

Community Presbyterian Church

open hearted, open minded



2021



COMMUNITY PRESBYTERIAN CHURCH LEADERSHIP

Session

The Session is the governing board of the church. It consists of six ruling elders, elected for three years. Much of the business of the church is conducted through committees. Each ruling elder chairs one of the committees. The Pastor, who is a teaching elder and moderator of Session, is an ex-officio member of every committee.

<u>Class of 2021</u>	Ronda Marshall Dave Copeland	Mission Personnel
<u>Class of 2022</u>	Gene Kopecky Sue Chipman	Building and Grounds Christian Education
<u>Class of 2023</u>	Ivy Pillers Kim Nickander	Worship and Music Finance and Stewardship
<u>Officers:</u>	Mary Meyer Mark Pillers Joanne Powell	Clerk (Non-voting) Financial Secretary Treasurer

2021 Nominating Committee

Dave Copeland, Mark Neville, Sue Chipman, Mary Alice Richardson, Bruce Felger

Membership (a sub committee of Christian Education) Chairperson: Amanda Ross

Deacons

The Board of Deacons is responsible for ministering to all those who are in need, to the sick, to the friendless, and to all those who may be in distress. Deacons provide meals and transportation, among other requested needs. They maintain the Prayer Chain. Deacons are elected in classes of two and serve a three year term.

<u>Class of 2021</u>	<u>Class of 2022</u>	<u>Class of 2023</u>
Jeanette Hallbeck Jennifer Hall	Kari Streff Ron Murray	Margie Petersen Sherrie Wilson

Staff

Pastor/ Head of Staff	Rev. Jan Wiersma
Choir Director	Meg Cain
Pianist	Glenna Muir
Bell Choir Director	Judy Kereakos
Custodian	Nancy Sanford
Office Manager	Stephanie Pasch

Ministers to the world

Congregation Members

Annual Meeting of the Congregation January 23, 2022

Rev. Jan Wiersma, Moderator

Agenda

Declaration of a Quorum Mary Meyer, Clerk of Session

Opening Prayer Rev. Jan Wiersma

**God our Creator, when you speak there is light and life,
when you act there is justice and love;
grant that your love may be present in our meeting today,
so that what we say and what we do
may be filled with your Holy Spirit. Amen**

CPC Mission Statement: Our Mission is to be an open-hearted, open-minded Christian community sharing a ministry of faith, hope, and love.

Approval of Agenda

Approval of Minutes of 2021 Congregational Annual Meeting: January 31, 2021

Moderator Report Rev. Jan Wiersma

Clerk of Session Report Mary Meyer

Standing Committee Reports Session members

Election of Officers

Report on 2021 Finances Kim Nickander, Chair of Finance & Stewardship

Presentation of 2022 Budget Kim Nickander

Presentation of Strategic Plan

Looking Back with Remembrance and Thanksgiving

Looking Forward with our Hopes, Dreams and Expectations Rev. Jan Wiersma

Motion to Adjourn

Closing Prayer Rev. Jan Wiersma

Table of Contents

Annual Meeting of the Congregation Minutes, January 31, 2021	5
Pastoral Report	7
Clerk of Session Report	9
Reports of the Committees	
Building & Grounds	10
Landscape and Garden Maintenance	11
Christian Education	12
Book Discussion Group	12
Mission	13
Nominating	14
Personnel	15
Worship & Music Committee	16
Report from the Choir Director	17
Report from the Handbell Choir Director	18
Presbyterian Women	18
Financial Reports	19
Balance Sheet	23
Profit and Loss: 2020 Budget and Actual, 2021 Proposed Budget	20
Dedicated Funds	24
Strategic Plan	26
Thank you to Leaders	back cover

Community Presbyterian Church
3705 Fairway Place NW
Rochester, MN

Stated Annual Meeting of the Congregation

January 31, 2021 virtually on-line

Moderator: Pastor Jan Wiersma

Clerk: Mary Meyer

The Moderator called the meeting to order with prayer at 10:40 a.m. following the worship service. A quorum was declared by Mary Meyer, Clerk of Session, with 29 voting members present.

Approval of the Agenda: Mark Neville moved approval of the agenda and Mary Alice Richardson seconded the motion. The motion carried.

Approval of the Minutes: The congregation moved that the minutes of the Annual Meeting on January 26, 2020, and the Special Congregational Meeting of September 13, 2020, be approved. The motion carried.

Clerk of Session Report: Mary Meyer reviewed the report and the Session Statistical Report noting that there are 112 current members. We welcomed a new member: Sherrie Wilson and five new confirmands: Alayna Kopecky, Nathan Kopecky, Heather Marshall, Connor Meyer, and Katherine Ross.

The Standing Committees Reports: Each committee chair or representative gave the report and thanked all for serving on the committees.

Election of Officers: Dave Copeland presented the following slate of officers.

Elder Class of 2023

Worship and Music – Ivy Pillers

Finance Committee – Kim Nickander

Clerk of Session (non-voting) for term 2021

Mary Meyer

Motion to approve Elders was made by Dave Copeland and seconded by Mark Neville. Slate was approved.

Deacons Class of 2023

Sherrie Wilson

Margaret Petersen

Motion to approve Deacons was made by Mark Neville and seconded by Mary Alice Richardson. Slate was approved.

Annual Meeting Minutes Continued

Nominating Committee at large members for 2021

Mark Neville

Sue Chipman

Mary Alice Richardson

Bruce Felger

Motion to approve nominating at-large was made by Sue Chipman and seconded by Mary Alice Richardson. Slate was approved.

Financial Secretary for 2021 – appointed by Session

Mark Pillers

Treasurer for 2021 – elected by Session

Joanne Powell

There were no nominations from the floor and the congregation unanimously elected the above slate.

Report on 2020 Finances: Kim Nickander presented that the church received \$6,600.00 from the PPP Cares Act and \$10,000.00 grant from the Presbytery. With the grant we were able to assist Children's Place Nursery School in rent support, Diversity Council, and Lifegate Services. There were no questions.

Presentation of the 2021 Budget: Kim Nickander presented the 2021 budget showing an increase in pledges. The Session approved the Budget. There were no questions.

Looking back with Remembrance and Thanksgiving:

The beautiful music provided by Glenna Muir, Meg Cain, and Judy Kereakos. To our office administrator, Stephanie Pasch, she is amazing. Everyone is thankful to all the committees for all their hard work in keeping the congregation informed and together through this unusual year.

Looking Forward with our Hopes, Dreams, and Expectations: The hope is to meet onsite again and move beyond normal. See all possibilities, where do we want to go and become as a church.

Motion to Adjourn: It was moved by Mark Neville and seconded by Sue Chipman to adjourn the meeting. The motion carried. The meeting was adjourned with a prayer at 11:39 am.

Respectfully submitted,

Mary Meyer, Clerk of Session

Pastor Jan Wiersma, Moderator

Pastoral Report

Rev. Jan Wiersma

Even a quick glance back at a second year of church in a time of Covid will reveal that we did much more than stand still and wait for circumstances to change; 2021 was, in many ways, a year of building opportunities for years to come. I feel honored to have been part of your visionary work, and excited to move forward on initiatives just begun.

Mission: Blue Sky Conversations engaged us in the spring, as we came together to dream of what we might be and do AC (After Covid). Although we haven't yet crossed that threshold, some ideas generated from this series of seven virtual gatherings of twenty-three members are already realized. The most compelling proved to be our connection to Gage East, the program that provides supportive housing for families and young, single adults coming out of homelessness. Ten of us volunteered at six different community events there, advancing connections with residents and staff there. We also maintained a relationship with Chosen Generation and their community outreach program, Lifegate Services, answering the desire to get closer to a congregation of color. They provide a culturally-sensitive food shelf and free medical care to many immigrants in the Rochester area. Our commitment to the Community Garden also continues. Additionally, you outdid yourselves in benevolent giving, including generous responses to PC-USA global disaster relief, special offerings, and the local Adopt-a-Family program and Diversity Council. In a year marked by too much tragedy, you responded with openhearted compassion. Opportunities abound for active engagement and courageous giving in the future.

Worship: We remain "small but mighty." Attendance has suffered very little compared with many churches who report much larger declines. Since adopting a hybrid model on Pentecost, May 23, we have averaged just a few less than BC (Before Covid). The option to attend virtually has been enthusiastically embraced, especially when weather threatens, or when distance or health make onsite attendance impossible. Monthly outdoor services during warmer months gave us a chance for more personal interaction. We have grown more sophisticated in our hybrid presentations and, thanks to a tech grant from the PTCA, will soon have installed a projector and retractable screen to further enhance worship. Thanks to those who put their expertise to work in this way, especially those on the Ad hoc committee on tech.

Music: Under the leadership of Meg Cain and Judy Kereakos, we now frequently enjoy live music of vocal and bell choirs in addition to occasional video offerings from a diversity of musicians around the world, and local soloists as well. Several choir members joined other singers from the PTCA in a virtual choir experience. Three more performances of that group are planned. We are blessed with the inspirational piano of Glenna Muir, as well.

Branching out: The Worship and Music Committee also looks forward to incorporating innovative practices using drama, dance, and the arts to enhance our worship.

Christian Education: Opportunities for learning and fellowship will be facilitated by new equipment purchased through the PTCA grant: an outdoor screen for intergenerational movie showings, weather permitting, and indoor equipment that will make events and forums accessible to the community as well as ourselves. Our youth are willing and adaptable, but busy! They have provided us with a multitude of ideas still to try.

Pastoral Report, continued

Rev. Jan Wiersma

Membership/Fellowship: Though not strictly a function of CPC, we were pleased to host the belated 100th birthday party of Margaret Nelson and enjoy socializing with many past and present members: a time of general goodwill toward all who attended.

Building and Grounds: As always, this committee has been quick to respond to crises or requests from our building partner, Children's Place Nursery School, but also proactive in determining the long-range health and inviting nature of our facility. A major project was renewing our grounds with greenery, as well as nurturing the well-established Garden of Life. Signage has been repaired, improved, and made more visible, with plans for more in the works. Nancy, our custodian, is a silent presence whose willing work is always appreciated.

Deacons: They rose to the challenge of providing Covid-safe communion during our onsite worship, and also organized meals delivered to families who welcomed the short-term assistance.

PWW: The Presbyterian Wise Women continue in Bible study, in mutual support, and occasional onsite get-togethers. Their commitment to the CPC mission was reflected in their Thankoffering service and Christmas gift through the Presbyterian Giving Catalog. We look forward to more study and time together.

Book discussion group: Fine minds come together almost monthly during the program year to comment on current literature: an opportunity here will be to continue to build our substantial library and make it more available BC.

Finance and Stewardship: Again, their faithful work behind the scenes has kept us on track and in better shape than many other congregations during the pandemic. We are grateful for such gifted and dedicated workers. The annual Stewardship Drive was again conducted with grace and elegance.

Session: I am particularly grateful to the Session members and Clerk of Session, Mary Meyer, who have served so willingly and effectively through the year. Our retreat in October sketched out a platform of strengths and openings ahead of us. In particular I want to thank Ronda Marshall (Mission) and Dave Copeland (Nominating and Personnel), who have fulfilled their terms of office and will enjoy a well-earned rest from Session while continuing their contributions in other areas.

Wider church: Our support of the PTCA and their overflowing support to us must be acknowledged; our connection with the PC-USA likewise proves mutually beneficial. Of particular note: the anti-racism pilgrimage of the PTCA, now in its second year, and the resources of the Matthew 25 initiative combating systemic poverty and entrenched racism nationally. Locally and nationally, the church provides us with abundant opportunities to broaden our horizons.

None of the above would be so gracefully accomplished without the steady, competent presence of Stephanie in the office. I am grateful for her partnership in this endeavor, as well as for all of you who are a part of the living entity of CPC. We have demonstrated with joy and enthusiasm that we need not wait until AC to remain active in our community and to grow in faith and service. I look forward to sharing with you the opportunities of the year to come, as the Spirit leads.

Clerk of Session Report

Mary Meyer

Looking back to 2020 and 2021:

September 13, 2020 we held an outdoor service, which was well received. We continued online worship from September 2020 through May 2021. May 23, 2021 we moved to Hybrid worship services, where we started onsite and online worship. We have been averaging about 30 members and friends each week. This is including guests from New York, Germany, Arizona, and other states.

The Session continues to meet virtually. Some of the other Committee Chairs have met onsite and in-person.

Pastor Jan and the Clerk of Session are updating the membership records book. Seven inactive members this year requested that they be removed from our rolls, while others have indicated a desire to remain part of CPC. No new members were received. We expect that we will need to adjust previously reported numbers. This influences how much we pay the Presbytery Per Capita each year. At present, our reported active membership stands at about 100.

The Session met with Donna Rae Scheffert, a consultant, facilitator and trainer from Northfield, MN on Sunday, October 17, 2021 to work on a Strategic plan for the future of our church.

In preparation for the retreat, Session members, Pastor Jan and the clerk of Session completed a survey of self-study and reflection. Members and attendees were invited to participate in the same survey. Responses indicate that Session and the congregation share similar opinions about our make-up, characteristics, and future direction.

Thank you everyone for your hard work and dedication to Community Presbyterian Church.

Building and Grounds Committee

Gene Kopecky, Chairperson

Committee Members: Ed Burgstaler, Bill Marshall, Mark Pillers, Lyal Powell, Carole Kinion Copeland, Pastor Jan Wiersma, and Gene Kopecky, Chair.

Another year has passed, this year was a little less tricky to navigate compared to last. However, 2021 still had its nuances. Regardless, the Building and Grounds member's spirit is still as strong as ever. In 2021 the B & G committee accomplished key projects.

2021 projects were:

- Lawn maintenance & snow removal contract was renegotiated & renewed for 2022.
- Signage was added to discourage drive-through traffic, to make our parking lot safer.
- In addition to signage, speed bumps were installed.
- The community gardens are still productive and strong.
- Various plumbing repairs, fire suppression and alarm system maintenance, & door repair.
- The carpets were cleaned.
- Locks were added to the dumpsters to deter random dumping.
- The five furnaces were maintained and repaired by Tonna mechanical.
- Rodent control was accomplished by Bob the Bugman.
- Phone system was modified.
- Stephanie's and Pastor Jan's computer systems were updated.
- CPNS & CPC property tax resolution was accomplished with the help of the Presbytery.
- The parking lot and main signage lights were updated to LED.
- The landscaping of the church was spear-headed by the garden committee
 - New shrubbery was planted, and the rocks were redressed.

Future 2022 initiatives:

- Re-mulch the Garden of Life.
- Feather flags are to be replaced. Old flags deteriorated.
- Repaint the classrooms.
- Negotiate a new lawn and snow removal contract for 2023.
- Continued maintenance of building.
- The installation of new door sweeps on the outside doors is scheduled.
- Replacement of door frame in the NW classroom is scheduled to be completed.
- Build secure storage for CPC's supplies.
- Re-evaluate our trash receptacle situation to try and eliminate random dumping.
- In association with the worship committee, installation of projector and screen.
- Initial explorations are happening regarding a new sign at our back entrance.
- Selective computer upgrades.
- Update Lighting in sanctuary to LED lights.

Though the work is never done, an enormous thank you to an ever-busy Building & Grounds committee for a job well done. I look forward to what we will accomplish in 2022.

Landscape and Garden Maintenance
(A subcommittee of Building & Grounds)
Carole Kinion Copeland

The following refers to the cost and care of the gardens and landscape maintenance of CPC. It includes the care of the Garden of Life, the landscape shrubs and trees, and the weed control of church gardens, paths and foundation plantings including the preschool playground area. It does not include lawn mowing.

Budget:

\$3,000 funds were budgeted and \$840 was spent for the 2021 landscape maintenance. Purchases included: plant material, landscape rock, mulch, herbicide, and fertilizer. There were multiple trips to the brush dump. Paint was also needed for the garden sculpture. The Foundation Landscape refresh project was our largest project this year. Most of the labor was volunteered for the maintenance of the landscape and gardens. This year I hired help with several tasks at the end of the season.

Volunteer hours:

This past season there were 135.5 hours volunteered with approximately 26 volunteers contributing. Compared to last year the volunteer time more than doubled this year as did volunteers. Additional volunteers included the Girl and Boy Scouts, and a Children's Place nursery school staff person. The Garden Benches were refreshed with new wood thanks to Dean Meyer.

Foundation Landscape Refresh:

This was a big project for this year. Overgrown and damaged shrubs were removed. Nine new shrubs were installed. The fire hydrant bed was refreshed with butterfly attracting plants. Pastor Jan generously donated a variety of divisions from her garden to add to this bed. In addition to pruning the existing foundation shrubs, the parking lot shrubs were also pruned. By refreshing the foundation plantings our building now has a more colorful and welcoming appearance.

Wedding:

A small wedding was celebrated in the Garden of Life in July. The marigolds were in full bloom for their ceremony! Extra time was spent making sure the gardens and church property were looking its best.

Future needs:

Continued care and maintenance is necessary to maintaining the desired look of the gardens and landscape. A top dressing of mulch needs to be applied in the Garden of Life. Building and Grounds is starting to plan replacement of the north entrance sign. This may include some landscape work.

I wish to thank all who donate time and money for the church gardens. A special thank you to the volunteers. Without your help and assistance, the gardens at CPC would not look as nice as they do.

Christian Education Committee **Sue Chipman, Chairperson**

Committee Members Sue Chipman,
Amanda Ross, Jan Wiersma

Because of continuing issues with Covid plans for opportunities to provide educational experiences for youth and adults were on hold.

Discussions for topics of study have been ongoing and will continue as we install new technology.

We are hoping to expand the committee members so younger and older generations will have input regarding study topics.

The congregation will be asked regarding topics for intergenerational areas of interest for future study.

Our youth also had opportunities to work with Carol Kinion Copeland in the garden and with the building and grounds committee.

The library is still closed because of Covid.

Book Discussion Group **(A subcommittee of Christian Education)** **Gwen Riggin (for Margaret Nelson)**

The Book Discussion Group meets monthly (January-May, September and October, with a joint November/December meeting), usually on the fourth Sunday of the month following the regular worship service. We have used both onsite and virtual meeting formats and have appreciated that technology – but I'm sure most would hope the future might get us back to onsite discussions.

Books for discussion are chosen from a lengthy list of suggestions voted on by participants. Fiction selections were predominant in 2021, with a high interest in historical fiction.

Members include Karen & Vera Atkinson, Sue Chipman, Audrey Crawshaw, Jeanette Hallbeck, Frank & Carol Jones, Dick & Nancy Massaro, Marg Nelson, Margie Petersen, Ivy Pillers, Gwen Riggin, Judy Robb, and Jan Wiersma, with others occasionally joining when a topic was of particular interest. Guests are always welcome.

January	<u>Where the Crawdads Sing</u> (Delia Owens) fiction
February	<u>If You Lived Here, You'd Be Home By Now</u> (Christopher Ingraham) non-fiction
March	<u>Where Men Win Glory</u> (Jon Krakauer) non-fiction
April	<u>No Ocean Too Wide</u> (Carrie Turansky) historical fiction
May	<u>This Tender Land</u> (William Kent Krueger) fiction
September	<u>Rebecca</u> (Daphne duMaurier) fiction
October	<u>Conversations With Ruth Bader Ginsburg</u> (Jeffrey Rosen) non-fiction
Nov/Dec	<u>The Book Woman of Troublesome Creek</u> (Kim Michele Richardson) historical fiction

Mission Committee

Ronda Marshall, Chairperson

Committee Members: Jennifer Hall, Ivy Pillers, Mary Alice Richardson, Ronda Marshall

The Mission work of Community Presbyterian Church was very different in 2021 as it flourished without direction of the official Mission Committee. This shows how healthy the congregation is to support mission projects without it having to come from the Mission committee directly. This report is only the work overseen by the committee, thus not completely representing everything the church has done to make a difference in the Rochester community.

The “vegetable gardens” on the property continue to be used under the management of Village Community Garden.

Mission committee purchases food and monitors usage of the little food shelf at the corner of the parking lot next to the “vegetable gardens”.

Part of the budgeted mission funds went to support Lifegate Services again this year.

The Adopt-A-family program went back to pre-Covid gift purchasing. The congregation once again responded well by purchasing gifts for 5 people, a mother with 4 children.

As we enter 2022, Sherrie Wilson has agreed to chair the Mission committee. Congratulations to Sherrie. She will do an excellent job.

Thanks to all in the congregation for all that is done. It is clear that Mission work is important to CPC.

Nominating Committee **Dave Copeland, Chairperson**

Members of Committee:

Dave Copeland, chair

Sue Chipman (elder and at large)

Margie Petersen (deacon representative)

Bruce Felger, Mark Neville, and Mary Alice Richardson

The committee met several times beginning in October and formulated a list of candidates for positions to be filled. After much thought and prayer, we present the following slate, which was concurred by Session at the December Session meeting:

Elder Class of 2022-2023

Worship and Music – Ivy Pillers

Elder Class of 2022-2023

Finance Committee – Kim Nickander

Elder Class of 2022-2025

Personnel and Nominating – Amanda Ross

Mission – Sherrie Wilson

Clerk of Session (non-voting) for term 2022

Mary Meyers

Deacons Class of 2022-2024

Peggy McCarty

Deacons Class of 2022-2025

Aaron Simms

Dave Copeland

Nominating Committee at large members for 2022

Mark Neville

Bruce Felger

Dave Copeland

Mary Alice Richardson

Financial Secretary for 2022 – appointed by Session

Mark Pillers

Treasurer for 2022 - elected by Session

Joanne Powell

Personnel Committee

Dave Copeland, Chairperson

Members: Jane Burgstaler, Ronda Marshall, Mary Alice Richardson, Sherrie Wilson and Dave Copeland.

The main work of the Personnel Committee in 2021 involved tasks related to working with the Presbytery, Session, and Pastor Jan Wiersma to enter into a second contractual agreement for her to serve CPC as a part time Stated Pastor. CPC and Jan formalized our relationship in late May, and Jan began working with us under her second one-year contract on June 1st. The Personnel Committee has received many positive comments from the congregation, and we believe Pastor Jan has been a blessing to us as she performs her pastoral duties. During this tumultuous time with a global pandemic and civil unrest from several local, regional and national events, she has journeyed with us and led us through our online Sunday morning worship services. She worked with the Worship and Music Committee to transition to a hybrid worship service when she and Session felt it was safe and prudent to do so. She reached out to members unable to join us or are homebound. She also provided leadership in October when Session held a retreat at Quarry Hill Nature Center to formulate a strategic plan for CPC.

On May 19th some members of the Personnel Committee met with Pastor Jan and Stephanie together in the office and separately. They shared that they both feel they work very well together, and an outcome of our visit was learning a need for a new computer for Stephanie, which was addressed later in the year. Pastor Jan shared that she has gotten great joy and satisfaction from being part of CPC and looks forward to continuing to lead us for the foreseeable future. We talked about how Pastor Jan prioritizes her time given the half time nature of her contract.

The Personnel Committee believes our staff are an invaluable asset to our congregation. This fall we again examined how we compensate our staff, including Pastor Jan as Stated Pastor, Meg Cain as choir director, Glenna Muir as accompanist, Judy Kereakos as handbell director, Stephanie Pasch as administrative assistant, and Nancy Sanford as custodian. The outcome of the review and discussion was a recommendation to Session that all employees receive a 5% pay increase for 2022 if the budget can support it.

In December, the Personnel Committee asked for donations from the congregation to support Christmas gifts for our staff. The response was overwhelmingly generous, and I have received sincere thanks from the staff.

Worship and Music Committee

Ivy Pillers, Chairperson

Committee Members: Ivy Pillers, Bruce Felger, Mark Neville, Margaret Petersen, Judy Kereakos, Meg Cain

Worship continued to evolve in 2021 as dictated by safety issues associated with the COVID-19 virus pandemic. Midyear monthly outside services were initiated to allow those who felt comfortable in the congregation to assemble in person while still maintaining an online service. These were held from May to September.

Guidelines for onsite worship service were developed and started shortly thereafter also while maintaining online options for members of the congregation. Several systems were tried to optimize the sound for simultaneous online and onsite services which have improved but are ongoing.

In addition, special Sunday services were held on All Saints Celebration November 1, Armistice on November 11, Thanksgiving on November 25 (run by Presbyterian Women), and Advent services. Special Sundays will continue to be part of the plans for services in 2022.

Greening of the church was done this year and an Advent devotional selected to fit with a theme through this period. Extra non-Sunday service was held on Christmas Eve with a Christmas pageant presentation. A family event was held prior to service including a movie highlighting the theme for Advent and light meal for those who wished to participate.

Handbell Jubellation choir was able to continue in 2021 with several performances. The vocal choir was re-initiated in the fall with several performances including one virtual choir performance with participants within the Presbytery. This was part of the service after Christmas.

The next year will bring opportunities for trials in new worship service formats to allow individuals to experience new worship possibilities and allow for congregational growth.

CPC Choir Meg Cain, Director

Looking back over the past year of slow and steady rebuilding of our music program, we were able to provide recorded performances online for special music, return to onsite special music offerings, and thankfully have the CPC choir return to regular rehearsals and provide anthems during worship services. It was such a joy to return this fall to safely lead our amazing and talented choir on Wednesday evenings. Singing is a team sport and the bonds of friendship remain strong in this wonderful ensemble.

Our choir had the opportunity to create a Virtual Choir video for the worship service after Christmas this year. Each singer recorded themselves singing to a video with cues and piano accompaniment of Joy! These separate videos were then balanced together beautifully and creatively to combine everyone into one magically united Choir Video!

This year we welcomed Pastor Jan to the choir! Her hard work and delightful presence has enhanced our ranks both socially and vocally.

The 2021 Choir members include:

Sopranos: Sue Chipman & Rev. Jan Wiersma

Altos: Carole Copeland & Ivy Pillars

Baritones: Bruce Felger & Mark Neville

The choir is fortunate to work with outstanding piano accompanists throughout the year always adding dimension to the choral and worship experience. The talented pianists this past year included: Glenna Muir and Judy Kereakos. Our church is truly blessed with talented pianists sharing their gifts during worship each week.

One new piece was added to the choral library:

- ***The Snow Lay on the Ground*** by Vicki Hancock Wright. Shimmering like the freshly fallen snow, this setting of the beloved English carol calls to mind the tenderness of the Christmas season. Judy Kereakos, Dave Copeland, and Tristan Bohl accompanied the choir on the handbells this December.

Thank you to the worship and music committee members, congregation and all who support our music program. Looking forward to what 2022 has to offer.

Jubellation Handbell Choir

**Judy Kereakos,
Handbell Director**

The Jubellation Handbell Choir made the necessary adjustments so that we could rehearse, ring safely and contribute to the worship services in 2021.

The tables used for ringing have been safely distanced and precautions were taken to keep the equipment sanitary by each ringer wearing an assigned pair of handbell ringing gloves.

The Jubellation Choir contributed special music to the services on Sundays, March 21, December 12 and 19. On December 12 the choir was joined by Glenna Muir, pianist, as the choir rang "I Wonder as I Wander". A quartet of ringers from the Jubellation Choir accompanied the CPC vocal choir on December 19 as they sang the seasonal carol, "The Snow Lay on the Ground". In addition, a handbell descant to hymns in the worship service was rung on Easter and other Sundays.

On Sunday, March 30, we were pleased to have Abby Hall ring a beautiful arrangement of "Be Still, My Soul" on the handbell tree accompanied by Judy Kereakos, pianist.

Presbyterian Women

**Mary Alice Richardson and
Margaret Petersen, Co-leaders**

The Presbyterian Women had an abbreviated program this year, meeting virtually most of the time. We continued as a Matthew 25 church.

We concluded our Bible Study on "Lamentations." In the spring, we studied "About the Bible." We started "What my Grandmother taught Me" in the fall. It will be continued in the early Spring of 2022. Pastor Jan is our leader in these studies.

In August, we had Margaret's Gifting of Treasures and Memories Gathering. We met with our celebrated member, Marg Nelson, and she shared some of her cherished goods. All of the items were carefully chosen for each individual.

Our November Thankoffering led us into hearing from the Co-coordinator of the Gage East Empowerment Center, Wes Brandenburger.

Finally on December 21, we closed out the year with a celebration. We were happy that Audrey and Ronda were able to come. We chose to contribute to the "Presbyterian Giving Catalog" program where our monies were sent to where the needs were greatest.

Finance & Stewardship

Kim Nickander, Chairperson

Committee members: Mark Pillers, Financial Secretary; Joanne Powell, Financial Treasurer

Year in review:

- This years offerings returned to a bit of normalcy with the return of in-person worship along with mail-ins, under the door and PayPal offerings becoming more routine.
- We had a solid year financially and were able to transfer \$31,000 to the Capital Activity Fund.
- We thank everyone who supports our finances through your prayerful offerings!

General Operating Fund Stewardship Drive Summary

	2016	2017	2018	2019	2020	2021	2022
Pledging Units	26	26	24	23	23	25	27
Total Dollars Pledged	\$88,468.00	89,368.00	\$92,180.00	\$91,940.00	\$101,570.00	\$107,300.00	\$114,470.00
Average Pledge	\$3,402.00	\$3,427.23	\$3,840.83	\$3,997.39	\$4,416.09	\$4,292.00	\$4,240.00
Mission Pledge						\$5240.00	\$5690.00

Special Offerings for 2021

One Great Hour of Sharing	\$795.00
Peacemaking	\$360.00
Pentecost	\$460.00
Thank Offering	\$690.00
Christmas Joy	\$500.00

Monthly Receipts for 2021

	2021			2020		
	Monthly		Weekly	Monthly		Weekly
	<u>Receipts</u>	<u>Wks</u>	<u>Average</u>	<u>Receipts</u>	<u>Wks</u>	<u>Average</u>
January	\$2,750.00	5	\$550.00	\$3,634.00	4	\$908.50
February	\$7,138.50	4	\$1,784.63	\$10,136.00	4	\$2,534.00
March	\$31,697.65	4	\$7,924.41	\$4,289.76	5	\$857.95
April	\$15,890.00	4	\$3,972.50	\$11,135.20	4	\$2,783.80
May	\$8,450.00	5	\$1,690.00	\$7,690.00	5	\$1,538.00
June	\$9,100.00	4	\$2,275.00	\$4,675.00	4	\$1,168.75
July	\$3,050.00	4	\$762.50	\$4,145.00	4	\$1,036.25
August	\$4,815.00	5	\$963.00	\$9,695.00	5	\$1,939.00
September	\$11,940.00	4	\$2,985.00	\$9,492.00	4	\$2,373.00
October	\$6,038.00	5	\$1,207.60	\$3,915.00	4	\$978.75
November	\$14,965.00	4	\$3,741.25	\$12,575.00	5	\$2,515.00
December	\$15,223.80	4	\$3,805.95	\$15,000.80	4	\$3,750.20
Total	\$131,057.95	52	\$2,520.35	\$96,382.76	52	\$1,853.51

This Year to Date Weekly Average is: \$2,520.35

Last Year's Weekly Average was: \$1,853.51

<u>YR 2021</u>	<u>Budgeted</u>	<u>Actual</u>	<u>Difference</u>
Weekly	\$2,240.71	\$2,520.35	\$279.64
Monthly	\$9,709.75	\$10,921.50	\$1,211.75
Year	\$116,517.00	\$131,057.95	\$14,540.95

*Monthly Receipts are calculated by adding the pledged plus non-pledged offerings.

Community Presbyterian Church
Profit & Loss Budget Performance
January through December 2021

				2021	2021	2022
				Jan - Dec 21	Budget	Jan - Dec 22
Ordinary Income/Expense						
Income						
		400 · Pledged Giving		124,017.95	107,300.00	114,470.00
		410 · Non-pledged Giving		7,040.00	9,217.00	4,400.00
		420 · CPN Rent		22,884.00	22,884.00	22,884.00
		430 · CPN Utilities		10,656.00	10,656.00	11,568.00
		440 · Building Rental Income		2,000.00	600.00	2,000.00
		450 · Per Capita		460.00	1,829.00	1,829.00
		460 · Coffee Fund		0.00	100.00	100.00
		470 · Membership Events		0.00	200.00	200.00
		480 · Missions - General		2,125.00	5,240.00	5,690.00
		490 · Miscellaneous Income		532.88	200.00	200.00
		499 · Interest Income		144.31	100.00	100.00
		Total Income		169,860.14	158,326.00	163,441.00
Expense						
		500 · Admin / Operating Expenses				
		503 · Bank Fees		297.37	120.00	225.00
		504 · Loan Payments				
		505 · PILP - Interest paid		691.81		
		506 · PILP - Principal paid		3,348.71		691.81
		504 · Loan Payments - Other		0.00	4,040.52	3,348.71
		Total 504 · Loan Payments		4,040.52	4,040.52	4,040.52
		510 · Office Supplies		161.65	550.00	250.00
		512 · Per Capita		3,905.50	3,820.00	3,905.00
		514 · Computer expenses		711.47	300.00	1,100.00
		516 · Postage		587.00	450.00	600.00
		518 · Miscellaneous Admin Expenses		1,298.50	850.00	1,800.00
		Total 500 · Admin / Operating Expenses		11,002.01	10,130.52	11,920.52
		520 · Personnel Expenses				
		521 · Pastor				
		522 · Salary		19,541.66	11,583.33	12,350.00
		523 · Pension		0.00	8,000.00	8,000.00
		525 · SECA - Offset		2,033.90	2,033.31	2,111.40
		526 · Allowances		1,268.92	2,900.00	2,400.00
		527 · Housing Allowance		15,000.00	15,000.00	15,000.00
		Total 521 · Pastor		37,844.48	39,516.64	39,861.40
		532 · Office Administrator		26,060.00	26,000.00	27,300.00
		533 · Custodial		3,500.00	3,500.00	3,675.00
		535 · Payroll Taxes		2,278.71	2,256.72	2,369.52
		536 · Subcontractors				
		537 · Choir Director		4,800.00	4,800.00	5,040.00
		538 · Church Pianist		3,240.00	4,800.00	5,040.00
		539 · Handbell Director		960.00	1,000.00	1,050.00
		540 · Worship Setup		100.00	600.00	600.00
		Total 536 · Subcontractors		9,100.00	11,200.00	11,730.00
		Total 520 · Personnel Expenses		78,783.19	82,473.36	84,935.92

Community Presbyterian Church
Profit & Loss Budget Performance
January through December 2021

				2021	2021	2022
				Jan - Dec 21	Budget	Jan - Dec 22
560 · Building and Grounds						
561 · Non-shared Expenses						
562 · Copier				2,821.68	2,825.00	2,825.00
563 · Furnace Maintenance Plan				200.00	1,081.00	1,081.00
564 · Furnace / AC Repairs				901.49	950.00	1,550.00
565 · Garden / Landscaping				839.54	3,000.00	3,000.00
566 · Insurance						
567 · Property Insurance				6,082.00	5,691.00	6,082.00
568 · Umbrella				501.00	501.00	501.00
569 · Work Comp				907.00	1,575.30	907.00
Total 566 · Insurance				7,490.00	7,767.30	7,490.00
572 · Lawn Care - Additional				246.59	200.00	250.00
573 · Minor Equipment				0.00	300.00	300.00
574 · Misc Repairs & Maint				1,350.70	1,500.00	1,500.00
576 · Fire System Repair & Maint				4,814.36	1,800.00	2,200.00
577 · Non-shared cleaning and paper				35.92	250.00	250.00
578 · Transfer to Capital accounts				31,000.00	7,628.00	7,628.00
Total 561 · Non-shared Expenses				49,700.28	27,301.30	28,074.00
581 · CPN Shared Expenses						
583 · Cleaning and Paper Products				32.96	30.00	30.00
585 · Floor Cleaning				1,770.00	2,300.00	2,000.00
587 · Snow Removal and Lawn Care				5,180.00	7,560.00	7,760.00
588 · Trash Removal				1,786.31	1,200.00	1,800.00
589 · Utilities						
592 · Electric				7,207.01	8,400.00	7,800.00
593 · Gas				3,468.08	4,200.00	3,800.00
596 · Internet				1,400.47	1,300.00	1,438.00
Total 589 · Utilities				12,075.56	13,900.00	13,038.00
599 · Transfer to Parking lot reserve				1,675.00	1,675.00	1,675.00
Total 581 · CPN Shared Expenses				22,519.83	26,665.00	26,303.00
Total 560 · Building and Grounds				72,220.11	53,966.30	54,377.00
600 · Christian Education						
601 · Adult Education				36.25		
602 · Sunday School Supplies				15.16		
600 · Christian Education - Other				174.41		
Total 600 · Christian Education				225.82		
610 · Deacons Expenses				0.00	200.00	200.00
630 · Membership Expenses						
634 · Coffee and Kitchen Supplies				0.00	50.00	50.00
636 · Event Expenses				0.00	150.00	150.00
Total 630 · Membership Expenses				0.00	200.00	200.00
640 · Missions Expenses						
644 · Mission General Fund				2,987.73	6,240.00	6,690.00
646 · Presbytery Support				0.00	1,600.00	1,600.00
Total 640 · Missions Expenses				2,987.73	7,840.00	8,290.00

Community Presbyterian Church
Profit & Loss Budget Performance
 January through December 2021

				2021	2021	2022
				Jan - Dec 21	Budget	Jan - Dec 22
650 · Worship and Music Expenses						
			652 · Choir Music and Supplies	110.00	500.00	500.00
			654 · Guest Musicians	510.00	600.00	600.00
			656 · Guest Speakers	1,125.00	1,500.00	1,500.00
			658 · Handbell Music and Supplies	187.14	350.00	350.00
			660 · Piano Maintenance	365.00	200.00	200.00
			662 · Worship Supplies	347.94	320.00	366.00
			650 · Worship and Music Expenses - Other	15.99		
			Total 650 · Worship and Music Expenses	2,661.07	3,470.00	3,516.00
			66000 · Payroll Expenses			
			Total Expense	167,879.93	158,280.18	163,439.44
			Net Ordinary Income	1,980.21	45.82	1.56
			Net Income	1,980.21	45.82	1.56

Community Presbyterian Church
Balance Sheet

As of December 31, 2021

	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>
ASSETS		
Current Assets		
Checking/Savings		
120 · Think Checking - Operating	185,387.27	157,903.11
Total Checking/Savings	<u>185,387.27</u>	<u>157,903.11</u>
Other Current Assets		
155 · Stock Donations not yet sold	1,659.02	1,659.02
Total Other Current Assets	<u>1,659.02</u>	<u>1,659.02</u>
Total Current Assets	<u>187,046.29</u>	<u>159,562.13</u>
Fixed Assets		
160 · Church Property		
162 · Church Building	1,199,461.38	1,199,461.38
164 · Land	31,077.00	31,077.00
166 · Accum Depreciation - Building	-367,008.04	-367,008.04
Total 160 · Church Property	<u>863,530.34</u>	<u>863,530.34</u>
170 · Equipment / Furnishings		
172 · Accum Depreciation - Equip/Furn	-22,503.14	-22,503.14
170 · Equipment / Furnishings - Other	23,384.54	23,384.54
Total 170 · Equipment / Furnishings	<u>881.40</u>	<u>881.40</u>
Total Fixed Assets	<u>864,411.74</u>	<u>864,411.74</u>
TOTAL ASSETS	<u>1,051,458.03</u>	<u>1,023,973.87</u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
250 · Accounts Payable	3,025.81	2,740.48
260 · Payroll Liabilities		
262 · Federal Withholding	0.00	561.11
264 · FICA	473.23	650.16
266 · MN Withholding	285.00	356.08
260 · Payroll Liabilities - Other	697.36	0.00
Total 260 · Payroll Liabilities	<u>1,455.59</u>	<u>1,567.35</u>
Total Other Current Liabilities	<u>4,481.40</u>	<u>4,307.83</u>
Total Current Liabilities	<u>4,481.40</u>	<u>4,307.83</u>
Long Term Liabilities		
280 · PILP Loan	18,206.65	24,789.06
Total Long Term Liabilities	<u>18,206.65</u>	<u>24,789.06</u>
Total Liabilities	<u>22,688.05</u>	<u>29,096.89</u>
Equity		
30000 · Opening Balance Equity	883,656.14	883,656.14
31500 · Temp. Restricted Assets	119,218.51	93,851.65
32000 · Loan Principal Retired	23,951.60	17,315.88
Net Income	1,943.73	53.31
Total Equity	<u>1,028,769.98</u>	<u>994,876.98</u>

Community Presbyterian Church
Dedicated Fund Report
December 2021

	<u>Dec 21</u>	<u>Jan - Dec 21</u>
Other Income/Expense		
Other Income		
900 · Dedicated Funds		
9000 · Building Capital Account		
9001 · Opening Bal - Building Capital	0.00	34,397.83
9002 · Income - Building Capital	31,000.00	31,000.00
9003 · Expenses - Building Capital	-389.30	-4,671.60
Total 9000 · Building Capital Account	<u>30,610.70</u>	<u>60,726.23</u>
9010 · Building Growth Initiatives		
9011 · Opening Bal - Building Growth	0.00	18,765.20
Total 9010 · Building Growth Initiatives	<u>0.00</u>	<u>18,765.20</u>
9020 · Parking Lot Fund		
9021 · Opening Bal - Parking Lot	0.00	14,133.87
9022 · Income - Parking Lot Fund	1,675.00	1,675.00
9023 · Expenses - Parking Lot Fund	0.00	-1,172.35
Total 9020 · Parking Lot Fund	<u>1,675.00</u>	<u>14,636.52</u>
9050 · Memorials		
9051 · Opening Bal - Memorials	0.00	5,174.92
9053 · Expenses - Memorials	0.00	-1,172.20
Total 9050 · Memorials	<u>0.00</u>	<u>4,002.72</u>
9100 · Special Offerings		
9101 · Opening Bal - Special Offerings	0.00	335.00
9102 · Income - Special Offerings	500.00	2,805.00
9103 · Expenses - Special Offerings	-3,030.00	-3,030.00
Total 9100 · Special Offerings	<u>-2,530.00</u>	<u>110.00</u>
9200 · Adult Education Fund		
9201 · Opening Bal - Adult Education	0.00	13,157.42
Total 9200 · Adult Education Fund	<u>0.00</u>	<u>13,157.42</u>
9210 · Camp Scholarship Fund		
9211 · Opening Bal - Camp Scholarships	0.00	276.24
Total 9210 · Camp Scholarship Fund	<u>0.00</u>	<u>276.24</u>
9230 · Compassion International		
9231 · Opening Bal - Compassion Int'l	0.00	0.00
Total 9230 · Compassion International	<u>0.00</u>	<u>0.00</u>
9240 · Deacons Visitation Fund		
9241 · Opening Bal - Deacons Visitatio	0.00	556.00
Total 9240 · Deacons Visitation Fund	<u>0.00</u>	<u>556.00</u>
9250 · Garden Fund		
9251 · Opening Bal - Garden Fund	0.00	770.00
Total 9250 · Garden Fund	<u>0.00</u>	<u>770.00</u>
9260 · Library Fund		
9261 · Opening Bal - Library Fund	0.00	879.81
Total 9260 · Library Fund	<u>0.00</u>	<u>879.81</u>

Community Presbyterian Church
Dedicated Fund Report
December 2021

	<u>Dec 21</u>	<u>Jan - Dec 21</u>
9280 · Overseas Fund		
9281 · Opening Bal - Overseas Fund	0.00	2,750.00
Total 9280 · Overseas Fund	0.00	2,750.00
9290 · Pastor - Continuing Education		
9291 · Opening Bal - Pastor Cont Ed	0.00	273.17
9293 · Expenses - Pastor Cont Ed	0.00	-106.66
Total 9290 · Pastor - Continuing Education	0.00	166.51
9300 · Sunday School Mission Fund		
9301 · Opening Bal - SS Mission Fund	0.00	998.73
Total 9300 · Sunday School Mission Fund	0.00	998.73
9310 · Youth Fundraisers		
9311 · Opening Bal - Youth Fundraisers	0.00	759.94
Total 9310 · Youth Fundraisers	0.00	759.94
9330 · Presbytery Grant - Vitality		
9331 · Vitality Grant Opening Balance	0.00	305.17
Total 9330 · Presbytery Grant - Vitality	0.00	305.17
9350 · COVID-19 Emergency Grant		
9351 · Opening Balance - COVID Grant	0.00	318.35
9353 · Expenses - COVID-19 Grant	0.00	-2,460.33
Total 9350 · COVID-19 Emergency Grant	0.00	-2,141.98
9360 · CPNS Assistance	0.00	0.00
9370 · Tech Grants		
9372 · Tech Grants - Income	0.00	2,500.00
Total 9370 · Tech Grants	0.00	2,500.00
Total 900 · Dedicated Funds	<u>29,755.70</u>	<u>119,218.51</u>
Total Other Income	<u>29,755.70</u>	<u>119,218.51</u>
Net Other Income	<u>29,755.70</u>	<u>119,218.51</u>
Net Income	<u><u>29,755.70</u></u>	<u><u>119,218.51</u></u>

318.35
← 39.67

2021 Strategic Plan

Mission Statement

Our mission is to be an open hearted, open minded Christian community, sharing a ministry of faith, hope, and love.

We are strongly rooted in the principles first modeled by Jesus Christ. Based on this foundation, “Open Hearted, Open Minded” continues to be our guiding message.

- We welcome people of diverse lifestyles, perspectives, and abilities.
- Ministry of faith means sharing God’s message by embracing and supporting all in time of need or joy.
- We believe strongly in the value of prayer and strive to provide opportunities for all to grow in their faith journey.
- We affirm the need for a broad education and worship experience for all ages.

Our mission extends beyond our congregation to those in our immediate community and throughout the world. Mission means personally sharing time, talent, and finances as well as advocating for those in need.

2021 Situation Statement

Community Presbyterian Church is a community of kind, friendly, open, accepting, and caring people who are mission-driven, reaching out to love our neighbors. Inward strengths include care and concern



for each other, dedication of people willing to lend a hand, and a flexible supportive culture. Another asset is an adaptable building facility that is useful to others, including a partnership with Children’s Place Nursery School.

God is working at CPC in many ways including through everyone who is present here, in worship with each other, as we are part of something larger that God is doing in our community and world, through our leader and volunteers, in mission and outreach and with our youth activities.

Like many churches, our congregation is aging, membership has been declining, our building requires repairs and modernization, and we are struggling to find new ways to hold worship and other ministry due to the 2020-21 pandemic that disrupted usual ways of being together.

2021 Situation Statement

Our current challenges include:

- **Membership Growth:** finding like-minded people who share our values and mission as well as increasing the number of young people in our community
- **Advertising:** effective ways to reach out to the community to become better known, encouraging visitors, standing out as there are many churches in Rochester, and making our location easier to find
- **Human Capital:** identifying new and more volunteer leadership and reducing volunteer fatigue and burnout
- **Spiritual Growth:** offering a variety of activities that spark joy and are fun given a current smaller number of leaders and volunteers

STRATEGIC PLANNING

The Session Covenant includes the responsibility to “create opportunities to share challenges and strengths to reinforce our identity as people of God.” In this spirit, Session and Pastor Jan completed a pre-survey and a four-hour group conversation guided by an external facilitator in October 2021. One aspect of the conversation included these questions:

Questions: *Where is the Spirit leading us? What are our most compelling areas of growth and opportunity? What ought we sustain and/or improve upon for what we are already doing well and desire to continue?*

Looking to the Future in Our Own Words...

Our church grows in ministry...members, volunteers, and leaders

Improve our hybrid worship experience

- *I am excited about what hybrid worship services offer us in terms of reaching out to others.*
- *Learn new techniques and put them to effective use*
- *Continue to impress hybrid worship styles*
- *Virtual – on the road with our services*

Continue our successful programs; reach out to other churches to collaborate and discuss strategies

- *Continue what we are doing as I like a small church community*
- *Find connections with a younger church*

Advertising

- *I really hope that we can start attracting visitors from our closest neighborhood*
- *Become known in Rochester area for something good*

Have patience as we move forward; develop a process to monitor our progress toward our goals

Increase joy and decrease drudgery



Major Initiative Goal and Potential Activities

Major Initiative and Goal	Projects/Activities
<p>1. Mission and Outreach: Continuing existing efforts and expanding service to the community as well as creating new opportunities for members</p>	<ul style="list-style-type: none"> ● Blue Sky conversations ● Partnership with Gage East and other innovative groups (Lifegate Services) ● Outreach for generational exposure ● Meeting the challenge of local food insecurity ● Offer mission trips
<p>2. ‘On the Road’ with Worship and Ministry: Engaging more people in worship and ministry by offering ‘experiences’ in large housing facilities in Rochester and/or work to make easier connections to our virtual offerings in those sites</p>	<ul style="list-style-type: none"> ● Bring a CPC group onsite for worship, intergenerational interactions, devotional service ● Connections may be hybrid options with screens, TV access to CPC virtual offerings ● Facilities might include Shorewood, Homestead, The Waters, Madonna Towers, Charter House, Gage East, new building near HyVee
<p>3. Hybrid Church Innovations: Building up the quality of our current offerings and increasing the number of and accessibility to our virtual events</p>	<ul style="list-style-type: none"> ● Virtual Worship, Bible Studies, Book Studies and more ● Interactive style vs. just streaming ● Explore Vlog, pre-recorded messages, etc. ● Keep up to date with equipment and software ● Worship with people around the country (and world) via virtual
<p>4. Worship Practice: Enhancing our worship time together to be meaningful to a diverse community</p>	<ul style="list-style-type: none"> ● Keep outside services in pleasant weather ● Alter worship service once a month ● Continue music including choir, bell choir, videos ● Partner for innovative worshipping ● Stay with traditional foundation with modern tweaks ● Continue ‘Joys and Concerns’ as this interaction helps keep us connected ● Change worship service: increasing interactions, informal aspects, and relevance to today’s issues

<p>5. Connections with Other Churches:</p> <p>Exploring ways to purposefully network with other churches for spiritual growth for our members and to marshal resources for what we cannot easily do ourselves</p>	<ul style="list-style-type: none"> ● Partner with innovative groups, e.g., alternative worshipping community like Olive Branch ● We could begin with inviting others for our efforts with Gage East ● Think broadly including virtual options ● Working with Afghan refugees is a current need in our community, and an example of how churches can do more together than alone ● Collaborate for a specific focus – example, a service project where we meet after church with others to make sandwiches for the homeless shelter ● Begin by identifying churches with a similar mission direction
<p>6. Advertising and Involvement:</p> <p>Getting the word out better about who we are and what we do and increasing the number of fun activities to increase involvement in our broader church community</p>	<ul style="list-style-type: none"> ● Outreach to neighbors ● Find ways to increase interactions with members/visitors (coffeehouse) ● Casual events open to the community (movies outside, and non-work events, like grow flowers, harvest them, and take to NH or another place) ● More fun events ● Pull those in our books into activities of their priority ● Education Outreach guest speakers ● Make it easier physically and electronically to find us ● Invite new people/youth through music program ● Have a posted nursery (Kidz Klub) schedule online ● Acquire a Floppy Arm Guy to put near church to help people find us

Other Recommendations:

- a. Continue Popular Programs – Book Club, PW Bible Study
- b. Retain the Nursery school on-site
- c. Make a financial plan for future expenditures
- d. Inform congregation of Capital expenses
- e. Explore Presbytery grant to study Rochester and Presbyterian prospects and churches

IMPLEMENTATION OF STRATEGIES

Next Steps:

1. Session is ready for opening conversations in creative ways about the situation of our church community and strategic direction. A pre-survey will be available for members for reflection and self-study to refresh the key points of the 2019 effort.

2. Identify committees or task forces to further develop ideas and action steps. For example,

Committees

Worship - #2-On the Road, #3-Hybrid Church Innovations, #4-Worship Practice

Music - #2-On the Road,
#4-Worship Practice

Tech – #2-On the Road,
#3-Hybrid Church
Innovations

4. Identify interested groups (Women's Group, Bible study groups) for various initiatives and activities.

5. Match individuals with their interests/passions.

6. Develop a realistic timeline for when effort begins by whom on each of the initiatives. (Note: This is a five-year plan assuming every idea does not need attention immediately).

7. Approve the strategic plan at the Annual Meeting.

8. Begin implementation to make progress toward the Spirit-led, preferred future as a church community.



Participants in Strategic Planning

Sue Chipman - Christian Education
Dave Copeland - Nominating and Personnel
Gene Kopecky - Building and Grounds
Ronda Marshall - Mission
Mary Meyer - Clerk of Session
Kim Nickander - Finance
Ivy Pillers – Worship and Music
Pastor Jan Wiersma
Donna Rae Scheffert – Facilitator, Leadership Tools



Page intentionally left blank.

Community Presbyterian Church

open hearted, open minded

Thank you!

For your leadership as a Deacon!
Jeanette Hallbeck and Jennifer Hall

For your leadership as a Ruling Elder!
Ronda Marshall and Dave Copeland

For your leadership as Clerk of Session!
Mary Meyer



Community Presbyterian Church
3705 Fairway Place NW, Rochester, MN 55901
507-280-9291 www.cpcrochester.org

Our mission is to be an open-hearted,
open-minded Christian community sharing a ministry of
faith, hope, and love.

