

A thick, dark blue vertical bar runs down the left side of the page. At the bottom of this bar, several thin, curved lines in shades of blue and grey sweep upwards and to the right, creating an abstract, organic shape.

Sunday, August 22, 2021

# First Presbyterian Church Annual Congregational Meeting

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## In Memoriam

### In Memoriam

(July 1, 2020, through May 31, 2021)

#### 2020

*Willakeith Taylor*, born June 7, 1923, member since 1967, died August 20, 2020

*Shirley Dogolo*, born March 2, 1927, member since 1956, died September 20, 2020

*Barbara Wohlers*, born August 19, 1921, member since 1977, died October 30, 2020

*Bill Kerr*, born March 24, 1934, member since 2018, date of death unknown

#### 2021

*Donald Gunovich*, born August 21, 1926, member since 1951, died January 20, 2021

*Harold Stroud*, born September 15, 1927, member since 1963, died March 11, 2021

*Betty Stroud*, born May 6, 1927, member since 1963, died April 2, 2021

#### *Friends of the Church*

*Mike Johnson*, born January 23, 1955, died February 2, 2021

(Was on staff from July 2009- February 2021)

*Vernice Lambert*, born July 11, 1935, died February 24, 2021

#### *Our Dear Revered Reverend*

*Rev. Martin E. Ives*, retired pastor emeritus, born September 28, 1924, died May 24, 2021

(Associate pastor from 1964-1986) Continued to be involved in the FPC community.



## Agenda for Congregational Meeting

Sunday, August 22, 2021

### **Part I**

#### **Regular Meeting of the Congregation**

Call to Order

Opening Prayer

Receiving the 2020-2021 Report

Receiving the 2021-2022 Budget

### **Part II**

#### **Meeting of the Corporation**

Approval of Minutes

- Annual Congregational Meeting - September 20, 2020
- Special Congregational Meeting – January 10, 2021

Election of Officers

- Election of Elders - Class of 2024
- Election of Deacons - Class of 2024
- Election of Trustees - Class of 2024

Pastor's Terms of Call

Closing Prayer

### Letter from Pastor Eric

Dear Friends and Partners in Ministry,

I can honestly say that this year has been the most unusual of my 24 years in ministry. In fact, I'm getting a little tired of the word 'unprecedented'. If you had told me in January of 2020 that I would be telling people to take out their phones and text during church or officiating the Lord's Supper online, I would never have believed you. But here we are, by the time you are reading this, we will have been dealing with Covid related restrictions for 15 months. And it still feels very strange.

But, throughout all of this, what has not been unprecedented is God's faithfulness to us through Jesus Christ. Jesus Christ is the same, yesterday, today, and forever (Hebrews 13:8) and we have discovered the importance of that truth in new ways this year. Despite all the challenges of this year, it has been a blessing to look to God each day for strength and for His grace to sustain us. And it has been such a comfort to know that, regardless of what has happened to our plans, God's good plan for the redemption of all creation has not been thrown off course by this pandemic.

One of the things that I have been especially grateful for has been the fact that we have been able to gather (virtually or in person) week by week to praise God and to continue to grow in Him together. Our staff and our volunteers on the AV team responded quickly and effectively to the lockdown so that we could keep our worship services going without a hitch. It took a little while to get everyone connected in some way to our on-line services, but eventually most of our members were able to continue worshipping throughout the pandemic. We were blessed by numerous visitors to our on-line services. And we even had some new families and individuals connect with our congregation during this time.

Throughout the pandemic, one thing that was particularly challenging for me was how much of our communication was unidirectional. I would become aware of this if I called someone or happened to run into one of our covenant partners on the street. I would be so glad to hear their voice, which I hadn't heard for a long time. But often they would let me know that they see me and hear my voice every week. I was glad to find out how many people were continuing to connect with me and other members of the leadership team, but at the same time it felt odd that we weren't able to enjoy a clear line of communication with our covenant partners.

The congregational survey we conducted in the Fall was a helpful tool for us to get a pulse on how our covenant partners were doing as a group. But because it was optional to include one's name, we couldn't always connect a particular bit of information with a name. In any case, we were happy to learn that so many of our covenant partners were continuing to feel close to God and to even be growing in their faith during this time. It was also helpful to know that some of our covenant partners were struggling so that we could pray for them and if possible, to reach out.

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Because of this lack of communication, around November, I decided to take a different approach. I printed out a church directory and I just started calling a couple of folks each day to check in. To be perfectly honest, this was a bit of a challenge because I am not much of a phone talker. But it really turned out to be a surprisingly enjoyable experience. It was fun to hear the reactions of folks when they realized I was just calling to say “hi” and to catch up. And I was truly blessed on each one of these conversations. If you were one of the people I called, ‘thank you’ for your graciousness with your phone challenged pastor. And I want to apologize to those I didn’t get around to calling. Our list of members and friends is longer than I was expecting.

Now that Covid cases are starting to decline and we’re starting to see light at the end of the tunnel, I am very excited to get refocused on our 10-year vision. In January of 2020, we committed ourselves to a mission of ending loneliness in our neighborhoods. It was challenging to make a lot of progress on this goal during the pandemic, but the lockdown certainly reminded us how critical this mission is to the well-being of our neighbors. This Summer we will be encouraging each of you to reach out to the neighbors around your home and together we will be reaching out to the neighbors around the church.

Thanks again for your faithfulness and for your partnership in the gospel.

Blessings,

A handwritten signature in blue ink, appearing to be 'Eric', with a long horizontal flourish extending to the right.

Pastor Eric



### Worship Ministry

“Let the word of Christ dwell in you richly in all wisdom; teaching and admonishing one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord.” Col. 3:16.

This has been a year when we have sung “in our hearts” – and it has required grace. The disruption to the Sunday morning services has been felt in every facet of our worship experience – and yet the congregation has received all these restrictions with grace. Thank you for your willingness to accept great changes in our ministry as we comply with the requirements placed on us. Thankfully, after an extended time of having to hum in church rather than sing, our congregation can finally again sing (with masks) the hymns and worship songs.

Our choir has not been allowed to sing for the past 14 months. We greatly miss singing together, praying together, fellowshiping together, and leading the church in worship. It is our hope that when Phase 3 is implemented, our choir can again resume its important ministry this Fall.

I thank those who have sung in our newly formed, FPC Singers. These folks learned music on their own and came to church on Wednesday evenings to record videos of offertories for Sundays, our Christmas Eve service, and Good Friday. Thanks also to the wonderful singers who assisted in leading our Sunday morning worship this past year.

The list of “heroes of the hour” must include the members of our AV team. Steve Richards, Ken McCullough, Chip Van Gilder, Michael Nunes, and Aaron Byers have had to embrace new technologies and scale steep learning curves to make our live-streamed worship services effective for our parishioners who watch online. These men have put in countless hours setting up mics, cameras, recording special musical productions, and preparing the media projections so that we could continue to worship the Lord. Our deepest thanks to them all.

Our FPC worship assistant, Jon Hillstead, has continued to lead worship songs from his home. Jon has submitted worship songs on video for 14 months. We appreciate his contribution to our church family and are grateful he has returned to in-person ministry on May 23<sup>rd</sup>.

Praise God for our faithful organist, Patrice Barnett, who has continued to minister to our church family from the organ on Sunday mornings. Patrice not only plays preludes and postludes which support the topical themes of the morning, but she also leads the hymns from the organ, accompanies soloists for offertories, and adds the fullness of our beautiful organ to the worship songs. You are a great blessing to us, Patrice!

Geoff Rich has served as our church pianist. His lovely playing is felt in every part of the congregational expression of praise to the Lord. Thank you, Geoff, for your commitment to praise God with the gift He entrusted to you. Your offerings each week remind of us the alabaster jar of costly fragrance which anointed the Lord.

Christoph Hoashi-Erhardt is our worship committee chairman. Christoph brings a wealth of knowledge and experience to this important role. We have already been blessed and our worship experience enhanced by his leadership. Christoph created and implemented the service of lament

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and hope earlier this year. We are looking forward to your continued important leadership to our worship ministry, Christoph!

Daniel Heath has been an entrepreneurial director for our Handbell Choirs, figuring out how ways to rehearse, record videos, and even play live in our Easter and Sunday morning services this spring. Thank you for your great leadership, Daniel – and for the lives you have touched over many years of directing the handbell choirs.

In addition to our Sunday morning worship services being a blend of live and video-taped worship music, our special events also required the same approach in order to make them as special and meaningful as possible, given the current restraints. Christmas Eve was a lovely event, although it was not the typical candlelight ceremony. This year battery powered tea lights replaced candles as the instruments of choice to make the service special.

Our Good Friday service featured the superior leadership of Kyle and McKenzie Peirson in presenting the gospel accounts of Christ's sacrifice for us. We also utilized recorded musical videos with the FPC Singers, a string quartet, woodwinds, acoustic guitar, piano, and organ.

Easter was presented with entirely live musicians! Handbells and brass choir played from opposite balconies, along with our worship band, FPC Singers, and accompanists leading from the front of the sanctuary. It was a thrilling morning, highlighted by the powerful offertory of *Arise, My Love*, by Michael and Merideth Marano.

We're excited about the prospects of a lifting of all restrictions in the coming year. We will certainly sing to one another, in psalms and hymns and spiritual songs, with grace and gratitude in our hearts to the Lord.

Because of His grace,

Dr. Daniel Perrin, Minister of Worship

Christoph Hoashi-Erhardt, Chairman of the Worship Committee

### Pastoral Care Ministries

#### Deacons

“Deacons lead ministries that nurture fellowship and caregiving within and beyond the congregation” (ECO Polity, 2.03). The themes of the Deacon Board this year included longing for connection, reaching out to our community during the pandemic, and gratitude for the continual support from our congregation.

**Longing for Connection:** The Deacons by nature encompass a relational ministry: We provide the roles of visitation for homebound members, prepare and serve Communion, organize and deliver food baskets for those in need during the Thanksgiving and Easter holidays, plan memorial services for the church congregation, and partner with ten local ministries through financial support to the Deacon Fund. As is likely the case with most church ministries, the coronavirus made it challenging for Deacons in many of our roles. For example, we have been unable to have in person visits to our homebound members or prepare our food baskets for safety reasons. We have longed for the connection with our church family and larger community.

**Outreach During COVID-19 Pandemic:** Although it has been challenging, God has blessed us in carrying out our calling in some unusual and surprising ways. This was evidenced in the Deacons giving out gift cards instead of baskets this year. Even in financially uncertain times, God blessed us through the congregation donating enough funds to disperse over 120 gift cards to families in need during the Easter and Thanksgiving seasons.

The Deacons have also shown great initiative and flexibility in caring for homebound members. This year our board members have made many phone calls, written cards, and delivered encouragement to our shut ins through visiting them on the street and seeing them from a safe social distance. It is inspiring to see how God has given us new ideas to still reach out and show His love to those in our midst.

**Gratitude:** We have been highly encouraged by God’s continued provision this year. We are grateful to God and our congregation for the ongoing support of our ministry, especially in this uncertain season. To show our appreciation last year, we had a special holiday Congregational Care event, where we purchased books for Christian living for the congregation. The Elders joined us for a drive-thru event in which we dispersed books to young families, teens, and adults. This was a small way for us to say thank you to the church for being steadfast in the support of our ministry.

**Thank you for your Support:** We are greatly appreciative for your financial contributions to the Deacon Fund. Through this fund, you are helping meet the needs of our church and the community by:

- Providing for emergency needs within our congregation through the Tender Loving Church (“TLC”) Fund. Friends of members may also be helped upon referral. Emergency utilities

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assistance to an average of 6 families per month through member referrals and through Bridges of Love NW.

- Providing meals for over 120 families through our Thanksgiving and Easter Food Basket program.

The local ministries supported through the Deacon Fund are: Hilltop Christian Center, Care Net, Bridges of Love NW, Neighborhood Clinic, Network Ministries, REACH Ministries, Southeast Asian Ministry, Trinity Presbyterian Church, Victory Outreach and The Coffee Oasis.

The Deacons desire to care well for our church and surrounding community. Please come to us with prayer requests or when you need emergency assistance. If you are new to the church, we want to welcome you and let you know we are glad you are here!

In closing, I would like to acknowledge the **2021 Board of Deacons**: Russ Andersen, Patricia Beard, Tom Brown, Annette Clingman, Dana Kagey, Jennifer Rich, Steven Richards, Barbara Trapp, Gwendolyn Trussler, Holly Wall, and Linda Winther. It is an honor to be on a team which reflects God's love, faithfulness, and service.

Thank you,

Sarah Chickering, Deacon Chair

### Visitation Minister

Dear Friends,

This year it is challenging to write a visitation report because of Covid-19 and all of its restrictive rules. We thought the pandemic might be over by now, but just today on my computer I learned that there were 263 new Covid-19 cases in Pierce County and 1 new death reported on Friday, May 21, 2021. (Today it is Sunday, May 23, 2021.) Hopefully with vaccinations readily available and everyone 12 years and up eligible, we will soon be seeing the light at the end of the tunnel!

To review: In mid-March of 2020, facilities began shutting down to visitors, and we were told to stay home and only go out for food or essential trips. That meant that hospitals were closed to visitors, and many people died with a nurse holding the patient's hand. For the most part, memorial services were non-existent and graveside remembrances very limited. Assisted living and nursing homes were closed to families and friends, although one could talk via cell phone through a window if the patient was on the first floor. I was blessed to be able to see Debbie Hopen at the Hospice House in University Place in April 2020. Debbie was dying and the Hospice House made an exception because no chaplain had seen her, and her power of attorney requested that I come. Debbie went to Heaven on Palm Sunday. Don Gunovich, a longtime member, and former Head of Deacons was also on Hospice. His daughter, Gayle, asked me to see him, but Don was at his home. I wore my mask, social distanced, kept the front door open for ventilation while wearing coats. I prayed regarding Don's Homegoing to Heaven but also that Gayle, Don, and I would not catch the virus while we were together! It was a blessing for me that I could spend time with Don, listening to his Deacon stories, and witnessing his love for Jesus.

One of the issues we had at First Pres was that there were 25 church families who didn't have email addresses and therefore were missing out on communications. That's why one of my jobs was to call these folks weekly (if they wanted me to do so). Because of that, my home and cell lines were usually busy, and the telephone became one of my best friends! Some of these folks needed friendship because they were alone and lonely. Others told me that they were using this gift of time for prayer and Bible study and actually growing closer to our Lord. What an encouragement it was to hear this!

In March and April of 2021 my husband, Jon, spent 35 days as an inpatient at Harborview. He could have no visitors. Towards the end of his stay, the Harborview staff moved Jon to a room that had a view of Elliot Bay because they thought he was depressed because of his isolation. I was "home alone" during that time. This gave me empathy for what some of our members had experienced. (We live on acreage in Gig Harbor with trees for neighbors. No density for us, Eric!) Honestly, it was hard for me because I like being around people. However, I realized that I wasn't alone: Jesus was interceding for Jon and me at the Father's right hand, and the Holy Spirit was residing within me, comforting, and sustaining me. This whole experience gave me compassion for our precious members who experience loss and loneliness.

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What helped Jon the most were the cards he received from First Pres members and the prayers offered on his behalf. THANK YOU, First Pres members and friends, for blessing Jon and me. We eagerly look forward to seeing you soon in person at worship, giving hugs, sharing coffee hour time, going to Prime Timers, and even the 2021 Christmas Friendship Luncheon - God willing!

In the meantime, let's remember what Paul says in Romans 12:12-13.

“Rejoice in hope; Be patient in tribulation; Be constant in prayer.”

With love and prayers from Jean Malmin

## Prayer Shawl

The Prayer Shawl Ministry has carried on during the pandemic - sending "wearable hugs" to friends here at home and across the nation. For fourteen years small groups of FPC women have presented shawls, lap blankets and scarves - offering comfort to some, encouragement to others or to mark a happy occasion such as a birth.

While our hands are at work, we are praying that the person who wears the garment will know the grace and love of God in Jesus Christ and draw near to Him for peace, comfort and hope. Once a garment is complete, we gather together to pray over it before sending it on its way.

If you enjoy knitting or crocheting, or if you would like to become a prayer partner, we would love to have you join this ministry. We work independently and hope to resume meeting periodically for fellowship and lunch.

Current members are Gloria Basden, Diana Farrell, Kathy Hawkins, Rita Martin, Claudia Merritt, Suzanne Messenger, Marcie More, Hermine Todd and Ann Van Gilder.

Submitted by Kathy Hawkins

### Christian Education Ministries

#### Kids' Ministry

The Mission of FPC Kids' Ministry is to transform the hearts of kids in order to ignite a life-long desire to LOVE God, SERVE others, and GROW in their relationship with Jesus. We believe that parents are the primary spiritual influence in a child's life, and it is our goal to partner with and support our parents as they nurture and guide their children. This mission is lived out through our Sunday School and Kids' Church programs, VBS, Camp McCullough, parenting events, family outings, and our partnership events with First Pres Preschool & Cor Deo.

#### **Kids' Club & Kids' Church in the Pandemic:**

In March of 2020, we quickly pivoted to meeting on Zoom with our Sunday School classes and renamed it "FPC Kids' Club" to include kids that might not have attended Sunday School in the past. Several of our regular teachers transitioned to meeting online as well. The attendance stayed steady, and in many classes, attendance grew. We also gained kids who did not attend in-person Sunday School before COVID.

Kids' Club includes Bible stories, games, worship songs, Bible story videos, and learning and supporting one another. In the fall, we distributed a fun bag of supplies at our "FPC Reconnect Drive Thru" to each child filled with the fall curriculum, crafts, and other surprises. We also mailed packages to kids every few months with craft supplies & curriculum handouts.

Online Sunday Kids Club volunteers in 2020-2021 were dedicated, creative, organized and purpose-driven! A huge thank you to Aaron Martinez, Mike Spivey & Shannon Pressley who regularly lead Kids' Club on Zoom! Because of their dedication, relationships with God and one another were built & maintained through the pandemic. Kids learned God's truths through the Bible in Life curriculum, which teaches foundational stories from the Bible and shows kids that they are a part of God's Big Story, too!

Kids' Church during Sunday worship was closed from March 2020- March of 2021 until we were able to successfully reopen using Fellowship Hall to social distance. We've had an average of 12-16 kids, ages 1st-5th grade, attend each Sunday. The kids are loving being together, socializing, playing games, worshipping together, and hearing an interactive Bible story each week.

For kids who attend in-person worship with their parents, we have been providing "Worship Bags," which includes a relevant Children's Bulletin, coloring sheets and a few hands-on activities.

Although we haven't been able to yet, we are striving to reopen Preschool Kids' Church this summer.

### **Staying Connected**

To stay connected with kids and parents outside of Sunday mornings, we send personal mail, birthday cards, texts and make phone calls.

Each week, parents receive an email from FPC Kids' Ministry with information about upcoming events, resources for discipling their children, and updates from Julie & Laurel. During the lock-down, we used this email to send resources for families worshipping on-line on Sunday mornings - worship videos, coloring pages, links to our favorite Bible storytellers.

We also utilize Facebook & Instagram to motivate and encourage our families. We post pictures, contests, and share resources.

### **2020-2021 Events**

VBS in the summer of 2020 was hosted in our backyards! For a first-time event, Backyard VBS was a great success. Volunteers shared Christ's love to energetic children and built relationships within their neighborhoods. Melissa Tucker partnered with us as our Kids' Ministry assistant and helped redesign Maker Fun Factory VBS into a backyard/socially distanced event. Julia Collins hosted in the UPS neighborhood with assistant Emily Kagey & Julie Brownlee. Megan West hosted in her Northeast Tacoma yard. Dawn Harris hosted in the North End with Carolyn Havel assisting, and Laurel Juergens hosted in the Proctor neighborhood with Karen Sommer & Julie Brownlee assisting. Each Backyard VBS was COVID-safe and filled with neighborhood kids, some of whom heard the gospel for the first time!

We are moving full steam ahead in planning for Rocky Railway VBS for this summer! We have reduced our numbers but have a full roster of 120 kids and almost 60 volunteers. We are partnering with Youth Ministry's "Serve Local" week and have many youth volunteers.

Camp McCullough was unfortunately cancelled in the summer of 2020, but we are actively planning for its comeback this summer! We have hired 40 young staff people to serve as our counselors, kitchen & maintenance crew and are seeing great interest from parents in registering their kids for camp. We are running day camps this summer to reduce our risk of spreading COVID.

Trunk or Treat on Halloween was a new and exciting COVID-safe way to spend the evening. Over 15 families decorated their cars and filled their trunks with candy to pass out to our FPC kids and parents in the church parking lot. It was our first and only in-person fall event. We had over 25 families attend, almost 100 people in total!

### **Virtual Christmas Pageant**

We had the incredible opportunity to involve all of our children safely in the Christmas Pageant in 2020 by filming separately in family groups and connecting the videos together into the beautiful story of the birth of Christ. The kids had a great time running through the UPS campus in costume as we directed their parts. It was a unique year to try new experiences! And the final product was a gift that parents will cherish forever.



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Rooted in Christ was launched this spring, spearheaded by volunteer Kristen Clarke. Similar to the Prayer For Me Campaign, Kristen matched 60 “seedlings” (kids) to 53 “Gardeners” (prayerful adults). For 7 weeks, Kristen provides a weekly theme virtue with daily supporting verses to focus prayers and encourage adults to be in the Word!

Our goal in all of our Kids’ Ministry efforts is to connect the generations of our church, to teach, mentor & invest in our children, with the hope that they become deeply rooted in Christ. According to research by Sticky Faith, 40 to 50% of young people from good youth groups and families are drifting from God and the church after high school. Research also shows that those who stay the course and flourish in the faith have multiple adult believers who are intentionally investing in their lives. So, thank you to all of our incredible volunteers on Sunday, at VBS, Camp, and events for sharing Jesus with our kids! You are making an eternal difference in their lives!

Julie Brownlee, Co-director Kids’ Ministry

Laurel Juergens, Co-director Kids’ Ministry

## First Presbyterian Preschool

First Presbyterian Preschool is a key component of the outreach strategy of the church and fits comfortably under the evangelism ministry. The preschool celebrated its 51<sup>st</sup> year of ministry, with thousands of families attending throughout the years. We provide a community where each child discovers God’s love for them by offering instruction grounded in God’s word and is communicated through the lens of His love. Using an age-appropriate curriculum and play, we equip each student to thrive spiritually and educationally.

Our foundation in Christ is more than just words; we see it in action every day in our classrooms. We see Christ’s love and patience given by the teachers. We recognize the play and laughter the children are born with. We observe the discovery that happens as they learn about the world around them. We see the children thriving, beginning as a two-year-old and growing into emerging kindergarteners.

We are grateful for the teachers, assistants, along with Aaron Byers and Courtney Buchholtz. They all have an unwavering commitment to God’s calling in their lives. We are very privileged to have such a fantastic staff.

Because of the COVID-19 Virus, the preschool had to close its doors from March 2020 to the end of the school year. With an abundance of counsel, research, and hard work from the staff, we were able to re-open in Sept. We have 115 students, which is 30% reductions in students because of the COVID restrictions. We thank God for the parents and staff who are working so hard to mitigate the risk of COVID so that we can stay open with no COVID cases.

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Our year looked very different without being able to have Father's Feast, the Christmas Program and field trips, etc., but the teachers made the best of it by being very creative with their classes. We did have an online auction that brought in over \$20,000, which will go to Tuition Assistance, Great Teacher Fund, and help with the shortfall in operations we experienced due to COVID. We are so grateful for everyone's generous support.

On March 1 announced my retirement as of June. My husband and I were first introduced to First Presbyterian Church Preschool as parents 35 years ago. Our boys were students here. I began as an assistant, and I grew into a teacher, then a director. We are so thankful to God for this preschool community. The relationships that we developed between other parents and the staff helped us grow in our faith and as parents. We still have dear friends that we met here. We now have been able to grow old together and watch our children have children.

For 51 years, this preschool has had a rich legacy of exceptional teachers and staff grounded in God's word and called to serve families and children. I am so grateful to have been able to work with such amazing people. I have learned so much, and I count it a privilege to call them my friends.

As we want this legacy to continue, I know God has the perfect person for the director position, so please pray for this person. We also have a very qualified selection committee at work to find my replacement, so please keep them in prayer.

Thank you all for your prayers, support, and willingness to be a vital part of this school's success.

Kim Pickard, Director

## Youth Ministry

This past year (2020-2021) has brought many challenges and opportunities for the FPC Youth Ministry. Although some of our regular scheduled programming had to be cancelled, we were still able to grow, learn and have fun together as a youth ministry.

The youth ministry was fortunate enough to have Sabine Uhler as our 2020 summer intern. Sabine helped organize our summer kick-off drive-thru event, a weekly bible study where we talked about racism and an end of the summer scavenger hunt for all our students.

Although we were saddened to not attend Gleanings or Camp McCullough, we were able to still gather for summer youth group. We utilized the FPC inner courtyard where we held weekly youth group and regular worship nights. It was a blessing to meet safely in person for both our students and leaders.

In the Fall of 2020, we began meeting in person for weekly youth group. Our students and leaders adapted quickly to the necessary changes to keep everyone safe! As the months have gone by, we have added games, and worship, making youth group feel close to "normal" again. Our middle and

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high school teaching this year has come from the Grow Curriculum and Strategy, The Fuller Institute and Download Youth Ministry. We have covered topics such as friendship, doubt, anxiety, and dating and relationships.

In March of 2021 we started Sunday morning Zoom check-ins for our middle and high school students. This is a great time to connect on Sunday mornings before church. Every Sunday, we read a short devotional and play games.

In addition to student involvement, many adult volunteers make this ministry possible. Those serving on the Youth Committee were Dan and Jane O'Connor, Mike and Katie Nalty, Liz Jacobsen, Katie Pratt and Jenn Jensen. Additionally, Julie Brownlee, Katie Nalty, Aaron Leach, Becca McInnis, Will McInnis, Royce Gonzalez, Scott Juergens, Max Christofferson, and Eli Lauer, have faithfully come alongside the ministry as leaders and teachers. Deepest thanks to all these individuals answering God's call to ministry!

McKenzie Peirson, Youth Director

## Adult Christian Education

So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness. Colossians 2:6–7.

The purpose of FPC's adult Christian education program is to help people mature in their relationship with Jesus Christ in such a way that every area of their life is transformed by Him, including their family life, their career, their relationships, as well as their stewardship of all that God has entrusted to them.

The pandemic, along with the restrictions that accompanied it during the past year, did bring Christian education as it is traditionally done during the Sunday School hour to a halt. Nevertheless, other ministries within the church did provide a variety of online (via Zoom) opportunities for adult Christian education that you can read about in their ministry reports. With the relaxing of restrictions surrounding the Covid-19 virus, more traditional offerings from Christian Education should become available in fall.

Submitted by Matt Pickard

Chair, Christian Education Committee

### Discipleship and Outreach

Reflecting back on the pandemic year behind us, while it's hard not to think about all the things we couldn't do, I am quite thankful for the opportunities we've had for rich fellowship and to grow in our faith, even when it was mainly online! Here's a quick rundown of some of the ways in which God blessed us:

- Vision 2020 Equipping Workshop (Online) – May 2020. Pastor Eric facilitated this course taught by Don Everts (“The Spiritual Conversation Curve: A Practical Tool for Reluctant Witnesses”).
- Recalibrate Your Faith (Online) – Fall 2020. Over 30 people from our congregation participated via Zoom as we went through the Alpha course together. The fellowship each week was both fun and rich, and we were encouraged in our faith.
- Alpha (Online) – Winter 2021. We loved how well Alpha functions in an online setting, and we even had several people join us from out of state. It was surprising how quickly guests were willing to be vulnerable and dive into deep conversations about faith. We pray that God will continue to water the seeds that were sown!
- The Prayer Course (Online) – Spring 2021. This was a wonderful course, and the content spurred great conversation in our small groups each week. It was fun to again have out-of-state participants join in.
- Small Groups. Although most of our small groups were put on pandemic pause, a few groups did continue to meet online and/or resume when we were able to gather in person.
- Young Adult Bible Study (Online). Although this is a small group, it has been a blessing to see how our friendships have deepened over the last year as we have discussed faith topics and prayed for each other.
- Hands and Feet FOR Tacoma – May 2021. This was fabulous Sunday in the life of our church. It was such a joy to be together in person, serving our Stadium neighborhood. After a time of fellowship in the Columbia Bank parking lot, our Neighborhood Blooms Brigade got to work weeding and preparing the soil of neighborhood flower beds and planters. (A smaller crew of people planted perennials later in the week.) Other outreach teams also met to do some vision planning.

I thank the Lord for his faithfulness this last year. May he continue to transform us into his likeness in the year ahead.

Michelle Martinez, Director of Discipleship

### Other Ministries

#### Missions Team

**Mark & Iris Barnes (YWAM, Youth with a Mission)** - Spoke to us on missions Sunday about reopening the DTS (Discipleship Training) in Maués, the circus tent ministry in communities and its affect in dropping the murder rate and people coming to Jesus. His desire is to return to Brazil full time. Besides traveling to and from Brazil, the past 6 years he's been taking troubled kids on wilderness therapy trips while in SC.

**Steve and Jennifer Baughman (Wycliffe Bible Translators)** - EMDC is now online due to the pandemic. As a result, they are able to reach more people with classes 3-4 times a week. Over 2,200 enrolled and the count is climbing.

EMDC is a multi-agency consultation that meets annually. It is intended to be a secure venue where minority language workers, Bible translators, literacy workers, language development workers, and “others” in the greater Eurasia region, can meet with media specialists (including radio, TV, internet, mobile), IT technicians, recording specialists, graphic artists, and specialists in Orality and EthnoArts (arts, drama, dance).

EMDC is about Follow-up and Scripture Engagement • Orality & Storytelling • Scriptures by Mobile Phone • Scripture Apps • Scripture Games • Using Social Media/Networks • Video & Audio Production • Creating Video Animation • Discovery Scripture Studies • Scriptures and Trauma Healing or Substance Abuse • Ethno and local arts • Culturally Correct Forms of Distribution • Distance Biblical Ed in your language • Digital Publishing • DMM • Minority Language Translation, Distribution, & Literacy

**Brendan & Erin Connally (SIM, Serving in Missions)** - Brendan accepted a new position as SIM Peru Director. This involves a move from Abancay to Cusco, the Incan capital. Erin will be working at a clinic for sustainable Christian health care.

Convinced that no one should live and die without hearing God’s good news, SIM believes He has called us to make Jesus known in all places and among all peoples. With more than 4,000 workers representing over 65 nationalities, SIM workers share the love of Christ through Christian witness, community development, health care, education, business, and more. We are passionate about prayer and care as we respond to need, proclaim the gospel, and equip the Church in over 70 countries worldwide.

**Dorothy Forsberg (SIM, Serving in Missions)** - May 1, 2021, was her official retirement date. She served in Benin, Africa over 30 years completing the translation of the Bible into the Yom language. The Forsberg legacy started in 1933 with FPC sending out her parents Malcom and Enid to Ethiopia. Well done!

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**Paul Lewis (Wycliffe Bible Translators)** - Because of the pandemic and recovering from Bell's Palsy, he has been teaching online and worked on several writing projects. FPC sent a monetary gift to help with a much-needed new laptop. He's so grateful and amazed at the speed he's able to accomplish things.

Wycliffe believes that the Bible is God's Word to us — something that everyone should be able to understand in a language and format that clearly speaks to their hearts. At least 2,000 languages around the world are still waiting for a translation project to start.

When people finally get Scripture in their own language, lives often change in amazing ways. People are transformed as they discover Jesus Christ and enter into a right relationship with God.

That's why Wycliffe Bible Translators exists — to help speakers of these remaining languages get the Bible for themselves. And we won't stop until all people have God's Word in a language they understand.

**Karen & Rob Mahon (Navigators)** - Again due to pandemic travel hasn't been possible, but Zoom has enabled them to keep in touch with fellow laborers. They have seen God move in the community of Albuquerque.

The Navigators is focused on developing disciples, person-by-person-by-person and encouraging spiritual growth across life stages. A disciple is someone who believes in Jesus Christ as their Lord and Savior, intentionally learns from Him, and strives to live more like Him. Discipleship means intentionally helping people learn from and live more like Christ by praying with them, spending time together in His Word, walking alongside them in everyday life, and equipping them to do the same with others. God is transforming lives through these spiritual generations.

**Edwin & Evie Martinez (OC (One Challenge) International)** - Is on his 4th trip to Guatemala since January! He teaches evangelism, church planting, leadership development and is training Latin missionaries to go to Muslim countries.

OC, One Challenge, is a global Christian mission organization. They work together with local churches and leaders to bring God's transformation to people in communities and nations.

Ministries include Missions Mobilization, Church Planting & Growth, Education, Holistic Ministry, Leadership Development, Member Care, Partnering & Bridge Building, Research, Sports Ministries, as well as Business for Transformation.

**Sue Mills (InterVarsity)** - Held an online missions conference in January. Over 2,000 registered, these students will lead ministries to reach their campuses, nation, and the world with the Gospel.

In response to God's love, grace, and truth: The purpose of InterVarsity Christian Fellowship/USA is to establish and advance at colleges and universities witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, people of every ethnicity and culture, and God's purposes in the world.

**Zack and Nadia Mills (Navigators)** - Zack holds Bible studies with the Marines and sailors at Camp Lejeune. Nadia holds Bible studies with the women whether wives and/or active duty.

Since its founding in 1933, The Navigators has upheld the mission “To know Christ, make Him known, and help others do the same.

**Mary Peterson (BCM, Bible Centered Ministries)** - Due to the pandemic and assisted living facilities closing, opening, and closing again, she has had to be creative. Some of the people are willing to have a Bible study over the phone. Sometimes she can't meet with a client, but the host still wants to have a Bible study! BCM International is dedicated to reaching children and strengthening the church worldwide.

**Barry & Jan Potter (OMF, Overseas Missionary Fellowship)** - Are in the middle of their sabbatical year. Currently they are traveling in the southern states, visiting family and supporters. Meanwhile Barry is still hosting training sessions for Asia via Zoom, which goes till 1 or 2am! OMF is a global fellowship of Christians with a heart for East Asia.

OMF shares the good news of Jesus Christ in all its fullness with East Asia's peoples to the glory of God. OMF is passionate to demonstrate and proclaim the good news to East Asia's billions, many of whom have never seen or heard it. In places where there are no churches or limited resources, OMF humbly and prayerfully engages in church planting. In places where the church already exists, OMF serves alongside it to strengthen and extend it. OMF desire is to see thriving churches among East Asia's peoples that joyfully share the good news with others.

**Jack & Nancy Snyder (TEAM, The Evangelical Alliance Mission)** - Retired missionaries after 30 years in Chad are now reaching people in their community, having Zoom meetings, while Nancy is co-leading a women's Bible study. They're also enjoying helping with the grandchildren.

TEAM's mission is to partner with the global Church in sending disciples who make disciples and establish missional churches to the glory of God.

Currently, our Congregation supports 11 missionary families above and 9 organizations listed below.

### **Agencies**

Care Net Pregnancy and Family Services  
Child Evangelism Fellowship  
New Beginnings  
Olive Crest

Outreach Foundation  
Royal Family Kids Camp  
Tacoma Police Chaplaincy  
Young Life  
Youth for Christ

We have been so grateful for your prayer and financial support over this last year! Please note that we were able to cover our average monthly shortfall of around \$1,100 with reserves from the previous year.

We are also so grateful for our faithful team: Janet Lauer, Betty McCartney, Shannon Pressley, Stan and Helen Simonson, Tim Trussler, Holly Wall, and Tim Kleefeld.

For the Missions Team Committee, Adellia Kleefeld



### Bible Memory

The Bible Memory program continues our important ministry of encouraging our members to memorize the word of God. It was a bit different this year as we participated virtually by telephone and Zoom calls. Nevertheless, between January 10 and April 25, we had 9 memorizers reciting to our hearers on Sundays after worship services.

Our regular sign-up month is October, with recitations beginning in January. The memory course lasts for 12-15 weeks. However, we are available for more weeks, giving everyone a chance to finish the course. Children as young as 3 years old can memorize from the ABC book. Their course is for 12 weeks.

A list of our achievers is as follows:

The Pressley family, Toby (age 12), 9 verses, Grace (age 16) 9 verses, and Shannon, 9 verses.

Tim and Adellia Kleefeld, 42 verses each; Rita Martin, 33 verses; Gayla Powers, 96 verses.

Anna Heath, 51 verses; and Kathy Hawkins, 16 verses.

Altogether, 307 verses were memorized by participants in this year's program.

Rita Martin and Gayla Powers were the hearers. We were not able to have our potluck banquet this year, but we are hoping we can meet in person in 2022.

The Bible Memory Team: Rita Martin and Gayla Powers.

*Psalms 119:103 & 105: How sweet are Your words to my taste! Yes, sweeter than honey to my mouth! Your word is a lamp to my feet and a light to my path.*

### Lydia Fellowship

We are a group of women that typically meets the third Tuesday of the month from September through May. This year, despite the closures related to the pandemic, we met four times. In September, following careful health guidelines, we met in South Chapel to fill twenty shoeboxes for Operation Christmas Child. We met again in October in South Chapel which has become our regular meeting place. We also met in April and May 2021.

We meet at noon and bring our own lunches. After a short business meeting, we often watch a biblically themed DVD. We always close with praise and prayer requests, remembering to pray for each other throughout the month.

During the year we collect monies for the Christmas Missionary Fund that we support; and we send Christmas cards to our missionaries and to those who are homebound.

We would love to have you join us.

Respectfully submitted,  
Rita Martin



### Ladies Fellowship

Ladies Fellowship welcomes all women to join in a time of fellowship and food. The meetings are held on the first Tuesday of the month. The time is 11:00 AM to 1:00 PM at the church in South Chapel. Following a brief business meeting we enjoy a speaker and then lunch.

Our emphasis is on missions, whether that is local or overseas. We enjoy a variety of speakers. During our business meeting we hear about women, or church families, in need of our prayers. The cost of lunch is \$6.00 and is prepared by different volunteers.

At the close of the meeting, we sing a blessing and are adjourned to beautifully set tables with a theme for the month. There are three women who make calls each month for lunch reservations. If you are not on that list, you may call the church office for a reservation. Before leaving we hear recent news about our church supported missionaries and organizations to remember in prayer. Monthly birthdays are recognized. We sing the chorus, "Count Your Blessings" as a reminder of all we have to be thankful for in our lives.

Submitted by Janet Lauer

### Women's Bible Study

The goal of women's Bible study is to learn from God's Word, to apply those truths to our lives, walk closer with our Lord, and to support and encourage one another through sharing and prayer. Because of the pandemic, we chose to do our studies online through Zoom this year. Carol Heath was our gracious Zoom host, and Laurel Juergens, and Shannon Pressley served as the support team. Our first study was Psalm 23, The Shepherd With Me by Jennifer Rothschild which took us from September 22 through December 15, 2020. Through this study we became more intimately acquainted with our Good Shepherd, Jesus, and His tender love and care for us.

Our second study was Job, A Story of Unlikely Joy by Lisa Harper which took us from January 12 through April 27, 2021. Through this study we learned that although suffering and hardship are inevitable in this life on earth, God sees all and welcomes our difficult questions. We have experienced healing and a deeper connection with our Lord and seen how our pain can be transformed into a conduit for God's glory and compassionate comfort.

Fifty-two women participated in the first study, and sixty-five in the second. Although we normally enjoy gathering in person, this year presented us with a unique opportunity through online study with Zoom. We were able to have women join us from out of state, as well as several working women who would find it difficult to participate in person were able to join us from their homes on Tuesday evenings. We met together in the large group to hear announcements, watch and hear meaningful music videos together, and view the lecture from the author. Then we were split into small groups to discuss the video and homework, and to pray for one another. Our small group

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discussion leaders were Carol Heath, Laurel Juergens, Carolyn Havel/Jo Marie Menees, Marion Morford/Sue Cleary, and Barbara Trapp. Praise God for His love and faithfulness!

Submitted by Barbara Trapp

### Prime Timers

The Prime Timers welcomes everyone 55+. The group meets the first Friday of each month from 4:30 to 7:00 pm. Its purpose is to alleviate loneliness among seniors by sharing in a potluck dinner and getting to know each other in fellowship by playing cards & board games. It is a great outreach and a way for seniors to connect to one another. Pat Reinhart, Donna Adams & Barb Trapp organize and ran this monthly event. We have not met since March 2020 due to COVID-19.

Submitted by Barb Trapp

### The Cor Deo School

This last year has been for many of us, perhaps one of the most difficult ‘storms’ to have navigated, as the waves of COVID tossed us back and forth barely able to keep our heads above water. But as is often the case, struggle produces perseverance and with perseverance comes strength.

Cor Deo again found itself without a Head of School for the upcoming 2019-21 school year in the midst of a worldwide pandemic. The outlook was bleak and a great many prayers were spoken over our little school in the heart of Tacoma.

But God was not finished with Cor Deo or with her families who remained strong and committed in their faith clinging to the promises found in scripture:

*“It is the Lord who goes before you. He will be with you; he will not leave you or forsake you. Do not fear or be dismayed.”* Deuteronomy 31:18

Feeling an overwhelming sense of calling to Tacoma, Washington, my wife and I packed up our house and all of our belongings and headed northwest to a place we had never visited knowing that God would provide.

This year will forever stand as a testimony to God’s strength as compared to the fragility of the world as He single-handedly convicted each of us to stay the course. We started the year with strict sanctions and restrictions placed upon us by T.P.C.D.H. that reduced our student population by half due to social distancing and the ‘fear’ of COVID. This decimation of our numbers resulted in a significant decrease in tuition dollars placing us firmly in a very uncomfortable position of not having enough income to cover our operating expenses.

But as children of the living God, we raised our needs before the Lord, and He provided. He answered every single request beyond what we needed. Our first request was to teach, in-person and on-campus for the year as we just did not see the value of remote learning, especially in the younger grades. By delaying the start of school by two-weeks, we were able to open K-8th in-person all at one time and have not missed a beat all year! Our second request was for finances since our student numbers were drastically reduced. Again, through raising an awareness of our needs before God, the school and church community, the Lord more than met our needs allowing us to balance our budget. Our latest request was for enrollment to pick up and that Cor Deo would see full classes once again, filled to the brim with like-minded families desiring a Christian education- *something that is much needed in our current environment that is redefining many of our basic core beliefs*. Enrollment this year is nothing short of phenomenal! We now have waitlists for a few of our classes and unfortunately, we are having to turn families away. Here, I raise our ebenezer to a mighty and loving Father who heard the prayers of His people and provided!

With the ‘normal’ turned upside down, Cor Deo adapted quickly to the shifting sands of restrictions, offering a high quality, unashamedly Christian education. While the terrain was a little different, the students and faculty were able to bring an excitement and passion for learning not seen elsewhere. Cor Deo proved itself to truly be a vibrant learning community with a school culture and spirit second to none! Unable to bring families onto the campus, we flexed to bring the school to the families and while not ideal, the results were fantastic. The following is a partial listing of some of the fellowshiping activities that our families (and the community) enjoyed this year:

- Professional Development (Faculty) -State of the School Address -8th Grade Graduation
- School Pictures -Reformation Day -Red and Green Day -Spirit Day -Christmas Concert
- School Spirit Day -The National Latin (mock) Exam -The National Mythology (mock) Exam
- Spelling Bee -Speech Meet -Parent Conferences-Boosterthon-School Auction-The British Perspective of the War of Independence -Viking Day -Attila the Hun-All School Chapels -Student Recitation - ‘Knocking The Socks Off’-The House System.

**Mission Statement:** The Cor Deo School provides an exceptional classical education designed to cultivate wisdom, virtue, and a deep faith in Christ – equipping students to engage their world with purpose, reason, truth, and grace.



**Our Name:** The name “Cor Deo” is the Latin phrase meaning “heart for God.” It fits with our central focus of cultivating a deep faith in Christ and our desire to equip students to graciously engage and influence their world. Throughout their education at The Cor Deo School, students will come to understand God’s heart for them and for His world. Students will experience God’s love in the community that surrounds them, in the knowledge gained during their coursework, in the wisdom and virtues solidified in them through the hours of teaching, prayer, and devotion the

teachers and parent community pour into them, and in countless other ways. When a student graduates from The Cor Deo School, they will be well equipped to be living examples of God's heart to all whom they encounter.

### **Behind Our Logo:**

**Shield-** "Every word of God proves true; he is a shield to those who take refuge in him."

Proverbs 30:5.

Our shield is an adaptation of the "kite" shield of the eleventh century. The shape was intended to provide protection to the knight's entire body. Our students also have a shield that protects their whole lives, though it takes the shape of a book. By grounding the education of our students in God's Word, we provide them with protection—a refuge—for the journey ahead.

**Leaves:** "Do you not know that in a race all the runners run, but only one gets the prize? Run in such a way as to get the prize. Everyone who competes in the games goes into strict training. They do it to get a crown that will not last, but we do it to get a crown that will last forever.)

1 Corinthians 9:24-25

Throughout history, laurel has come to symbolize victory, peace, creativity, academic accomplishment, and eternity. It has even been used to symbolize the resurrection of Christ. Victors have historically been crowned with a wreath of laurel. We hope that the Cor Deo student will be crowned for their academic accomplishment, and that they will know they are crowned with an imperishable wreath as in 1 Corinthians. 9:25.

**Bible:** "In the beginning was the Word, and the Word was with God, and the Word was God. He was in the beginning with God. All things came into being through him, and without him not one thing came into being." John 1:1-3

The open Bible is central to our school's shield, as it is in our lives and the lives of our students. The Cor Deo School's primary goal is for students to see Christ at the center of all areas of their lives, in a way that compels them to love God with all their heart, mind, soul, and strength. With that end in mind, each discipline is approached through the lens of God's love and is appreciated for its separate value and studied as being entirely interconnected. Our students observe the world as a unified whole — created, sustained, and governed by God.

**Trees:** "They are like trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither. In all that they do, they prosper." Psalm 1:3

"For where two or three are gathered in my name, I am there among them." Matthew 18:20

Iconic symbols of the Northwest, evergreen trees have historically symbolized the elect, stretching heavenward. We find evergreens throughout scripture: adorning the floors of the temple, being used to make musical instruments, providing shelter, and more.

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The evergreens of the Cor Deo shield are intended to represent our students, who are grounded in the Word of God and rooted in the heart of God, in order to stand tall with an unfailing faith that will last for generations.

The use of three trees represents the communal nature of our school, our faith, and our God. The close-knit nature of the community at The Cor Deo School—made up of students, faculty, staff, and families, is a key component that sets it apart from other schools and is essential to the lasting faith and long-term success of its students.

**Heart:** “Although heaven and the heaven of heavens belong to the Lord your God, the earth with all that is in it, yet the Lord set his heart in love on your ancestors alone and chose you, their descendants after them, out of all the peoples, as it is today.” Deuteronomy 10:14-15

The foundation of our education, of our experiences, of our whole lives rests in God’s heart, and so the foundation of our logo represents his heart. In it we find truth, beauty, and goodness, as described perfectly in the Scriptures. The Bible, placed immediately above the heart in our shield, is how we gain even a glimpse of our understanding of the greatness and goodness of God.

**Truth, Beauty, Goodness:** “Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who does not change like shifting shadows. He chose to give us birth through the word of truth, that we might be a kind of firstfruits of all he created.” James 1:17-18

We want to nourish our student’s souls on what is true, what is beautiful, what is good, as found in God’s Word. These transcendent values are at the core of our human experience. They are also at the core of the Classical Christian education. Throughout God’s Word we are filled with what is true, what is beautiful, and what is good.

**Our Colors:** Navy is a natural color choice for CDS. It honors the history of our school while also building on a beautiful biblical tradition. In the Old Testament, sapphire blue cloth covered the ark of the Covenant and adorned the tabernacle, which is why it represents close association to God’s Word. High priests wore blue robes, which associates the color with those in God’s service. As we strive to develop our students into servant leaders rooted in God’s Word, navy is the perfect choice for their daily wear.

Gold, or goldenrod, is new to our color palette. In Scripture, gold represents that which is holy to God. Most importantly for our students, it represents the Light of the World living in them. We hope that they will shine it brightly!

**Our Mascot:** As part of a Classical Christian education, we don’t want to shelter our children from the world; rather we want to prepare them to be brave, heroic, and courageous in the face of it. We don’t want to make light of the cruel enemies they will face, but we do want to teach them how to guard their hearts against those enemies. So, what could be a more perfect mascot for the students of The Cor Deo School than the knight. Long associated with



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loyal protection and servanthood, the knight represents valor and honor. As we expect our students to pursue a heart for God, it was fitting for us to select a mascot worthy of protecting that heart.

As they seek to know God's Heart through his Word, the students of Cor Deo will be able to guard their own heart with the shield of God's love.

### **Enrollment Numbers:**

2020-21 = 101    2021-22 = 130 (and rising- several classes are now closed to enrollment)

**Board Members:** Mark Lackermayer, Cailyn Aune, Anne Highsmith, Griffin Lowe, Kati O'Brien, Rennie Dennehy, Steve Marshall (HOS)

### **Faculty and Staff:** 22

**Standardized Test:** Educational Research Bureau (ERB) CTP-5 (3rd grade through 8th grade)

**Member:** Association of Classical Christian Schools (ACCS)

**Washington State Recognized Private School** (10+ years)

**Community Recognition:** Best of The South Sound 2014, 2015, 2016, and 2017

## MOPS

MOPS International (Mothers Of Preschoolers) exists to encourage, equip and develop every mother of preschoolers to realize her potential as a woman, mother and leader in the name of Jesus. At First Pres MOPS we stick to that mission, working hard to provide a welcoming, fun, and supportive environment for women of Tacoma to build community and learn about parenting and encounter Jesus. We typically meet twice a month in the South Chapel, setting up and decorating to make it charming and inviting. This year we met in the gym to have the women spread out more due to Covid restrictions. Women typically take turns bringing food for a delicious breakfast buffet, a MOPS highlight, but this year MOPS worked into the budget to purchase pre-packaged food for each meeting to comply with restrictions as well. During this last year, we had 16 meetings scheduled, and were able to fulfill all those meetings from September through the end of May.

This year we had 33 women registered for MOPS and due to the Covid restrictions we had no Moppets program this year, so no childcare was provided. Instead of typically meeting Thursday mornings, we made the choice to meet at night to accommodate the moms who needed to find childcare to attend MOPS. Six of those women were on the Leadership team. With the last several years, we had to put a cap on registration and create a waitlist which is typically because of childcare filling up, but this year following Covid protocols, we had to cap the room at 40 total women including Mentor Moms and still had a running waitlist in case any moms dropped out. As the year progressed and space became available, we were able to invite some of the women from the waitlist into the group and invite visitors to join us on occasion. Our wonderful and irreplaceable Moppets Coordinator Barb Gehrett works tirelessly



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in her role, and we are so grateful for her, and I have been in contact with her for the fall of 2021 in coordinating Moppets once again.

Also involved were 7 Mentor Moms, experienced mothers and grandmothers from First Pres and beyond who attend the meetings to mentor and encourage the members. They are such a valuable part of our group. At an average meeting we had 15-25 women in attendance. Some are members of First Pres, but many churches are represented. Others don't attend church but are looking for relevant activities for their stage of life. We aim to be very seeker friendly and have had several women comfortably attending this year who are not yet believers. We also aim to share Jesus Christ with them and the hope we can find in Him as our Savior.

Our theme this year was DECIDE TO RISE, based on the verse "I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well." Psalm 139:14. To encourage them to decide to rise, we focused on 3 sub themes. We found creative ways to be strong, do your work, and chase joy. What an encouraging theme it was!

Last summer our Leadership Team met for our annual retreat sessions here in Tacoma at First Presbyterian Church. With the Covid restrictions, we opted to have a one-day leadership retreat, had pre-prepared food and were able to space out appropriately. We did team building and took time to plan the year's activities. Because our Leadership team had so many new members, we spent extra time on leadership training and exploring the MOPS culture. It brought a fresh perspective and energy to the team. We also held a social and prayer gathering for mentor moms to better engage them in their roles.

As with the last few years, we worked on bringing some less-typical content to our MOPS meetings this year through our speakers. We enjoyed some of our favorite speakers, such as Amy Forslund on Love and Logic and Pastor Eric with a special Easter message. This year we heard several testimonies from Christian women in the Tacoma Christian community, including an encouraging word from Mica Kucera and the owner of Wilson Home Organizing. Mica shared on the Enneagram and how to identify our type and living in relational with other people and parenting and it was wonderful and a lot of engagement from the women. We welcomed back speaker Shannon Smith who covered finances and it was a big hit. We also brought back Kelly Welk, who shared on hosting and using our gifts to serve others. We brought back the rotating Roundtable day to 1 meeting this year, where 10-12 topics (e.g.: early learning, photography, health, and fitness) were covered in 20-minute classes. Craft day is a MOPS tradition as well, and we did 2 of them this year. Craft days are great days for conversations around the tables.

In addition to our twice monthly meetings, we hosted one play date per month for a couple months in the beginning of the year, until Covid restrictions tightened up again and we had to pause them and then picked back up again in March. We had one Moms' Night Out this year

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in May for Mother's Day, as many indoor places cannot accommodate our group with current Covid guidelines. Playdates are often at parks or a Leadership Team member's home. For Moms' Night Out activities this year we had a dinner and some fun activities, and these extra activities help women continue to develop their friendships and it's always nice to have something fun on the calendar to look forward to. We also support each other by setting up meal-trains for moms who have babies or are facing difficulty.

Thanks to the efforts of Co-Coordinator and Finance Officer Jillian Strayer, we had a significantly improved budget and system for tracking income and expenses. We had two fundraisers this year. In the fall we held a family photoshoot with Ella Joy Photography (by MOPS member Leah Browning). We had our fourth annual Christmas Raffle during our December meeting, where gift items were donated by MOPS and community members. Together these fundraisers raised around \$650, which was enough to cover the year's registration fees (\$125 per member, including the MOPS International membership of \$30). Our budget was more closely managed, and knowledge of real time and available funds allowed for some extra spoiling of our MOPS members, leaders, and provided food throughout the year.

Once again, lots of fun, support and learning happened at First Pres MOPS this year! We are thankful for the wonderful community of First Presbyterian. Registration for next year is open and recruiting for the new Leadership Team is underway.

### Our 2020-2021 MOPS Leadership Team

Co-Coordinators: Jillian Strayer & Brittany Sleeper

Mentors: Diane Armstrong, Leanna Brewster, Carolyn Havel, Julie Marien, Leah Browning, Lynn Peterson, and Jeanne Farrell

Table Leaders: Brittany Sleeper, Naomi Byers, Jennifer Quarrels, Heather Staley, Helen Turbull, Elaine Nygren

Hospitality and Crafts: Naomi Byers & Heather Staley

Finance: Jillian Strayer

Moppets Coordinator: Barbara Gehrett

Fundraising and Special Events: Brittany Sleeper & whole team

Speaker Coordinator: Naomi Byers



### Building and Grounds

Notable Events from January 1, 2020, through June 30, 2021.

During the summer of the 2020 pandemic Mike Johnson and Nathan Hicks repainted about half of all the windows on the main building including some sash repair and reglazing of a few broken or cracked glass panes. David Spencer is continuing that work in the summer of 2021 with volunteers.

All the flat roof areas of the South Chapel building were re-roofed with a white TPO membrane. Existing metal flashing was re-used for the most part. The elevator penthouse was re-sided and painted and the existing skylights over the 5<sup>th</sup> grade classroom were replaced with new plastic skylights. The work was performed by Spencer Construction.

One of the roof-top mounted HVAC units for the South Chapel Classrooms was replaced due to a compressor failure. The work was completed by MM Comfort Systems.

The 2<sup>nd</sup> floor of the main building was repainted and the woodwork on the 2<sup>nd</sup> floor was re-stained and re-varnished by Mike and Nathan.

The boiler of the main building was serviced including major cleaning of combustion elements. The work was completed by Hurley Engineering Co.

On February 2<sup>nd</sup> of 2021 Mike Johnson passed away while at work. He is greatly mourned by all the staff, the congregation, and the children of Cor Deo School to whom he was known as Mr. Mike. On May 1<sup>st</sup>, David Spencer was hired as the new Building Superintendent.

End of Report

Prepared by Rory Connally with Aaron Byers

### Online Ministry

In recent years, FPC's online ministry has included the operation of a website, an app, the podcasting of sermons, a Facebook page, an Instagram account, online advertising, an online calendar, and the sending out of regular email updates in the form of the E-blast. In 2020, the COVID-19 pandemic led to the launch of another important online initiative: livestreamed worship services through Vimeo, that can also be viewed on Facebook and YouTube. A weekly livestreamed service wouldn't be possible without the continuing dedication of our worship service production team, Aaron Byers, Ken McCullough, & Steve Richards.

## | FPC Annual Report 2020-2021

Some key stats for the year:

### **Website**

The church website switched platforms during the last year, and there is no current statistics available at this time. The church website has needed a major upgrade for some time, and over the last several months, a revamp of the church website has been underway.

### **Church App**

The church app was launched 3,483 times from July 2020-August 2021. and audio files of sermons hosted on the app were played 203 times. Around 11% of these plays were from people listening to the sermons directly on the app. The rest (89%) came from people listening to the sermons embedded on the website.

### **FPC Social Media**

Followers of FPC's Facebook page increased from 499 in July 2020 to 512 by August 2021. Our weekly total reach was 1,240 people, who had any content from the FPC page or about our page enter their screen. Our Instagram account following grew by 77% with an audience reach of 286 unique accounts.

### **Livestreamed Worship Services**

Through July 2021, there were nearly 16,000+ views of the church's worship service on Vimeo, with 4,000 unique views. Most worship services averaged 250+ views per service. The livestream service attracted people from 27 different countries and had viewers from all 50 states.

Submitted by Michael Nunes, FPC Communications Coordinator, [mnunes@fpctacoma.org](mailto:mnunes@fpctacoma.org)

## Pastor's Compensation

### Pastor's Compensation Package 2021-2022

#### Senior Pastor Compensation Package - Eric Jacobsen

Salary & Housing Allowance	\$	106,561.00
Pension	\$	8,800.00
Insurance*	\$	10,765.25
Professional Expense	\$	2,400.00
Continuing Education Expense	\$	2,400.00
SECA Reimbursement	\$	7,677.60
Flex Spending Plan	\$	3,600.00
<b>Total Compensation</b>	<b>\$</b>	<b>142,203.85</b>

Next year's rates are not yet available.

### ECO Narrative Questions

#### Narrative Questions 2021

**(note, this was written during the Spring of 2021 and some more current information may not be included)**

**Q1 Where have you seen God at work in your midst through the growth of faith – new believers, fruit of the Spirit, changed lives – in your church?**

Having been in lockdown for this entire year, it is hard to say exactly where God has been at work in our midst through growth of faith. In a typical year, the new conversions we see come at Camp McCullough and VBS, both of which were cancelled because of covid (2020). That is to say, we are not aware of any new conversions over this past year. We have given a few invitations to receive Christ during our Sunday morning services, but we don't know if anyone has accepted this offer.

We have received some anecdotal evidence about growth in faith during this challenging year. A number of people have reported to folks on staff and in leadership that they have felt closer to God and more dependent upon His mercy during this past year. We also conducted a 'congregational health' survey last Summer. A number of our respondents indicated that they feel closer to God now than they did a year ago.

**Q2 How has your church gotten outside of its comfort zone in telling others about Jesus? Through new worshiping opportunities/church plants? Through discipling others? Through outreach?**

This January we conducted our Alpha course completely online. It was definitely outside of our comfort zone because we didn't know who to expect or how to prepare. It turned out better than we had expected. We had a good overall turnout. And we had more folks who don't self-identify as Christian in this class than we had in any previous class. The discussions were lively and open. And we believe that the online format really helped the non-believers feel safe and comfortable in discussion.

**Q3 In what ways is your church serving or engaged in the local community around you?**

During the lockdown we used banners and sandwich board signs to convey encouraging messages to our neighbors. We created a 'prayer hotline' and invited our neighbors to let us know how we could be praying for them. We didn't get a strong response to our prayer hotline,

but we made an attempt. During covid, we noticed that we had a lot of people visiting our livestream worship services. We tried get these folks to let us know who they were and to provide contact information, but we were not successful in our attempts to connect with these folks.

Near the beginning of 2020, we created two tools to help our covenant partners engage their neighbors. We created a Neighborhood Field guide, which provided practical steps for covenant partners to meet and engage with their residential neighbors. And we created a Prayer Walk guide, which guided people on 6 distinct prayer walks through the neighborhood surrounding our church.

During the lockdown we encouraged our folks to continue to pray for their 'For Tacoma' building and we know that this was happening in some cases. We re-launched the For Tacoma campaign in April. And in May we will be launching for new neighborhood outreach teams and asking people to join them.

### **Q4 How is your church engaged in the study of the Bible? Are you living and growing under its authority? How are you engaged in theological reflection?**

Our church has engaged in the study of the Bible in a number of ways during the 2020-2021 year. First of all, Pastor Jacobsen has preached from the Bible, completing our study of the book of Exodus, followed by a series on Galatians, and this winter a series of sermons on Jonah. We have active small groups who have met weekly to discuss the sermons with study questions Pastor Eric prepares.

FPC presented "Recalibrate Your Faith" in the fall of 2020, a time when covenant partners and frequent attenders were invited to watch the Alpha series over Zoom and break into discussion groups afterwards. This winter Zoom small groups discussed selected videos from The Bible Project, and "Parenting Through the Phases" on Christian parenting was offered to our families.

Women's Bible Study has had two sessions, in the fall on Psalm 23 and then this winter a study on the book of Job. In such a turbulent year these readings have been particularly meaningful. On the spring schedule for FPC is The Prayer Course, an 8 week Zoom study of the Lord's Prayer.

The question on how we are living and growing under the authority of the Bible is a difficult one to answer when we are the Covid-scattered church. Our prayer groups continue in supplication for the church family, our community, and our world. More individuals have been talking about witnessing in their neighborhoods, and our Easter service was energized and inspiring. We pray that the Lord God will guide us along the path of sanctification.

### **Q5 How is your congregation living into its baptismal vow? How are children and new believers growing in maturity of faith in Christ?**

When we baptize children, our covenant partners promise to support the parents in their promise to teach their children the truths of the Christian faith, pray with and for their children, and to raise them in the nurture and admonition of the Lord. During covid, our Kids' Ministry did a fantastic job in keeping our mission to our kids vital and healthy. Sunday school has been meeting regularly throughout covid. And while our numbers are down, there are more than a few children who haven't been involved in our in-person Sunday school program who have been participating regularly online.

We recently launched a Rooted campaign, which links up adults in our church with kids so that they can pray for them.

### **Q6 What is the moral compass of your congregation?**

Our congregation takes the Bible seriously and shows a willingness to follow its guidance even when it is counter cultural. We are especially good at those areas that involve our personal lives. We teach and encourage our covenant partners to uphold a Biblical approach to sexuality, which involves faithfulness in marriage and chastity in singleness. We uphold the inherent value of life in our opposition to abortion and in our support for organizations such as Care Net. We admonish our covenant partners to uphold the Biblical ethics of the 10 commandments, which includes not lying, not stealing, etc.

A growing area for us has to do with compassion for the vulnerable and Biblical justice. This past year, we formed an anti-racism task force to help us discern the best way to support the cause of equality in our context. We are encouraging our folks to engage with others in some book studies on racism and we are seeking to identify a partner church among the African American community to help us better understand the issue of racism. We share some of our resources with those in need through our food baskets and through contributions to a neighboring church's clothing ministry. But we could do a better job encouraging more of our covenant partners to directly engage in acts of compassion.

We have a number of families which are living out their discipleship by fostering and/or adopting children.

### **Q7 How are you identifying the gifts of believers and engaging them in the ministries of the church or identifying new ministry callings?**

This has been a slow year for identifying gifts and for helping believers discover new ministry callings. Covid has slowed down many of our programs and ministry efforts and we have been leaning on current leaders to make the necessary adaptations to keep the ministries going as

best they can. This has led a number of our leaders to learn some new ministry skills, especially those having to do with online or screen-based programs. We also created a phone check in system and challenged many of our covenant partners to take on shepherding roles by calling on other covenant partners to check in.

### **Q8 How does the congregation equip its members to live for Christ in business, government, medicine, education, the home, etc.?**

This past year has been extremely disruptive for covenant partners working in any number of fields. Teachers have been challenged to manage a classroom remotely. Health Care providers have had to learn how to carry out their responsibilities while mitigating risk. And business owners have had to learn to deal with a great amount of financial uncertainty. Through all this, we have prayed for and tried to encourage those working in impacted fields, but we haven't done a great deal of training to help our covenant partners explicitly live for Christ in their various fields.

### **Q9 In what ways is your church engaging in worldwide mission and/or the global church?**

We have continued to financially support our missionaries during this past year. And we have had the opportunity to have two of our missionaries preach from the pulpit as well. We implemented a World Mission Sunday and dedicated all of our offering that morning to support our missionaries. Once covid is over and we return to normal, we want to encourage more of our covenant partners to engage directly in world missions.

### **Q10 How are you engaged in the work of a MAG, your presbytery, ECO, and relationships with other churches in your community?**

In January, we hosted a virtual MAG meeting with our MAG churches in conjunction with the national gathering. Our pastor continues to serve on ECO's Standing Theology Task Force. And our pastor has continued to meet with his Pastors' Covenant Group.

Profit and Loss

Church

First Presbyterian Church Tacoma  
Profit & Loss  
2020-2021 Fiscal Year

	<u>Actuals</u>	<u>Budget</u>
<b>Income</b>		
<b>Church Operating Income</b>		
Giving Income	765,380	774,141
Income From Ministries	2,571	4,501
Facility Use Income	121,520	126,574
Interest, Dividend & Grant Inc	57,641	55,125
Miscellaneous Income	5,136	1,200
<b>Total Income</b>	<u>952,248</u>	<u>961,540</u>
<b>Expense</b>		
<b>Church Operating Expenses</b>		
Church Administration Expense	177,601	186,074
Facilities & Equipment Expenses	266,359	259,382
Other Personnel Expenses	68,842	78,475
Worship Expenses	68,801	72,725
Pastoral Expenses	157,492	158,966
Church Life Expenses	6,897	9,250
Youth Ministry Expenses	45,071	53,063
Kids' Ministry Expenses	59,121	79,981
Adult Ministry Expenses	47,029	63,625
<b>Total Expense</b>	<u>897,211</u>	<u>961,540</u>
<b>Net Income</b>	<u>55,037</u>	<u>0</u>



Camp

**Camp McCullough  
Profit & Loss  
2020-2021 Fiscal  
Year**

	<b>Actuals</b>	<b>Budget</b>
<b>Income</b>		
<b>Camp McCullough Income</b>		
Summer Camp Income	1,250	1,000
Retreat Income	1,090	0
Other Income	11,160	14,005
Camp Giving Income	54,015	58,200
<b>Total Other Income</b>	<b>67,516</b>	<b>73,205</b>
<b>Other Expense</b>		
<b>Camp McCullough Expenses</b>		
<b>Camp Operating Expenses</b>		
Camp Admin & Facility Expenses	44,981	37,615
Camp Payroll Expenses	12,448	21,690
Camp Other Personnel Expenses	15,045	13,900
<b>Camp McCullough Expenses</b>	<b>72,474</b>	<b>73,205</b>
<b>Net Income</b>	<b>(4,958)</b>	<b>0</b>

Missions

**Missions Team  
Profit & Loss  
2020-2021 Fiscal Year**

	<u>Actual</u>	<u>Budget</u>
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
<b>Missions Team Income</b>		
<b>Missions Team Pledge Income</b>	57,505.69	58,986.07
<b>Missions Team Non-Pledge</b>	16,328.00	27,013.93
<b>Missions Team Endowment Inc</b>	3,057.23	3,500.00
<b>Operating Budget Support</b>	0.00	3,000.00
<b>Missions Memorial Income</b>	505.00	
<b>Missions Team Income</b>	<u>77,395.92</u>	<u>92,500.00</u>
<b>Expense</b>		
<b>Missions Team Expense</b>		
<b>Missionary Support Expense</b>	74,820.00	83,040.00
<b>Contributions to Organization</b>	12,100.00	11,520.00
<b>Other Missions Team Expense</b>	3,123.81	2,500.00
<b>Missions Team Expense</b>	<u>90,043.81</u>	<u>97,060.00</u>
<b>Net Income</b>	<u><b>-12,647.89</b></u>	<u><b>-4,560.00</b></u>

Budget Overview

Church

**First Presbyterian  
Church 2021-2022  
Fiscal Year Budget**

	<b>2020-2021 Budget</b>	<b>2021-2022 Budget</b>	<b>% Change</b>
<b>Church Operating Income</b>			
Giving Income	774,141	803,417	3.8%
Income From Ministries	4,500	10,000	122.2%
Facility Use Income	126,574	136,075	7.5%
Interest, Dividend & Grant Inc	55,125	57,700	4.7%
Miscellaneous Income	1,200	1,500	25.0%
<b>Total Income</b>	<b>961,540</b>	<b>1,008,692</b>	<b>4.9%</b>
 <b>Church Operating Expenses</b>			
Church Administration Expense	186,074	193,215	3.8%
Facilities & Equipment Expenses	259,382	261,562	0.8%
Other Personnel Expenses	78,475	103,660	32.1%
Worship Expenses	72,725	74,320	2.2%
Pastoral Expenses	158,966	163,766	3.0%
Church Life Expenses	9,250	13,550	46.5%
Youth Ministry Expenses	53,063	53,143	0.2%
Kids' Ministry Expenses	79,980	79,276	-0.9%
Adult Ministry Expenses	63,625	60,200	-5.4%
Ministry Support from Operation	0	6,000	-100.0%
<b>Total Expense</b>	<b>961,540</b>	<b>1,008,692</b>	<b>4.9%</b>
 <b>Net Income</b>	<b>0</b>	<b>0</b>	

Preschool

**First Pres Preschool  
2021-2022 Fiscal  
Budget**

	<b>2020-2021 Annual Budget</b>	<b>2021-2022 Annual Budget</b>	<b>% Change</b>
<b>First Pres Preschool Income</b>			
<b>Tuition</b>	<b>390,500</b>	<b>529,355</b>	<b>36%</b>
<b>Total First Pres Preschool Income</b>	<b>390,500</b>	<b>529,355</b>	
<b>First Pres Preschool</b>			
<b>ExpensePersonnel</b>	<b>343,900</b>	<b>442,292</b>	<b>29%</b>
<b>Costs</b>			
<b>Student Costs</b>	<b>15,150</b>	<b>28,600</b>	<b>89%</b>
<b>Admin Costs</b>	<b>13,525</b>	<b>18,675</b>	<b>38%</b>
<b>Fixed Costs</b>	<b>40,400</b>	<b>44,013</b>	<b>9%</b>
<b>Total First Pres Preschool Expenses</b>	<b>412,975</b>	<b>533,580</b>	<b>29%</b>
<b>Net Ordinary Income</b>	<b>(22,475)</b>	<b>(4,225)</b>	
<b>Other Income/Expense</b>			
<b>Other Income</b>	<b>58,975</b>	<b>23,725</b>	<b>-60%</b>
<b>Other Expense</b>	<b>36,500</b>	<b>19,500</b>	<b>-47%</b>
<b>Net Other Income</b>	<b>22,475</b>	<b>4,225</b>	
<b>Net Income</b>	<b>0</b>	<b>0</b>	

Camp

**Camp  
McCullough 2021-2022  
Fiscal Year Budget**

	2020-2021 Annual Budget	2021-2022 Annual Budget	% Change
<b>Camp McCullough Operating Income</b>			
Summer Camp Income	1,000	49,720	
Retreat Income		19,000	
Other Income	14,005	11,505	-18%
Camp Giving Income	58,200	50,275	-14%
<b>Total Camp McCullough Income</b>	<b>73,205</b>	<b>130,500</b>	<b>78%</b>
 <b>Camp McCullough Expenses</b>			
Camp Operating Expenses	37,615	70,250	87%
Camp Payroll Expenses	21,690	53,950	149%
Camp Other Personnel Expenses	13,900	6,300	-55%
<b>Total Camp McCullough Expenses</b>	<b>73,205</b>	<b>130,500</b>	<b>78%</b>
 <b>Net Income</b>	<b>0</b>	<b>0</b>	

Missions

**Missions Team  
2021-2022 Fiscal Year  
Budget**

	<b>2020-2021 Annual Budget</b>	<b>2021-2022 Annual Budget</b>	<b>% Change</b>
<b>Missions Income</b>			
Monthly Giving	78,000	85,000	9%
Missions Sunday	8,000	4,000	-50%
Missions Endowment Income	3,500	3,500	
Support from Operations Budget	3,000	6,000	100%
<b>Total Missions Income</b>	<b>92,500</b>	<b>98,500</b>	<b>5%</b>
 <b>Missions Expenses</b>			
Missionary	82,660	81,000	-2%
Support			
Organization Support	11,380	15,000	32%
Other Missions Expenses	2,500	2,500	
<b>Total Missions Expenses</b>	<b>96,540</b>	<b>98,500</b>	<b>2%</b>
 <b>Net Income</b>	<b>(4,040)</b>	<b>0</b>	

The Cor Deo School

The Cor Deo School  
(K-4th) 2021-2022 Fiscal  
Year Budget

	2020-2021 Annual Budget	2021-2022 Annual Budget	% Change
<b>The Cor Deo School (K-4th)</b>			
<b>Income</b>			
<b>Tuition</b>	<b>458,904</b>	<b>615,711</b>	<b>34%</b>
<b>Total First Pres Preschool Income</b>	<b>458,904</b>	<b>615,711</b>	
<b>The Cor Deo School (K-4th) Expense</b>			
<b>Personnel Costs</b>	<b>479,541</b>	<b>491,877</b>	<b>3%</b>
<b>Student Costs</b>	<b>25,950</b>	<b>49,360</b>	<b>90%</b>
<b>Admin Costs</b>	<b>19,990</b>	<b>23,650</b>	<b>18%</b>
<b>Fixed Costs</b>	<b>40,450</b>	<b>43,712</b>	<b>8%</b>
<b>Total First Pres Preschool Expenses</b>	<b>565,931</b>	<b>608,599</b>	<b>8%</b>
<b>Net Ordinary Income</b>	<b>(107,027)</b>	<b>7,112</b>	
<b>Other Income/Expense</b>			
<b>Other Income</b>	<b>119,527</b>	<b>9,450</b>	<b>-92%</b>
<b>Other Expense</b>	<b>12,500</b>	<b>16,562</b>	<b>33%</b>
<b>Net Other Income</b>	<b>107,027</b>	<b>(7,112)</b>	
<b>Net Income</b>	<b>0</b>	<b>0</b>	

### Part II: Meeting of the Corporation September 20, 2020, Minutes

#### September 20, 2020 - Annual Congregational Meeting

##### First Presbyterian Church of Tacoma

The annual meeting of the Congregation was held in Fellowship Hall on September 20, 2020 following the morning worship service. The meeting was opened in prayer by Rory Connally, Eder. The purpose of the meeting was to present the 2019-2020 Annual Report and the 2020-2021 Budget Overview and to elect Elders and Deacons. A quorum of more than forty members was confirmed.

#### Part 1: Review of 2019-2020 and Looking Forward to 2020-2021

In remembrance, Minister of Visitation Jean Malmin read aloud the names of beloved members and friends of the church who entered the Church Triumphant from May 16, 2018, through May 31, 2019. They include Gerald McNeil, Larry Ackerson, Phyllis Bibelheimer, Thomas Havel, John West Sr., Beverly Curry, Mary Hagel and Debbie Hopen.

Pastor Jacobsen presented a review of the 2019-2020 Annual Report which included:

- Eric 2.0
- Organizational Health
- Evangelism
- Vision 2020

Pastor Jacobsen then talked about looking forward to 2020-2021, including:

- COVID-19
- Vision 2020

Scott Juergens presented the 2020-2021 Budget Overview.

#### Part 2: Meeting of the Corporation

**Motion:** It was moved, seconded, and carried to approve the minutes of prior Congregational Meetings on June 9, 2019, August 11, 2019, October 13, 2019, February 9, 2020, and June 7, 2020.

Pastor Eric Jacobsen, representing the Nominating Committee, introduced the nominees for the office of Elder (Class of 2023): Holly Welty and Anna Heath. No nominations were offered from the floor.

**Motion:** It was moved, seconded, and approved that nominations for Elder be closed.



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**Motion:** It was moved, seconded, and approved that the nominees be elected.

Pastor Eric Jacobsen, representing the Nominating Committee, introduced nominees for the office of Deacon (Class of 2023): Linda Winther and Russ Anderson.

**Motion:** It was moved, seconded and approved that nominations for Deacon be closed.

**Motion:** It was moved, seconded and approved that the nominees be elected.

Pastor Eric Jacobsen introduced nominees for the office of Trustees: Tim Kleefeld and Holly Welty.

**Motion:** It was moved, seconded and approved that nominations for Trustees be closed.

**Motion:** It was moved, seconded and approved that the nominees be elected.

Elder Wendy Hoashi-Erhardt shared changes to Article IX and X with regards to the Nominating Committee and terms of Deacons.

**Motion:** It was moved, seconded and carried to approve the changes to the by-laws.

Pastor Jacobsen temporarily left the meeting so that Denise Greer, Personnel Committee Chair, could present the Pastor's Terms of Call.

### **Senior Pastor Compensation Package - Eric Jacobsen**

Salary & Housing Allowance	\$	100,443.93
Pension	\$	8,800.00
Insurance*	\$	10,250.00
Professional Expense	\$	2,400.00
Continuing Education Expense	\$	2,400.00
SECA Reimbursement	\$	7,677.60
Flex Spending Plan	\$	<u>3,600.00</u>
<b>Total Compensation</b>	<b>\$</b>	<b>135,571.53</b>

\*The cost of insurance includes an estimate for the 2020 calendar year. Next Year's rates are not yet available, nor are changes ECO might make to the plan, or updates to FPC employee benefits for 2020.

**Motion:** It was moved, seconded and carried that the Pastor's Terms of Call be accepted.

There being no further business, it was moved, seconded and carried to adjourn the meeting. The meeting was closed in prayer.

Respectfully submitted, Shannon Strozyk, Clerk of Session

Rev. Eric Jacobsen, Moderator

### January 10, 2021, Minutes

#### January 10, 2021 - Congregational Meeting

#### First Presbyterian Church, Tacoma, Washington

A meeting of the Congregation was held in the Sanctuary on January 10, 2021, following the morning worship service. The meeting was called to order in prayer at 11:35 am by Pastor Eric Jacobsen, Moderator. The purpose of the meeting was to elect three members from the congregation to serve on the Nominating Committee and one Elder to serve a one-year term. A quorum was present.

The meeting was opened in prayer by Pastor Jacobsen.

Barbara Gehrett, Chair of the Nominating Committee, introduced the three candidates for the Nominating Committee to serve for a three-year period: Ken Brownlee, Andrew Pope and Michelle Rowland.

**Motion:** It was moved, seconded, and carried to elect the candidates.

The 2021 Nominating Committee was introduced:

- Barbara Gehrett, Elder, Chair
- Anna Heath, Elder
- Jennifer Rich, Deacon
- Steve Richards, Member
- Ken Brownlee, Member
- Andrew Pope, Member
- Michelle Rowland, Member

Pastor Jacobsen introduced the candidate for Elder to serve for a one-year term: Aaron Martinez (Class of 2021).

**Motion:** It was moved, seconded and carried to elect the candidate for Elder.

There being no further business, it was moved, seconded and carried to adjourn the meeting at 11:50 am.

Respectfully submitted,

Rev. Eric Jacobsen, Moderator

### FPC Elder and Deacon Nominations for the Class of 2024

#### Diana Agustsson-Elder



I was raised in a Christian home and cannot remember a time I did not know the Lord. I was blessed with loving parents who loved the Lord and demonstrated the depth of their faith on a daily basis, never shying away from thought-provoking conversations that made my brother and I look deeper at what we believed and who Jesus is.

My husband, Oskar, and I, along with our two children, Andor and Elinor, began attending FPC-Tacoma in 2010 upon moving here from IL. FPC-Tacoma has been a home away from home for my family. We felt a deep sense of calling from the Lord to this community. God has allowed us to use our gifts here and we have served in many ways. While I am trained as both a chaplain and an educator, I currently teach math and Bible at The

Cor Deo School in the Upper School, serving as the math department lead and the Lead Teacher at the Upper Campus.

After prayer and discernment, I feel God calling me back to serve the church as an Elder using the spiritual gifts that He has given me. It is an honor to serve God and my fellow believers while also being part of a church that believes strongly in reaching the unchurched and spreading the Good News of our Savior, Jesus Christ.

#### Suzanne Messenger - Deacon



For more than forty years, I have worshipped with many of you in this beautiful evangelical church. We've prayed together, done Bible study and Bible memory together, knitted prayer shawls, worked on receptions, and had many (many!) meals together. We're familiar family. Others, maybe newer members, or younger ones don't know me so well.

Many of you grew up in the church, but I came to know Jesus through neighborhood evangelism! Growing up in Idaho, I was raised Mormon, and it wasn't until I came to Tacoma in 1972 that I heard about Jesus as Lord and Saviour and being born again. I

was baptized here by Dr. Lindsey in 1977; my former husband and I becoming members of this church at that time, and then later, youth sponsors and teachers in the Junior High Sunday School program here. I joined others as teachers in the early days of Women's Bible Study when we met in the sunny upstairs rooms and sat on tiny chairs in our small discussion groups! I was ordained and served as your deacon in 1999-2001, and I was privileged to be on the Pastor Nominating Committee when Pastor Eric was called.

So, this has been an interesting ride so far, and I'm willing to get on board for other adventures together as your deacon...thanks for the opportunity!

With you in Christ, Suzanne Messenger

### Jenn Jensen – Deacon



Hello FPC Family! My husband, Tom and I joined this community after moving here from Seattle in 2006. We both retired from the Air Force here in Tacoma and have raised our two sons in this community. We are now empty nesters, entering this new season with curiosity about what comes next!

I was raised in a Christian family with a variety of influences. We were military, so as we moved around, we attended Chapel on Base as well as Lutheran, Presbyterian, Methodist and Baptist churches as we searched for Christian community around the world. Tom and I were married at Grace Presbyterian Church in Weatherford, Texas, and briefly attended UPPC in Seattle where

we enjoyed listening to Pastor Earl Palmer (Eric's father-in-law)! I had a wonderful and rich exposure to faith, but it was easy to keep a comfortable distance from each community as we always moved on. FPC has been different for me. I have felt called to participate and take on roles of responsibility over the last 15 years. I've taught 2<sup>nd</sup> grade Sunday school, volunteered with Kids and Youth ministries, worked on search committees, made meals for the youth and gone on a mission trip (Gleanings is sooooo COOL!). Currently, I serve on the Youth Committee and the ReOpening Committee.

I feel that God is asking me to give more of my time in a service role, to get to know and serve more members of our Church body and the wider Tacoma community through missional work. I have watched the Deacon's work over the years and been moved by the compassion and love they demonstrate for us all. I am honored to be considered for this role. I look forward to seeing what God has in store for us all, and (hopefully) obeying His call to me. "Little Children, let us not love in word or with the tongue, but in deed and truth." I John 3:18

### Paula Cook – Deacon



I was always going to Sunday school from my earliest memory, and I believed all the Bible stories just as most young children would. They were a part of my life and that is just the way it was. When I was about 12 or 13 years old the Lamont Community Church hired their own pastor instead of sharing one with Sprague. Even though we always had Sunday school at 9:15 every Sunday morning, this was run by very good Christian people of the community. Now with our own pastor we had church on Sunday morning instead of Sunday evening when the Sprague pastor drove over.

It was about this time when the young farmer who was the leader of our little Sunday school stepped forward in one of our new

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Sunday morning services to rededicate himself and explained what and why he was doing this that I understood that being a Christian was a choice, that is more than believing in the Bible stories. Shortly after that I went to Earl and made that choice for myself.

From there life went on, high school, college at Whitworth, a job as a social worker, marriage, two children and five grandchildren. I have not always lived my life as I should as a Christian, but I have never wandered too far to find my way back. Life is a challenge and I wish I could say that I have always made the best choices, but that wouldn't be true. Thankfully, we have a loving and forgiving Lord who would never give up on me.

I have been approached about being an Elder and prayed about that. I know me, and I am not a leader. My place is as servant, and I would be honored to once again be a Deacon for our church.

## Staff

<b>Pastoral Staff</b>	
Eric Jacobsen	Lead Pastor
Daniel Perrin	Minister of Worship
Jon Hillstead	Worship Assistant
Jean Malmin	Minister of Visitation
<b>Program Staff</b>	
Michelle Martinez	Director of Discipleship
McKenzie Peirson	Youth Director
Julie Brownlee	Co-Director, Kids' Ministry
Laurel Juergens	Co-Director, Kids' Ministry
Melissa Tucker	Assistant, Kids' Ministry
Patrice Barnett	Organist
<b>Office, Administrative and Facilities</b>	
Aaron Byers	Director of Operations (church & school)
Karen Ackerson	Congregational Life and Office Coordinator
Michael Nunes	Communications
Mike Johnson	Building Superintendent (July 2009 Feb 2021)
David Spencer	Building Superintendent (May 1, 2021)
Nathan "Nate" Hicks	Custodian
Patty Johnson	South Bldg. Custodian
<b>Camp McCullough</b>	
Matt Miller	Director (Sept 2020) Caretaker (February 2021)
Katie Nalty	Camp Registrar
Torin Holmes	Assistant Director (August 2020)
Joshua and Keelin Maurmann	Caretaker (April 2021)
<b>Preschool</b>	
Kim Pickard	Director (retired June 2021)
Courtney Buchholtz	Administrative and Admissions Coordinator
Lucy Leach	Co-Director (July 1, 2021)
Becky Stickler	Co-Director (July 1, 2021)
<b>The Cor Deo School</b>	
Steve Marshall	Head of School
Bethany Scripps	Administrative Assistant
Amanda Carlson	Administrative/HR Assistant
Michelle Rowland	Director of Finance