



Fletcher Hills

PRESBYTERIAN CHURCH

2021 Annual Report



GATHERINWORSHIP



GROWINFAITH



GOINMISSION

FHPC STAFF

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

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PASTOR'S REPORT

“What a year”... That’s how I started last year’s Pastor’s Report. Little did I know at the time that we weren’t even close to through with this pandemic.

And we are tired. All of us are tired. When something traumatic like a pandemic hits, we all dig deep for the strength to withstand and endure it. We’re able to do so because we know it is only temporary; it won’t last forever. But, that’s what made 2021 so challenging.

Methodist Pastor Jenny Smith called 2021 “The Second Marathon” for churches. You get to the finish line, you’re filing through the finishing chute alongside other exhausted athletes, you’re awaiting your medal, and as the people clear away before you, you realize you’re right back on the starting line with 26.2 painful miles to go... No wonder we’re tired!

The first marathon was 2020. We closed our in-person worship gatherings. We figured out how to produce videos that could call us all to worship each Sunday. We discovered Zoom and figured out how to experience fellowship and Bible study while gazing into a camera and interacting with a screen filled with boxes. And as we came to the end of the year with the hope of returning to “normal”, we welcomed 2021 with joy!

And it seemed that way at first. Normal again. There we were on Easter Sunday, gathered IN-PERSON on our patio for worship. And by the time we reached the last Sunday in May, we moved back into the sanctuary. Finally, we were back! But, while we’ve continued to worship in-person in our Sanctuary each Sunday since then, things have not returned to normal.

Our in-person attendance is significantly lower than it was before the pandemic. We struggle with the experience of worshipping in masks. Some are angry that we still require masks. Others don’t think we’re taking safety seriously enough. And with variant after variant changing the pandemic landscape week by week, we just can’t say what 2022 will look like. I made that mistake last year. I’m not going to make it again.

HOWEVER... that does not mean I am without hope. I am filled with hope. The change and fatigue have been so overwhelming that it’s become beyond clear to me that I am not in control of the future of FHPC. Session isn’t either. Our members? Nope. God is. God alone.

And the sooner we surrender our hope of any kind of control, the sooner we will feel the exhilarating rush of the Holy Spirit’s power filling our sails, providing us strength, offering life-giving respite, and taking us in whatever direction the Spirit desires.

Who will FHPC be as we move into the future? What new forms of worship and ministry will the Spirit reveal? In what new ways will we be transformed? I can’t wait to find out. And I hope you will join me on this journey!

With love in Christ,
Pastor Kevin

GATHER IN WORSHIP

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 promote Fletcher Hills Presbyterian Church to the surrounding community in a positive manner.

The GiW committee is comprised of Elder Dan Decker (chair), Elder Jim Hancock, and staff liaisons Pastor Kevin Womack and Director of Music Sarah Suhonen.

Because of continuing Covid-19 concerns, our worship services were initially preproduced by our Media Director, Jonathan Asche, and made available each week on our YouTube channel just they had been done since Palm Sunday in 2020.

However, with the Covid-19 situation improving as Easter approached, our Session gave approval to purchase additional equipment in order to be ready for an in-person worship service on our patio and a live-stream of each Sunday's service. The GiW committee worked with Session through much discussion and prayer to be able to finally go back to an in-person service with the safety of worshipers as our main concern. It was decided that an outside service in an open area would be the safest way to proceed. Session then approved our first live service and live-streaming for Easter Sunday, April 4th. All this was possible through the dedicated efforts of our Deacons, church staff, and many volunteers.

Jonathan Asche and Jim Hancock worked tirelessly to organize our live-stream equipment on the patio, so that worshipers who were not comfortable with in-person worship could still participate.

The Deacons provided a volunteer setup and teardown crew each week, as well as greeting members as they entered the patio, and providing them with single-use Communion cups, which were acquired for this purpose.

The Praise Band, led by Director of Music Sarah Suhonen, worked hard to transition to outdoor worship, moving equipment and creating a balanced outdoor sound that worked with both the patio worshipers and the live-stream.

Worship on the patio had to be cancelled on May 2 and May 16 due to inclement weather. Many thanks to those who worked hard to transition to live-streamed services in the Chapel on those Sundays.

With the continued improvement in Covid-19 numbers at the time, it was decided, with Session approval, to resume in-person worship in the Sanctuary on May 30, following all CDC guidelines for in-person gatherings. The service continues to be live-streamed for worshipers who are not comfortable with in-person worship.

All during the Covid shutdown of our in-person worship, Sarah worked with the choir via weekly Zoom rehearsals. We were truly excited to be able to bring the choir back in person at our July 11th service.

Pastor Kevin Womack met individually with inquirers for new membership on an ad hoc basis and 3 new members were welcomed on Sunday, September 26. Joseph Volker, Mia Volker, and Alison Decker were received into membership by reaffirmation of faith, and Jadon Volker, son of Joseph and Mia, was baptized.

Sunday, September 2 was designated as Preschool Sunday, and the 60th anniversary of the preschool was celebrated.

The wedding of Siobhan Warren and Trevor Schulte took place in the Sanctuary on Friday, October 15 and a reception followed on the patio.

Prayer Partners were reorganized and started being available for prayer after the worship service on Sunday, October 17. The teams were organized by June Dudas.

Three Advent Gatherings were held during the Advent season. An Advent Labyrinth on December 1 and 8 in the Youth Center was presented by Lorna McMurray. Week 1 was “Preparing for the Journey” and Week 2 was “Receiving and Giving Gifts”. Each week included a scripture, silent reflection, and walking the Advent Labyrinth. Our final Advent Gathering was held on the patio on the evening of Wednesday, December 15. Thanks to Misha Schreiber and her volunteers for setup and refreshments, and to the members of the choir who led caroling.

A Christmas Eve service was held in the Sanctuary on Friday, December 24.

Our congregation was blessed with multiple dedicated volunteers this year. Tom DiFiore volunteered during all of our worship services to help make live worship possible. Misha Schreiber and Susan Ruff ran the greeting table every Sunday. Jim Hancock volunteered each Sunday to provide our YouTube live-stream. The praise team members and choir volunteered their time for our worship music. Vicki and Milt Takahashi were vital volunteers for all of our events.

We appreciate the dedication of our staff through this year of change. Pastor Kevin Womack, Director of Children & Student Ministries Kyle Keys, and Director of Formation & Mission Bridget Meckley, who led us in worship every week, as well as our Director of Music Sarah Suhonen and our accompanist Patrick Walders, who created beautiful music for our services.

GROW IN FAITH

The Grow in Faith Committee (GiF) is a multi-faceted group that helps to promote the continued journey of our faith and understanding of the Father, Son, and Holy Spirit. The committee is made up of Elder Mike Smith (Chair), Elder Jim Reisweber, Pastor Kevin Womack, Director of Formation & Mission Bridget Meckley, and Director of Children & Student Ministries Kyle Keys.

FALL RETREAT

Dos Picos County Park was the location of our Fall Retreat in 2021 and 15 from our congregation were there. This year's retreat will again be at Dos Picos on October 7-9.

CHILDREN'S MINISTRY

In 2021 we continued to have online videos for our children's Sunday school. We started the year learning from the New Testament. VBS came back in-person with a much smaller, but very excited, group of students and volunteers. During our outdoor worship the children's sermon returned and, when indoor worship resumed, so did Sunday school.

STUDENT MINISTRY

We were able to move from online meetings to being able to meet outside in the courtyard while wearing masks and being socially distant. We started the year with a series called "New". This year, Kyle saw the need of our students to "see" each other even though they couldn't be in-person. He created a group for students who enjoy an online game. When it was deemed safe, in-person inside gatherings resumed and were a welcome change. The students ended the year with the Kaleo Championship, an 80's themed game night with a dinner held outside and a Kaleo Christmas Party.

COLLEGE MINISTRY

A group of post-high school folks started meeting online from their various locations around the country during 2021 and many were able to meet in-person over Christmas and New Year's. They continue to meet each week online.

ADULT MINISTRY

No adult classes were offered at the beginning of the year, but we were able to start back up in-person toward the end of the year with a Sunday morning study of Philippians.

SMALL GROUPS

Small Groups were offered online with a book study, Bible Study, and a study on race relations. Through the year our various Small Groups met online and in-person when appropriate. Each of the 3 sessions in 2021 involved 25-30 participants. A sermon-based small group will return for 2022, along with two additional small group sessions planned for the year.

GO IN MISSION

As the pandemic continues, 2021 has been a year in which the Go In Mission Committee has seen increasing needs for the most vulnerable. During this time, our FHPC family has continued to respond to the incredible needs of our world and community. We have joined our mission partners in helping to meet the needs of local and world communities with your prayers, general giving, and contributions to our quarterly Mission Drives.

MISSION PARTNER ROUNDTABLE

Early in January 2022, we held our second Mission Partner Roundtable. This has become a valuable time for checking in with our Mission Partners. During the roundtable, all of our partners expressed the importance of their relationship with FHPC and the impact that it has made in their ministries over the past year. Overwhelmingly, they expressed they are being challenged to be flexible and patient in a time when the needs are growing and changing. They are not only working to help meet immediate needs, but to become advocates for long term needs and changes. Through all this many of our partners are renewing their vision and birthing new and expanding ministries. They value all of our prayers as we join in the spiritual and physical battles to combat homelessness, poverty and illness, and to support accessible education. They mentioned not only the value of our monetary support, but also the consistency and commitment of our volunteers, many of whom they mentioned by name because they know them well. It was clear that during these difficult times our relationships have deepened.

CHILDREN OF THE NATIONS

Our relationship with Children of the Nations has continued during a year that has been overwhelming for the citizens of Haiti. They are experiencing unprecedented need. This past year Haiti has experienced a 30% inflation rate and the malnutrition rate has doubled. Haiti has been hit with not only COVID, but with the assassination of their President, a devastating earthquake, and increased gang violence. Because of this, it has been almost impossible for international organizations to visit and bring assistance. However, because of their ongoing presence in the country, Children of the Nations has continued to provide for the most needy. We have been blessed to provide funds for a full-time nurse who visits families in the Bellevue area. She continues to provide much needed health education, hygiene supplies, health checks on medical issues, and COVID protection protocols. During one of our mission drives, we provided 92 hygiene kits and got to know more about the children they serve with pictures and information on prayer cards. Additionally, several of our FHPC families sponsor individual children through Children of the Nations.

BETHLEHEM FOOD PANTRY

The Bethlehem Food Pantry in El Cajon has continued to provide for the most vulnerable in our community through both our contributions and our committed volunteerism. During 2021 they continued to see an increase in the needs in our El Cajon community, serving up to 250 families every week. Unlike most organizations, they have seen levels of donations and resources increase during COVID. This year we donated cereal and milk and were able to give resources to help provide meat for every family served at Christmas. As part of the

Good Shepherd Ministry Center, the Pantry is just one part of the expanded services offered to the community. Coming soon, the GSMC envisions a community garden and cooking classes, a medical and/or dental clinic, and a place for safe parking for those who live in their cars. They are also looking for volunteers for tutoring students. We are excited to continue to partner with the GSMC and the food pantry and look forward to new and expanded opportunities.

LOCAL SCHOOLS

Our schools continue to face ongoing challenges that seem to change daily. Schools are trying to stay open in a time when illness and weariness blanket them. Schools find they are often the front line in helping students and families in their emotional needs and also the physical needs of food, clothing, and shelter. We have partnered with Northmont Elementary, Care House Ministries, and our own FHPC Preschool to help meet these needs. In personal interactions with these partners, you can hear the fatigue as they work to keep their students, families, and staff healthy while meeting their educational needs. We have been blessed this year to support these organizations. During our quarterly Mission Drives, 167 pairs of socks and \$422 in gift cards were given to Care House. We collected \$925 in gift cards for our Preschool. We were able once again to help provide Christmas for students at Northmont Elementary with \$1,250 in gift cards. An additional \$1,325 in gift cards was given to Northmont for ongoing emergency needs of students.

BAJA PRESBYTERIAN MISSIONS

Our long-time partner Baja Presbyterian Missions continues to meet the needs of our neighbors in Mexico who have struggled through the devastation that COVID has inflicted. They continue to have levels of illness and death that are far greater than ours in the US. We have continued to give from our mission budget to Baja Presbyterian Missions during this pandemic. Beyond that, you gave \$2,750 to cover basic needs of the people and over 100 masks at our quarterly Mission Drive.

NEW DAY URBAN MINISTRIES

New Day Urban Ministries is another long-term partner that we continue to support with contributions and committed volunteers. We currently participate in their annual Undie Sunday event and many parishioners send regular donations to their clothing closet in addition to volunteering in-person.

SUPPORTIVE HOUSING

On our own campus, we continue to evaluate ways to provide housing for an asylum-seeking family as they go through the legal process of coming to the United States. Presbyterian Disaster Assistance has committed a grant of up to \$40,000 to assist in this work. Please join us in prayer asking that the Spirit will show us the way we are called to provide and advocate for these families.

As we look to 2022, we see the unprecedented widening gap between the rich and poor and the challenges we all face in putting our resources of talent, time, and money to the best use. During our Mission Roundtable, one partner shared that they pray that FHPC would have a deeper understanding of the impact we are making. We continue to be grateful for

the gifts and generosity of our FHPC family. We thank you and ask for your continued personal engagement, support, and prayers for the Spirit's lead in meeting the needs of our neighbors both locally and around the world.

ADMINISTRATION COMMITTEE

Members of the 2021 Administration Committee were Daniel Kingsbury, Glenn Carson (Chair), and staff/volunteer liaisons Jean Service and Tom Difiore. The Administration Committee handles the areas of Facilities, Personnel, and Finance.

Compared to 2020, 2021 had its own challenges but also its own hope. We began the year with continued on-line worship. Then on April 4 – “Yeah!” we resumed in-person worship (on the patio). On May 30 – “Oh Joy! Oh Joy!” we met back in the sanctuary. We were together as a family again.

Our church is supported in many marvelous ways by its members. The offering you give supports our wonderful staff and our excellent programs. We have a great group of volunteers who give of their time and talents through service as elders, deacons, Sunday school teachers, musical leaders, and through various other programs. Our Wednesday group helps with landscaping, maintenance, repairs, and other work as needed.

Our preschool staff, headed by the director Robin Watson, has done a fantastic job keeping their program running at a high level through some very difficult times.

We were surprised by another government PPP loan last spring of an additional \$171,000. This helped the church and the preschool get through a year of reduced giving and lost revenue. Both the 2020 loan and the 2021 loan have been forgiven.

The upkeep for our Sanctuary and other buildings is beginning to increase. The last major renovation was done over 30 years ago. This year we had a major repair to the preschool roof. We will remain vigilant as we seek to prioritize and make necessary repairs.

As we enter 2022, we have some major concerns. We face a reduced membership and (along with that) reduced monthly revenue. We will all need to pull together to continue our worship and service to God. We will need to be open to the new ways God may lead us in this new year. We will continue to pray and trust in His leadership as we move forward.

We are thankful for your continued faithfulness. Your financial and spiritual support is greatly appreciated.

Praise God through whom all blessings flow!

PRESCHOOL REPORT

It is still not easy to reflect on another pandemic school year. So much of what we have lived through, and experienced, and have seen and heard here on campus won't come through in this annual report. So much of what occurs at the preschool is through the mundane, day to day happenings... in conversations with brand new, first-time parents who are scared to enroll their baby in child care during a pandemic. In the everyday check-ins with families who have been with us for years and years. In praying with families who, after 20 months of staying healthy, tested positive and don't know what to do at home with three children under the age of 5, all while sick. In hanging on and supporting staff, knowing they have been through the unimaginable in their classrooms and yet continue to show up with a smile and work their magic within their classroom walls!

So, as I reflect on 2021, it's important to remember and recall all the minuscule and mundane happenings that won't make their way into this report, but are quite possibly part of the most important work that we do here on campus at Fletcher Hills Presbyterian Preschool. Every morning when we open the classroom doors, we invite joy, laughter, love and learning into the hearts of our young scholars and their families. And every evening as we lock up campus, we know that we provided a safe and nurturing place for children to grow socially and emotionally. To be able to offer all of that during a pandemic is probably the best work we have ever done here!

2021 wasn't filled with bells and whistles, but we did make it through in one piece, and that is something to be proud of! It does feel like we started over in 2020, possibly without even knowing it. We had hoped that 2021 would be a little more "normal" but the reality is, it just wasn't. So instead of reaching for what was and trying desperately to hold on to what we had here pre-pandemic, we let go of those notions and allowed God to create anew. During the toughest moments of 2021, I reflected on Colossians 1:17 which says, "He is before all things, and in him, all things hold together." God is already ahead of us and is already holding our story together there. God already knows where Fletcher Hills Presbyterian Preschool is going. And there's peace in knowing that God is already where we are supposed to be!

Preschool celebrated a big 60th anniversary in August! Sixty years of being a part of this Fletcher Hills Presbyterian community! What a blessing it is to work in a school that has such rich history and such a beautiful reputation in this community.

We were honored to be awarded the Silver Award in Child Care for 2021, voted by the residents in this community through the La Mesa Courier!

Our school is smaller than it used to be. We had 89 total children enrolled in 2021 and 14 teachers working their early childhood education magic on campus here! In addition to our spectacular infant/toddler program, we had five of our six preschool classrooms open and operational this year, and were even able to enroll school aged children for our Summer

Camp in July. God willing, as we look ahead to 2022, we hope to open up the last of our classrooms that has been closed due to low enrollment since the 2020 shutdown.

Another year of learning, and growing, and praying, and pivoting with each set of new and updated guidelines and rules. But, we did it! I have never been more proud of the team that we have here than I am right now. It is a privilege and honor to work alongside our devoted and creative teaching team here at Fletcher Hills Presbyterian Preschool.

As we look ahead to 2022, we know that God has great things in store for our preschool and we are proud to be able to offer the highest quality early childhood education in all of San Diego! Fletcher Hills Presbyterian Preschool continues to be a place where children, families and staff pray, learn, and grow together! Even in a pandemic.

DEACONS REPORT

We began this year still under Covid restrictions. Only two of our committees were active for the first three months of the year. Covid restrictions lifted and, by the end of 2021, all our committees were active once again. Here are some highlights of our Deacon Board activities:

GATHER IN WORSHIP

Communion Committee: Renee Craig*, Vicki Takahashi
Easter Sunday, April 4, was our first patio worship service. We began using individual Communion kits and utilized them the rest of the year.

Decorations and Special Events Committee: Bill Bergen
In October, we conducted an inventory of all the church's Advent decorations and a report was sent to the Session Worship Committee. With the help of our enthusiastic congregants, we decorated the Sanctuary for Advent after church on Sunday, November 21.

Hospitality Committee: Misha Schreiber
Coffee and donuts returned to the patio on Sunday, July 4. This service continued through the rest of the year.

Memorials Committee: Judy Enright, Paul Williams
Two memorials were held for members this year: September 25 a service was held for Chuck Bras and on December 4 a service was held for Marie Bailey. Both service were held in the Sanctuary and presided over by Reverend Kevin Womack. Both receptions were held on the church patio.

GROW IN FAITH

Friends in Need Committee: Siobhan Warren, Jean Nelson, Bonnie Demers

Meal trains were set up, ride requests were coordinated, and a phone tree was set up to stay in touch with those who worship at FHPC. Prayer quilts were distributed to several individuals and families. Cards were sent to those grieving, for new babies, illnesses, and holidays. Jean Nelson and Judy Enright assisted with the Alvarado Hospital Covid vaccination clinics held in our Narthex.

Friends at Home Committee: Kayla Portillo*, Milt Takahashi

Phone calls were made to our Friends at Home and addresses were kept updated. Prayer requests were added to our prayer chain.

Flowers Committee: Kathy Brenner, Adele Wagner-Smith, Judy Enright

On Easter Sunday, our florist began bringing two vases of flowers instead of one large arrangement. Each Sunday two recipients were chosen to receive flowers. Flowers were delivered for celebrations, for those who were grieving, and to those who were ill.

GO IN MISSION

Jean Nelson continued working with Session's Go in Mission Committee. Several Deacons volunteered at Bethlehem Food Pantry and at New Day Urban Ministry. Deacon funds were used to support members of our congregation and to help others with close ties to FHPC.

The following individuals served in leadership on the Deacon Board: January through June: Moderator Larry Nelson, Secretary-Treasurer Siobhan Warren. July through December: Moderator Vicki Takahashi, Vice Moderator Misha Schreiber, Secretary-Treasurer Milt Takahashi.

*These Deacons resigned from the Board in June.

MEMBERSHIP STATISTICAL REPORT

MEMBERSHIP STATISTICAL REPORT FOR 2021

Total Active Membership 01/01/2021: **151**

Additions to Active Membership

Profession	
Reaffirmation	3
Certificate	
Returned to active	
Total:	<u>3</u>

Losses to Active Membership

Deceased	6
Certificate	
Moved	
Others	<u>7</u>
Total:	13

Total Active Membership 12/31/2021: **141**

BALANCE SHEET

Year Ending December 31, 2021

ASSETS:

Cash:

CA Bank & Trust - Checking	\$	98,994
CA Bank & Trust - Money Market	\$	213,829
First Republic Bank - Money Market	\$	16,478
Preschool - Edward Jones Reserve Investment	\$	124,733
Special Funds - Edward Jones Acct 062019	\$	107,810
Endowment - Edward Jones Mutual Funds	\$	224,934
Petty Cash	\$	200
Total Cash	\$	786,978

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 \$ **1,913,373**

LIABILITIES & EQUITY:

Liabilities:

Paycheck Protection Program Loan 2nd Draw (02.03.2021)	\$	160,927
* Note - PPP 2nd Draw forgiven in full January 21, 2022		
Total Liabilities	\$	-

Equity:

General Operations	\$	122,438
Endowment	\$	224,934
Deacon's Fund	\$	4,486
Preschool	\$	284,526
Special Funds	\$	150,594
Investment in Assets	\$	1,126,395
Total Equity	\$	1,913,373

Total Liabilities and Equity \$ **1,913,373**

INCOME STATEMENT

Year Ending December 31, 2021

GENERAL FUND

INCOME:

General Fund	\$	410,523
Loose Offering	\$	7,773
Preschool Facility Use	\$	1,200
Outside Groupa Facility Use	\$	1,845
Interest	\$	147
Outside Memorials	\$	450
Total Income:	\$	421,938

EXPENSES:

Gather in Worship	\$	10,796
Grow in Faith	\$	1,929
Go in Mission	\$	12,960
Admin - Personnel	\$	355,848
<i>* Note - PPP covered payroll expenses of \$64,291 are included above (February, March & April).</i>		
Admin - Facilities	\$	110,352
Admin - Finance	\$	5,057
Per Capita	\$	4,102
Loan Payments		N/A
Total Expenses:	\$	501,044

Total - Surplus / (Shortage): **\$ (79,107)**

RESERVE FUNDS:

General Fund Reserve as of: 12/31/2021	\$	122,438
Minimum Reserve (One Month Expenses)	\$	40,945
Available Reserve:	\$	81,493

OTHER FUNDS	Starting Balance	2021 Income	2021 Expenses	Ending Balance
Endowment Fund	\$ 201,267	\$ 23,668	\$ -	\$ 224,934
Deacons Fund	\$ 4,486	\$ -	\$ -	\$ 4,486
Preschool	\$ 128,197	\$ 606,801	\$ 450,472	\$ 284,526
Special Funds	\$ 153,065	\$ 109,105	\$ 111,577	\$ 150,594

2021 MISSION SUMMARY

General Fund - Mission Committee			
Local / Regional / Neighborhood Missions	\$ 2,760		
International	\$ 10,200		
Special Mission Projects	\$ -		
	<u>\$ 12,960</u>	=	\$ 12,960

General Fund - Deacons			
Member Care (in General Fund)	\$ 1,063		
Other Care	\$ 1,576		
	<u>\$ 2,639</u>	=	\$ 2,639

Special Funds - Special Offerings			
Thanksgiving Eve Offering - <i>Not used in 2021</i>	\$ -		
Youth (for Compassion International)	\$ 591		
Children Lenten Boxes - <i>Not used in 2021</i>	\$ -		
	<u>\$ 591</u>	=	\$ 591

Fellowship Groups - Mission & Cargo			\$ 2,300
			<u>\$ 18,490</u>

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

2022 GENERAL FUND BUDGET SUMMARY

Session Approved - January 11, 2022

	2021 Budget	2022 Budget	Change
Income:			
Envelope Giving	\$ 380,000	\$ 410,523	\$ 30,523
Loose Offering	\$ 7,013	\$ 7,773	\$ 760
Church School	\$ -	\$ -	\$ -
Preschool Use Fee	\$ 1,200	\$ 17,000	\$ 15,800
Facility Use	\$ 890	\$ 1,845	\$ 955
Interest Income	\$ 112	\$ 147	\$ 35
Total Anticipated Income:	\$ 389,215	\$ 437,288	\$ 48,073
Expenses:			
Gather in Worship	\$ 18,050	\$ 14,770	\$ (3,280)
Grow in Faith	\$ 7,750	\$ 7,750	\$ -
Go in Mission	\$ 15,900	\$ 15,900	\$ -
Admin - Personnel	\$ 356,001	\$ 356,113	\$ 112
Admin - Facilities	\$ 88,892	\$ 96,071	\$ 7,179
Admin - Finance	\$ 1,670	\$ 1,345	\$ (325)
Per Capita	\$ 3,078	\$ 3,656	\$ 578
Loan Payments	N/A	N/A	
Total Anticipated Expenses:	\$ 491,341	\$ 495,605	\$ 4,264
Budget Surplus / (Shortage):	\$ (102,126)	\$ (58,317)	

General Fund Reserve as of: 12/31/2021	\$ 122,438
Minimum Reserve Amount (One Month's Expenses):	\$ 41,300
Available Reserve:	\$ 81,138

10 Year Historical Summary

Year	Income	Expenses	PPP Paid Expenses	Total Expenses	Surplus / (Shortage)	Difference
2021	\$ 421,938	\$ 436,754	\$ 64,291	\$ 501,044	\$ (79,107)	-18.1%
2020	\$ 440,177	\$ 377,385	\$ 64,938	\$ 442,323	\$ (2,146)	-0.6%
2019	\$ 495,952	\$ 474,093		\$ 474,093	\$ 21,859	4.6%
2018	\$ 482,416	\$ 479,502		\$ 479,502	\$ 2,914	0.6%
2017	\$ 564,065	\$ 551,865		\$ 551,865	\$ 12,200	2.2%
2016	\$ 552,849	\$ 561,101		\$ 561,101	\$ (8,252)	-1.5%
2015	\$ 578,707	\$ 601,273		\$ 601,273	\$ (22,566)	-3.8%
2014	\$ 609,495	\$ 589,329		\$ 589,329	\$ 20,166	3.4%
2013	\$ 566,641	\$ 568,656		\$ 568,656	\$ (2,015)	-0.4%
2012	\$ 589,497	\$ 556,152		\$ 556,152	\$ 33,345	6.0%

2022 GENERAL FUND BUDGET COMMITTEE DETAIL

ADMINISTRATION - PERSONNEL:

Salaries	\$ 283,145
Professional Expenses	\$ 8,750
FICA / SECA	\$ 13,170
Workers Compensation Insurance	\$ 1,406
403(b) Contribution	\$ 7,370
PC(USA) Board of Pensions	\$ 42,272
Staff Development	\$ -
Total:	\$ 356,113

ADMINISTRATION - FINANCE:

Endowment	\$ -
Bank Fees	\$ 25
Card Processing	\$ 1,200
Real Estate Tax	\$ 120
Annual Review	Internal
Total:	\$ 1,345

ADMINISTRATION - FACILITIES:

Admin - Insurance	\$ 10,941
Admin - Janitorial Supplies	\$ 1,900
Admin - Payroll Service	\$ 1,500
Admin - Postage & Equip	\$ 710
Admin - Refuse Disposal	\$ 3,750
Admin - Session	\$ 400
Bldg - Bldg Maint. & Repair	\$ 12,000
Bldg - Landscape Maint.	\$ 2,400
Bldg - Fire Ext. Service	\$ 500
Maint Cont - Copier Contract	\$ 5,000
Maint Cont - Elev Maint.	\$ 1,800
Maint Cont - Janitorial Service	\$ 12,000
Maint Cont - Pest Control	\$ 950
Maint Cont - HVAC PM Maint.	\$ 4,000
Maint Cont - Security	\$ 12,780
Office Expenses	\$ 2,650
Technology	\$ 5,790
Util - Telephone	\$ 3,000
Util - Water & Sewer	\$ 2,800
Util - SDG&E	\$ 11,200
Util - Solar Loan Repayment	\$ -
Total:	\$ 96,071

ADMINISTRATION - PER CAPITA: \$ 3,656

GATHER IN WORSHIP - WORSHIP:

Holiday Programs	\$ 200
Instrument Maintenance	\$ 300
CCLI (Copywrite License)	\$ 620
Guest Pastor Honorarium	\$ 300
Music Guest & Subs	\$ 2,500
Visual Images	\$ 100
Development	\$ 1,000
Audio Equipment	\$ 200
Pray Training	\$ -
Video Equipment	\$ 200
Worship Supplies	\$ 1,000
Total:	\$ 6,420

GATHER IN WORSHIP - HOSPITALITY & MEMBERSHIP

New Members	\$ 100
Sunday Morning Fellowship	\$ 300
Web Site	\$ 400
Advertisement / Directory	\$ 250
Congregation Mtg. Lunch	\$ 900
Deacons	\$ 6,400
Total:	\$ 8,350

GROW IN FAITH - CHRISTIAN EDUCATION:

Church School Curriculum	\$ 250
Teacher Prep & Supplies	\$ 125
VBS	\$ 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

2022 TERMS OF CALL

Session Approved 01/11/2022 / Pending Congregation Approval

		2021		Proposed 2022	2021-22 Change
Rev. Dr. Kevin Womack, Lead Pastor					
<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)					
Defined Benefit Pension Plan	8.5%	\$ 9,309	8.5%	\$ 9,309	\$ -
Death & Disability Plan	1.5%	\$ 1,643	1.5%	\$ 1,643	\$ -
Medical	27.0%	\$ 29,568	27.0%	\$ 29,568	\$ -
Total BoP:	37.0%	\$ 40,519	37.0%	\$ 40,519	\$ -
Optional - Dental Plan		\$ 1,752		\$ 1,752	\$ -
<u>Expense Reimbursement</u>					
Auto		\$ 1,000		\$ 1,000	\$ -
Study		\$ 1,500		\$ 1,500	\$ -
Professional		\$ 1,750		\$ 1,750	\$ -
Total Package:		\$ 163,684		\$ 163,684	\$ -
<u>Leave</u>					
Vacation		4 Weeks		4 Weeks	N/C
Sabbatical		3 Weeks		3 Weeks	N/C