



# Fletcher Hills

PRESBYTERIAN CHURCH

## 2020 Annual Report



GATHERINWORSHIP



GROWINFAITH



GOINMISSION

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# FHPC STAFF

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<b>Pastor &amp; Head of Staff</b>	Rev. Dr. Kevin Womack
<b>Director of Children &amp; Student Ministries</b>	Kyle Keys
<b>Director of Formation &amp; Mission</b>	Bridget Meckley
<b>Music Director</b>	Sarah Suhonen
<b>Accompanist</b>	Dr. Patrick Walders
<b>Media Director</b>	Jonathan Asche
<b>Administrator</b>	Jean Service
<b>Preschool Director</b>	Robin Watson

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# TABLE OF CONTENTS

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	Page Number
Pastor's Report	4
Session Reports	
Gather in Worship Committee	5
Grow in Faith Committee	6
Go in Mission Committee	7
Administration Committee	10
Preschool Report	11
Deacons Report	13
Membership Statistical Report	14
Financials – 2020 Balance Sheet	15
Financials – 2020 Income Statement	16
Financials – 2020 Mission Summary	17
Financials – 2021 General Fund Budget	18
Financials – 2021 Committee Budgets	19
Financials – 2021 Proposed Terms of Call	20

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# PASTOR'S REPORT

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What a year...

We began 2020 like any other year. It was filled with promise and we fully expected to enjoy all of the fruitful ministry and joyful connection that FHPC brings us with each new year.

But then... COVID-19.

Maybe, like me, you remember the moment when you first realized “this isn’t going to just fade away”... At first it seemed to just be happening someplace far away. Then, once it got nearer to us, it seemed to just be happening to a few people with pre-existing health conditions. Then, day-by-day and week-by-week, it became clearer and clearer that our entire lives were about to change.

Working from home. Schooling from home. Well... EVERYTHING from home for seasons of time in this past year. We learned lessons about avoiding infection. We learned to love others by setting down our own personal freedoms in favor of their health and safety. We struggled with caution-fatigue, just wanting this all to be over, but learned through our effort how to more faithfully love the people around us as an expression of our faith.

I still remember making the decision to cancel our first Sunday service. The week before it had seemed like a really big deal to refrain from shaking hands during the greeting time. Now, we had to forgo worshipping together on Palm Sunday! And then Maundy Thursday. And Good Friday. And then the unbelievable feeling of sitting at home, away from our Faith Family, on Easter Sunday. I’m not sure I’ll ever forget how disorienting that day felt...

BUT... 2021 holds new promise and hope!

We may not know the exact timeline, but the arrival of the vaccine has brought tremendous hope of recovery and renewal not just for our worshipping life together but for the whole world! As greater and greater numbers of our population receive the vaccine, we draw closer and closer to a day when we can move about our city again safely and freely. Praise God!

And... even as I write, your Session is busy planning the beginning of live worship gatherings once again! We’ll have to start outdoors... We’ll maintain our distancing... We’ll sanitize thoroughly... But, we’ll be gathered. And then, as the year goes on, we hope to venture once more into our beloved sanctuary for the thrill of the weekly worship and connection we all remember and long for!

I can’t wait to see what God has in store for us in 2021! And, I’m so thankful to be on this journey beside you!

With love in Christ,  
Pastor Kevin

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# GATHER IN WORSHIP

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The mission of the Gather in Worship Committee of Session (GIW) is to facilitate, support, and oversee all aspects of the congregational worship experience, to enhance fellowship, facilitate a warm and welcoming environment for all visitors, attract and educate inquirers, receive new members, and to promote Fletcher Hills Presbyterian Church to the surrounding community in a positive manner.

Elder Tom Guest served as committee chair through the winter and spring, supported by fellow committee member Elder Dan Decker, who took over as committee chair in the summer and continues to serve in that capacity.

The advent of the COVID-19 pandemic, and the subsequent regulations against meeting in large groups in March, presented the church and the committee with unique challenges this year.

## **WORSHIP & MUSIC**

After the decision was made to pivot to weekly video services in March, all of our staff members worked very hard to make the weekly videos a genuine, uplifting, and satisfying worship experience.

Jonathon Asche, our Media Director, is particularly deserving of our appreciation as he worked, and continues to work, tirelessly to make our worship videos look polished and professional. He has been assisted throughout the process by Jim Hancock, who has lent his technical expertise and experience on a weekly basis.

Our music department which is led by our Music Director, Sarah Suhonen, worked hard to adapt to this new reality. The worship band has been meeting regularly to record music for services. And our organist/accompanist, Patrick Walders, has been recording hymns and postludes for the congregation to enjoy.

Pastor Kevin Womack, Kyle Keys, Bridget Meckley, and Sarah Suhonen have all pitched in to record and submit the various elements of the video worship experience each week, changing it up regularly, and keeping it fresh and engaging.

## **FELLOWSHIP**

The Session hosted its Annual Congregational Meeting and Luncheon on Sunday, February 16, 2020. Thank you to all the volunteers who helped set up and clean up, as well as set up and serve our deli sandwich lunch.

To encourage continued fellowship, weekly, socially-distanced fellowship times on the church patio were held, along with Zoom 'patio' meetings for those who weren't comfortable meeting in person. With increased restrictions, and a surge in the pandemic, it was decided to cancel the in-person meetings, but continue the Zoom meetings.

At the suggestion of Pastor Kevin, the committee decided to begin offering a live YouTube premier of the worship experience on Sundays at 10:00 am. This was followed each week by a Zoom Coffee Hour to encourage and enhance opportunities for fellowship. This was started November 1, 2020, and continues to be successful.

### **PRAYER MINISTRY**

Due to not being in the church for services, the weekly after-service prayer team has been temporarily suspended, but our e-mail prayer chain has been very active during the pandemic.

### **MEMBERSHIP**

With pandemic restrictions, no New Members class was held in 2020, and with Session approval, no action was taken on the Annual Review of Membership Rolls.

### **LOOKING AHEAD**

In spite of a global pandemic, our congregation continues to worship God every week! We are working through this tough time together, continually seeking God's guidance.

In light of the arrival of the long hoped-for vaccine, and the eventual cessation of infections and restrictions, we are looking forward to worshipping together in person as soon as it is safe. We are in the beginning stages of planning outdoor services as a possible first step.

We thank God for His many blessings, mourn with those who have suffered loss, and look forward to the time when we are together again in His House!

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## **GROW IN FAITH**

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The Grow In Faith Committee of Session (GIF) is comprised of Elder Mike Smith (Chair), Elder Jim Reisweber, and staff liaisons Pastor Kevin Womack, Director of Faith Formation & Mission Bridget Meckley, and Director of Children and Student Ministries Kyle Keys. Together, we work to discern and plan faith formation activities for all ages. These include Small Groups, children's Sunday School, adult classes, multi-generational events like the Fall Retreat, special programs, and Student Ministries.

### **CHILDREN'S MINISTRY**

2020 started out just like any other year. Our programs included opportunities for all ages of children. Infant care, a preschool program, and Sunday School classes for children in kindergarten through fifth grade were offered. Then everything changed... and so did we.

In previous years, we would be anticipating our live, in-person Vacation Bible School. This year our team of dedicated volunteers had to shift. The focus became virtual. This meant completely rethinking how to get the message of God's love and power out to the kids who

would have been onsite. The result was to do a video series that would be available to anyone. This year's theme was "Rocky Railway – Jesus' Power Pulls Us Through". It was produced by Kyle Keys and 19 dedicated High School and College students. It remains available on YouTube. Trunk-or-Treat made a modified return this year and was well received.

### **STUDENT MINISTRY**

Kaleo mid-week gatherings started with a new opportunity called 426. This was a time for students to come to church to do homework or just hang out from 4pm to 6pm on Wednesdays. In late March, the group shifted to online gatherings. This still allowed the students to have some contact, albeit online. This kind of meeting helped keep the students engaged. Game nights still continued. Discussion series included the topics "How To Be Alone", "Control", and "Change" along with a video series called "Make it Better". These series have been a welcome bit of the "regular" in this irregular year.

### **ADULT FAITH FORMATION**

Weekly Adult Education Classes had begun and included Sunday morning classes, Monday Women's Bible study and Precept classes on Tuesdays.

### **SMALL GROUPS**

All in-person classes were postponed. We made the move to virtual, online classes and we have done a good job of navigating Zoom. Bible Studies, Book Clubs, Missional Groups, and Social Groups have all been offered. There were also Patio Zoom meetings. In 2020, as awareness arose in our country, we began discussing the nature of systemic racism. The use of podcasts for discussion in addition to book studies and a workshop called "How To Talk To Your Racist Uncle", led by Angel Joi Swanson, were helpful opportunities to learn.

Fall Retreat made its way to the beauty of Dos Picos County Park. There were a number of participants who brought trailers, tents, and RV's while others used the on-site cabins. It was a great time of fellowship, rest, and rejuvenation. While difficult because of social distancing, our church body was up to the task!

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## **GO IN MISSION**

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2020 has been a year when the Go In Mission Committee (GIM) has continued to partner with organizations that meet the incredible needs of those around the world and in our local community. Through the continued financial and hands-on support and generous hearts of our faith family at Fletcher Hills, we have employed new and creative ways to support our mission partners. We have expanded our view as we look for unmet and under-resourced needs in our local community and for organizations ready and able to address these needs. This has opened new doors for us as well as deepened relationships with organizations we know well.

Even while most of our work in 2020 was virtual, we held our first Mission Roundtable, by Zoom, facilitated by our Director of Formation & Mission, Bridget Meckley. Representatives from Baja Presbyterian Missions, Bethlehem Food Pantry, Safe Families For Children, Children of the Nations, and New Day Urban Ministries all shared about the serious ways the families they serve were being affected by the COVID pandemic. While much of this discussion focused on how FHPC could provide support during this time, our partners identified ways they could collaborate among each other. All shared their overwhelming need for prayer for the families they serve and for their organizations.

At the beginning of the year, our Committee initiated a focus on Biblical Hospitality. Although COVID concerns made it problematic for families to be involved right away, two new partners were introduced in the fall of this year. The first, Safe Families For Children, focuses on providing temporary housing for children whose families are experiencing a crisis that precludes them from safely caring for their children. In addition to hosting a child, this support offers an opportunity for the Church as a whole and individuals to help support the families who are providing the much-needed care. For many families, Safe Families has enabled them to stay out of the Child Welfare System. In many cases long-term relationships between host and biological families have developed that endure for years.

The second new Biblical Hospitality partner we introduced is Host Homes. Host Homes works to provide a stable living situation for older teens and young adults who are experiencing homelessness. Host families provide short-term housing and support these young people in successfully transitioning to independent adulthood. Host Families receive a stipend to help cover the cost of an additional person in the household.

A third opportunity for Biblical Hospitality is in providing housing for an asylum-seeking family as they go through the legal process of becoming citizens of the United States. In the spring, one of our small groups did much of the groundwork to investigate the legal and other details that would be involved in supporting a family in this way. After presenting their findings to Session, a committee was formed to look further into the logistics of providing an apartment at our facility. We recently used dedicated missional gifts, which had been put aside for such purposes, to hire an architect to draw up plans for the living space. This will allow us to have a better idea of El Cajon City regulations and the cost of construction, allowing us to determine whether we can move forward. We are excited about the long-term possibility this presents for us as a faith family.

Our relationship with Children of the Nations grew significantly this year. We were able to help provide the funds for a full-time nurse who visits families in Bellevue, Haiti. She provides much needed health education, hygiene supplies, and health checks on pre-existing health issues and COVID protection protocols. Additionally, in the fall we provided food for 150 children currently being served by COTN's after school program in the village.

The Bethlehem Food Pantry, just down the hill in El Cajon, saw the number of families they serve more than double this year to over 300 families each week. While many of our members were unable to continue volunteering in person due to COVID restrictions, a few have been able to restart their volunteer time as new protective protocols have been introduced. The Pantry is grateful for those who have been able to offer much-needed help in stocking shelves and preparing bags for distribution. FHPC has been able to help support



the Pantry through both monetary donations and with food collected at our Mission drive-thrus. At one drive-thru event we completely filled the back of a pick-up truck with items and at another, we collected over 100 jars of peanut butter.

Baja Presbyterian Missions, a long-term partner, has been on the front lines of the devastating effects of COVID south of the border. The staggering death tolls found their citizens without the resources to get medical care or even bury their love ones. Baja Presbyterian Missions had several of their pastors infected with COVID while they struggled with few resources to help their communities. Our committee increased the monetary allocation to Baja Presbyterian Missions during this critical time. We collected hand sanitizer and masks, many of which were made by our quilters, friends, and families from across the country.

Our schools have been hit hard this year in meeting not only the educational needs of their students but also the daily necessities for families hit hard by the pandemic. It is estimated that more than 1 in 3 families with children in San Diego are experiencing economic hardship.

This year we began a relationship with Northmont Elementary, located 1.2 miles from FHPC. Northmont Elementary has seen a large increase of students needing help. Currently 85% of their student's qualify for free and reduced lunch. We were able to provide Christmas gifts for 15 families through gift cards collected at our Missions drive-thru in December. We also supported other local San Diego County students by providing funds to Care House to help fill 100 backpacks for students in shelters and low-income homes and by collecting games to fill stockings at Christmas time.

Another long-term partner that we served through our Mission drive-thru was New Day Urban Ministries (formerly Presbyterian Urban Ministries) for whom we gathered donations of socks and underwear. We also have several members who continue to regularly volunteer and bring donations to their site in Golden Hill.

As we look to 2021, we are overwhelmed when we see the needs of our world, grateful for the small ways in which we are able to come beside those in need, and hopeful for the future of the families we were able to touch. We are aware that our church family supports many deserving organizations far beyond what they do through FHPC. We are grateful for the gifts and generosity of our FHPC family and the work we can do together.

We are looking forward to being available to our community and partners as we look to 2021. We will be continuing with a quarterly drive-thru and will open these to our immediate neighbors with local outreach through NextDoor and Facebook. We thank you for all your support and ask for your continued prayer and commitment to meeting the needs of our neighbors – locally, regionally, and around the world.

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# ADMINISTRATION COMMITTEE

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Members of the 2020 Administration Committee were Daniel Dugan (Chair), Daniel Kingsbury, Tom Burgeson, and staff/volunteer liaisons Jean Service and Tom DiFiore. Due to an employment transfer, we said farewell to Dan Dugan in mid-December. Our entire Church Family will miss the Dugans.

The Administration Committee of Session handles the departments of Facilities, Personnel, and Finance. As everyone will agree, 2020 has been a year of challenges. When Covid-19 required FHPC to stop having in-person worship services, and the Preschool to shut down on March 13, 2020, none of us could imagine that our lives would be so dramatically affected. One of the main areas of focus for the Administration Committee was to be sensitive to any potential financial changes that would affect FHPC and the Preschool. When the federal government released the Payroll Protection Program, FHPC was able to secure a grant in the amount of \$171,100, which covered Preschool and Church payroll for the months of May, June, and part of July.

Prior to our COVID shutdown, we were able to repair several leaks on the roof of the Admin Building and make fascia repairs to Calvin Center where the shade sails are attached. During COVID shutdown, the Preschool was able to complete its long-anticipated and much-needed renovations. They had been fund raising for these repairs for several years, so the dedicated funds were already raised and set aside. While modest in nature, these renovations make the classrooms brighter, more functional, and safer for the children and teachers. Everyone wishes we could have had an Open House as “the big reveal”!

A shut down of activity on campus, together with the societal changes brought about by COVID, has resulted in a substantial increase in vagrant and vandalism activities. FHPC has contracted with Security First to patrol the campus twice a night to ensure the safety of our campus and, most importantly, to provide a safe workplace for our Preschool teachers when they arrive each morning at 7am.

The Admin Committee thanks you for your unwavering financial and spiritual support through the difficult times known as 2020. We join you in looking forward to a safe and prosperous 2021, a year where we are again able to worship together in some new, yet unknown way. Onward and upward to a year where we see and experience God's love in our daily lives!

Blessings in 2021 from your Administration Committee!

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# PRESCHOOL REPORT

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Although there are so many details of 2020 that could (and possibly did) make your heart break, I'd like to begin our report from a different angle. I am humbled by the ways God showed up at Fletcher Hills Presbyterian Preschool in 2020. I am grateful for a staff that showed up bravely and confidently for the children who needed care during a pandemic. I am excessively proud of all that we accomplished in 2020, although on paper it may not look like much to be proud of. We began the year, and we ended the year all in one piece. I am cognizant that not every business survived the past year, so that is an important piece of our 2020 story. As I attempt to share what our last year looked like, I want you to see all that we have to be grateful for here!

**JANUARY** – Preschool began accepting credit card payments. What a blessing that God prepared our school for contactless payments two months before the pandemic hit.

**FEBRUARY** – In preparation for our “big summer remodel” that we spent about ten years fundraising for, we submitted waivers to utilize all different classroom spaces across campus while our preschool spaces were under construction.

**MARCH** – Out of an abundance of caution due to COVID, the Preschool closed our doors on Friday, March 13<sup>th</sup>, for what we assumed would be a few weeks. We had no idea on that Friday afternoon what would happen to the world over the next months.

During the second half of March, we did everything we could to maintain connection with our Preschool families. We held a virtual Spirit Week and utilized our social media pages to maintain connection and any normalcy for our students that we could offer.

**APRIL** – April was filled with heavy days and lots of hard, heavy decisions. It seemed that just when we had decided on a plan, the situation or the guidelines would change. We made the decision that the safest option for the staff and students of Fletcher Hills Presbyterian Preschool would be to keep our school closed until we could reopen calmly and confidently, likely in the fall. We didn't know when that would be, but we knew it wasn't the right time to re-open just yet.

A drive-thru style goodbye parade was organized for the end of April so families could pick up their child's belongings that were left in the preschool and we had a chance for a brief, but safe, goodbye. This was the first time many families and staff had left their homes in weeks. It was heartbreaking but wonderful to see our preschool families. Seeing our students in masks was hard – the reality of the pandemic was real this day. Our students couldn't see our smiles when we told them how much we had missed them. They couldn't see our expressions when we told them how much we loved them. We couldn't hug them when we said our goodbye. I prayed blessings of health on each car that drove through that day. What a terribly hard day that was.

**MAY** – The Church and Preschool received a PPP grant. The implications of these funds were huge. Because these funds were received to help with payroll, we knew the Preschool could move forward with the planned remodel in June and July. For all the dreams that were shattered and difficult decisions made in 2020, one bright spot was definitely being able to move forward with the Preschool remodel of the 59 year old classrooms!

**JUNE** – The noise of construction and smell of new materials filled the Preschool hallways. The remodel meant so much more than just new flooring and paint. The remodel of our 59 year old classrooms was a sign of hope. Although the classrooms were void of the noise and laughter that typically fills the air around the school, the remodel was a sign of hope that we would welcome students and teachers back into those spaces. Hope was something that was practically extinct in 2020, so to find it in the remodel was a blessing!

**JULY** – By mid-July, the remodel was complete! We could reopen those classrooms to the teachers to prepare for the students to return in August. We were nervous and excited all at the same time. We also decided that we had the resources and space to open up a School Aged Distance Learning Pod for children to come and sign in to their distance learning classes while their parents were at work. This program would open in August at the start of the new school year with 14 students enrolled.

**AUGUST** – Monday, August 3<sup>rd</sup>, 143 days after closing our doors in March, we were ready to safely reopen Fletcher Hills Presbyterian Preschool to provide necessary childcare and early learning opportunities to children of essential workers. Later in the month, we held a fundraiser hoping to raise funds to help narrow the huge operating deficit we face. This fundraiser successfully raised over \$5,000 for our school in 4 days! God is so good.

**SEPTEMBER** – Smooth sailing... everyone remained healthy and happy and we were getting into a good groove with the intense sanitizing and disinfecting rules.

**OCTOBER** – For Halloween, we decided to create some safe joy for these kiddos and held a campus-wide scavenger hunt for each individual classroom. The joy and excitement on this party day was tangible!

**NOVEMBER** – The Preschool's Annual Thanksgiving Feast had to be cancelled due to the COVID restrictions and safety measures, but we navigated our way through. Each class held their own individual feast in their classroom!

**DECEMBER** – Our Annual Christmas Concert could not happen safely, but there was no need to cancel the concert altogether. We invited the kids to dress up and sing their special song and “went live” on our social media pages for parents to join in. It was so fun to have a Christmas event to look forward to on campus, even though it was hard to not have the opportunity to invite parents. The reality of the pandemic hits hard in moments like these.

Possibly the best news of 2020 that I can share with you is that we ended the year healthy and happy! Enrollment is low, finances are challenging, but all are happy and healthy at the Preschool. God has provided for our school in so many ways in 2020!

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# DEACONS REPORT

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2020 brought together a dedicated, enthusiastic group of Deacons whose activities were sharply curtailed beginning in March due to the COVID-19 pandemic.

Here are some of the highlights of our Deacon Board's activities:

## GATHER IN WORSHIP

**Decorations:** Rod Smith and Bill Bergen (also on Special Events)

Christmas decorations placed on the sanctuary dais during the Advent Season and the scheduled rotation of the sanctuary banners was maintained.

**Communion:** Glenn Carson, Vicki Takahashi, and René Craig

Communion was provided at all of our worship services until live services were temporarily cancelled in March.

**Memorials:** Judi Ravetti, Paul Williams, and Judy Enright

The facilitation of memorial services was dramatically curtailed by COVID requirements in 2020, though our team remained ready to help.

## GROW IN FAITH

**Friends in Need:** Siobhan Warren and Jean Nelson

Provided meals (via Meal Train) when requested by members of the congregation. Members also provided updates to the Prayer Chain and facilitated Prayer Quilt distribution as a form of comfort to members of the church family.

**Friends at Home:** Milt Takahashi and Kayla Portillo

Provided assistance to those in the church family with limited and/or restricted mobility which included phone conversations, get well and sympathy cards, Communion provided when requested (if visitation was allowed).

**Flowers:** Susie Vasi, Adele Wagner, and Kathy Brenner

A group of talented individuals provided floral arrangements (taken from the larger donated arrangements each week) and distributed them to church members recovering from illnesses, surgical procedures, having birthdays or other special needs or occasions.

**Go in Mission:** Jean Nelson

Deacon Jean Nelson recently volunteered to be part of Session's Go In Mission Committee. The Deacon Fund was able to assist several families connected to FHPC. Several Deacons have also volunteered at the Bethlehem Food Pantry and at New Day Urban Ministry.

**Executive Board:** Moderator (Laurie Decker, Larry Nelson), Vice Moderator (Larry Nelson) and Secretary/Treasurer Siobhan Warren have led the Deacons' meetings via Zoom. While there has been a diminution of Deacon activities, all our Deacons have been conscientious about maintaining contact with our parishioners throughout year.

## MEMBERSHIP STATISTICAL REPORT

### MEMBERSHIP STATISTICAL REPORT FOR 2020

Total Active Membership 01/01/2019: **166**

Additions to Active Membership

Profession	0
Reaffirmation	0
Certificate	0
Returned to active	<u>0</u>
Total:	0

Losses to Active Membership

Deceased	6
Certificate	0
Moved	0
Others	<u>9</u>
Total:	15

Total Active Membership 12/31/2020: **151**

# BALANCE SHEET

Year Ending December 31, 2020

## ASSETS:

### Cash:

CA Bank & Trust - Checking	\$	119,204
CA Bank & Trust - Money Market	\$	162,687
First Republic Bank - Money Market	\$	16,473
Special Funds - Edward Jones Acct 062019	\$	124,439
Endowment - Edward Jones Mutual Funds	\$	201,267
Petty Cash	\$	200
Total Cash	\$	624,270

### Fixed Assets (per 12/31/2014 Review):

Land	\$	285,045
Building	\$	1,776,648
Equipment	\$	76,977
Furniture & Fixtures	\$	93,278
Construction in Progress	\$	-
Subtotal Fixed Assets	\$	2,231,948
Less Accumulated Depreciation	\$	(1,105,553)
Total Fixed Assets	\$	1,126,395

**Total Assets** \$ 1,750,665

## LIABILITIES & EQUITY:

### Liabilities:

Paycheck Protection Program Loan (05.06.2020)	\$	171,100
<i>* Note - Forgiveness application submitted - full forgiveness expected</i>		
Total Liabilities	\$	-

### Equity:

General Operations	\$	137,254
Endowment	\$	201,267
Deacon's Fund	\$	4,486
Preschool	\$	128,197
Special Funds	\$	153,065
Investment in Assets	\$	1,126,395
Total Equity	\$	1,750,665

**Total Liabilities and Equity** \$ 1,750,665

# INCOME STATEMENT

Year Ending December 31, 2020

## GENERAL FUND

### INCOME:

General Fund	\$ 424,981
Loose Offering	\$ 7,013
Preschool Facility Use	\$ 6,800
Outside Groupa Facility Use	\$ 890
Interest	\$ 223
Outside Memorials	\$ 270
<b>Total Income:</b>	<b>\$ 440,177</b>

### EXPENSES:

Gather in Worship	\$ 10,095
Grow in Faith	\$ 3,714
Go in Mission	\$ 7,524
Admin - Personnel	\$ 341,574
<i>* Note - PPP covered payroll expenses of \$64,938 are included above (May, June &amp; Ju</i>	
<i>* Note - Board of Pensions forgave \$10,538 (3 months) of dues).</i>	
Admin - Facilities	\$ 73,866
Admin - Finance	\$ 2,141
Per Capita	\$ 3,408
Loan Payments	N/A
<b>Total Expenses:</b>	<b>\$ 442,323</b>

**Total - Surplus / (Shortage):** **\$ (2,146)**

### RESERVE FUNDS:

General Fund Reserve as of: 12/31/2020	\$ 137,254
Minimum Reserve (One Month Expenses)	\$ 41,523
<b>Available Reserve:</b>	<b>\$ 95,731</b>

OTHER FUNDS	Starting Balance	2020 Income	Dedicated Funds	2020 Expenses	Ending Balance
Endowment Fund	\$ 180,615	\$ 20,651		\$ -	\$ 201,267
Deacons Fund	\$4,486	\$ -		\$ -	\$4,486
Preschool	\$240,665	\$ 442,713	\$ (24,009)	\$ 531,172	\$128,197
Special Funds	\$239,781	\$ 47,825		\$ 134,540	\$153,065



# 2020 MISSION SUMMARY

## General Fund - Mission Committee

Local / Regional / Neighborhood Missions	\$ 260		
International	\$ 7,264		
Special Mission Projects	\$ -		
	<u>\$ 7,524</u>	=	\$ 7,524

## General Fund - Deacons

Member Care (in General Fund)	\$ 517		
Other Care	\$ 1,349		
	<u>\$ 1,866</u>	=	\$ 1,866

## Special Funds - Special Offerings

Thanksgiving Eve Offering - <i>Not used in 2020</i>	\$ -		
Youth (for Compassion International)	\$ 486		
Children Lenten Boxes - <i>Not used in 2020</i>	\$ -		
	<u>\$ 486</u>	=	\$ 486

## Fellowship Groups - Mission & Cargo

\$ 1,450

\$ 11,326

## Volunteer Time

Presbyterian Urban Ministries (PUM)  
Good Shepard Ministry / Bethlehem Food Pantry

# 2021 GENERAL FUND BUDGET SUMMARY

Session Approved - January 12, 2021

	2020 Budget	2021 Budget	Change
<b>Income:</b>			
Envelope Giving	\$ 456,064	\$ 380,000	\$ (76,064)
Loose Offering	\$ 8,819	\$ 7,013	\$ (1,806)
Church School	\$ -	\$ -	\$ -
Preschool Use Fee	\$ 27,200	\$ 1,200	\$ (26,000)
Facility Use	\$ 2,920	\$ 890	\$ (2,030)
Interest Income	\$ 599	\$ 112	\$ (487)
<b>Total Anticipated Income:</b>	<b>\$ 495,602</b>	<b>\$ 389,215</b>	<b>\$ (106,387)</b>
<b>Expenses:</b>			
Gather in Worship	\$ 21,650	\$ 18,050	\$ (3,600)
Grow in Faith	\$ 15,100	\$ 7,750	\$ (7,350)
Go in Mission	\$ 15,900	\$ 15,900	\$ -
Admin - Personnel	\$ 358,218	\$ 356,001	\$ (2,217)
Admin - Facilities	\$ 82,950	\$ 88,892	\$ 5,942
Admin - Finance	\$ 1,070	\$ 1,670	\$ 600
Per Capita	\$ 3,393	\$ 3,078	\$ (315)
Loan Payments	N/A	N/A	
<b>Total Anticipated Expenses:</b>	<b>\$ 498,281</b>	<b>\$ 491,341</b>	<b>\$ (6,940)</b>
<b>Budget Surplus / (Shortage)</b>	<b>\$ (2,679)</b>	<b>\$ (102,126)</b>	

Reserve Fund as of 12/31/2020	\$ 137,254
Minimum Reserve Amount (One Month's Expenses):	\$ 40,945
<b>Available Reserve:</b>	<b>\$ 96,309</b>

## 10 Year Historical Summary

Year	Income	Expenses	Surplus / (Shortage)	Difference
2020	\$ 440,177	\$ 442,323	\$ (2,146)	-0.5%
2019	\$ 495,952	\$ 474,093	\$ 21,859	4.6%
2018	\$ 482,416	\$ 479,502	\$ 2,914	0.6%
2017	\$ 564,065	\$ 551,865	\$ 12,200	2.2%
2016	\$ 552,849	\$ 561,101	\$ (8,252)	-1.5%
2015	\$ 578,707	\$ 601,273	\$ (22,566)	-3.8%
2014	\$ 609,495	\$ 589,329	\$ 20,166	3.4%
2013	\$ 566,641	\$ 568,656	\$ (2,015)	-0.4%
2012	\$ 589,497	\$ 556,152	\$ 33,345	6.0%
2011	\$ 555,201	\$ 559,469	\$ (4,268)	-0.8%

# 2021 GENERAL FUND BUDGET COMMITTEE DETAIL

## ADMINISTRATION - PERSONNEL:

Salaries	\$ 283,145
Professional Expenses	\$ 8,750
FICA / SECA	\$ 13,170
Workers Compensation Insurance	\$ 1,414
401(b) Contribution	\$ 7,370
PC(USA) Board of Pensions	\$ 42,152
Staff Development	\$ -
Total:	\$ 356,001

## ADMINISTRATION - FINANCE:

Endowment	\$ -
Bank Fees	\$ 50
Card Processing	\$ 1,500
Real Estate Tax	\$ 120
Annual Review	Internal
Total:	\$ 1,670

## ADMINISTRATION - FACILITIES:

Admin - Insurance	\$ 9,100
Admin - Janitorial Supplies	\$ 1,500
Admin - Payroll Service	\$ 2,000
Admin - Postage & Equip	\$ 600
Admin - Refuse Disposal	\$ 3,612
Admin - Session	\$ 400
Bldg - Bldg Maint. & Repair	\$ 12,000
Bldg - Landscape Maint.	\$ 1,000
Bldg - Fire Ext. Service	\$ 600
Maint Cont - Copier Contract	\$ 5,500
Maint Cont - Elev Maint.	\$ 1,700
Maint Cont - Janitorial Service	\$ 10,000
Maint Cont - Pest Control	\$ 750
Maint Cont - HVAC PM Maint.	\$ 3,500
Maint Cont - Security	\$ 11,880
Office Expenses	\$ 2,850
Technology	\$ 4,600
Util - Telephone	\$ 3,600
Util - Water & Sewer	\$ 2,700
Util - SDG&E	\$ 11,000
Util - Solar Loan Repayment	\$ -
Total:	\$ 88,892

ADMINISTRATION - PER CAPITA: \$ 3,078

## GATHER IN WORSHIP - WORSHIP:

Holiday Programs	\$ 200
Instrument Maintenance	\$ 300
CCLI (Copywrite License)	\$ 600
Guest Pastor Honorarium	\$ 450
Music Guest & Subs	\$ 2,000
Visual Images	\$ 250
Development	\$ 1,000
Audio Equipment	\$ 200
Pray Training	\$ 50
Video Equipment	\$ 400
Worship Supplies	\$ 1,450
Total:	\$ 6,900

## GATHER IN WORSHIP - HOSPITALITY & MEMBERSHIP

New Members	\$ 400
Sunday Morning Fellowship	\$ 750
Web Site	\$ 400
Advertisement / Directory	\$ 1,000
Congregation Mtg. Lunch	\$ 900
Deacons	\$ 7,700
Total:	\$ 11,150

## GROW IN FAITH - CHRISTIAN EDUCATION:

Church School Curriculum	\$ 250
Teacher Prep & Supplies	\$ 125
VBS General Fund	\$ 500
Family Ministry	\$ 125
Adult Ministry	\$ 500
Retreats	\$ -
Child Care	\$ 1,250
Jr/Sr High Ministry	\$ 5,000
Total:	\$ 7,750

## GO IN MISSION:

Special Missions	\$ 1,500
Neighborhood Mission	\$ 4,200
International Mission	\$ 10,200
Total:	\$ 15,900

# 2021 TERMS OF CALL

Session Approved 01/12/2021 / Pending Congregation Approval

		2020		Proposed 2021	2020-21 Change
<b>Rev. Dr. Kevin Womack, Lead Pastor</b>					
<u>Salary</u>					
Cash Salary:		\$ 25,000		\$ 25,000	\$ -
Housing		\$ 75,000		\$ 75,000	\$ -
Total Salary:		\$ 100,000		\$ 100,000	\$ -
<u>403(b) Retirement Savings</u>					
Contribution		\$ 7,370		\$ 7,370	\$ -
Subtotal - Compensation		\$ 107,370		\$ 107,370	\$ -
<u>Other</u>					
SECA Reimbursement on Salary	7.65%	\$ 7,650	7.65%	\$ 7,650	\$ -
Tax Reimbursement on SECA	28.0%	\$ 2,142	28.0%	\$ 2,142	\$ -
<u>Administrative Cost</u>					
to Board of Pensions of PC(USA)					
Pension	11.0%	\$ 12,046	8.5%	\$ 9,309	\$ (2,738)
Death/Disability	1.0%	\$ 1,095	1.5%	\$ 1,643	\$ 548
Medical	25.0%	\$ 27,378	27.0%	\$ 29,568	\$ 2,190
Total BoP:	37.0%	\$ 40,519	37.0%	\$ 40,519	\$ -
Optional - Dental		\$ 1,632		\$ 1,752	\$ 120
<u>Expense Reimbursement</u>					
Auto		\$ 1,000		\$ 1,000	\$ -
Study		\$ 1,500		\$ 1,500	\$ -
Professional		\$ 1,750		\$ 1,750	\$ -
<b>Total Package:</b>		\$ 163,564		\$ 163,684	\$ 120
<u>Leave</u>					
Vacation		4 Weeks		4 Weeks	N/C
Study		3 Weeks		3 Weeks	N/C