salary	\$ 74,160.06	\$ 80,059.14	\$ 77,565.00	\$ 64,000.00
Ministers Housing	\$ 18,540.08	\$ 23,012.51	\$ 19,390.00	\$ 25,000.00
Ministers Medical	\$ 23,618.40	\$ 11,124.67	\$ 10,011.00	\$ 24,030.00
Ministers Pension	\$ 11,124.01	\$ 12,729.82	\$ 9,695.00	\$ 8,900.00
Ministers Mileage & Travel	\$ 324.09	\$ 124.92	\$ 500.00	\$ 1,800.00
Ministers Prof Fees	\$ 835.50	\$ 1,195.05	\$ 900.00	\$ 2,000.00
Ministers Cont Ed	\$ 198.25	\$ 935.08	\$ 3,300.00	\$ 3,000.00
Sexton Salary Extra Hours	\$ 5.00	\$ 813.75	\$ -	\$ -
Sexton	\$ 24,674.00	\$ 20,703.00	\$ 28,200.00	\$ -
Sexton II	\$ 4,229.37	\$ -	\$ 3,500.00	\$ 3,500.00
Admin Assistant	\$ 39,518.70	\$ 39,951.93	\$ 39,952.00	\$ 41,150.56
Nursery	\$ -	\$ 369.60	\$ 775.00	\$ 798.25
Director of Music	\$ 14,300.52	\$ 14,457.96	\$ 14,458.00	\$ 14,891.74
Organist	\$ 16,361.54	\$ 16,704.11	\$ 16,540.00	\$ 17,036.20
Organist Mileage	\$ 900.12	\$ 910.01	\$ 910.00	\$ 937.30
Handbell Director	\$ 7,541.04	\$ 7,623.84	\$ 7,624.00	\$ 7,852.72
Outreach Coordinator	\$ 11,364.60	\$ 6,624.49	\$ 11,490.00	
Payroll Taxes State UNI	\$ 761.16	\$ 1,426.97	\$ 800.00	\$ 824.00
P/R tax SS Emp.	\$ 8,884.60	\$ 9,480.51	\$ 9,000.00	\$ 9,270.00
P/R Tax Medicare	\$ 2,072.89	\$ 2,217.22	\$ 2,200.00	\$ 2,266.00
Full Time Benefit Package	\$ 9,122.35	\$ 10,000.05	\$ 10,000.00	\$ 10,300.00
Accounting P/R services	\$ 15,740.07	\$ 17,699.98	\$ 17,000.00	\$ 17,510.00
Payroll Services	\$ 2,232.09	\$ 2,404.03	\$ 2,500.00	\$ 2,575.00
Nursery Coordinator	\$ 444.80	\$ -	\$ 927.00	\$ 954.81
<b>Payroll Totals</b>	<b>\$ 294,044.65</b>	<b>\$ 288,453.64</b>	<b>\$ 294,654.05</b>	<b>\$ 265,405.58</b>
Pastor Moving Expense		\$ 15,775.05		
<b>Personnel Totals</b>	<b>\$ 294,044.65</b>	<b>\$ 304,228.69</b>	<b>\$ 294,654.05</b>	<b>\$ 265,405.58</b>

# THE ENDOWMENT FUND

The endowment of the First Presbyterian Church is \$7,293,152. The fund's value gained \$765,342 or 12% in 2021. At the same time the endowment provided the church an income of \$246,938.

The church's endowment continued to benefit from the growth in our country's financial markets in 2021. The equity return (net of all fees) exceeded our benchmarks. Our bond account returns exceeded overall market results.

During 2021 the endowment committee reduced the endowment's exposure to equities by transferring \$565,000 from the equity markets into the fixed income account. Further the session decided during the year to use several bequests received by the church in 2021 to fund the ongoing capital projects. The rate of return on those capital investments exceed what we can earn at this time in the financial markets. The investment in the physical infrastructure of the church now rather than in the future protects the church from the ravages of inflation.

The committee regularly reviews the allocation of assets between bonds and equities to reduce the impact of sharp market declines. Such transfers however may restrain growth during period of sharp increases in equity values.

At year end the endowment consisted of 64% equities and 36% fixed income. The investment policy of the church calls for a range of 55% to 65% in equities and the balance in bonds.

The endowment committee will monitor the investment allocation as the year develops.

The return on the RBC fixed income account was -0.07% net of fees exceeding its benchmark -- the Barclays Capital Index which declined -0.97%. The return on the equity account at Morgan Stanley was 22.87% lagging the S & P Total Return Index of 28.71%. Anchor Capital's return of 18.11% was lower than the benchmark of The Russell Mid-Cap Value of 28.34%. Estabrook's return of 25.55% exceeded the performance of the Dow Jones return of 20.95% but lagged the S & P 500 returns of 28.71%.

The income paid to the church represented 5.0% of the average value of the endowment for the previous three years. The Session investment guidelines set a goal for the spending rate at 4% to 5%

Here is a statistical recap of the endowment for 2021.

**Additions to the Endowment in 2021:**

None

**Endowment Value:**

Manager Name	12/31/21 Value	Total Net Return
--------------	----------------	------------------

RBC Wealth Management:

Bonds	\$2,474,940	-0.07%
Estabrook	\$2,171,695	25.52%
Anchor	\$473,996	18.11%

Morgan Stanley:

Equities	\$2,172,521	22.87%
----------	-------------	--------

(Net return is after all management fees and commissions. The account managers have adjusted beginning and ending values to recognize the infusion and withdrawal of capital during the year and to make comparisons possible.)

**Other Trusts and Funds:**

2021 Income

Wendy Walker Memorial ..... \$ 5,056

**Annual Values of Endowment Managed on behalf of the Church:**

1988	.....	784,084
1989	.....	842,935
1990	.....	828,684
1991	.....	922,887
1992	.....	1,707,814
1993	.....	2,481,966
1994	.....	2,474,405
1995	.....	3,044,284
1996	.....	3,363,756
1997	.....	3,739,066
1998	.....	4,146,791
1999	.....	4,563,128
2000	.....	4,697,893
2001	.....	4,522,722
2002	.....	4,344,783
2003	.....	4,655,440
2004	.....	4,317,606
2005	.....	4,340,861
2006	.....	4,321,863
2007	.....	4,677,421
2008	.....	3,494,918
2009	.....	4,422,092
2010	.....	4,523,656
2011	.....	4,250,279
2012	.....	4,391,620
2013	.....	5,098,482
2014	.....	5,383,932
2015	.....	5,189,350
2016	.....	5,252,838
2017	.....	5,634,090

2018 .....	5,298,660
2019 .....	6,157,789
2020 .....	6,527,810
2021 .....	7,293,152

**Application of Income:**

By action of the Session the church allocated 5.0% of the average value of the endowment over the prior three years as 2021 income.

Income distributed from Endowment .....\$ 288,662

**Income Allocation:**

Current Spending .....	\$2,754
Paul F. Brown Fund .....	29,734
Elizabeth Brown Fund .....	17,625
Carolyn Whitney Fund.....	24,859
Unrestricted .....	83,361
Graves Mission Account.....	37,552
Faith Fund .....	3,550
Deacons Fund .....	1,474
Hyde Flower Fund .....	487
Hyde Building Fund .....	974
Harlow Farmer Fund.....	7,024
Matson Fund .....	343
Seeber Fund .....	251
Simpson Fund .....	800
Walker Fund .....	1,850
Boudia Fund .....	29,868
Budgeted Benevolence .....	4,432
Graves Building fund accrued in 2021 .....	41,724
<b>Total Income Allocation .....</b>	<b>288,662</b>
<b>Less Graves Building Fund not expended .....</b>	<b>41,724</b>
<b>Income Distributed from Endowment .....</b>	<b>246,938</b>

**Graves Building Fund:**

Beginning Balance 12/31/20.....	\$0
Additions: 2021 Accrual .....	\$41,724
Total .....	\$41,724
Less: Expenditures .....	0
Ending Balance 12/31/21 .....	\$41,274

Respectfully,  
The Endowment Committee  
John B. Johnson, Jr. Chair  
Phil Sprague  
Merle Tousant  
Betsy Klug  
Peter Schmitt

# Capital Campaign 2021

The Capital Campaign 2021 received \$103,250 from 54 donors. The request began in early spring 2021 at the request by our interim pastor Rev. Leonard Sponaugle with a letter to the congregation. His challenge was “that every generation of members before us has given to make available to future generations this wonderful and useful church home”. An additional message followed in the church newsletter followed by two pulpit requests.

The theme of the campaign had roots in the historical actions of our Christian forebearers’ story found in the book, “Years of Faith”, written by Frederick H. Kimball. Mr. Kimball’s message covered 150 years of our history. The origins of First Presbyterian Church can be traced to 1803. In 1820, our current site was obtained at the corner of Washington and Academy Streets. A church structure of stone was erected and then replaced when the congregation outgrew it in 1851. The replacement building is the present brick church. In 1864 and again in 1874, winter storms damaged the church. At both times, the congregation rose quickly to the challenge to repair and maintain the church. In 1875 a new steeple was erected, the same steeple that has graced and dominated the city’s skyline for 146 years. Further renovations were made in 1892, and in 1926 the two-story educational building was constructed.

The Campaign theme shared was that each dollar donated helped to preserve both our endowment and our wonderful structure for future generations’ use. In this way we perceive that fellow Christians, that we may never know, will continue our efforts to share the good news of Jesus Christ.

The five major areas of need were roof replacement, boiler replacement along with the asbestos removal covering the pipes, storm windows replacement, repair of the steeples and window façade painting, all amounting to an estimate of \$675,000. Please feel free to thank Elder Mike Stratton for coordinating the bid quotes and Elder Carolyn Osborne for designing the campaign pledge card. Donations continue to be welcome in an effort to add to this building fund.

Below is a copy of the pledge card

Respectfully submitted,

Don Klug

*Capital Campaign 2021*



**Work to be done:**  
New Boilers, Asbestos Abatement, Trim Work on Windows with New LEXAN Polycarbonate Coverings (so stained glass can be seen), Refurbish Windows so they will open, Roof work completed in 2020, and repair, painting, and shingling of both Steeples.

# STEWARDSHIP

Our 2021-2022 Stewardship Campaign was titled, "Be A Fruit-Bearing Tree." Fruit-bearing trees are found throughout the Bible, as noted by Rev. Dr. Long in Ezekiel's prophecy, large fruiting trees grow on tall mountains and even in desolate places as a sign of God fulfilling covenant promises (Ez. 17:23, 36:8). The tree that grows in the New Jerusalem sheds leaves and fruit for the healing of the nations (Rev. 22:2). God's people used analogies involving trees to help us consider an essential element of Christian discipleship: how we are called to share our time, talent, and treasures with the church and the world.

Last year our church was introduced to the book "Rebuilt," by Michael White and Tom Corcoran, which carried the core of our 2020-21 *New Beginnings* theme and message. In their chapter on stewardship, they note that churches often pluck the low hanging fruit from an existing tree, good for the "short haul," but not so for a long-term strategy. The example suggested that one plant a fruit bearing tree, thus developing a relationship with the successfully growing fruit tree that provides continued nourishment.

The stewardship campaign included three sermons in November, two appeal letters that included pictured pledge cards (as seen below) and messages in the church newsletter as well as two pulpit appeals that described our mission activities. The committee followed up these steps with personal phone calls or meetings with congregants that had yet to respond.

Our congregation answered this call by promising pledges for 2022 totaling \$237,111 (as of late January). We have seen both growth and loss within our church family this past year. Pledge families total 74 which included 10 new pledges. We have lost 18 pledge families in 2021 through the combination of life moves, personal hardships and those who have passed. We currently remain under health guidelines due to the continued Covid-19 pandemic which further creates pause for some and certainly hardship for others.

Our stewardship committee thank all who have pledged their financial gifts that provide for the mission of Christianity. Your gifts allow First Presbyterian Church to continue its Christian support of a wide variety of mission and outreach projects, both local and global in scope.

**Stewardship Committee Members: Rev. Dr. Andrew Long, Pastor; Rev. Leonard Sponaugle, consultant; Jim Kettrick and Beth Linderman, callers; Carolyn Osborne, art consultant; Bob Gorman, editor; and Don Klug, chair**

Respectfully submitted,

Don Klug





# NEW BEGINNINGS STEERING COMMITTEE

The history of New Beginnings at First Pres began with approval by the Session in December 2018, and in January 2019 the congregation voted unanimously to participate in the process. New Beginnings was designed to help churches in transition discover God's will for their future. Having just said goodbye to our long-time pastor, our situation lent itself to this process of introspection, a study of our past, our present, and our possible future. During the summer of 2019 we conducted a series of cottage meetings with each of 9 groups meeting for four sessions. A total of over 100 people participated in these discussions.

The purpose of these small group meetings was to identify possibilities for our future – to decide what our future story would look like – and to redefine our mission. We were provided data collected by Rev. Henry Kim as part of an outside assessment of our congregation, and were asked to consider several options. We could close; stay the same; redefine our mission; or redevelop in some way. When group facilitators met to report back on the group outcomes, the result was an overwhelming agreement that we should pursue a shift from a membership model to a discipleship model. Here are some ways to think about the differences.

## Membership Model

"I pay my tithe" therefore I should benefit  
The church serves its members  
My pastor is responsible for my spiritual growth  
Worship satisfies me  
Majority rule decides

## Discipleship Model

"I pay my tithe" to bless someone else  
The church serves the community  
I am responsible for my spiritual growth  
Worship stretches me  
Prayer decides

With this direction in mind, the Session approved the formation of a ***New Beginnings Steering Committee*** which began meeting in December 2019. The process of study and discernment included a review of the congregational assessment and research into our community via interviews with leaders of public systems – the Watertown City School District, Jefferson County Public Health Department, Watertown Police Department and Watertown Planning Department. After a hiatus due to the pandemic and changes in the committee's membership, the committee began meeting again in June.

At the conclusion of the discernment phase of the process in August 2020, three overarching themes had emerged. The committee recommended that the work of Session committees and any initiatives generated align with the following:

**Mission with relationship** (in the community and the world) – shift to a focus on relationships with those who are receiving our support

**Worship with participation** – create more opportunities for members of the congregation to participate, and the inclusion of more variety in worship styles (e.g. music, scheduling, setting)

**Discipleship with faith** – opportunities to deepen our relationship with God, individually and as a congregation (small groups, Bible study)

The committee then developed specific short and long-term initiatives to lead us toward the goal of becoming a more vital congregation.

For **Discipleship With Faith** the goal was to develop a new series of cottage meetings designed to nurture our faith and support a foundation for living as disciples.

In the area of **Worship With Participation** we encouraged taking steps to include more members in leading worship, and also to create a pilot for an additional, alternative, version of our traditional worship service.

And to promote **Mission With Relationship**, we initially proposed the creation of an opportunity to welcome the community into the building or the church grounds for a specific event – with the goal of planning for a connection with the community through an on-going activity.

While the ***New Beginnings Steering Committee*** has concluded its work, living the initiatives is something we all are a part of. Over the next several months you'll see some changes to how we worship – some smaller and some larger – and new opportunities for **study, discipleship and mission**. The three initiatives will be the focus of everything we do. Know that all of these efforts need your participation and, especially your input as the process continues. What began with the thoughts and ideas you shared during the original cottage meetings will continue to shape the future of our congregation.

## **MEMBERSHIP/DISCIPLISHIP**

The Discipleship/Membership Committee met five times during 2021. Increasing and nurturing membership, maintaining accurate membership rolls and organizing a church directory remain important duties of the Committee, but the Committee's focus has also shifted to nurturing discipleship as individuals and as a congregation.

The Committee continues to be dedicated to spearheading activities that are driven by one of the three initiatives from the New Beginnings steering committee: **"DISCIPLISHIP with FAITH."** Unfortunately, we had to put our plans to restart cottage meetings on hold because of the pandemic. We will revisit this plan when we feel it is safe for people to once again gather together in each other's homes.

We set a goal to produce a digital, on-line directory; that idea was put on hold because of internet security concerns. We modified our plan to create an in-house, in-color printed directory using the church secretary's software program. We also created a pictorial display on a bulletin board in Fellowship Hall, so that people could see their photos as they were submitted. Our original goal was to have the printed directory ready for the new minister (September); that goal was not met. We then set a goal to have it ready by Christmas (December); that goal was not met. Finally, we set a goal to have it ready for the annual meeting (February). Hopefully, that goal WILL be met!

Thank you to the faithful, hard-working members of the Committee. Please let Bunny Gorman know if YOU would like to be a part of this Committee or if you have ideas for activities or projects to be sponsored by this Committee.

**COMMITTEE MEMBERS:** Bunny Gorman (Chair), Carolyn Osborne, Bob Gorman, Becky Brown, Gillian Hayes, Deanne Scanlon, Cindy Ahlheim

Respectfully submitted,  
Bunny Gorman, chairperson

# FACILITIES

**Members:** Mike Stratton (co-chair), Jonathan White (co-chair), Ken Reed, Kim Collins, Linya Bell and Dave Kandler

The Facilities Committee is responsible for the general cleanliness, maintenance and project planning of the building and campus of First Presbyterian Church.

Below, we list the tasks achieved for the year of 2021

## Winter

- Cleaned, scraped and painted many radiators through the church
- Cleaned, painted and sorted many of the storage closets throughout the building
- Maintained and upheld the required Covid-19 mandates of sanitation and cleanliness
- Entire fellowship hall kitchen painted

## Spring

- Began abatement process throughout the basement in preparation for removal and replacement of our 50+ year old boiler system
- Began proceedings for the correction of roof concerns on the north side of our building

## Summer

- Replacement of boiler work began
- Exterior handrails painted
- During boiler removal in the spring, the outside maintenance shed needed to be removed in order to access the basement area. This access spot allowed removal of the old boiler and delivery of the new one. This left a gaping hole that required a new cap to be built where the shed once stood.
- Exterior security cameras were installed

## Fall

- Two new boilers installed and operational - yay!
- New maintenance shed delivered and placed in parking area near dumpster
- All three sanctuary ceiling fans replaced due to age
- Met with a consultant firm through the City of Watertown to discuss potential changes to our Washington Street and Academy Street corner to enhance safety and security for pedestrian traffic including handicap accessibility. This should commence sometime in 2022
- Due to the fact that our sexton took on another position outside First Pres Church, we hired a cleaning service to perform these duties
- With this change in workload, there was a need to hire an outside snow removal business to take care of our property during the winter months
- Scheduled a meeting with New York State Green Jobs Energy to help assess our energy usage and potential savings throughout the building - this meeting took place in January 2022

## 2022 projects ahead

- Replacement of all cellar windows was approved and will begin installation in the spring
- During abatement proceedings, insulation around steam pipes needed to be removed. Replacement of it will be completed in-house
- Due to Covid-19 workmanship shortages in 2021, new bids will be needed in order to complete exterior painting, steeple repair & paint, and stained glass window repair & storms
- Steeple bell requires repairs and we are hoping to do this in-house
- Bids for a potential church-wide use elevator to satisfy a variety of needs throughout our building. Considerations are being made for both the sanctuary/fellowship hall level along with the Christian education wing levels

Respectfully Submitted,  
Mike Stratton and Jonathan White

## WORSHIP & MUSIC

The Worship and Music committee is honored to plan for and provide our congregation the spoken word and music for Sunday services, weddings, funerals, and special services. Special services have included Ash Wednesday, Maundy Thursday, Palm Sunday, Easter Sunday, Pentecost Sunday, Kirkin' O' the Tartan, Christmas Pageant Sunday, and the Christmas Eve service.

Along with overseeing worship services, the committee helps to prepare the Communion Elements, assists the flower committee to provide sanctuary décor, and oversees radio ministry and sound enhancement. Assignment lists for Ushers, Lay Readers, and Communion servers are also prepared by the committee.

Special music was provided this year by Molto Brass, Trillium Music Center, our resident bagpiper Caitlin Lee, and many soloists and volunteers providing music for our services throughout the year.

Covid 19 created challenges as we reintroduced our Chancel and Handbell Choir into our services. It's wonderful to have our music programs active again.

We have been blessed with a new pastor this year which has helped in planning and enhancing our participation during our services here at First Pres. We have already seen a change in how we approach services and events. We added a family friendly Christmas Eve service that was well attended and we are planning to create an additional worship service during the week.

I would like to thank all the volunteers participating in our services and offering their time and talents to provide a spiritually uplifting service.

The members of the Worship and Music Committee for 2021 included: Michele Bariteau, Organist Carl Bingle, Nancy Boynton, Katrina Cox, Cherie Danforth, Phyllis Elmer, Director of Music Sara Gleason, Handbell Director Jenny Whitenack, Matt Willaman, and chairperson David Elmer.

Respectfully Submitted,  
David Elmer



Family Christmas Eve Service

## CHRISTIAN EDUCATION

We are grateful for our Sunday school teachers Lucy Hiotis, Kelly and Pete Thomas, Bob and Bunny Gorman and Jillian Norris. Thank you to our Christian Education Committee members for their faithful service in another challenging year: Michele Elmer, Nancy Kall, Kelly Thomas, Lucy Hiotis, and co-chairs Bunny Gorman and Kim Collins. We also appreciate the support we received from Donna Dunkle.

During March and April, our Lenten series for adults presented a Bible study by Rev. Matt Rawle entitled "The Grace of Les Misérables." This was held at 4pm on Wednesdays both in person and via Zoom. We were pleased to be led by Carolyn Osborne, with tech assistance from Michele Elmer. We examined 6 themes found in Victor Hugo's classic: grace, justice, poverty, love, revolution and hope.

In July and August we were able to bring back Vacation Bible School on Wednesdays during the Farmer's Market. Our theme was "God's Wonder Lab." Guest speakers were Dr. Venkat Chebolu of Jefferson Community College, Dr. Robert Kimball, Dr. Bart and Nurse Ann VanSlyke, Heather White and Zoo New York. Box lunches were provided. Bunny Gorman was our chief scientist (fearless leader). We appreciate Cherie Danforth, Kelly Thomas, Kim Collins and Michele and Angela Elmer for teaching and crafts. Also we extend a big thanks to Liz Bonisteel, Lynn Pyke, William and Sarah Gerot, Lilly Kimball and Carolyn Osborne as our group assistants who helped children find their way. Other volunteers were Lu Green, Beth Linderman and Deanne Scanlon for check in and lunches, Pete and Brie Thomas and Matt Gorman for games. We raised money for MELT to help publish their "My Church" book for students in Malawi. In the fall our Sunday school class also created special envelopes for the congregation to place their donations for this worthy cause.

In August we recognized our high school graduates. We also provided some fun activities during the Post Pandemic Palooza picnic. Thanks to the Elmers for the piñata.

September and October brought us a "Season of Feasting and Celebration", as we welcomed Dr. Andrew Long to our community as our new pastor. He shared with us themes of The Call (What is your faith story?), Dr. Who (How has Christian education been important to you?), Then Sings My Soul (What gives you hope?), Bright Hope for Tomorrow (Where are we headed?), and Making Sense of the Mess (Is this real life and what is the truth?). We enjoyed meals of pot luck, brunch, taco bar, pizza, and soup following worship. This was a wonderful way to explore discussion questions and to get to know each other as we embarked on this time with our new pastor.

We decided to reopen our nursery in October. It had been closed since the beginning of the pandemic in March 2020. Many thanks to Jillian Norris and Alesha Gill for keeping our littlest ones safe.

Pastor Andrew led a book study on "Daring Greatly" by Brené Brown during November and December. We explored the topic of vulnerability, what happens when you get out of your comfort zone, and had conversation about community, resilience and hope.

We finished the year for adult education with our Advent study over 3 weeks. "The Redemption of Scrooge" by Matt Rawle showed us teachings of Jesus found within the Christmas classic. Led by Michele Elmer, we explored how visits from ghosts of Christmas past, present and future led to change.

We still needed to honor social distancing for the annual Christmas pageant. We were able to utilize our new puppet ministry to present “The Message From the Stable”, the Christmas story from the point of view of the animals in the stable at the birth of our Savior. Many thanks go to Michele Elmer for writing the pageant, acting as narrator and director. We are also grateful to Dave Kandler and Dave Elmer for construction of the puppet stages. We thank Michele Bariteau for sewing the fabric for both the stands and backdrops. We appreciate our stage crew of Michele, Dave, Cassandra, Melissa and Angela Elmer along with Zac Whitenack. Carolyn Osborne provided training to the puppeteers. Thanks to all who participated in the pageant. We look forward to more presentations!

Respectfully submitted,  
Kim Collins, Co-chair



**VBS 2021**  
Hedgehog from ZOO NEW York



**VBS 2021**  
Fake Snow with Professor Venkat



**VBS 2021**  
Craft Class

# PERSONNEL

**Personnel Committee:** Doug Danforth and Donna Dayger, Co chairs; Russ McCullough, Kathryn Ann Kolton

This again was an unusual year for our church, or perhaps it is the new "normal." We continue to implement COVID guidelines relative to signing in, wearing masks and maintaining social distancing while attending all events within our premises.

**January 10** - Our first committee meeting in 2021 was led by Peter Schmitt. Staff reviews and goals for the year were discussed. We were alerted that Donna Dunkle would be leaving in the summer and would not be replaced until our new pastor determines the need. Dave Kandler, our financial secretary, is committed to mastering the new financial software. Mitch Farney was assigned new goals in order to meet the demands of his job as a single sexton.

**March 2** - Peter Schmitt resigned as Chair of Personnel for personal reasons.

**April 27** - One member of the Personnel Committee attended biweekly staff meetings.

**June 15** - An emergency meeting was called to meet with Mike Stratton, Facilities, to discuss the need for consistent performance of the sexton.

**September 8** - Pastor Andrew Long's first day in the office.

**September 16** - Mitch Farney's last day as sexton. A new building superintendent has been hired on a 30-day probationary basis.

**December 16** - A one year contract was signed with a professional cleaning service.

**January 13** - Monetary Christmas gifts were approved for staff members.

We are most grateful to have a dedicated and committed staff. They each have contributed to helping us weather this COVID challenge by being flexible and resilient. We are thrilled to have Andrew and his family leading us in new ways with inspiration, guidance and continued enthusiasm for our "New Beginnings" effort. As we listen for God's direction WFPC will continue to thrive and be a dynamic presence in our community.

Respectfully submitted,  
Donna Dayger, Co-chair



## **EVANGELISM AND COMMUNITY PRESENCE**

During the process of New Beginnings, our small committee was inspired to develop ways of utilizing the tremendous resource that First Presbyterian Church enjoys in its physical location and expansive building.

Ultimately, we chose to partner with three of our local not-for-profit agencies. They included CREDO, Mental Health Association, and Victims Assistance Center.

From June 23 through August 4, every Wednesday during the Farmers' Market, we provided free lunches to families. This included a nice meal and dining options within fellowship hall and on the front lawn of our church. Our not-for-profit partners assisted in preparing lunches and setting up chairs and tables.

Over the course of seven weeks, we gave out approximately 500 water bottles at the Farmers' Market and served an average of about 40 lunches per week. Many new friendships were made, and several young families became inspired to have their children participate in our Vacation Bible School. We demonstrated to our neighbors in the community that we care about them, that we are doing God's work, and that we have a wonderful place to worship.

Our success was dependent upon the tremendous support we had from our congregation. Volunteers included Kathryn Ann Kolton, Ken and Kathy Rucki, Clancy Cox, Rev. Leonard, Matt Gorman, Emily Sprague, Annie Hollenbeck, Michele Bariteau, Linya Bell, Merle and JoAnn Tousant, Lynn Pike, Bart and Ann Van Slyke, and Deanne Scanlon.

I'm sure this list is not complete and my apologies to others who supported us and who I failed to mention. Please be assured that your help is much appreciated.

Thanks to an enormous amount of work on the part of Bob Gorman. This initiative was not only successful last summer, it also provided a blueprint for the program in coming years.

Respectfully submitted,

Philip Sprague

## OUTREACH & MISSION

The Outreach and Mission Committee is responsible for recommending to the Session how endowment income funds should be allocated for the support of various mission projects and programs that align with the wishes of the donors and meet the mission goals of our congregation which includes providing Christian leadership and care throughout our community and mission with relationship.

Because of the continuing stresses of COVID-19, our policy of prioritizing our support for the Watertown Urban Mission, and hence those in poverty and deeply affected by the pandemic, continued into 2021. Members of the Outreach Committee for 2021 were Bill Barden, Linya Bell, Janet Blakeman, Bob Brown, Clancy Cox, David Kandler, Margot McGorman, Kathy Rucki, Heather White, and Carolyn Osborne (chair)

**Graves Mission Fund (*Amount available for 2021, including roll over from 2020, \$54,278.86*)**

This fund was established by a bequest from Mrs. Doris T. Graves who had been a deacon in the church. Her will requested that "the Session give preference to mission causes within the County of Jefferson and the State of New York..." Accordingly, the following grants were made from the Graves Mission in 2021.

Jefferson Rehabilitation Center Capital Campaign	\$ 5,000.00
Watertown Urban Mission	\$ 12,000.00
Watertown Multi-Ethnic Church	\$ 10,000.00
Hospice Capital Project	\$ 5,000.00
Watertown Catetical	\$ 1,200.00
Bridges Out of Poverty Lunch/Meeting	\$ 664.36
YMCA Capital Project	<u>\$ 10,000.00</u>
	\$ 43,864.36
<b>Balance Rolling into 2022</b>	<b>\$ 10,414.50</b>

**Faith Fund (*Amount available for 2021, including roll over from 2020, \$2962.43*)**

This fund was established in 1968 following the closing and sale of the Faith Chapel, which had been established years earlier as an outreach of First Presbyterian Church. No grants were made from this fund in 2021.

Sam and Grace Emergency Support	<u>\$ 2962.43</u>
<b>Balance Rolling into 2022</b>	<b>\$ 0.00</b>

**Matson Fund (*Amount available for 2021, including roll over from 2020, \$1,935.11*)**

Funds are offered to "young people (ages 10-25) of First Presbyterian Church to participate in broader opportunities relating to their spiritual growth."

WFPC Puppet Team - start up - ~ figure	<u>\$ 1,000.00</u>
<b>Balance Rolling into 2022 ~ figure, see above</b>	<b>\$ 916.63</b>

**Boudia Fund (Amount available for 2021, including roll over from 2020, \$40,343.41)**

The Martha N. Boudia Memorial Fund was established by Najali Boudia in memory of her mother. On September 19, 1982, a congregational meeting directed that "the income of such fund be used for benevolent purposes outside the budget". Most of our church's international mission support is financed by this fund. However, it is available, when needed, for local support. The following grants were made from the Boudia Fund.

Women of Grace Widow Fund Christmas Offering	\$ 7,215.00
Witnessing Ministries of Christ	\$ 1,500.00
Tondo Preschool Feeding	\$ 3,600.00
Tyler Holms Ministry	\$ 5,000.00
MELT/WOGWF - MELT1 Registration	\$ 5,000.00
Sam and Grace Emergency Support + bank fee	\$ 2082.57
Malawi Crisis Nursery	\$ 12,000.00
	<u>\$ 36397.57</u>
<b>Balance Rolling into 2022</b>	<b>\$ 3945.84</b>

**Elizabeth Brown Mission Fund**

**(Amount available for 2021, including roll over from 2020, \$25,913.66)**

This fund was established in 2007 by a bequest from Elizabeth Brown, long-time church member and officer. Her will requested that the funds provided be added to the endowment and used for mission purposes with an emphasis on youth programs. The following grants were made from the Elizabeth Brown Mission Fund.

Theresa Presbyterian Church VBS	\$ 1,500.00
YMCA Capital Campaign	\$ 10,000.00
MELT - Newsletter matching grant	\$ 3,500.00
Victims Assistance Center	\$ 2,000.00
Salvation Army Music for Youth Program	\$ 3,000.00
	<u>\$ 20,000.00</u>
<b>Balance Rolling into 2022</b>	<b>\$ 5,913.66</b>

**Elizabeth Brown - Unified Mission**

**(Amount available for 2021, including roll over from 2020, \$27,712.41)**

The Session annually designates one-half of the endowment proceeds from the Elizabeth Brown Bequest to the Unified Mission of the Presbytery. As the Presbytery has not recently need funds, money has accumulated in this account and Session decided that the Outreach Committee could have access to these funds for purposes that can be related to the Presbytery.

United Presbyterian Church of Sackets Harbor	\$ 10,000.00
<b>Balance Rolling into 2022</b>	<b>\$ 17,712.41</b>

# Outreach Committee Financial Summary

Grants totaling \$114,224.36 were awarded in 2021 from 6 funds entrusted to the Committee.

Total funds available for distribution in 2021	\$ 153,145.88
Grants paid out in 2021	<u>\$ 114,224.36</u>
Remaining Year End Fund Balance	\$ 38,921.52

## Grants Pending - annual payments and amounts

YMCA - Capital Campaign	\$ 20,000.00	EBF/Graves through 2025
Tyler Holm	\$ 5,000.00	Boudia through 2024
Hospice	\$ 5,000.00	Graves through 2023
Sam & Grace Medical + Trans	\$ 3,045.00	Faith and Boudia - 2022 only

## Total Pending Grants - 2022-2025

2022	\$ 33,045.00
2023	\$ 30,000.00
2024	\$ 25,000.00
2025	\$ 20,000.00
2026	\$ 0.00

*Respectfully Submitted,  
Carolyn Osborne, Chairperson*

# **WOMEN OF GRACE WIDOWS' FUND**

## **An Ecumenical Mission Project in Northern New York**

*"The Lord watches over the strangers; he upholds the orphan and the widow"*  
Psalm 146:9

Board Members: Renee Waterbury, Kathy Curtis, Cindy Hall Swan, Heather White, Margot McGorman, Andrea Swan

The Women of Grace Widows Fund has been working with 45 widows in 3 villages in northern Malawi since 2008. The fund has helped the widows establish some small businesses (selling charcoal, raising chickens and pigs) and has provided training in sewing, allowing the widows to earn money making PantiPlus menstrual hygiene kits, which are donated to local, needy teen girls. A win-win for the community!

The Watertown Board works closely with Sam Chirwa in Malawi. Sam continues to provide "boots on the ground" recommendations about short and long term needs. He ensures that donations are used most effectively for housing improvements and critical needs.

The Women of Grace newsletter is printed annually and contains many photos and articles which show the joys and challenges faced by the widows and the WOG Widows Fund. It is available at the church.

Since March 2020, travel to Malawi has not been possible since 2019 due to Covid. The board plans to send a missionary team once safe travel is possible.

We sincerely appreciate the strong, prayerful support that the Women of Grace Fund continues to receive from individuals and congregations across the presbytery. We are truly grateful for the consistent support of the Session at First Presbyterian Church, particularly the allocation of the Christmas Eve Offering, which helps us meet the needs of the widows under our care.

The funding goal for 2022 is \$13,470.

Respectfully submitted on behalf of the Board,  
Margot McGorman

# Malawi Early Literacy Team – M.E.L.T.

*An Ecumenical Mission of Watertown First Presbyterian Church  
supporting M.E.L.T. CBO in Mzuzu, Malawi  
2022 Annual Budget \$33,685.00*

**Committee Members:** Andy Burns, Patricia Constable, Barb Eldridge, Peyton Hnyla, Joanne Lavarney, Margot McGorman, Carolyn Osborne, Carol Stevens, Heather White

M.E.L.T. provides the MELT1 Mobile Library, the MELT Mzuzu library, culturally appropriate readers supporting early literacy, professional development for teachers- serving the Northern Region of Malawi, Africa.

## **New Publications:**

We continue to be blessed with sponsors who are helping us move closer to our goal of 50 titles published by M.E.L.T. These books are culturally appropriate and focus on specific early reading strategies. These strategies are taught during the M.E.L.T. professional development workshops. Seven titles were published in 2021!

Rotary sponsored- *I Can, Animals Around Us.*

DKG sponsored- *The Colours of the Rainbow*

The Duffy family sponsored- *Lovemore's Day*

M.E.L.T. donors- *My Clothes*

Area churches sponsored- *I See God Everywhere & My Church*



## **Mission with Relationship - Remaining in touch while travel is not permitted**

Modern technology helps us to be in touch while we await our return to Malawi. M.E.L.T. has an established communication protocol that was added to during this time. Sam submits quarterly reports via "Whats App". This international service allows us to receive pictures and reports as well as have phone conversations.

Face Time has allowed members of the U.S. team to meet with the Resource Teachers in Malawi. As a result of a meeting in late October a new classroom resource is in the final stages of design. We were able to create vocabulary picture wall charts to support a collection of the vocabulary readers- an excellent idea presented by the teachers in Malawi.

## **COVID Response**

Last July Heather ran a "mask campaign" raising the funds to equip all our teachers with masks and thousands of the school children. Tailors were hired in Mzuzu to sew the masks supporting the local economy.

Sam Chirwa worked to supply each of our schools with handwashing stations. He has added bars of soap to the quarterly delivery of supplies to schools. The MELT1 Book Mobile service-maintained service to our schools with quarterly book exchanges reducing the visits between schools for the health and safety of all involved.

Respectfully submitted,

Heather White

# SHALLOW WELLS REPORT

## FPC Provides funds for 19 Protected Shallow Wells in 2021

First Presbyterian Church and Watertown friends have helped to install over nineteen Shallow Wells this past fall in Malawi, Tanzania and Zambia. In 2021, these gifts represent \$8,638 and covered the cost to provide clean water to nineteen villages and 2,800 people. You have given a gift of life! THANK YOU!

Since 1990, Marion Medical Mission, has played an active role in the fight against contaminated water sources of ponds and holes in the ground by providing people access to clean water. Year after year MMM matches volunteers and donors in the never-ending battle to prevent water borne illness and death. Because of donors like you, Watertown churches and friends continue to provide the funds to assist in the fight to save lives. Over 40,000 shallow wells have been built in Malawi, Tanzania and Zambia, providing over to 6 million people with a sustainable source of safe drinking water. This year 3,227 shallow wells were installed. These wells will continue to save lives as well as improve the lives of future generations.

Presbyterian Missionary Judy Jewett, the former Acting Administrator of Embangweni Hospital, shared her enthusiasm about the benefits of the protected shallow well program. She reported, "It's wonderful! Wherever the wells are installed, we at the Hospital see a one-hundred percent drop in children with dysentery. Safe water virtually eliminates that health threat. Without the generosity of people like you, their efforts would fall far short of the high numbers of clean water shallow wells that are installed year after year. Thank you for standing with MMM and her volunteers."

No longer do the village women have to walk miles to a water location with a bucket to dip it in a pond or hole of water shared by wild beasts. No more do we see sick or dying children because of unclean water. Now we will see children grow and become what every parent hopes for their children.

Respectfully submitted,

Don Klug, FPC & MMM Shallow Well Volunteer



# BOARD OF DEACONS

*"If we do all things with love, then serving others will be a joyful experience."*

Deacons are the hands and heart of the church, serving our congregation and community with care and compassion. They regularly call, visit, send cards, deliver flowers, serve food, provide transportation, usher, and serve communion, when it is safe to do so.

Some of the highlights from 2021 include: We...

- Continued to supply and maintain the Sharing Warmth/Sharing Love mitten hat and scarf line.
- Contributed \$1000 to the Watertown City School District's Back Pack Program.
- Delivered more than 30 Easter Bunny treats to our Homebound friends.
- Resumed "safe" Fellowship Hour in May.
- Helped the New Beginnings Committee with telephoning congregants.
- Organized a Post Pandemic Palooza Picnic, which was held in August on our labyrinth.
- Prepared and delivered 60 small goody bags, filled with essential items, to the Watertown Urban Mission for their homeless initiative.
- Collected and delivered school supplies for the WUM's back to school drive.
- Gave \$500 to the Rock Free Store to help offset their monthly rent of \$900.
- Held our first and very successful Trunk or Treat event,
- Assisted WUM by hosting their Fall Festival in support of their 'Getting Ahead' graduates and the Bridges Out of Poverty program.
- Gave \$1300 towards disaster relief.

2021 was another year of significant change, not only for our church but for our world as well. Your Deacons will continue with their commitment to serve First Presbyterian Church, as they are able. Our work as Deacons would not be possible without the many helping hands from our church family. Thank you for your continued generous support.

I am grateful to each and every Deacon for your hard work, compassion, and flexibility. It has been a privilege and a blessing to serve with you.

Respectfully submitted,

Maureen P. Gorman  
Moderator



# PRESBYTERIAN WOMEN



***“Do what you can, with what you have, where you are.”***

- Nov./Dec. Horizons cover, 2021

This old adage has been followed by Presbyterian Women for many a year, but has been especially significant over the past several months. PW resumed in-person lunch gatherings in May and continued monthly through December. Some of our lunches were held outside on the labyrinth. We were full of joy to honor Donna Dunkle with the PW Honorary Membership pin, in July; a bittersweet celebration as we said goodbye to her at that time as well. We continued to raise money, through the generosity of our members' pledges and the contributions of a supporting and caring congregation. We continued to support our usual missions and gave to various charities throughout the year.

Our December Christmas Brunch was, perhaps, the highlight of the year. We were blessed to have an enjoyable and informative musical program provided by our own Rev. Dr. Andrew Long.

It is with mixed blessings that we were informed that as of 12/31/21 our support and leadership of Presbyterian Women on the Presbytery level was to be dissolved. This has left us with some decisions to make regarding the future of PW, here at First Pres and through out the county. We invited women from several different Presbyterian churches to attend the Dec. brunch. A survey (where do we go from here) was distributed to all who attended. The information gathered from those surveys will help us plan for a future of an inclusive group of Presbyterian Women from Jefferson County.

Feel free to reach out to me, or any of the women in PW, to let us know what your thoughts might be on our future steps. You may also wish to fill out the aforementioned survey, that can be found in Fellowship Hall.

Thank you for your continued support as we embark on this new journey for Presbyterian Women.

*Respectfully submitted,  
Maureen P. Gorman, treasurer*

# PRESBYTERIAN WOMEN TREASURER'S REPORT

Beginning Balance 1-1-2021

Watertown Savings Bank - Checking \$1,184.37

**Receipts:**

Annual pledges/gifts	\$2,805.00	
Birthday Offering	\$ 690.00	
Honorary Gift	\$1,000.00	
In Memoriam	\$ 100.00	
Least Coin Offering	\$ 2.00	
Thank Offering	\$ 415.00	
Records adjustment	\$ 50.00	
<b>Total Receipts</b>		<b>\$5,062.00</b>

Total Available \$6,246.37

**Disbursements:**

PW Presbytery of NNY:

Birthday Offering	\$ 690.00	
Least coin offering	\$ 2.00	
Mission Pledge	\$1,600.00	
Support	\$ 200.00	
Thank Offering	\$ 415.00	

PW of Watertown First Pres.

Christmas gratuities	\$ 250.00	
Honorary Membership Pin	\$ 95.00	
Horizons renewal	\$ 44.00	
MELT	\$ 400.00	
MINC	\$ 200.00	
Puppet Ministry	\$ 150.00	
Radio Ministry	\$ 100.00	

Total Disbursements \$4,146.00

Watertown Savings Bank - Checking

Ending Balance 12-31-2021 \$2,100.37

Watertown Saving Bank - Savings

Beginning Balance (1/1/2021) \$1,317.71

Accrued interest \$ .78

Ending Balance (1/31/2021) \$1,318.49

Respectfully submitted,  
Maureen Gorman, Treasurer

# RADIO MINISTRY

Radio Ministry observed its 80th year of radio broadcasting in November, 2021.

The radio mission continues to provide a connection between the First Presbyterian Church congregation and the local community through our broadcast on local radio station WATN 1240 AM. Our Sunday services are sent worldwide, streaming “live” over the internet on Facebook, our website, and Youtube. This enables shut-ins, vacationers and travelers to watch the worship service in real time. The Radio Ministry also provides sound for weddings, funerals and special community concerts and programs.

Past video streams of our worship services, up to one year, continue to be available on our church website [www.watertownfirstpres.org](http://www.watertownfirstpres.org). Prior years may be available by request. The past two years have been challenging for everyone. The church was open this year for live worship services with restrictions in place. We greatly appreciate the committee members who have continued to give of their time. Over the last year, we have improved our sound equipment including the microphones and accessories to improve our in-house sound quality. We have also updated our streaming software to enhance our at home viewing experience. Just recently, we held a workshop to discuss the hearing capabilities offered within the Sanctuary.

Moving into the New Year, we have some new team members joining us. New members are always welcome. If you would like to participate in Radio Ministry, contact any member for information.

## **Committee Members:**

Melissa Elmer  
John Gleason  
David Kandler  
Marcia Kettrick  
Ken Reed  
Emily Sprague  
Mike Stratton

Respectfully submitted,  
Ken Reed and Melissa Elmer

**A RECORD of the 218<sup>TH</sup> ANNUAL MEETING of the CONGREGATION  
of FIRST PRESBYTERIAN CHURCH, WATERTOWN, NY  
on FEBRUARY 7, 2021 in the SANCTUARY**

The meeting, which followed the worship service, was opened at 11:02 a.m. with prayer by the Reverend Leonard Sponaugle.

The clerk determined that a quorum was present; approximately 46 members were in attendance (in-person and virtually), which exceeded the number needed for a quorum (25).

The minutes of the January 26, 2020 Annual Congregational Meeting were unanimously approved as written (Motion by Mike Stratton/Seconded by Carolyn Osborne).

**NEW BEGINNINGS:** Beth Linderman presented the report, giving a brief history of the New Beginnings program at First Pres, outlining the three initiatives that emerged from the program, encouraging the congregation to participate in the initiatives, and thanking all who have served and are serving on the Steering Committee.

**PASTOR NOMINATING COMMITTEE:** David Elmer presented the report of the PNC's activities since its formation in October. The Ministry Information Form (MIF) has been completed and approved by Session and Presbytery and is now posted on the Church Leadership Connection website; several Personal Information Forms (PIFs) have already been received. David thanked the committee for their continuing efforts and commitment to the process.

**PASTOR'S REPORT:** Reverend Sponaugle read his report to the congregation, stating that he, regretfully, will most likely be remembered as the "COVID pastor." He feels that most of the ministry and mission of First Pres has been able to continue, despite the pandemic and is thankful that we remained "an outpost of God's grace." He offered a special thank-you to David Elmer for his invaluable assistance with maintaining a meaningful worship service and with providing expertise with the technology involved in that task. He also thanked the Deacons for improvising a creative and effective way to distribute hats, mittens and scarves to those in need in our community. He feels that the congregation became "more capable of doing ministry" in 2020.

**WRITTEN REPORTS:**

Rev. Sponaugle presented the other written reports (published in the Annual Meeting booklet) from Stewardship, Discipleship/Membership, Evangelism & Community Presence, Facilities, Worship & Music, Christian Education, Outreach & Missions, Personnel, Deacons, Presbyterian Women, Radio Ministry, and Parish Outreach Coordinator. There was time allowed for comments and questions; all reports were well-received and accepted as information.

At 11:15, the congregational meeting was adjourned and transitioned to the corporate meeting. The corporate meeting was opened with prayer by Rev. Sponaugle. John B. Johnson, Jr., Chair of the Endowment Committee, reported that the endowment of the First Presbyterian Church is \$6,527,810 and that the value had a 6% gain of \$370,021 in 2020. During the second and third quarters of 2020, the committee developed a new investment policy to reflect changes in the financial markets and provide a clear direction forward for management of the church's financial assets, a policy that was approved by the Session. The income paid to the church represented 5% of the average value of the endowment for the previous three years. The Session has reduced the dependence of the church on the endowment over several years by setting a goal for the spending rate at 5%. John B. Johnson reported that the church's endowment did indeed "weather the storms" in the capital markets during 2020.

Rev. Sponaugle, on a voice vote, closed the corporate meeting at 11:20 and reopened the congregational meeting.

## FINANCIAL REPORT AND 2021 BUDGET:

Treasurer Merle Tousant gave a brief presentation of the financial summary, year-end 2020 budget (including personnel expenditures), and the 2021 Budget. Actual expenses for 2020 came in at almost \$28K *under* budget. The 2021 Budget is anticipating an income of approximately \$921K and expenses of approximately \$895K, a difference of approximately \$27K *surplus*. The figures are higher because of several major pending building projects, i.e. boiler replacement and abatement and painting and repairs to the bell tower and small steeple (approximately \$345K). He reported that First Pres has established a \$500K line of credit with Watertown Savings Bank to help finance these projects. There was time allowed for comments and questions; the financial report was received and accepted as information.

Clerk of Session Bunny Gorman, chair of the Nominating Committee, presented the slate of officers for the **Classes of 2024**: For the **Session**—Carolyn Osborne (2<sup>nd</sup> term), Peter Schmitt (2<sup>nd</sup> term), Kim Collins, Don Klug, and Donna Dayger ; for the **Deacons**—Chris Kamalsky (2<sup>nd</sup> term), Sue Kitto (2<sup>nd</sup> term), David Kandler, Pat Guldenpfennig, and Joann Tousant. Also presented were: for the **Session**—Phil Sprague (**Class of 2022**—one year term); for the **Deacons**—Nancy Kall (**Class of 2022**—one year term). The floor was opened for nominations; there were no other nominations.

Following a motion by Bob Sturtz and a second by Merle Tousant, the congregation voted unanimously to accept the slate of nominations.

There were no volunteers/nominations for a Nominating Committee, so none was formed; this will be done at a date to be determined.

Kim Collins asked to speak; she wanted to thank the organizer (Michele Elmer) of the Friday dinner program that was offered to members of the congregation in the early weeks of the pandemic; for four Fridays in April and May, meals were prepared and delivered to any member of the congregation who requested them. Kim felt that her efforts should be recognized.

There being no further pressing business, there was a motion, a second and a unanimous vote to adjourn the meeting with prayer by Rev. Sponaule at 11:35 am.

The Rev. Leonard Sponaule  
Transitional Pastor

Bunny Gorman  
Clerk of Session

# **NOMINATING**

The Nominating Committee communicated periodically from August through December 2021 to assemble a slate of **Class of 2025** candidates for the Session and Board of Deacons to be voted on during the annual Congregational Meeting in January 2022

Committee members nominated and elected by the congregation were Katrina Cox, Jim Kettrick and Lynn Pyke. Representing the Session was Doug Danforth; representing the Deacons was Cherie Danforth. During the past year Deanna Nelson resigned from the Session Class of 2023. Donna Dunkle, Josh Garry and Christina MacDonald resigned from the Deacon Class of 2023, each having moved from the area.

## **Classes of 2025**

### **Nominated for Session are:**

Doug Danforth (2nd term)  
Melissa Elmer  
Jeremy Gerot  
Sara Gleason  
Jonathan White (2nd term)

### **Nominated for Deacons are:**

Cherie Danforth (2<sup>nd</sup> term)  
Michele Elmer  
Janneane Gerot

## **Classes of 2023**

Robert J. Brown  
(Filling remainder of Deanna Nelson's term)  
Phil Sprague  
(filling remainder of Carolyn Osborne's term)

Katrina Cox  
(Filling remainder of Donna Dunkle's term)  
Jane (Wink) Beadel  
(Filling remainder of Christina MacDonald's term)

Respectfully submitted,  
Doug Danforth, Chair

## Terms of Call between The Rev. Dr. Andrew Long and First Presbyterian Church, Watertown NY

Cash Salary	\$64,000
Housing Allowance	\$25,000
<hr/>	
Total Effective Salary	\$89,000
Employer Share of Social Security	\$ 6,809
Pension and Disability (10% of Effective Salary)	\$ 8,900
Medical (27% of Effective Salary)	\$ 24,030
Mileage Reimbursement (Vouchered at IRS Rate)	\$ 1,800
Professional Reimbursement (Vouchered)	\$ 2,000
Continuing Education Reimbursement (Vouchered)	\$ 3,000
 Total Cost to Church	 \$135,539
 Vacation	 4 weeks
Study Leave	2 weeks (After every 3 <sup>rd</sup> year 4 weeks)

# OFFICERS

## ELDERS:

### Class of 2022

Doug Danforth  
Matt Gorman  
Mike Stratton\*  
Jonathan White+

### Class of 2023

Bunny Gorman\*  
David Elmer  
Deanna Nelson  
Merle Tousant\*  
Matt Willaman

### Class of 2024

Kim Collins  
Donna Dayger  
Don Klug  
Carolyn Osborne\*  
Peter Schmitt\* (Linya Bell to finish term)

## DEACONS:

### Class of 2022

Paul Adkins  
Liz Bonisteel  
Cherie Danforth  
Maureen Gorman

### Class of 2023

Sherri Bergman  
Becky Brown  
Donna Dunkle  
Josh Garry  
John Gleason  
Christina MacDonald

### Class of 2024

Pat Guldenpfennig  
Christine Kamalsky  
David Kandler  
Sue Kitto

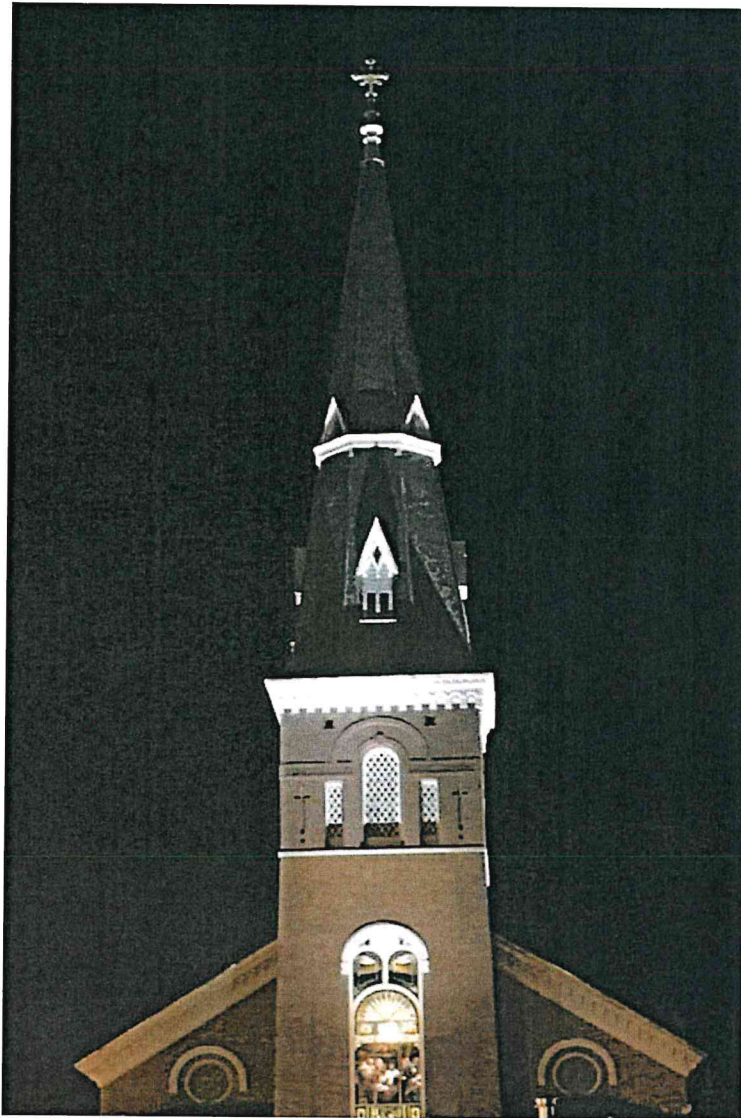
JoAnn Tousant

Bunny Gorman, Clerk of Session  
Merle Tousant, Treasurer

# STAFF

Andrew Philip Long, Pastor  
Sue Beaman, Administrative Assistant  
Linya Bell, Parish Outreach Coordinator  
Sara D. Gleason, Director of Music  
Carl A. Bingle, Organist  
Jennifer M. Whitenack, Bell Choir Director  
Jillian Norris, Nursery Staff





*I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge - that you may be filled to the measure of all the fullness of God.*

*Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever!*

*Amen.*

*~ Ephesians 3:16-21*