



Annual Report 2023

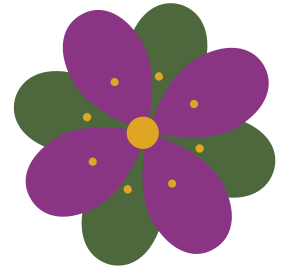


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Session Members

Moderator: Rev. Caleb Clarke

Clerk of Session: Beverly Hutchinson

Class of 2023: Rick Adle, Glen Andrews, Pat Carmichael (one-year term), Bill Chittick, Sally Jackson

Class of 2024: Pat Baumann, Marva Bryan, Ray Rivera, Al Stacer, Helen Wilburn (two-year term)

Class of 2025: Doug Burns, Marty Hillman, Bob Swift, Scott Uthlaut

SPIRITUAL FORMATION COMMITTEE REPORT

General Summary

The committee focused efforts on creating spaces for engaging congregants of all ages in Christian education and spiritual formation practices.

Educational Trips

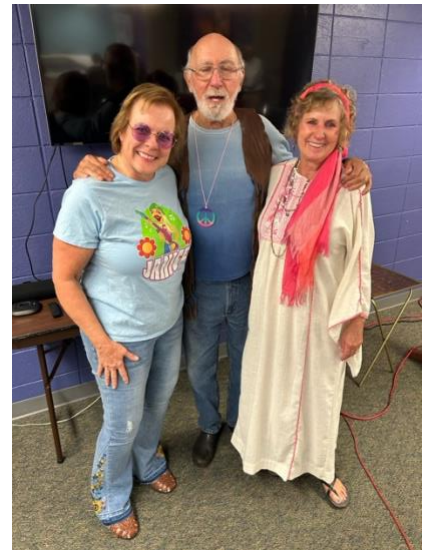
Jeanine Fulton planned two educational trips:

International Trip: The Rhine River Reformation Cruise (25 participants)

Local Trip: A Christmas Carol by Charles Dickens at the Alliance Theater (34 participants)

Children's Sunday School

Helen Wilborn and Ruth Parker held regular Sunday school classes. Olivia, Helen's daughter, and one of EPC's new members, Abigail Richards, also help most Sundays. Class begins at 9:15 to coincide with the adult class. In September, Rally Day was held with a great turnout. The children put on a nativity play on Christmas eve. All of the children and youth did a phenomenal job! Mary Bentley directed the play. Buildings and Grounds helped make the play a success by setting up the staging and by bringing ancient scenes of Bethlehem into the sanctuary.

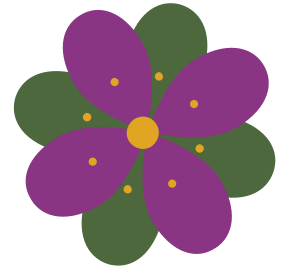


Adult Sunday School

Adult class was held from 9:15 to 10:15 each Sunday on Zoom and in person in the Adult Center. Average adult attendance has maintained an average of 17 each week. The curricula used this past year included: *The Redemption of Scrooge* by Matt Rawle, *Don't Give The Enemy A Seat At Your Table* by Louie Giglio, and for our Lenten Study we studied *Seven Words*, *Listening to Christ From The Cross* by Susan Robb. Summer Sunday School used the youth confirmation curriculum *re:form* and was led by Mark Sauls. We held two successful Watermelon and The Word events at Park Springs during the summer. During the summer we also held a 4 day Adult VBS which focused on the prayers of Jesus and practical spiritual formation practices such as meditation and a labyrinth walk.

Confirmation

Four youth participated in a confirmation class from January to May led by Mark Sauls. The class met on Sunday afternoons in the youth room and used *re:form Confirmation* curriculum. Participants Jensen Brooke Rivera, Joshua Vasquez-Burke, Alexa Vasquez-Burke, Jaecob Vasquez-Burke were baptized and confirmed on May 7, 2023.



Wednesday Night Programs

The Spiritual Foundation Committee sponsored weekly Wednesday night programs. *The Chosen*, a creative reenactment of Jesus' ministry, continued with season 3. Those in attendance have agreed to continue with the Christian educational movie theme however, we took a break once we completed season 3 of *The Chosen*. During the fall, we invited Jim McGill and Samantha Burke to speak. Susan Adle conducted a study on the history of the Bible, and we had two Jeopardy game nights. Mark Sauls also gave an introductory session on virtual reality. The most attended Wednesday Night was, *The Universe From Beginning to End*, a talk by member Tom Crowley.

Committee Members

Susan Adle, Caleb Clarke (Pastor), Mary Clarke, Jeanine Fulton (Executive Director of Ministries), Ruth Parker, Mark Sauls (Director of Family, Outreach, and Technology Ministries), and Helen Wilborn (chair)



CONGREGATIONAL CARE COMMITTEE REPORT

Inauguration

The first meeting of the newly formed Congregational Care Committee was held on Tuesday, January 17, 2023, both in person and on Zoom. Committee Co-chairs, Pat Carmichael and Marty Hillman presiding. Rev. Caleb Clarke also in attendance. The third Tuesday of each month was decided for regular meetings with July the exception.

Family Assignments

Family assignments were distributed and discussed with the possibility that some assignments might be removed after the process of removal of inactive members. Final assignments were finished in February.

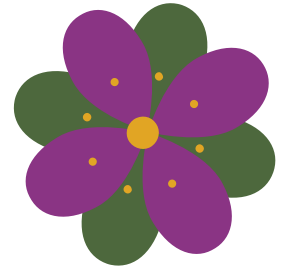
Care Ministers

Care Ministers was the designated title assigned to the members of the Committee. A commissioning was held during church service on March 12th and a brief explanation of the responsibilities of Care Ministers explained to the congregation. A letter followed with more detailed information and asking congregation members to contact the co-chairs if they were interested in serving in the capacity of Care Minister. An additional commissioning was held August 13th for new Care Minister members. The inaugural class of Care Ministers were Mary Katherine Bentley, Nancy Bethune, Pat Carmichael, Marty Hillman, Melanie Mackie, Samille Malloy, Sally McMillan, Ruth Parker, Linda Redman, Celeste Sears, Patty Swift, and Janice Wilmot

Ice Cream Social

An ice cream social was held following the commissioning on August 13th with great success and a chili luncheon was held October 1st, again with great success.





Staying Connected

The Care Ministers continue to keep in touch with their family assignments and share information that is appropriate with other members of the committee and the office with a strict admonition that all such information is confidential. Each member bearing in mind the desires and wishes of their families.

2024 will bring a challenge to recruit new members which we are meeting head on in January.

Committee Members

Mary Catherine Bentley, Pat Carmichael, Barbara Garret, LaRue Gerard, Melanie Mackie, Samille Malloy, Sally McMillan, Marty Hillman, Ruth Parker, Linda Redman, Celeste Sears, Patty Swift, Helen Wilborn, Janice Wilmot.



OUTREACH COMMITTEE REPORT

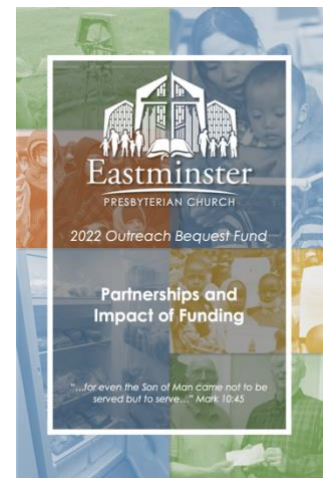
Purpose

The Outreach Committee seeks ways for Eastminster's congregation to support teaching the truth, feeding the hungry, healing the broken, and welcoming strangers. In addition to finding ways to support traditional mission and community organizations, Outreach continued discerning how best to use remaining bequest funds and to share information with the congregation about those gifts and our mission partners.

2022 Outreach Bequest Booklet

A booklet of the Ruth Sullivan bequest donations made in 2022 was published and shared with the congregation. The Outreach Committee decided to use \$65,000 of the remaining \$80,614.75 available from the bequest funds for distribution this year as outlined below.

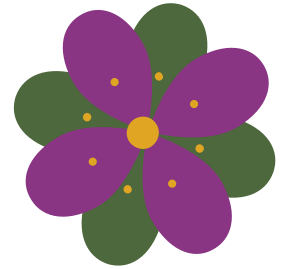
1. **Presbyterian Disaster Assistance:** \$5,000 to support Georgia, Mississippi and Alabama disaster areas.
2. **Jim McGill, PC(USA) Missionary:** \$10,000 to continue One Evangelist-One Well projects in Africa.
3. **Stone Mountain Co-op Ministries:** \$5,000 to purchase needed items unavailable from the Atlanta Community Food Bank and to provide rent and utilities assistances as needs are identified.
4. **Lilburn Cooperative Ministries:** \$5,000 to purchase needed items unavailable from the Atlanta Community Food Bank.
5. **Ethne Clinic:** \$10,000 to support their plans to establish a dental clinic in Clarkston.
6. **Friends of Refugees Embrace:** \$ 5,000 support for prenatal and post-natal care and education. (Coordination between Ethne and Embrace staff)
7. **Friends of Refugees Family Literacy Program, Mommy and Me:** \$5,000
8. **JMA Ministries:** \$10,000 for English as a Second Language (ESL) teaching and tutoring, sewing classes, food distribution
9. **Clifton's Night Shelter:** \$10,000 to support improvements to Joe's Place property.



This leaves a balance of \$15,641.75 to be awarded in the coming years. Five of our mission partners attended Adult Sunday School to share information about their ministries and participated in worship on Partnership Sunday in October.

Ongoing Partnerships:

Ongoing outreach mission projects included food drives with focus on special holidays and delivering excess bread from **Lilburn to Stone Mountain Co-ops**. EPC members volunteered in distribution of food during November and December at **Stone Mountain Co-op**. EPC donated 2,277 pounds of food



in 2023. We also served on Boards and Committees at co-ops as well as attending meetings with several local churches in a group called Faith Community Outreach about community service activities in Stone Mountain Village. Three **Blood Drives with Life South** were held in 2023 to help meet an urgent need for blood donations.

Outreach coordinated with **The Salvation Army** to provide bell ringers in their collection efforts. The **Caring Tree** donations for 2023 were very generous with a total of \$4,829.59 in donations. \$50 Wal-Mart gift cards were purchased, 40 were delivered to Brockett Elementary School and 14 to Smoke Rise Elementary School based on the needs the counselor identified. The remaining 27 cards went to the counselors at Stone Mountain Elementary School to distribute to needy families.

Outreach reviewed our budget request for 2024, submitting the same amount as previous years, \$10,000. We look forward to the opportunity to distribute remaining bequest funds as well as working with our mission partners in the coming year.

Committee Members

Susan and Rick Adle, Kelly Gunter (Lilburn Co-op Board), Bill Hutchinson, Richard Kellogg, Linda Redman (Co-chair), Janet Uthlaut, Mark Sauls (Director of Family, Outreach, and Technology Ministries), Al Stacer (Co-chair), and Caring Tree members: Mary Ann Howard, Sally McMillan



WORSHIP COMMITTEE REPORT

Primary Goal

The primary goal of the Worship Committee of Eastminster Presbyterian Church is to facilitate worship by supporting the minister and the congregation in the follow areas: communion, ushers, flowers, liturgy, support for weddings and funerals and preparing the sanctuary for special services. The Music Subcommittee works with the staff, organist, and music interns to coordinate activities with the music ministry at Eastminster.

Services

Services, since the latter part of 2021, continued to be held in the sanctuary, in person, for those who feel comfortable with or without a mask. The services continue to be live-streamed and this practice will be maintained permanently by the Technology Committee.

Music Interns

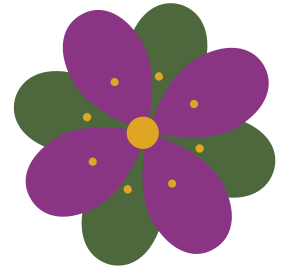
At the end of August 2022, two interns from the Georgia State Master's Program in Choral Conducting began their two-year internship. Jose Azurdia and Elizabeth Daly worked together with the Chancel Choir while Elizabeth worked with the children and Jose worked with the choir and more contemporary music. In April 2023, Jose and Elizabeth were able to attend the World Symposium on Choral Music in Istanbul. In August 2023, Elizabeth left Eastminster to work in a different intern assignment. A new intern, Allessandra Roberson, just starting her two-year internship at Georgia State, joined Jose in August working at Eastminster.

Communion and Lent

Eastminster continues to observe the monthly sacrament of communion during the in-person services with those celebrating at home furnishing their own elements. The evening service for Ash Wednesday on February 22nd began with a simple meal followed by a meaningful service. A simple meal and Maundy Thursday service was on April 6th. A Good Friday service conducted by Eastminster staff was recorded earlier and made available to view online. Easter Sunday on April 9th was well-attended.

Guests, Faithful Ones, and Advent

The Outreach Committee invited Michael Baguma, a student at Columbia Theological Seminary from Tanzania to serve as liturgist on Worldwide Communion Sunday, October 1st. Outreach also invited some of our local Mission Partners to participate in Worship on October 8th. Kirking of the Tartans was held on October 29th, Reformation Sunday. (EPC now has 27 tartans in its collection.) The Faithful Ones observation of offering \$1 each Sunday continued in 2023. As in the past, the Christmas tree and ornaments were set up at the end of November and the church prepared for the Advent Season. Lessons and Carols Service was on December 17th and Christmas Eve worship services included a morning service with a Christmas pageant and an evening communion service.



Life of the Church Services

Celebration of Life services were held for Steven Farrer, David Seaton, and Lourene Collins. Baptisms of children were held for Jensen Brooke Rivera, Joshua Vasquez-Burke, Alexa Vasquez-Burke, Jaecob Vasquez-Burke, and Austin Ramos. There were no weddings.

Committee Members

Scott Uthlaut, Chair, Cynthia Heckman, Chair of Music Subcommittee, Caleb Clarke (Pastor), Marva Bryan, Carol Carmichael, Lucy Cole Gratton, Marty Hillman, Susan Gordon, Ron Lee, Lynn Maxwell, Erica Meers. and Chip Wilmot. Music Subcommittee members included Peggy McCurdy, Ken McMillan, Carole Mitchell, Jeanine Fulton (Executive Director of Ministries), as well as Cynthia, Scott, Chip, and Caleb Clarke (Pastor).



CONGREGATIONAL LIFE COMMITTEE REPORT

Events of the Church

January – May regular Wednesday night dinners continued with meals brought in from local restaurants and/or mainly prepared by Bev Hutchinson. Programs from Spiritual Formation followed the dinners.

June – August CL sponsored “Dining Around the World” at various local restaurants.

September regular dinners and programming resumed.

Pickleball continues to have large participation on Thursday evenings and Saturday mornings.

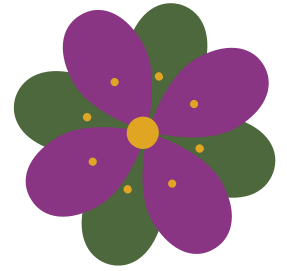
Salt Shakers restarted in September with a joint dinner held at the home of Pat Baumann and Mike Swomley. Assigned groups meet October – December.

Congregational Life continues to assist with any events/receptions held at Eastminster as requested by Congregational Care or other EPC groups/committees.

Committee Members

Rick Adle, Beverly Hutchinson, Caroline Thompson, Janice Wilmot, Dennis Yarman





WEEKDAY MINISTRIES COMMITTEE REPORT

Purpose

The Weekday Ministries Committee meets on the second Wednesday of each month via Zoom. Additional communications occur as necessary via email, phone, or text.

During 2023, the Weekday Ministries Committee continued to provide oversight and support to Eastminster's School Age Program (ESAP).

ESAP continued to provide daily after school care for the children from the local elementary schools, for the timeframes (January – May and August – December 2023). During the months of June and July, ESAP conducted 9 weeks of successful Summer Camp. In addition to after school care and summer camp, ESAP also provided full day childcare during Digital Learning Days for the children in Gwinnett County schools, as well as Teacher Workdays, Spring Break, Thanksgiving and Christmas break.

Financial Aide

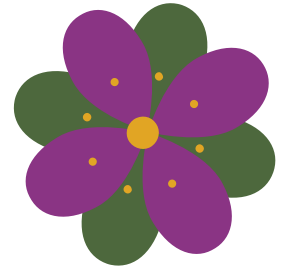
The Stable 4ward grant ended in October 2023. Currently, we have a reserve in excess of \$120,000 to offset any monthly operating losses without resulting in any negative cash flow to Eastminster Presbyterian Church.

There are additional reserves for scholarships, facilities and supplies which must be used by May 2024.

Ongoing Goals

Ongoing goals of ESAP and Weekday Ministries Committee are:

- Continue to provide Christian nurturing care for school age children, in a safe space, where each child has the opportunity for spiritual, intellectual, social, emotional, and physical growth.
- Maintain flexibility in programming, adjusting to best meet the needs of our children and families.
- Be mindful of the needs of our families and utilize the resources available to assist them to the best of our ability.
- Maintain good communication with the parents of the children in the program to strengthen relationships, foster cooperation, ensure excellence, and build positive perceptions with ESAP and the community.
- Continue to provide valuable support to the awesome Weekday Ministries staff, as challenges arise.
- Continue to adhere to all guidelines and recommendations related to covid, flus or any health-related matter.



Student Body Increase

Weekday Ministries, ESAP, and the staff at Eastminster are excited that our current headcount is 45 students (up from 27 a year ago). We are using relationships with local school administrators, attending back to school registration programs, social media and referrals to increase our headcount.

Future Goals

Goals of Eastminster School Age program for 2024

- Continue to provide and build on a faith based after school program that will continue to teach the children about Jesus.
- Remain in good standing with Bright from the Start; our main state licensing agency.

Committee Members

Sally Jackson (Moderator), Celeste Sears (Director of Weekday Ministries), Janet Uthlaut (Secretary), Glen Andrews



PRESBYTERIAN WOMEN COMMITTEE REPORT

Purpose:

Presbyterian Women (PW) is a church-wide organization whose membership is open to all women. PW gives dedicated support to the mission of the denomination and determines its own leadership, program, and budget.

Bible Studies:

Our two monthly Circles encourage participation in the Horizon Bible study, missions, and Christian Fellowship with offerings supporting PW missions. Circle of Blessings led by Marjory Crawford and Bible Study by Susan Adle meets the 1st Tuesday morning averaging sixteen attendees. Evening Stars led by Janet Uthlaut and Bible Study by Marty Hillman meets the first Thursday evening averaging nine attendees. Our circles continue to meet in person and by Zoom allowing for better participation. We love to have all ladies join us.

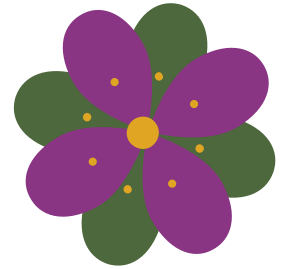
Valentine Boxes:

February, PW with congregational support continue to mail valentines and send Valentine Snack Boxes through Amazon to college students to remind them their church family is thinking about them and praying for them. Notes from students were displayed on our board letting PW and EPC members know this College Ministry is appreciated.

Atlanta Annual Gathering:

March 19 PW attended the Atlanta PW Annual Gathering on Zoom and in person at Clairmont Presbyterian. April 18 PW attended Come See Columbia Day at CTS. The PW Spring Birthday Offering Gathering April 23 celebrated PW mission recipients and enjoyed Nancy Dimmock speaking on the “Ministry of Hope-Lesotho”. The PW Thank Offering Gathering November 12 celebrated PW mission recipients, and we heard Melissa Johnson speak on “Empowering the Women of Zambia”. December PW made plans to honor Mary Clarke with a PW Honorary Life Membership on January 9th.





Christmas Ornaments:

PW makes Christmas ornaments, a 37-year tradition at EPC, that are distributed on Christmas Eve to children of all ages. This year's Christmas ornament was a Manger cut from tin with Baby Jesus' head resting on straw, and a star above, all glued to a background of four stained mini Jenga blocks. Approximately 150 have gradually been distributed.



Collaboration:

PW members are active in Congregational Life events such as Wednesday night dinners, Happy Hour-Zoom, and Outreach events such as Caring Tree, food drives for the local co-ops, and Building & Grounds work days. Women serve as Elders, Care Ministers, S.S. teachers, greeters, and ushers as well as being active in the Music & Stephen's Ministries.

Committee Members

Janet Uthlaut (Moderator and Missions), Kelly Gunter (Secretary), Caroline Thompson (Treasurer), Marjory Crawford (Historian), Sally McMillan (Publicity), Susan Adle (College), Marjory Crawford, and Abigail Richards

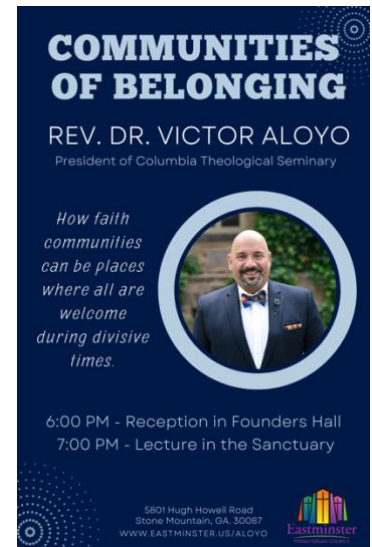
ANTI-RACISM COMMITTEE REPORT

Events

In February Dr. Victor Aloyo, President of Columbia Theological Seminary, spoke to a group of about 75 people in Eastminster's sanctuary on the topic "Communities of Belonging". Rev. Richard Farmer from Crossroads Presbyterian and Rev. Chris Holmes from First Presbyterian Atlanta, cohosted the event and spoke briefly. His talk was preceded by refreshments in Founders Hall provided by EPC. Dr Aloyo provided us with material to use in further efforts to foster communities of belonging.

In April, Lucy and Al led Sunday school classes on two consecutive weeks looking at Jemar Tisby's How To Fight Racism. Lucy generously provided copies of Tisby's book for EPC's library and Spiritual Formation.

A few ARC Members attended an Inclusive online gathering with Dr.



Angelle Jones on the topic "Bridging the Racial Divide". At our invitation, Dr. Jones met with several ARC members in August to share information about her class and tours she conducts to Civil Rights historical sites in Alabama and Georgia. She has offered to customize a tour for those who are interested. At this time interest in overnight tours is limited, so we are considering organizing our own trip to the King Center in Atlanta.

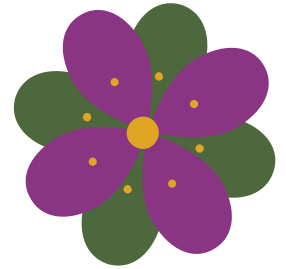
Anti-Racism Policy

At the request of the Session to meet a Presbytery requirement, ARC is drafting an Anti-Racism Policy for Eastminster. Sally and Al have committed to submit a draft for Session review by March 2024.

ARC is in conversation with Session about where this important work is best located within our church structure.

Committee Members

Marva Bryan, Caleb Clarke (Pastor), Kelly Gunter, Sally Jackson, Anne Lawing, Ruth Parker, Linda Redman, Al Stacer (Chair), Maria Storts, Dennis Yarman. Part of the year: Shelley Lee, Lucy Gratton



TECHNOLOGY COMMITTEE REPORT

Structure

- Session approved the Technology Committee to be removed as a standing Session Committee and placed under the Building and Grounds Committee.

Technology

- A new pan/tilt/zoom camera was purchased and installed to replace the center camera in the sanctuary which had become faulty with exposure and contrast issues.
- The internet network had no major issues. Regular firmware updates were applied to applicable hardware devices when released.
- An additional access point was purchased and installed in the preschool hallway for Turning Sun Preschool. Atlanta Technology Services conducted a wireless signal audit and ran the wiring installation. While working in that area of the church, ATS also replaced the older cable going from the 'preschool switch' to the 'afterschool switch' with a newer higher bandwidth CAT 6 cable.
- An "Owl" conference camera was purchased for hybrid group meetings and has been used in many group meetings including Session and staff meetings. The camera automatically focuses on up to three people speaking and serves as both a speaker and microphone.



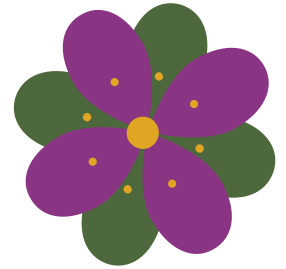
Online Collaboration

- One intern was removed from the church's Google Workplace platform and one intern was added.

Committee Members

Doug Burns (chair), Henry Howard, Mark Sauls (Director of Family, Outreach, and Technology Ministries)





BUILDING & GROUNDS COMMITTEE REPORT

Overview

In 2023 the B&G Committee sought to fulfill its task of maintaining the property of EPC in a safe, attractive and welcoming manner. The committee works with the staff and fellow members to see that this task is accomplished.

While preparing to write this report, I was looking at a “This Week At Eastminster.” There were twenty functions taking place in our building in a single week. This list didn’t include Turning Sun and ESAP in the building every day of the week. No wonder keeping our building cooled in the summer, heated in the winter, lights on all year and grounds looking nice is such a big job. I think we can be proud that our building is used for far more than Sunday School and Church on Sunday.

Maintenance and Projects

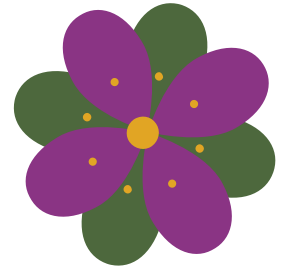
One of our biggest projects this year was the repair of several lights in the sanctuary and replacement of bulbs in the gym. With the help of member, Tom Gordon, it was determined that the problem with the sanctuary lights was the drivers. Since our lights are more than thirty feet off the floor we rented a lift and hired an electrical company to replace the drivers. While we had the lift we replaced the nonworking bulbs in the gym.

Last year it was AC units that needed replacing, this year it was heating units that need repair and replacement. The unit for the Adult Center was replaced, as well as, one in the ESAP area. Due to a grant the ESAP program was able to help with the cost of their unit, thanks ESAP!

Two rooms were given new life this year. Jan was moved into a new office and the room previously used for the Respite Center was converted into a meeting room. Jan loves her new office, and the meeting room is a great addition.

B&G held several workdays this year. Lots of things inside and out got accomplished on our work days. Trees got trimmed, bushes cut back, drains cleaned out, batteries replaced, emergency lights added, doors wired for the alarm system, bulbs replaced, leaks repaired and so much more.

The Turning Sun school has completed a full year on our campus. We are glad to have them and all their children in our building and playing on the playground. Of course, their use of our building brings on unique problems. It has been a long time since we had a drain plugged up with little tiny paint brushes or sand.



One unique piece of equipment installed this year is a door monitoring system that allows someone with the interface to open the door for someone from any place in the building. Christina likes this ability.

A night time replacement of out septic pump allowed us to be open without interruption just last month. Thanks to our septic professional Tony McAdams.

I have said this to the committee before; this is how Building & Grounds works: a committee member sees a problem or is told about a problem and if possible they fix it. That's how a door stop is broken one day and fixed the next, a railing is loose after church and repaired before Wednesday, a mailbox gets hit and a new post appears and is installed, a trim piece is loose on the stage one day and repaired the next.

Committee Members

Glen Andrews, Larry Bentley, Pat Carmichael, Marjory Crawford, Alice Day, Michael Gowland, Ed Jones, Ron Lee, Bob Swift, Scott Uthlaut and Rick Adle (chairman).



WAYS AND MEANS COMMITTEE REPORT

Overview

2023 was a year filled with challenges, and opportunities for both Eastminster and our members. Through it all God provided for our needs through the generosity of former and present members. The committee met regularly at the church (9 times during the year) to fulfil our primary responsibility to monitor the income and expenses as well as the financial impact of the economic conditions in the USA.

Ways & Means presented a 2023 budget which included the recommendation of our Personnel Committee of a five percent increase for our church staff. The Session approved the recommended budget at the January meeting.

Endowment Fund

Eastminster's Endowment fund is on deposit in the Presbyterian Foundation's "New Covenant Balanced Growth Fund," and as of 12/31/23 had a market value of \$1,667,924.82. Due to the devastating losses in the American economy and stock market during 2022, our investments have declined in value, however 2023 saw some recovery. Fortunately, Eastminster did not need to "sell" or "redeem" any of our investments during 2023. We, like almost everyone are hopeful for more economic recovery in 2024.

After School Program Grant

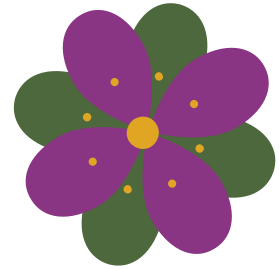
The After School Program continued to receive funds from the "Stable 4ward" grant through September. The termination of the "Right at School" program in the Gwinnett County School System has resulted in a return of some of the students who left last year. The gains will hopefully bring about a return to profitability of this program. Decisions about the future of this program will need to be made in 2024.

Budget and Stewardship

In the Fall of 2023 we began the challenging budget process for 2024 as requests were received from the ministry committees. The budget was finalized and approved by the Session on January 25, 2024.

Our Stewardship Emphasis in the fall was done "virtually" following the model we used in 2022. In addition to four targeted sermons by both Caleb and Jeanine, we recorded and "aired" four weekly videos—starting with an overview by your chair and followed by presentations by Pat Carmichael for Congregational Care, Jeanine Fulton for Spiritual Formation and Caroline Thompson for Congregational Life.





Thank You, Jan

Jan Zabarac continues to bless Eastminster with her commitment to excellence as she engages in her financial responsibilities at the church. We are grateful for Jan’s leadership in this area. Included in this report is a summary copy of the 2023 Budget, the 2023 End-of-year actuals and the 2024 Budget as was approved.

Committee Members

Julian Wade (Chair), Rick Adle, Lucy Gratton, Bob Swift, Ray Rivera, Caroline Thompson, Dennis Yarman, and Rev. J. Caleb Clarke (Pastor).

Eastminster Presbyterian Church
2024 Budget

	2023 Budget as Approved and Amended	2023 Actual as of 12/31/23023	2024 Budget Approved
INCOME			
Pledges	\$ 384,382.00	\$ 358,918.25	\$ 339,488.00
Other Giving	85,580.00	150,485.19	139,700.00
Building Use	30,000.00	21,818.00	31,200.00
Weekday Ministries	206,832.90	181,013.06	147,246.00
Other Income	20,150.00	23,162.79	3,000.00
Transfer from Endowment	50,000.00	0.00	176,172.50
Total Income	\$ 776,944.90	\$ 735,397.29	\$ 836,806.50
EXPENSES			
Administration	\$ 53,589.00	\$ 56,147.09	\$ 56,077.20
Personnel	390,504.78	385,802.01	383,783.30
Building & Grounds	145,110.00	155,119.86	147,700.00
Spiritual Formation	3,700.00	3,721.49	4,200.00
Congregational Care	0.00	0.00	0.00
Congregational Life	2,500.00	1,195.92	6,700.00
Outreach	10,000.00	13,054.00	8,500.00
Technology	18,000.00	15,257.97	14,500.00
Worship	66,450.00	65,308.13	61,750.00
Session & Minister	0.00	248.13	6,350.00
Weekday Ministry	141,099.80	165,213.13	147,246.00
Total Expenses	\$ 830,953.58	\$ 861,067.73	\$ 836,806.50
YTD NET	\$ (54,008.68)	\$ (125,670.44)	\$ 0.00

STRATEGIC PLANNING COMMITTEE REPORT

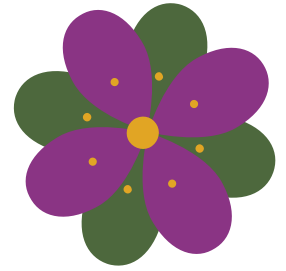
Overview

During much of 2023 the Committee was not as active as should have been due to medical issues of the chairman. All that aside we did do some meaningful work. Among the things discussed/planned/accomplished included:

1. Plan to survey each of our committees for their ideas about problems, concerns, and ideas for the future of each committee and EPC.
2. Including the Committee Information Sheets, from the Session Manual, as part of the new Personnel Policy and Employee Handbook.
3. Conducting a Holy Cow survey of EPC (this will subsequently be undertaken in lieu of Pastor Caleb's' departure).
4. Completed the Health and Vitality Form.
5. Plan to review and update our 5-year plan.
6. Recommended membership of the INPC to the Session.
7. Developed a list of potential members to be on the PNC.

Members

Dennis Yarman, Chair, Beverly Hutchison, Peggy McCurdy, Alice Day, Scott Utlaut and Caroline Thompson



A graphic at the top of the page features a dark green shield-like shape with a yellow border. To its left is a purple shape, and to its right is a yellow shape. The text "PERSONNEL COMMITTEE REPORT" is centered in white, bold, uppercase letters within the green shield.

PERSONNEL COMMITTEE REPORT

Overview

2023 was a very busy year for the Personnel Committee. The majority of the year was consumed with the revision of the Personnel Manual (now called the Personnel Policy Manual and New Employee Handbook). The final revision was approved by the Session in November 2023. Much thanks also to Christina for her yeoman's work on this.

Additionally we approved the new job description for Jeanne, Executive Director of Ministries, and her move to a full-time position.

The committee recommended 6% pay increases for staff beginning in 2024.

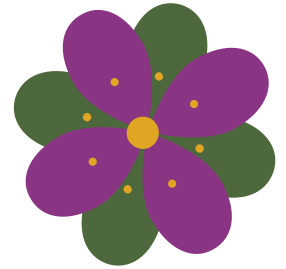
Christina was approved to begin as a full-time employee with a commensurate pay increase.

We began working on a new format for job descriptions and, revised job descriptions to be completed in early 2024.

Thanks for all the hard work by the committee.

Committee Members

Dennis Yarman, Cynthia Heckman, Ken McMillan, Caroline Thompson, and Ray Rivera



Eastminster Presbyterian Church seeks to share the Good News of Jesus Christ with people both near and far through proclamation, worship, and mission.

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