

First Presbyterian Church of Farmington



Annual Report 2017

26165 Farmington Road
Farmington Hills, MI 48334
(248) 474-6170
www.farmington-pres.org

Our Mission

We are a diverse community living our faith in the Good News of Jesus Christ.

We joyfully gather to praise God, pray, ponder God's Word and discover God's calling.

We grow with one another in a loving relationship with Jesus, Christ.

We nurture mind, body and spirit.

We believe that God calls us to action. We build homes and schools. We feed, clothe and provide shelter. We champion community groups. We protect and restore God's creation. We fund missions around the world. We give generously of our time, talent and treasures to support the church's ministries. We rejoice in the Holy Spirit who lives within and through us.

Vision Statement

United in Christian faith, we are dedicated to following our call from Christ to grow through mission and service in our local community and beyond.

Mission Statement

We are called...

To **welcome** all people to worship the triune God with us,

To **give** of our time, talent and treasures in mission to strengthen our relationship with Christ,

To **grow** in faith by studying, discerning and teaching God's Word for our daily lives and for the life of the church.



2017 Annual Report First Presbyterian Church of Farmington

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Clerk's Report

In Memoriam

Josephine Pogue (#175) - January 2, 2017
Wilma S. Gallanis (#676) - January 23, 2017
Dorothy Sauter (#43) - February 4, 2017
Mary Ann Brown - February 6, 2017
Donald Barth (#460) - February 21, 2017
Ruth Wellwood Wiens (#54) - March 6, 2017
Amy Ruth Kleinschmit (#70) - April 9, 2017
Irene Foster (#19) - May 5, 2017

John Carmichael - June 10, 2017
Rev. Dr. Paul Sutton - August 23, 2017
Howard A. Matteson, Jr. - September 1, 2017
Henrietta Latimer (#549) - September 8, 2017
Joanne Christine Nall (#227) - September 17, 2017
Carol Stevens (#38) - October 7, 2017
Marian Ford (#463) - October 20, 2017

Received Into Membership

April 23, 2017

Pam Jusino (#741)
Lorene (Lorrie) McVey (#742)
Paul McVey (#743)
Diane Sheehan (#744)

Jayme Slais (#745)
Nancy Thurston (#746)
Dora Turkmani (#747)
Corrine Wedge (#733)

June 25, 2017

Nubici (Isabelle) Fosi (#748)
David Schwartz (#749)

Emily Schwartz (#750)
Jean M. Winterbottom (#751)

United in Holy Matrimony

Kyle Green and Jennifer Lee - September 2, 2017

Baptized

Evelyn Karen Segnitz - August 13, 2017

Transferred

Frank (#292) and Sue (#293) Hibbard - March 26, 2017
Kathy O'Brien Gage (#120) - December 20, 2017

Removed from the Rolls

February 15, 2017

Peter Cohen (#467)
Barbara McLaughlin Faile (#684)

December 20, 2017

Julie Cohen (#247)
John (#181) & Janette (#182) Duncan
Nancy Johnson (#215)
Brian Johnson (#651)
Janet Parker (#717)
Marion Prover (#58)

Jennifer Ramsey (#612)
Diane Sheehan (#744)
Pat Urquhart (#564)
Aly Walker, Affiliate Member (#582)
Doug (#349) & Vera (#350) Williams

Membership Summary

Active Members as of 1-1-2017	358
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New members

Affirmation of Faith	7
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Certificate of Transfer	6
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Total Gains	13
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Member Losses

Transferred	3
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Deaths	11
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Removed from the Rolls	18
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Total Losses	32
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Active Members as of 12-31-2017	339
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Church Report 2017

PIN Number	3198		
Presbytery Number	040172		
Church	First		
Address	26165 Farmington Rd		
City/State	Farmington Hills, MI 48334		
Phone	248-474-6170		
Email	info@farmington-pres.org		
Web Site	www.farmington-pres.org		
Fax			
Membership			
Prior Active Members	358		
Gains		Losses	
17 & Under	0	Certificate	3
18 & Over	7	Deaths	11
Certificate	6	Other	18
Other	0		
Total Gains	13	Total Losses	32
Total Active Members 339			
Baptized	16		
Other Participants	25		
Total Adherents	380		
Female Members	186		
Average Attendance 124			
Affiliate Members	1		
Baptisms		Officers	
Child Baptisms	1	Male Session	5
Adult Baptisms	0	Female Session	6
		Male Deacons	2
		Female Deacons	9
Age Distribution of Active Members		Male	Female
25 & Under	0	0	0
26 - 45	0	0	0
46 - 55	0	0	0
56 - 65	0	0	0
Over 65	0	0	0
Total Distribution	0	0	0

People with Disabilities

Hearing	2
Sight	1
Mobility	24
Other	13

Christian Education

Birth 3	3	Grade 7	1
Age 4	1	Grade 8	1
Kindergarten	1	Grade 9	5
Grade 1	0	Grade 10	1
Grade 2	1	Grade 11	1
Grade 3	1	Grade 12	2
Grade 4	0	Young Adults	3
Grade 5	2	Over 25	63
Grade 6	2	Teachers/Officers	13
Total	101		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	4	0	0	3	1
Black	0	0	0	0	0
African American	4	0	0	2	2
African	4	0	2	1	3
Middle Eastern	0	0	0	0	0
Hispanic	0	0	0	0	0
Native American	0	0	0	0	0
White	326	10	9	0	0
Other	1	1	0	0	0
Totals	339	11	11	6	6

Potential Giving Units 181

Budgeted Income 420,940

Budgeted Expense 464,559

Receipts

Regular Contributions	385,800	Bequests	12,500
Capital Building Fund	0	Other Income	40,411
Investment Income	12,815	Subsidy or Aid	0

Expenditures

Local Program	364,049	Per Capita Apprt	10,900
Local Mission	29,365	Validated Mission	15,584
Capital Expenditures	49,300	Theological Fund	0
Investment Expenditures	0	Other Mission	4,643

Agenda

Annual Meeting of the Congregation February 4, 2018 at 11:15 a.m.

Call to Order	Moderator Eddie Jusino
Opening Prayer	
Annual Report Highlights and accomplishments of 2017	Sharon Cressman, Clerk
Personnel Approve Terms of Call of the Pastor	Dale Countegan, Chair of Operations
Meeting of the Corporation	Dale Countegan, President
A Look into the Future Caregiving Ministry – Sally Kirsten and Mickey Seiler Endowment Fund – Larry Gage	
Referral of Minutes to the Session for Approval	
Closing Prayer	
Adjourn Meeting	Moderator Eddie Jusino

Terms of Call for the Senior Pastor
First Presbyterian Church of Farmington
January 10, 2018

Salary	\$41,200
Housing	30,000
TOTAL EFFECTIVE SALARY	<u>\$71,200</u>
BENEFITS	
Pension, Medical	\$26,344
Social Security	5,447
Medical Deductible	1,400
TOTAL BENEFITS	<u>\$33,191</u>
REIMBURSED EXPENSES	
Auto/Travel	\$1,500
Continuing Education	1,000
Business Expenses	500
TOTAL REIMBURSED EXPENSES	<u>\$3,000</u>
MISCELLANEOUS EXPENSES	<u>\$414</u>
TOTAL COMPENSATION PACKAGE	<u>\$107,805*</u>

Paid vacation of 4 weeks annually, including 4 Sundays

Paid Continuing Education leave of 2 weeks annually, including 2 Sundays

*Represents a \$2,500 increase in the Total Compensation Package over 2017

Minutes of Annual Meeting of Congregation First Presbyterian Church of Farmington February 5, 2017

The Annual Meeting of the Congregation of the First Presbyterian Church of Farmington was called to order by Moderator Rev. Eddie Jusino on February 5, 2017 at 11:28 a.m. in the Sanctuary. The purpose for the meeting was to receive the reports of the Session and its officers and committees, the Board of Deacons, and other organizations of the congregation; to conduct the annual meeting of the Corporation; to vote on a proposal from Session to amend the current bylaws of the First Presbyterian Church, regarding the composition of the Session and Deacons; and any other appropriate congregation business. A quorum was confirmed present.

Sharon Cressman was elected clerk of the Annual Meeting.

Sharon Cressman provided highlights and accomplishments of 2016 as noted in the Annual Report.

The terms of call for the Pastor, Rev Eddie Jusino, are unchanged from when he joined us in November 2016 as discussed by Chairman of the Personnel Ministry, Elder Matt Mataya. By motion of Deb Jackson Lum, the terms of call for Rev. Eddie Jusino were approved as follows:

	Annual
Total Effective Salary	70,000
BENEFITS	
Board of Pension Dues (includes medical)	25,550
Social Security (SECA) Allowance	5,355
Medical Deductible (Voucher reimbursable)	1,400
Optional Dental Plan (Voucher reimbursable)	
Total Benefits	32,305
REIMBURSED EXPENSES (Vouchered & Reimbursed)	
Auto/Travel	1,500
Continuing Education	1,000
Business Expenses (Books, Dues, etc.)	500
Total Reimbursed Expenses	3,000
Total Compensation	105,305
Paid vacation of 4 weeks annually, including 4 Sundays	
Paid Continuing Education leave of 2 weeks annually, including 2 Sundays	
One time moving expenses (Vouchered & Reimbursed)	10,000
Within the first year, Pastors in Transition Program	200

By motion of Karen Spica, amending the First Presbyterian Church of Farmington Bylaws, to add a youth member position to the Session, as given below, with additions underlined, was approved.

M. The Session shall consist of twelve elders divided into three equal classes with one additional school age youth elected to serve a (1) one year term with the option to extend service to a total of (3) three years.

By motion of Karen Spica, amending the First Presbyterian Church of Farmington Bylaws, to add a youth member position to the Board of Deacons, as given below, with additions underlined, was approved.

N. There shall be a Board of Deacons composed of twelve ordained deacons with one additional school age youth elected to serve a (1) one year term with the option to extend service to a total of (3) three years.

A meeting of the corporation of the First Presbyterian Church of Farmington was called to order by the President, Matthew Mataya.

President Mataya reviewed the 2016 Financial Plan results and the 2017 Financial Plan.

President Mataya invited questions from the floor.

By motion of Deb Jackson Lum, the meeting of the corporation was closed, and the congregational meeting was reopened.

Elder Spica, Chair of the Worship Ministry, Elder Linnell, Chair of the Mission Ministry and Elder Lum, Chair of the Christian Education Ministry each provided an overview of how their ministries are moving forward in 2017.

By motion of Tom Neal, the minutes of the Congregational Meeting were referred to the Session for approval.

By motion of Marcia Howe, the meeting of the Congregation was adjourned with prayer by the Moderator at 12:16 p.m.

Respectfully submitted,

Sharon Frisch Cressman
Clerk of Session

Minutes of Special Congregational Meeting

May 7, 2017

A meeting of the congregation of The First Presbyterian Church of Farmington was held in the sanctuary on Sunday, May 7, 2017. The meeting was opened with a prayer by the moderator, The Rev. Eddie Jusino at 11:35 A.M. The purpose for the meeting was to hear the report of the Nominating Committee, elect Elders and Deacons. And elect congregational representatives to the 2017 Nominating Committee and the 2017 Financial Review Committee.

By motion Jerry Howe was seated as acting Clerk for the meeting. He announced that a quorum was present.

Elder Deb Jackson Lum presented the report of the Nominating Committee. The following names were submitted in nomination for the office of Elder: Leslie Black for the class of 2018, Deb Jackson Lum for the class of 2019, Chris Davis, Janice Dennison, and Jayme Slais for the class of 2020 and the following names were submitted in nomination for the office of Deacon: Mimi Cramer for the class of 2018, Irwin Moyna, Marcia Van Hamme, Karen McCullough, and Diane Sheehan for the class of 2020.

By motion the nominations were closed and the Clerk instructed to cast a unanimous ballot electing the nominees.

The following names were submitted in nomination to serve on the 2017 Nominating Committee: Jerry Howe and Nancy Cook,

By motion the nominations were closed and the clerk instructed to cast a unanimous ballot electing the nominees.

The following names were submitted in nomination to serve on the 2017 Financial Review Committee: June Lympers and Ann Collins-Carey

By motion the nominations were closed and the clerk instructed to cast a unanimous ballot electing the nominees.

The meeting was adjourned with a prayer by the moderator at 11: 40 A.M.

The Congregational meeting was reopened due to the voluntary self nominations by the following people: Richard Spurgeon for the 2017 Nominating Committee and Irwin Moyna for the 2017 Financial Review Committee.

By motion the congregation approved the election of the nominees.

Respectfully submitted:

Gerald Howe
Acting Clerk

2017 First Presbyterian Church of Farmington

Corporate Officers:

President	Dale Countegan
Vice President	Deb Lum
Secretary	Sharon Cressman
Treasurer	Irene Sharpe
Financial Secretary	Jerry Scheel
Corporate Counsel	Sarah Gidley

Session:

Christian Education/Nurture Ministry Team

Deb Jackson Lum (2019)
Howard Caylor
Jan Dennison

Mission Ministry Team

Karen Linnell (2019)
Leslie Black

Operations Ministry Team

Dale Countegan (2019)
Chris Davis
Rick Fuller

Worship Ministry Team

Eddie Matteson (2018)
Dot Basmaji
Jayme Slais

Endowment Committee

Larry Gage
Tom Neal
Paul McVey

Congregational Committee:

Nominating Committee

Elder Deb Lum - Moderator	Mimi Cramer – Deacons
Jayme Slais -- Session	Jerry Howe
Dot Basmaji – Session	Jerry Scheel
Nancy Cook – PW	Richard Spurgeon

Financial Review Committee

Ann Collins-Carey
June Lympers
Irwin Moyna

Staff

Senior Pastor	The Rev. Eddie Jusino
Ministers	Members of the Congregation
Director of Christian Education	Joshua Archey
Minister of Music	Dr. Gerald Custer
Organist	Shari Fiore
Office/Communications Manager	Karen Spica
Sexton	Vanya Georgieva
Sunday Nursery Attendants	Dawn Eddy, Sandra Lieberman
Farmington Presbyterian Preschool Teachers	Kim Kucharski, Shana Butcher, Karen Phillips, Katie Riesing, Kerrie Wimmer

A Look Back... with Eyes towards the Future

Dear Sisters and Brothers in Christ:

"What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God."
Micah 6:8; NIV

When one mentions the word "annual report" what comes to mind, to most people, is "evaluation" time. Annual reports have a way of raising people's angst about how they measure up, in comparison to previous years. The same holds true for churches. In our case, we simply want to have a clear way to measure the purpose and accomplishments of FPC Farmington.

Well, let me assure you that from where I stand, my "eyes of faith" show me that what we set out to do is very much in progress. We have had a "wow" of a year.

- **Outreach:** We have been experiencing a wave of guests and new visitors to our Sunday worship services; blessed with twelve new members and an infant baptism; and the wonderful gift of younger families with children returning to church
- **Worship:** Playful, spirit-filled, creative worship services through the use of drama, liturgical dance; Growing Music Ministry – exploring the richness and variety of our new hymnbook, "Glory to God"; the formation of the Creative Worship & the Arts Team that include Dr. Jerry Custer and Pam Jusino; the beautiful relationship between Shari Fiori and Carolee Caylor exchanging musical nuances; sputtering efforts at developing a Youth Choir, increased interest in congregational participation as Liturgists, Communion Ministers, Bread Makers; expanded Communion Sundays to two Sunday per month (1st & 3rd)
- **Property & Grounds:** Uplifting facilities and grounds improvements – Cope Memorial and Biblical Herb Gardens; new hospitality coffee tables; new boiler and a furnace. (Thank you, Vanya, for keeping our facilities clean and ready to welcome everyone.)
- **Increased hands-on mission opportunities** – our first-ever Mission Fair that featured all our ongoing ministries including S.O.S., tutoring at Hillside elementary, vegetable garden and many others; worked on two homes with Rebuilding Together (see Mission Report)
- **Pastoral Care:** Launching the Caregiving Ministry, hoping to build meaningful relationships and increase coordination among our pastoral care ministries (Deacons, Stephen Ministers, Prayer Chain, Pastor and front office) through 30 small Cluster Groups (Thank you, Sally Kirsten and Mickey Seiler); and a new Stephen Ministers class
- **Communications:** Significantly improved digital presence – website and Facebook (many of you have been contributing worship posts and planned events on our Facebook page (Thank you, Laura Hedgecock). Also, we began hosting "Conversations with the Pastor" every forth Sunday of the month following worship. These informal gatherings are intended to provide an opportunity for you to share your views and feelings with the Pastor and others and be enriched and encouraged by how great ideas and great people come together.
- **Established an Endowment Development Fund Committee** with complete policy guidelines – creating a legacy of stewardship ensuring suitable resources for the future (Thank you, Larry Gage & Tom Neal)
- **Community Outreach:** joined the Farmington Area Chamber of Commerce; for the first time participated in the town's Founder's Festival Parade with our own float. (Thanks to Eddie, Becky, Jake & Owen Matteson); hosted the Farmington Area Interfaith Association Thanksgiving Service; in collaboration with North Farmington High School students, faculty and parents, as well as community leaders, public officials, church members and the Farmington Police Department hosted a Peace March, where about 100 participated in marching, singing, reading poems, and publicly affirming the core values of Peace & Diversity; hosted internationally acclaimed classical pianist Maestro

Francesco Attesti (Thanks, Paul & Lorrie McVey), another first was the Crafts & Arts Fair that drew more than 40 of the local artisans within and around our community. (Thank you, Deborah Draper)

- **New Pictorial Directory:** having a pictorial directory is a great way to capture the warmth and the spirit of the congregation, for members to put faces to names, to reach-out and connect with those you have not seen in a while. (Thank you, Randy Edwards, Deborah Draper and Karen Spica)
- **Staff:** After eleven years of faithful service, Pam Williams retired. Karen Spica, confirmed in this church and a long-time member, was hired as the new Office and Communications Manager. After five years as Treasurer of the church, Tom Brown decided to retire and pass the baton to Irene Sharpe. (Thank you, Tom, for your faithfulness.)
- This past year we bid **Farewell to faithful servants** of the Lord who moved from life to "More Life" (see Clerk's Report.)

Something to anticipate in the New Year is changes and enhancements to our staff in a couple of areas – Pastoral Care and Family & Children's Ministry. First, Rev. Craig Aue will be joining us as a Parish Associate to strengthen and improve our pastoral care and visitations ministry to hospitalized and shut-in members and friends of FPCF and further support the new Caregiving Ministry. Also, Joshua Archey, after much prayer and discernment, will phase into an internship focused on pastoral care. He will end his service to the church as Director of Christian Education by mid-February. Joshua is planning to go through the CRE (Commission Ruling Elder) certification process and pursue his calling in pastoral care at Hospital or Nursing Home settings. The third piece is a part-time Family & Children Coordinator. FPCF is experiencing a spurt of younger families with children, which brings a sense of excitement and hope about the future. Our goal is to grow and nurture them in relationship-building opportunities, making lasting friendships, and helping parents and the church fulfill their calling, including accommodating different music styles.

There is quite a bit of good news embedded within these pages. Please take time to prayerfully read what the ministries of the church are communicating. Now, it would be shortsighted of me not to share a couple of my main concerns – first is the Nominating process for new church leadership and officers.

We've been blessed with long-term members that remain committed and engaged with the leadership of the church and its day-to-day operations. However, we know that in order to keep the momentum of this renaissance going, we must tap into new and creative energy. We have to transform more of you, particularly our younger members, into discovering their gifts and talents and where they see themselves called to make a difference, while growing in fellowship. This might require of us to change our traditional structures and systems of the church and our understanding of what it is to be a volunteer or answering God's call to serve. A calling is less about what we do than who we are. Second, is the formation of a new Evangelism & Fellowship Ministry, with a heart for hospitality to be the welcoming expression of God's grace to our members and guests.

There is no single right way to do evaluations, but I hope and pray that as you reflect on these brief stories, you will agree with me that these are just the beginning of vitality within a growing congregation. We do have "opportunities" to respond to the prophet Micah's question, "What does the Lord require of you?" I am pleased with how we have been able to respond. Moreover, I am hope-filled that the New Year will bless us with fresh ideas and more faithful volunteers to continue the process of congregational transformation.

Thank you all for your prayers and labors of love. And thank you to my wife, Pam, who continues to be my faithful partner and companion along the way.

As we continue to be faithful to follow where God leads us, may 2018 be our best year yet! See you in worship!

Peace & Grace,
Pastor Eddie

2017 Christian Education and Nurture Annual Report

Nurture

The Book of Order, The Constitution of the Presbyterian Church (USA), states:

"The primary standard and resource for the nurture of the church is the Word of God in Scripture. The central occasion for nurture in the church is the Service for the Lord's Day, when the Word is proclaimed and the Sacraments are celebrated. All members of the community, from the oldest to youngest, are encouraged to be present and to participate."

In addition to this opportunity for nurture, we offer other opportunities which include Sunday morning Sunday School, Vacation Bible School, and mission projects.

Sunday Mornings

Our Sunday School uses the PC (USA) curriculum, *Growing in Grace and Gratitude*, which provides a diverse array of activities that addresses multiple learning styles for kindergarten through fifth grade immediately following the Not for Children Only time. *Growing in Grace and Gratitude* provides learning opportunities around Bible stories, songs, group and individual activities, and prayer, along with supplemental enrichment with Stories, Colors, and More.

Middlers and Senior Highs have the opportunity to remain in and participate in worship through ushering, lectoring, serving Communion, and operating the sound board, among other activities. They may also assist their younger counterparts in Sunday School. Additionally, regular opportunities for service projects are provided. Projects in 2017 included South Oakland Shelter (SOS), fall leaf raking, Christmas hygiene bags for Calvin East Presbyterian's tutoring program, Neighborhood House of Farmington Hills, CARES of Farmington Hills, and Christmas cookie baking, decorating, and delivery to homebound members.

Adult Study

Rev. Craig Aue, Rev. Dr. J. Harold Ellens, Tom Neal, and class members led our 9am Sunday morning study during 2017. During their time together, the class discusses current issues and world affairs in a Christian context, often using *The Wired Word* as a jumping off point for discussion. Supplemental texts are also provided by the class leaders.

Mid-week Bible Study was led in 2017 by the Pastor, and continues on Tuesday mornings at 10 am. Much of 2017 utilized 4-6 week studies around themes selected by Rev. Eddie Jusino.

The JOY group continues to meet faithfully on Wednesday evenings at 6:30 pm to read and discuss books that help develop spiritual growth.

All are welcome to any and all of the above opportunities!

Nursery and Child Care

Dawn Johnson and Sandy Liebermann, our Sunday morning nursery attendants, provide a warm, loving, and professional environment for babies and toddlers on Sunday mornings from 9:45am until 11:15am. The nursery allows parents to attend worship knowing their children are safely and lovingly cared for. We encourage parents to take advantage of this free service!

Church Library

We are in need of dedicated volunteers to sort and organize the library shelves on a regular basis. If *you* would like to volunteer to help sort the shelves, please contact a member of CE&Nurture. We encourage church members to take advantage of this resource, located on the 2nd floor of the church immediately adjacent to the Church Office.

Vacation Bible School

VBS 2017 was held in cooperation with Antioch Lutheran Church and North Congregational Church from 9 am to 12 pm at Antioch Lutheran Church (13 Mile and Farmington Rd). This year's VBS was *God, Me, and the Sea*, and explored familiar Bible stories in which water plays a prominent role. Each day revolved around a different story: Creation, Noah, Jonah, Jesus calms the storm, and the disciples big catch of fish. Several children and volunteers participated from our church, and we are grateful for all who participated or helped out to make the week such a success!

Middlers: Youth Mission Blast Detroit June 26th- 30th, 2017

Several of our 6th-8th graders, including the Neal's grandchildren, participated in Youth Mission Blast Detroit 2017, participating in various projects while learning what non-profits are doing to transform Detroit. The week was ably led, once again, by Presbytery of Detroit Youth Mission Coordinator Charon Barconey. The week started and ended with a bang, literally, as the youth enjoyed the fireworks over the Detroit River from their vantage point near Fort Street Presbyterian Church, and a Detroit Tigers' baseball game and fireworks on Friday night to bring the week to a close.

Senior High Mission Trip to Leona Vicario, Mexico, June 24th-July 1st, 2017

This year, three senior highs and four adults joined our friends at First Presbyterian Church of Birmingham in traveling to Leona Vicario, Mexico, forty minutes west-southwest of Cancun, to live and work with Yucatan Peninsula Mission (YPM). During the week, we lived and worked with Willian Colli Cen and Erly Flor-Santos Cen at the YPM house, continuing construction on the YPM school and university, which officially opened for classes on August 5th, 2017, after more than ten years of hard work, prayers, and persistence! Arriving on Saturday afternoon, we attended church in the village of Esperanza on Sunday, and enjoyed a quiet afternoon before working Monday-Thursday on the school. All construction is done by hand, with wire, rebar, and concrete our constant companions. Each morning started promptly at 7 am with a short walk to the worksite. We ended by early afternoon to avoid the hottest part of the day, spending a portion of each afternoon resting or cooling off in the local swimming pool. On Friday, the group traveled to Isla Mujeres, an island off the coast of the Yucatan, for a day of sun, sand, and relaxation, before returning to Michigan on Saturday. It was an amazing, life-altering experience for all who took part!

Yoga at First Presbyterian: Mind, Body, and Spirit

Thanks to Jessica Beaubien of Soul Stretch Yoga, we offer weekly Christian yoga classes. Jessica uses *The Upper Room* and other devotional readings to begin each week's practice while soft Christian instrumental music is played in the background throughout the stretching and strengthening routine. Classes meet in Room 208/210 on Monday evenings and last for six weeks. Classes are open to the public and registration is handled directly through Jessica's website, www.soulstretch.org.

Respectfully submitted,

Your Christian Education Ministry Team: Elder Deb Lum (Chair), Elder Howard Caylor, Elder Jan Dennison, Senior Pastor Rev. Eddie Jusino, Elder Leslie Moyna, and Elder Joshua Archey, Director of Christian Education and Nurture

Mission and Outreach Ministry

This year's Mission report begins in October and then goes back to the start of the year, not forgetting November and December. October was the first-ever Mission Fair that was the simultaneous yet independent idea of PW and the Mission Team. That serendipity gave us a good base from which to plan and invite all the organizations that our church supports throughout the year. Under the leadership of Linda Clew (PW) and Emily Davis (Mission Team), Knox Hall was filled with representatives, videos, displays, handouts and photos of organizations and causes that our church supported throughout the year! We wanted everyone in the church to see where their support of mission goes and the good it does.

Our year began with SOS (South Oakland Shelter) when we host 35 guests (men, women and children) for a week in January. It takes enormous coordination and volunteer hours to feed (breakfast, dinner and a bag lunch), sleep, transport and provide evening activities. This was our tenth year to host. Many thanks to Emily and Chris Davis for heading up this effort which involves >60 people (members, scouts and friends in the community).

For two weeks in February, March and April, we collected specific supplies requested by Neighborhood House to restock their shelves. April not only brought Easter, but One Great Hour of Sharing and Rebuilding Together Oakland County. We invited members of the Muslim Community Mosque and the LOC Credit Union to join us in rehabbing two homes in Farmington Hills, logging more than 1500 volunteer hours. Dan Cressman and Tom Neal led this project and a crew of 16 from FPCF. Dorothy Tait and Mary Carson led our team in the Crop Walk benefiting Farmington Hills' organizations.

April showers brought May Garden Gatherers to begin preparing the raised beds designed by Gordon Seiler and built by Sarah Beth Simonds, Larry Gage, Cathy Neal, and Mimi and Phil Cramer. The watering system built several years ago by Chris Ely continues to be a huge help all summer long, especially during the dry spell. 544 pounds of fresh produce were delivered to C.A.R.E.S (formerly St. Al's) food pantry each week from the summer through mid-November. Sharon and Mitchell Cressman weeded, harvested and delivered this bounty. A dozen others planted and watered all summer long.

Each elementary student in the Farmington Public Schools is asked to leave a pair of sneakers in their classroom for gym class. The expense of buying a pair of shoes that is left at school and only worn for an hour day is more than many families can afford. Members of First Pres donated over \$1,900 to purchase more than 50 pairs of sneakers in our Sneakers for Kids campaign.

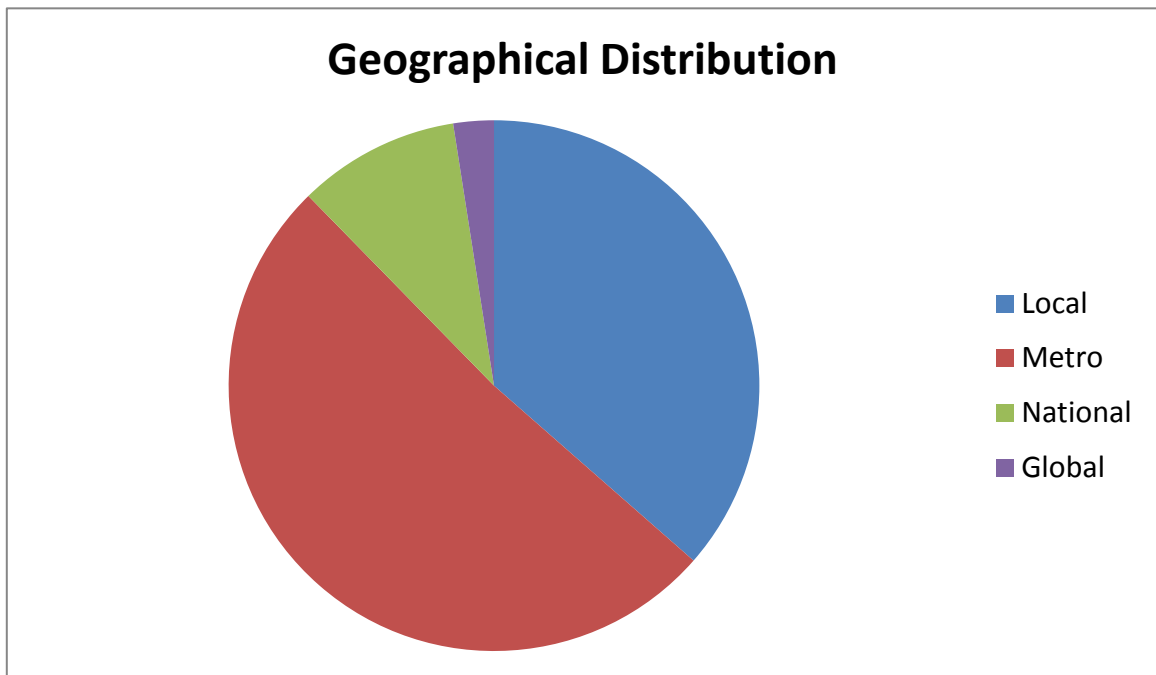
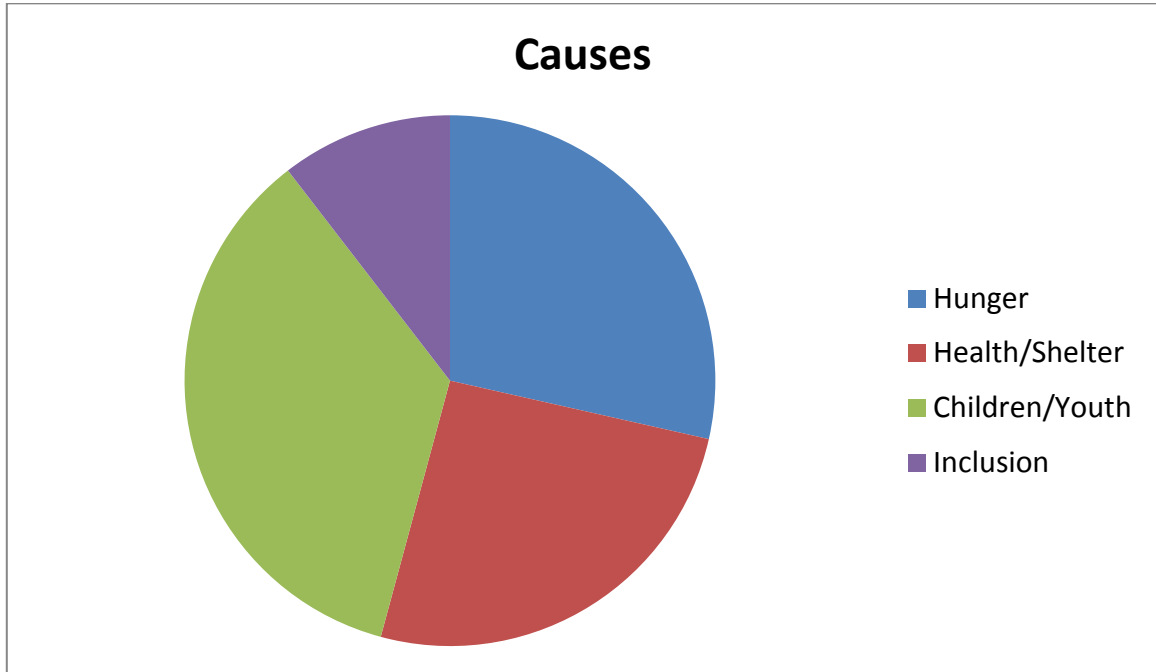
September was a busy time with the Fall Festival, headed by Leslie Black; food collection for Second Mile Center; peace symbol installation for the U.N. International Day of Peace; tutoring at Hillside Elementary School; and hosting the leaders of the Yucatan Peninsula Ministry (YPM). Emily and Chris Davis plus Dawn and Josh Archey led a small group of teens from our church in combination with First Presbyterian of Birmingham on a mission trip back to YPM in the summer. We donated our share of the Peacemaking offering to the Michigan Roundtable for Diversity and Inclusion.

In November and December, we collected food for Thanksgiving and Christmas baskets for C.A.R.E.S., Second Mile Center and Goodfellows as well as hygiene kits and presents for the Calvin East Presbyterian tutoring program. Farmington Public Schools connected us with a family of 5 kids for whom we provided gifts. The father was killed about 6 years ago in Syria and the mother and her five children came to the US as refugees a little over a year ago.

As 2018 begins, we are once again planning for SOS for our 11th year! Many, many thanks to the Mission Team: Leslie Black, Prill Brouillette, Jan Dennison, Rick Fuller, Laura Hedgecock, Ginny Hubble, Eddie Jusino, Cathy Neal, Sandi & Ev Randlett, Colleen Tavor. There's a spot on the team for you, too!

Karen Linnell

Causes Funded



2017 Mission and Outreach

HUNGER	DISASTER	HEALTH/SHELTER	CHILDREN	INCLUSION
Garden Gatherers	Mission trip	Hygiene kits	Operation Common Good	F/FH Multi Cultural Multi Racial Council
Great Tomato Give Away	Flint flood	Health Fair	Barnabas	SW Detroit Immigrant and Refugee Center
C.A.R.E.S. Food Pantry	PDA	South Oakland Shelter	Calvin East tutoring program	Ecumenical Theological Seminary
Neighborhood House	Hurricane Harvey	Rebuilding Together Oakland	Oakland Family Services	Motor City Mission Corp
Gleaners	Hurricane Irma	HAVEN	Alternatives for Girls	Freedom House
Baldwin Center	Hurricane Maria	Lighthouse PATH	Sweet Dreamzz	Yucatan Peninsula Mission
Fort St. Open Door	Iglesia Presbitaria Halo Rey	COTS	FPC Preschool	MI Roundtable for Diversity & Inclusion
Crop Walk		Habitat for Humanity	Hillside Elementary School	Ladies Night at Muslim Community Mosque
Goodfellows		Neighborhood House	Farmington Public Schools	
Second Mile Center		Emergency housing	Second Mile Center	
			F/FH Goodfellows	

Adult Mission Group

We had two projects that involved a number of volunteers from our congregation.

Garden Gatherers

- Built a new raised garden and enclosed it to keep out varmints.
- Gave out 48 tomato plants to congregation members to encourage them to grow produce for C.A.R.E.S. Food Pantry (formerly St. Al's).
- We collected 544 lbs. of fresh produce for donation to C.A.R.E.S.
- Had 12 volunteers plant and water garden on hill behind church. (Was especially needed during dry spell in summer.)

Rebuilding Together Oakland County

- Refurbished 2 homes in Farmington Hills
 - One needed bath room remodeling, painting, outside landscaping and deck reconstruction.
 - One was outside landscaping, fence building and painting
- Worked in cooperation with 2 other groups for volunteers
 - LOC Credit Union (22 volunteers)
 - Muslim Community Association (12 volunteers)
 - FPC Farmington (16 volunteers)
- Total Volunteer Hours: 1,504

Submitted by

Tom Neal

Men's Group - 2017

The Men's Group is a loosely organized fellowship program open to all men at First Presbyterian Church. The program offerings are always mindful of the different age groups, varied interest of men in the church and opportunities for service and outreach.

Twenty-four men attended the weekly breakfast at Leo's on 12 Mile and Farmington throughout the year. The attendance varies from four to 19 attending at any one time. Saturday Breakfasts were held in Knox Fellowship Hall with various program offerings, such as Rebuilding Together, "Grand Rapid's ArtPrize" and the Ford Mustang. An average of ten attended on Saturdays.

Twelve attended the Presbytery Advent Breakfast at Rosedale Garden Presbyterian Church in Livonia. The Featured Speaker was Chris Lambert of Life Remodeled in Detroit.

Service projects included a Spaghetti Dinner for South Oakland Shelter guests, providing transportation to Doctor's Appointments, sponsoring a hole for the Samaritan Center Golf Outing, and providing Christmas Gifts for an individual in the South Oakland Shelter Program.

Respectfully Submitted,

Charlie Lum

Presbyterian Women

Presbyterian Women (PW) at First Presbyterian Church of Farmington is an active, vibrant organization of over 70 members that is proud to be one of the largest PW chapters in the Presbytery of Detroit. We have five women's circles and an auxiliary group as well as some participants who attend PW events and support PW projects.

We are led by the following Coordinating Team (CT):

- | | |
|--|------------------|
| • PW Moderator | Sally Kirsten |
| • PW Vice Moderator | Nancy Cook |
| • Secretary | Martha Countegan |
| • Treasurer | Kathy Brown |
| • Vice Moderator for Mission | Jan Dennison |
| • Vice Moderator for Justice and Peace | Linda Clew |
| • Vice Moderator for Study and Spiritual Development | Ruth McKinnon |

Thank you to Pat Plamondon, 2016 Directory Coordinator, for updating the PW Directory before turning it over to the new Moderator and Vice Moderator.

PW Circle Leaders are:

ACTS	Marcia Van Hamme	BETH	Ruth France
Deborah	Anne Fuller	Lydia	Kathy Brown
Phoenix	Nancy Cook		

We presented three Gatherings in 2017. These were open to PW members and anyone else interested, including all women, men, youth, and guests. One Gathering was scheduled in the morning and two in the evening. Transportation was available to all three Gatherings.

The May 2017 program was "Programs for Seniors in Farmington/Farmington Hills" by Theresa Byrant, Nutrition Services Coordinator for the City of Farmington Hills, who spoke about the services offered to local residents at the Costick Center.

In October, instead of organizing a daytime gathering, we partnered with the church Mission Committee and hosted a Mission Fair, which showcased the mission groups the church and PW support throughout the year. This was done as an expanded coffee hour after worship; therefore all members of the congregation were able to see the outreach that our church does throughout the local community, the metropolitan Detroit area, state of Michigan, nationally and internationally through the Presbyterian Church USA.

The December PW Gathering, "Joy, Hope, Peace" featured music, interpretive dance and a play presented by Presbyterian Players. Two days later we hosted the Presbyterian Women in the Presbytery of Detroit December Gathering for local churches in the Metro Detroit area. We repeated our "Joy, Hope, Peace" Christmas program and served lunch to those in attendance. (Please read the Vice Moderator for Study and Spiritual Development's report for a full description of this excellent program.) All of the Gatherings included refreshments in Knox Hall, prepared and served by Presbyterian Women.

In April 2017, PW organized Gifts of Women Sunday and presented **Ginny Hubble** with an Honorary Lifetime Membership in Presbyterian Women. This award has been presented to outstanding members of our church since 1958.

Our PW actively supports the mission work that **Second Mile Center** in Detroit provides to the surrounding community. PWPD (Presbyterian Women in the Presbytery of Detroit) opened Second Mile Center ten years

ago, December 2006, in a former church in the most crime-ridden zip code in the city. The Center offers an after-school program including music and worship, Monday night dinners, a Thanksgiving dinner, and community outreach. Ginny Hubble (our previous PW Moderator) serves on the Board of Directors of Second Mile Center. Several members of our PW attended the monthly Gatherings held by PWPDP in different churches across the Presbytery. We had two members attend the all-day PWPDP Retreat in March.

We held Presbyterian Women Coordinating Team (PWCT) meetings in the parlor following worship. We are trying to cut down on meetings and the “busyness” of running our organization to make it user friendly for women to volunteer for leadership roles within PW. Our goal is to support our members as much as we can, welcome new women to our group, and groom leadership for the future.

We continue to increase our efforts to communicate with the church family and its leaders through the weekly bulletin, the FYI, Minutes for Mission, posters and flyers, and the PW bulletin board. We offered opportunities to include the entire church family in our mission projects. We encouraged the congregation and guests to attend our three Gatherings.

We continue to support the Presbyterian Women’s Purpose statement and we give thanks to God for the daily guidance we are given.

Sally Kirsten, Presbyterian Women Moderator

The reports from our Vice Moderators and Circle Leaders illustrate the work of PW:

Vice Moderator for Mission

Mission matters to Presbyterian Women. In addition to being one of the points of the PW Purpose, support for mission is a thread running through all the work PW does. Members of PW generously gave to mission work through the Birthday Offering), the Thank Offering and the Ingathering, as well as to other charities of each circle’s choice.

Mission involves more than just giving cash. Many women made up health, hygiene and school kits to help those in need, including the families served at the Second Mile Center, a neighborhood center in Detroit supported by the Presbyterian Women of the Presbytery of Detroit. Our donations to the Second Mile Center increased with participation in both the Thanksgiving and Christmas Food Baskets and sponsoring nine children for Christmas Gifts. We also increased our number of hands on assistance at the Center, with several volunteers at the Health Fair in July and several people volunteered on site to assist on site with other projects. These volunteers included some men from our congregation and friends.

Jan Dennison, Vice Moderator for Mission

Vice Moderator for Justice and Peace

The members of Presbyterian Women continue to strive for justice and peace for all women and their families worldwide. The needs of refugees and displaced persons were in our minds and hearts this year.

In January, we recognized National Slavery and Human Trafficking Prevention Month and especially January 11th as it was Human Trafficking Awareness Day, a time to recognize modern-day slavery in America.

In April our focus was on cutting back on gun violence and spreading the word about Jerusalem Peacebuilders, an organization that works with Muslim, Jewish and Christian youth in the Middle East.

In October, in lieu of holding our regular Fall Gathering, PW joined with our Church's Mission Committee to hold a large Mission Fair in Knox Fellowship Hall.

This gave us the opportunity to educate our congregation as to all the causes and charities that PW at First Pres of Farmington support with our time, talents and financial donations. 30 organizations were represented either by staff from their main offices or by church members who are actively engaged with them.

Also in October, we recognized Domestic Violence Month and many of us join with the UN and PWPC (USA) to bring awareness to the problem of violence against women by wearing orange on the 25th of each month.

In December, our annual Hat and Mitten Tree collected items for Neighborhood House who distributed them to families in need in the Farmington, Farmington Hills area. The total cost of the 261 items donated was \$2538.

Linda Clew, Vice Moderator for Justice and Peace

Vice Moderator for Study and Spiritual Development

The first six months of 2017 found most of the Circles studying "Who is Jesus, According to Hebrews." Several of the Circles are now in the middle of the Fall Spring Bible Study "Cloud of Witnesses: The Community of Christ in Hebrews" by Melisa Bane Serier.

On December 4 the Studies and Spiritual Development Committee was responsible for the PW Gathering Program, "Joy, Hope and Peace." 110 tickets were purchased. While refreshments were being served, Cheryl Boliard joined us for our eighth consecutive Christmas Gathering by playing Christmas Carols as dessert was being served. We adjourned to the Sanctuary for the rest of the program. The music program included pianist Carolee Caylor, song leader Mary Carson, vocalists Mary Carson, Courtney Carson and Gerald Custer, messenger Ruth France, dancer Pam Jusino, organist Mary Whittmore. The message Joy, Hope and Peace are there if you only search for them. Director Pam Jusino introduced the play "The Mission." Angels from the Search and Rescue Division in Heaven are sent on a mission to find Jesus! The cast included Manny Sharpe, Laura Hedgecock, Sally Kirsten, Irene Forbes, Shirley Kinsey, Sue Carlson, Tom Neal, Ruth France, Debra Hemmye and Matt Hedgecock. Searchers discovered that if you wanted to find Jesus, you must look beyond the church and find him assisting in the community. We wish to thank all of the participants in the music program and Farmington First Players as well as director: Pam Jusino, publicity: Sue Carlson, prompter: Leslie Moyna, technology: Deb Lum, Sharon Cressman and Mitchell Cressman. The Circle participants making it such a successful evening: chefs: Phoenix Circle, Hostesses: ACTS Circle, ticket sales: Deborah Circle, table decorations: BETH and Lydia Circles, as well as Pastor Eddie.

Thank you Presbyterian Women of the Presbytery of Detroit for including our program at their December 6 Gathering and Farmington First Presbyterian Church for having the Players bring their message to the congregation on December 10.

Ruth McKinnon, Vice Moderator for Study and Spiritual Development

PW Circle Annual Reports

ACTS 2017 Annual Report

A.C.T.S. (Action, Talent, Commitment, Service) Circle meets at 9:30 AM in the Parlor on the second Tuesday of each month from September through June. Our meetings consist of a brief social time with refreshments, sharing of joys and concerns, prayer and devotions, Circle business, and a member-led discussion of a study.

Our current study is the book *Seeds of Heaven* by Barbara Brown Taylor. Most months after our meeting, we continue our fellowship over lunch at a local restaurant.

We started 2017 by providing salad bar items and chili for one of the SOS dinners. In April we participated in Women's Sunday and in May we were chefs for the PW Gathering. Our annual service project was completed in June when we cleaned the Knox Hall kitchen. We enjoyed a potluck lunch as our reward when we finished working. In July, eight members enjoyed our thirteenth annual 'Moms Gone Weekend' retreat to the Van Hammes' cottage near Harrison. We provided meals to the Plamondons during Pats hospitalization and rehab in August and September. Also in September, we collected school supplies for the PWPD Mission In-Gathering. We provided kitchen help and food for the October Mission Outreach program in Knox Hall. In December we were hostesses for the PW Gathering. Four members (and one spouse) participated in the December PW play. Our December meeting was held at Mary Carson's festively decorated home. We shared a potluck brunch and had a brief business meeting then had some fun during our white elephant gift exchange. For our Christmas giving project, we collected gifts for teenagers and donated them to Farmington Youth Assistance.

Our extra giving at Circle meetings is donated to World Vision. Circle members donate \$35 each month to assist a nine-year-old girl, named Afiya, in India. We are delighted to receive updates and photos of her each month.

Full and part time employment continues to affect some members' ability to attend on a regular basis. We are discovering that aging brings joys - engagements and marriages and grandchildren are our rewards! We average ten members per meeting and we welcome any women to join us. We truly enjoy our time together!

Marcia Van Hamme, ACTS Circle Leader

BETH Circle 2017 Annual Report

B.E.T.H. (Be Ever Thankful to Him) Circle met regularly during the year on the second Tuesday of each month (for 10 months) at noon in the church library for Bible study and refreshments in 2017. We met at a restaurant for a summer lunch meeting.

We created a bevy of 30 sheep for the table decorations at the Christmas season PW and PWPD gatherings.

Our members are: Shirley Kinsey, Sadie Brown, Margaret Lockwood, Ruth McKinnon, Ruth France, Doris Carmichael, Eileen Cozier and Evelyn Dunn. One member moved away, Corrine Wedge, in September. Another member, Betty Huffman, no longer is able to get out to socialize with us. We send cards and notes when appropriate.

We support the Least Coin Offering, Second Mile Center, and we sponsored a child from the Second Mile Center, providing Christmas presents from the child's wish list. We welcome more women to join us.

Ruth France, BETH Circle Leader

Deborah Circle 2017 Annual Report

Deborah Circle meets the second Thursday each month, September thru June, at 10:00 a.m. in Knox Hall. We are a caring group of women who support each other through the good and troubled times of life. Our mission work includes support of Least Coin, Hunger Fund, PW Ingathering, South Oakland Shelter and Second Mile Center. In addition to donating a Kroger gift card for SMC Thanksgiving dinner, we "adopt" a child for Christmas and purchase gifts from a wish list.

We enjoy a continental breakfast at our meetings followed by a lively discussion of the Horizons bible study. We go out to lunch in June and December. Women of all ages are welcome to join us.

Anne Fuller, Deborah Circle Leader

Lydia Circle 2017 Annual Report

Lydia Circle is named for one of the first working women mentioned in the Bible (ACTS 16:11) and is comprised of both working and non-working women. Lydia meets on the third Tuesday of each month at 7:15 p.m. primarily in members' homes. Each meeting starts with 15-20 minutes of fellowship and refreshments as we take time to share personal joys and concerns. Lydia does both the annual Bible study as well as sharing a couple of thought provoking/inspirational books suggested by members. In addition to our study, Lydia participated again in the Angel Tree Christmas program and provided dinner for guests of South Oakland Shelter in January. All women are welcome to join us in any or all of our activities.

Kathy Brown, Lydia Circle Leader

Phoenix Circle 2017 Annual Report

Phoenix Circle is an interested and interesting group of caring women who meet for fellowship and Bible study in the evening on the second Tuesday of each month (September-June). We are a diverse group who enjoy each other's fellowship and support, and we are always eager to welcome new members and visitors.

We meet in members' homes for dessert and Bible study. We use the current Presbyterian Women's study. We share in leading the study as able and have interesting discussions around each month's lesson. We dine out at a local restaurant in December and June.

Phoenix Circle contributes to Least Coin, Birthday Offering, Thank Offering and the PWPD In-Gathering. We select an organization for our mission giving each year, which has been the Senior Division at the Costick Center, that includes Meals on Wheels in Farmington/Farmington Hills and senior citizen Christmas baskets through the Goodfellows, the last few years.

We take our turn with assignments for the PW gatherings and enjoyed the fellowship of other women at First Presbyterian Church.

Nancy Cook, Phoenix Circle Leader

COOS Shawl Group 2017 Annual Report

This auxiliary circle meets twice each month in homes of member and has 12 participating members. We have knit a number of prayer shawls, hats and mittens to be distributed as needed. Many also participate in the activities at First Farmington Presbyterian Church, including Second Mile Center, SOS week and other opportunities.

Presbyterian Women

2017 Financial Report

Year Ending
December 31, 2017

INCOME

MAS - Benevolence	3,300.00
F & E - Operating	850.00
Circle Extra Giving Received	827.80
Gathering Ticket sales	553.00
Total Income	\$5,530.80

DISBURSEMENTS

Benevolence

Honorary Membership	95.00
PWPD	2,200.00
2nd Mile Pledge	1,000.00
Circle Extra Giving Donations	909.70
Gathering Expenses	49.66
Gathering Donations (2016 excess funds)	447.65
Subtotal	\$4,702.01

Operating

Conferences	-
Retreat & PWPD program expenses	60.00
Literature and Studies	89.75
Local Church	327.58
Memorials	50.00
Mission Ingathering	50.00
Moderator's Fund	-
Operating Business Supplies	29.97
Program	249.25
Subtotal	\$856.55

Total Disbursements	\$5,558.56
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Operations Ministry - 2017

The Operations Ministry is responsible for the administrative functions of the church and functions as the finance committee. The Operations Ministry includes subcommittees of Communication, Technology and Website; Property; and Personnel; as well as oversight of Endowment Committee. The Operations team is made up of the corporate officers of the church and the chairs of the Session's Operations Ministries' subcommittee.

Matt Mataya/Dale Countegan	Corporation President, Operation/Personnel Chair
Deb Lum	Corporation Vice President
Sharon Cressman	Corporation Secretary and Clerk of Session
Tom Brown/Irene Sharpe	Corporate Treasurer
Sarah Gidley	Corporate Counsel
Rick Fuller	Property Chair
Dale Countegan/Chris Davis	Technology Chair and liaison to Webmaster
Kathy Brown/Larry Gage, Tom Neal and Paul McVey	Endowment Committee

This ministry oversees many of the behind the scenes activities that go on in the church, none of which would be possible without the tireless effort of the following individuals: Jerry Scheel, Financial Secretary; Pam Williams/Karen Spica, Assistant Financial Secretary; Pam Williams/Karen Spica, Administrative Assistant/Office Manager; and Anne Fuller, Judy Peterson, Mickey Seiler, Lois Caito, Dorothy Tait and Sarah Beth Simonds, Office Assistants. Counting Team members include: Betty Brown, Doris Carmichael, Dave Carlson, Howard Caylor, Bill Ford, Anne Fuller, Rick Fuller, Sally Kirsten, Karen Linnell, Irene Sharpe and Ruth Vandoorne. Howard Caylor served as printing coordinator.

Significant OPS Accomplishments

- Recommended appointment of Irene Sharpe as Treasurer and Karen Spica as Administrative Assistant;
- Worked with the newly appointed Treasurer to simplify, streamline and reorganize church accounts for greater understanding and use by Session members;
- Recommended establishment of Stewardship function as a subcommittee of Session for greater participation of all ministries and congregation members at-large;
- Reviewed and recommended hardware and software acquisitions for church office to improve efficiency and effectiveness of church operations, and changed internet provider resulting in improved speed at reduced cost;
- Drafted, reviewed by Personnel Committee and legal counsel and approved by Session, the church's Harassment Policy that included sexual misconduct provisions as recommended in a Presbytery audit;
- Recommended approval of the Endowment Development Task Force as a work group of Session to revitalize awareness of endowment giving by the congregation;
- Collaborated with Endowment Task Force and legal counsel to shepherd through to Session approval of a new foundational document governing endowment activities entitled Amendment to Resolution Establishing First Presbyterian Church of Farmington Endowment Fund and Adopting Plan of Operations.
- Recommended a fiscally sound and balanced 2018 Operating Budget that provides for the successful operation and mission of the First Presbyterian Church of Farmington.

Thank you all for a job well done in 2017!

Dale Countegan
Chair

Stewardship Ministry 2017

The Stewardship Ministry functions as a sub-committee of the Operations Ministry and is responsible for educating and encouraging the congregation to give of their time, talent and financial resources God has entrusted to our use and care. Ministry team members for 2017 included: Sharon Cressman, Deb Jackson Lum, Eddie Matteson, Nancy Prieskorn, Irene Sharpe, Jerry Scheel and Pastor Eddie Jusino.

For the 2017/2018 Stewardship campaign, the team continued the spiritually focused stewardship initiative that began in 2016, again utilizing Herb Miller's *New Consecration Sunday* program that emphasizes giving in response to God's love.

Pastor Eddie led our reflection on the meaning of stewardship with a series of Sunday morning sermons.

- Stewardship is about Relationships: with God, with neighbors, and with creation. (1Corinthians 12: 25-26).
- Stewardship recognizes that "It's All God's" and we're God's caretakers. (Psalm 24: 1)
- Stewardship is about values. Does our Investment reflect what we value? (Matthew 7:13-14)
- Stewardship is about what's in our heart, not what's in our wallet. (Mark 12: 42-44)
- Stewardship is about our enthusiastic response to God's generosity. (2 Corinthians 8: 9-12)

Reverend Beth Downs returned as our guest leader, assisting the team throughout the season of commitment and leading worship on Consecration Sunday. Church members Chris Davis, Jan Dennison and George Gallanis each provided a testimonial to the congregation at Sunday worship services. Members were invited to Consecration Sunday, a day to offer estimates of giving, share a meal and enjoy a time of entertainment in fellowship with congregational members. Letters were sent and calls were made to members inviting them to Consecration Sunday, but no calls were made to solicit pledges.

Congregation members responded with generosity, with many members increasing their financial commitment or making a commitment for the first time. These commitments make our ministry possible in our congregation, our community and beyond. We are grateful for your generosity and look forward to what God will call us to do and be in the coming year.

Respectfully Submitted,

Nancy Prieskorn and Deb Jackson Lum
Stewardship Team Leaders

Property Ministry 2017

Mission:

The Property Committee is responsible for the maintenance and improvement of the church facilities and property.

Members:

Alvine Cooper, Chris Davis, Christopher Ely, Jeff Ely and Rick Fuller

MANY Accomplishments in 2017

- A large pane of glass in Preschool was replaced at a cost of \$1,700.
- In March, there was an electrical fire in the organ closet and 3 dimmer panels melted. Fortunately, Shari Fiori was practicing the organ at the time and smelled the smoke and the Fire Department. Replacement of the panels cost about \$1,800.
- Complying with the FD the Knox kitchen hood was connected to the alarm panel for \$1,000.
- The sprinkler system was tested probably for the first time.
- The floors of the first-floor restrooms were steam cleaned.
- The water heater for the 2nd floor restrooms was replaced.
- The furnace for Pastor Eddie's office and the office area was finally retired after 24 years just in time for cold weather.
- Unfortunately, the sanctuary ceiling started to leak near the projection wall. At this point repair plans are being developed.
- Evaluated service agreements and, when required, negotiated terms for: HVAC, lawn mowing, pest control, elevator and repairs for any/all church property.
- Coordinated Sunday Sextons (volunteers who open, set-up, and close the church for special events and Sunday services).
- Purchased supplies (restroom, kitchen, snowmelt, etc.) required for the maintenance and up-keep of the facilities.
- Conducted "Clean-ups" involving church members and Boy Scouts but need more members to participate.

Thank you:

The Property Committee would like to express special thanks to the following groups:

- Sunday Sextons: Dave Carlson, Alvine Cooper, Dale Countegan, Jeff Ely, Rick Fuller, Matt Hedgecock, Irwin Moyna, Dwight Kish, Ann Collins Cary and Ron Prieskorn
- Boy Scout Troop 179 and Cub Scout Pack 179 for their help around the church.
- Alvine Cooper and Manny Sharpe for their efforts in upgrading Cope Memorial Garden and Dan and Ruth McKinnon for maintaining the Biblical Herb Garden.
- Church Administrative Assistants Karen Spica and Pam Williams for many hours of help arranging and scheduling repair technicians, making phone calls and generally "helping out."

We are in need of new members in 2018 so if you would consider sharing your time and talents in this type of ministry, please contact me or anyone on the Property Committee. You don't have to be a plumber, carpenter, painter, or an electrician -- just someone who cares about caring for God's house.

Respectfully submitted,

Rick Fuller
Property Committee Chair

Personnel Ministry 2017

The Personnel Ministry functions as a sub-committee of the Operations Ministry and is responsible for the interviewing, hiring, review and interface with all church staff, as well as the creation, review and administration of a personnel policy.

Ministry team members for 2017 included: Jerry Howe, Dan McKinnon, Bill Soens, Bob Van Hamme, Pat Plamondon and Dale Countegan.

Year 2017 highlights include:

- Performed required reviews of staff members and updated job descriptions.
- Recommendation to Session was approved to hire Karen Spica to the position of Office Manager to replace Pam Williams who retired after 11 years of service.
- Developed and recommended to Session a Harassment Policy.
- Recommendation to Session was approved to have Irene Sharpe to replace Tom Brown as Treasurer, who resigned after seven years of volunteer service.
- Recommended to Session staff salaries for 2016 and 2017.

The Personnel Ministry would like to extend its thanks to the entire church staff for their continued dedication and service during the year.

Matthew Mataya
Team Leader

Communications Committee

Members: Laura Hedgecock (chair), Rick Fuller, Karen Spica, Deb Lum, Lorrie McVey, Dale Countegan (Operations liaison), Chris Davis (Operations liaison)

Accomplishments

1. Completed TechSoup verification. TechSoup Global is a nonprofit that provides technical support and technological tools to other nonprofits.

This verification has given us access to:

- Google Suites for Non-Profits (GSNP) which allows unlimited users and plenty of cloud storage for Google Drive (back up space), Documents, Sheets (Excel), and Photos.
- Microsoft Office 365 and Adobe products for office staff at hugely discounted prices.

2. Began printing the FYI on 8 ½ x 11 paper, which makes the print, email, and web version of the FYI much less labor intensive.

3. Investigated and implemented hosting for podcasts, enabling us to post sermons on the website.

4. Increased the use of e-blasts to send out important congregational news, such as deaths and funeral arrangements.

5. Increased “storytelling” on Facebook, showcasing events in the life of the church.

6. In December, we began experimenting with a small budget to “boost” Facebook posts. This is basically highly targeted advertising.

7. Enhanced the security of our website.

Goal still in process

Better integration of the office calendar, weekly updates in the bulletin, and the web calendar.

Goals for 2018

- More intentional use of Facebook and strategic messaging.
- Producing the FYI in a more timely and efficient manner
- Aesthetic enhancements for website
- Further security enhancements for website

Thanks

... to Bill Draper for the recording and uploading of sermons each week.

Laura Hedgecock
Chair

The Church Endowment Fund: Leaving a Legacy of Stewardship

Early last year Pastor Eddie invited a representative group from the congregation to review the past, present, and future of the Endowment Fund at our church. The effort resulted in the creation of an Endowment Fund Work Group as a subcommittee of the Operations Committee of the Session. The group met with a representative of the Presbyterian Church U.S.A.'s Presbyterian Foundation to learn of the essential guidelines for a sustainable endowment program at our church and the necessary steps to bring it to fruition.

The initial first step was the creation of the **Endowment Fund Vision** for our church:

Everything good we experience in life is a gift from God, where good starts. An endowment is a vital part of who we are and what we do. Whatever good we are capable of doing is only possible because God gave us the means, starting with the breath of life!

"In Him we live and move and have our being." Acts 17:28

The Work Group then determined **four core beliefs related to endowment giving** based upon who we are as people of faith:

- ***Founded on May 20, 1954 with 141 members, our church has been a source of faith from which we have reached out to share with others what we believe, what we have, and what we are – a church family.***
- ***As a church family we teach, we learn, we talk, we listen, we grieve, we laugh, we invite, we share, we pray, we praise together – and so we give witness to joyfully living our faith!***
- ***A gift to our Endowment Fund is therefore a bequest to sustain and support what has enriched each of our lives in living our faith as members of this church family.***
- ***It is an investment in a lasting legacy of faith that will provide for First Presbyterian Church's mission and ministries to be sustained for future generations.***

The final objective of the Endowment Fund Work Group was the creation of a new Endowment Fund Plan of Operation and Guidelines. This task was undertaken with the legal expertise of congregation member and attorney Sarah Gidley and approved by the Session October 18, 2017, with copies available in the church office.

The Endowment Fund Work Group tasks being completed, responsibility for endowment giving has now been assumed by the first three of seven members of the new Endowment Fund Committee appointed by Session: Larry Gage, Tom Neal and Paul McVey.

Anyone interested in serving on the Endowment Fund Committee is encouraged to contact Sharon Cressman, Clerk of Session, or Dale Countegan, Chair of the Operations Committee.

To endow our church is to provide a bequest and gift as a lasting legacy of faith and stewardship in support of our mission and ministries for future generations - a gift of love and thanksgiving!

"One generation shall praise thy works to another." Psalm 145:4

Larry Gage, Member
Endowment Fund Committee

Nominating Committee 2017

The Nominating Committee proposes a slate of Ruling Elder and Deacon candidates to fill vacancies on the Session and Board of Deacons. Candidates are submitted for election by the congregation at congregational meetings.

Members of the 2016-2017 Nominating Committee, elected in May 2016 and serving through May 2017, were: Members at Large Joann Curtis, Melissa Hunley, Jerry Scheel (by vote of the congregation); Presbyterian Women Representative Sally Kirsten; Deacon Representative Bill Kinney; and Session Representatives Dorothy Basmaji and Deb Jackson Lum.

In May 2017, the following leaders for the class of 2020 were proposed by the 2016-2017 Nominating Committee and elected by the congregation:

- Elder, Class of 2018: Leslie Black
- Elder, Class of 2019: Deb Jackson Lum
- Elders, Class of 2020: Chris Davis, Janice Dennison and Jayme Slais
- Deacon, Class of 2018: Mimi Cramer
- Deacons, Class of 2020: Irwin Moyna, Marcia Van Hamme, Karen McCullough and Diane Sheehan.

In May / June 2017, members of the 2017-2018 Nominating Committee were selected: Members at Large Nancy Cook, Jerry Howe and Richard Spurgeon (by vote of the congregation); Presbyterian Women Representative Sally Kirsten; Deacon Representative Mimi Cramer; and Session Representative Deb Jackson Lum. The committee was charged with identifying a slate of candidates for the Session and Board of Deacons, class of 2021, and with filling any vacancies that might arise during the year.

The 2017-2018 Nominating Committee is actively working to identify the slate of Ruling Elder and Deacon candidates to fill vacancies and the class of 2021 for the Session and Board of Deacons. We anticipate calling a congregational meeting no later than the first Sunday in May for the purpose of electing leaders to fill these positions.

Respectfully Submitted,

Deb Jackson Lum, Moderator

Worship Committee 2017

Committee Members: Dot Basmaji, Alvine Cooper, Deborah Draper, Anne Fuller, Marcia Howe, Pam Jusino, Eddie Matteson, Jan Sell, Manny Sharpe, Karen Spica, Becky Matteson, Deb Lum
Staff participants: Jerry Custer, Pastor Eddie Jusino

Under the guidance of Pastor Eddie and music director Jerry Custer, the worship committee embraces the preaching of the word, studying of the scriptures, bible readings and songs of inspiration during our Sunday services.

Communion is being served on the 1st and 3rd Sunday of each month, with homebound members being served by the deacons on the 1st. Serving communion is open to any church member, who would like to be a part of passing the body and blood of Christ to fellow church members. Pam Jusino has been using Marcia Howe's recipe and has provided the church with fresh baked bread for each communion service. Sharon Cressman and Deborah Draper are joining the bread baking team this year.

The Worship team continues to encourage congregational members to serve as a liturgist each service. Being a liturgist enhances your spiritual worship experience. Pastor Eddie and Jerry Custer did a workshop in 2017 and are planning to do the same this year, to instruct those who hear the calling to be a liturgist. Pastor Eddie is doing "Conversations with the Pastor", to listen to the concerns of the congregation, to ensure that our worship service addresses all, of our spiritual needs.

We continue to see new faces each week at our services. Some are families with small children, that have been enjoying "Time with Children" and our nursery school.

The Worship team listened to the congregation: we now open Sunday worship with a few announcements, then begin Worship with Pastor Eddie's Meditation on your intentions of your worship.

Joys and Concerns are collected during "Time with Children" and continue to be a time of public prayer for the wellbeing of our church family and community.

The Cope Memorial Garden restoration was completed in late August and turned out beautiful. Pastor Eddie blessed the gardens with an outdoor service in September.

In the fall of 2017, Pastor Eddie spoke during the worship services about Stewardship and what it meant for Christians to support their church and community. Each week a church member spoke of their personal experience, and praising God, from whom all blessings flow.

We had four Advent Services with different families lighting the Advent candles, and telling of the lessons of Advent. Pam Jusino did a four-part series of "Time with Children", talking about the Jesse tree.

Special thanks to all who make our church a special place of Love and Peace:

- Irwin Moyna and the usher team.
- Manny Sharpe for organizing the greeters, with his hugs and handshakes.
- Deborah Draper for her hard work on a successful craft show to support the music ministry program.
- Rick Fuller for all his hard work and dedication to the church.
- Deb Lum, Sharon Cressman and Lisa Hayes for the wonderful power point slides that enhance our worship experience.

- A special thank you to Randy Wright and Mitchel Cressman for their expansive work with the sound board and system that add to our worship experience.
- Alvine Cooper and Manny Sharpe for their work on the renovation of the Cope Memorial Garden as well as the Biblical Herb Garden that has been tended with such great care by Dan and Ruth McKinnon for so many years.
- Josh Archey for his Time with Children, and youth activities and programs.
- All of the Sunday sextons, greeters, ushers, Welcome Center hosts and communion servers.
- And all who donate their time and treats for our Sunday Hospitality Time.
- Jerry Custer for his musical leadership, the Chancel Choir and the brass ensemble for making beautiful music during worship, and deep appreciation to Shari Fiore, our wonderful, talented organist, and Carolee Caylor for her beautiful piano playing.
- Pam Jusino for her beautiful interpretive dance, guitar playing and keeping Pastor Eddie organized!
- Karen Spica for her wonderful organizational skills and dedication to keeping the church running in tip top shape.
- Everyone who has worked as a caretaker in the nursery.
- All the Deacons, Elders and Stephen Ministers who serve our homebound congregation.
- Pastor Eddie Jusino for his uplifting and challenging sermons and for becoming involved with other social organizations to help diversify and strengthen our congregation and our community.

The Worship team looks forward to answering the call of Christ and serving our church in 2018.

Eddie Matteson, Chair
Worship Ministry Team

Weddings 2017

The purpose of the Wedding Coordinating Committee is to aid the pastor in directing the rehearsal and ceremony for weddings performed at First Presbyterian Church. There are one or two team members provided for each wedding, depending on the size of the wedding. We are currently looking for committee members to assist with any weddings we may host in 2018.

In 2017, there was one non-member wedding off-site in St. Clair Shores officiated by Rev. Eddie Jusino.

Music Ministry 2017

2017 was a year of growth and development in the music ministry of this church.

We welcomed six new singers to our choir this past year — Pam Jusino, Manny Sharpe, Paul and Lorrie McVey, Jean Winterbottom, and Sarah Beth Simonds — and celebrated the return of George Gallanis and his daughter Meg to our ranks. At the same time, the combined realities of age, health issues, and extended family commitments continue to make it challenging for choir members to get to all of our rehearsals all of the time. It remains a testament to the faithfulness and talent of our choristers to observe that they consistently sing at a higher level of excellence than any choir I have ever encountered in a congregation of our size. I have no doubt that they will continue to so.

In the past year, the nucleus of a creative worship planning team began to take shape, and its impact was evident in the integrated use of drama, speech choirs, liturgical dance, and other elements that have begun to impact the style of our worship together, in an effort to make it increasingly meaningful and relevant. Our worship services during Lent, on Palm Sunday, and throughout the Advent season showed the fruits of these creative efforts and new expressions.

As predicted in last year's report, a portion of my time has been given over to this planning work, expanding somewhat the scope of my responsibilities and activity here. In 2018 I will continue to identify, equip, and empower others to take ownership and leadership of our music and worship life, under the direction, oversight, and evaluation of our Worship Committee.

Some initiatives begun in 2016 continued into 2017 with excellent results. We remain grateful for the musical leadership of Shari Fiore at both organ and piano, and by her on-going partnership with Carolee Caylor in piano/organ duets. We became intentional about expanding the range of musical selections presented at the Offertory, to increase opportunity for our members to offer their individual gifts to enhance our worship. As a result, during the past year we have enjoyed solos, duets, and small groups which have included Mary Carson, Charlene Diehl, Sarah Beth Simonds, Paul and Lorrie McVey, and (when all else fails) yours truly. This is an initiative we plan to continue during 2018.

I finished last year's report by noting, "I am grateful for the opportunity to serve among you, working with an extraordinary group of skilled, committed volunteers, and I remain positive and enthusiastic about the musical and worship life of this congregation in the years that lie ahead of us."

I am glad to say that this remains true. May God continue to bless and direct the work of our hands, done in this place, for these people, in his name.

Jerry Custer
Minister of Music

Board of Deacons 2017

The Board of Deacons leads the church in serving others and caring for those in crisis. The Board met six times in 2017. Members included Ruth France, Bill Kinney, Sally Kirsten - Moderator, Helen Thomas, Emma Turkmani, and Bob Van Hamme (January - June) Mimi Cramer, Karen McCollough, Irwin Moyna, and Marcia Van Hamme (June - December) Martha Attah, Dave Carlson, Mary Carson, Charlene Diehl, Katie Malisow, Ama Ofosua, and Mickey Seiler (January - December).

Communications: The literature rack in the foyer was maintained with Care Notes and other brochures of interest to members and visitors.

Prayer Chain: The Prayer Chain consists of 32 members who pray regularly for weekly requests. There were over 300 prayer requests received during worship as well as individual requests to the Prayer Chain Coordinator.

Card Ministry: Cards were mailed to members of the congregation throughout the year.

Flowers: Worship flowers that were not kept by the donors were delivered to church members who were either home bound or experiencing health issues. Twelve arrangements were delivered.

Memorials: In 2017 the committee hosted five memorial receptions. Deacons organized food, set-up, served and cleaned up according to the wishes of the family.

Caregiving Ministry: On October 22, 2017 the Caregiving Cluster Ministry initiative was launched. It replaced the Shepherding program to offer more meaningful and deeper opportunities for the congregational ministers of First Presbyterian Church of Farmington to care for each other. Each Caregiving Leader contacts the members in his or her cluster as often as needed. As of December 2017, there are 30 clusters each having a caregiving leader.

Transportation: In February the board voted to make Transportation an official committee. A list was created of people willing to be called upon to drive members to worship and occasionally to medical appointments. Nonmember requests were directed to city services and Costick Center services. Four volunteer drivers from the congregation took two individuals on a few occasions.

Wellness Program: Lisamarie Nash, L.M.T., C.L.T. gave a presentation on therapeutic massage and lymphatic therapy on March 26, 2017. She explained how massage therapy can enhance the immune system, lessen depression and anxiety as well as improve circulation. The program was attended by about 42 people. The deacons provided a light lunch before the presentation.

TLC List: A list of members requiring tender, loving, care is maintained. These members are called, visited and/or served communion in their home.

Communion: 19 teams served communion to 39 people in their homes in 2017. If you or a loved one is unable to attend worship and would like to receive communion in your home, please contact a deacon or the pastor.

Prayer Shawl Ministry: Regular contributors create handmade shawls and scarves to be given to members and friends alike. Please contact a deacon if you know of someone who would benefit from receiving a shawl from our church.

Stephen Ministry: The Stephen Ministry program continues to provide structured one-on-one Christian care to those in the congregation and community, who are facing difficult life challenges such as aging, illness, grief and other situations. Our group of six meets twice a month for the purpose of ongoing training, as well as case supervision. Strict confidentiality is observed. In 2017, there were 8 care receivers. Some care receivers met on a short-term basis with a Stephen Minister; others have been long term. In addition, Stephen Ministers sent booklets on grief to 22 people—both members and non-members of our congregation. We also have been training two people to become Stephen Ministers. Their training will conclude in 2018. Those who desire the care of a Stephen Minister should contact Pastor Eddie, Lois Caito or Helen Thomas.

Charlene Diehl
Moderator, Board of Deacons



The School

The Farmington Presbyterian Preschool is a non-profit preschool for 2-½, 3-, and 4-year old children sponsored by the First Presbyterian Church of Farmington and licensed through the State of Michigan. Established in 1967, the Preschool has educated hundreds of young children and offers an experienced and proven preschool program with an excellent reputation. We serve up to 40 children each year. All children of the community are welcome.

The preschool has 42 children currently enrolled in the 2017-2018 school year. The Mission Ministry Team provided tuition assistance to one family this year for one student; the student is in the 4-yr old program. The Preschool is also providing partial tuition assistance to two other students. We are licensed to teach 20 students in each class but our policy is to hold enrollment at 10 for the 2-½ program, 16 students for the 3-year program, and 18 students for the 4-yr/pre-K program. We feel that this is the best maximum number of students to provide each child excellent attention and care.

This year we proudly mark our 50th Anniversary as a Preschool and will celebrate the occasion at a special event on Sunday, May 6. We hope to have a large turnout of families, graduates and supporters from the church celebrating this important milestone with us.

Our Mission

Our mission is to offer children a quality, interactive learning experience that enables each child to develop physically, intellectually, emotionally, and socially in a nurturing, Christian environment. We strive to support and further the mission of First Presbyterian Church of Farmington, welcoming all people into our community of faith and sharing our love and knowledge with others.

The Staff

The Preschool is fortunate to have five experienced and dedicated professionals on staff -- four teachers and one assistant. All of our teachers are experienced educators and have college degrees while also being certified in child CPR and First Aid. Every teacher pursues continuing educational growth through attendance at relevant preschool teachers' workshops and conferences. In fact, one of our teachers, Kerri Wimmer, just completed her master's degree in Early Childhood Education.

Our Dedicated Teaching Staff includes:

Kim Kucharski, Program Director and Teacher (2-1/2-year and 3-year Programs)
Karen Phillips, Teacher (3-year Program)
Katie Riesing, Teacher (4-year/pre-K Program)
Kerri Wimmer, Teacher (4-year/pre-K Program)
Shana Butcher, Teaching Assistant (2-1/2-year Program)

The Board

A volunteer board of parents runs the business aspects of the Preschool. The Board for the 2017-2018 school year is:

Michelle Kreager, President
Sara Ghioto, Secretary
Karen Linnell, Treasurer
Marcia Van Hamme, Church Liaison

Katie DeBoer, Social Events
Colleen Aben, Social Media and Communications
Jessica Erickson, Buyer and Marketing

Our Programs

We have eight in the 2-½-year-old program for. We have two teachers for the 2-½-year-old program that will begin in February and will run through the end of the school year. Two teachers lead both the 3-year-old and 4-year/pre-K classrooms. We currently have 16 enrolled in the 3-year-old program meeting on Tuesdays and Thursdays. Seven of those students meet for an additional day to enrich their classroom program on Fridays. Currently, we have 18 students enrolled in the 4-year/pre-K class. These students meet Mondays, Wednesdays, and Fridays. All class activities are designed to help children develop skills in preparation for formal elementary education. A typical day includes: circle time for group interaction, creative art projects, directed learning of new concepts, science experimentation, singing and music movement, math and literacy activities, snack time, free choice activities and outdoor play.

Field trips and visits from community helpers supplement classroom activities. Some of the trips this year have included the Farmington Hills Nature Center, Kensington MetroPark Nature Center, Erwin's Orchard, Cirque Amongus and the Kensington Farm. Special visits surround public safety, fire safety, literacy, and community and citizenship. Pastor Eddie Jusino has been reading to the children monthly.

The children enjoy celebrating Halloween, Thanksgiving, Christmas, Valentine's Day and Easter, as well as classmates' birthdays. Parents and friends are invited to the annual Christmas program, where the children perform the story of the nativity, sing songs, and enjoy refreshments and a visit from Santa and Mrs. Claus, who have been Mr. and Mrs. Van Hamme for many years now. New families are welcome to tour the school at any time and we also invite families to attend our annual Open House on Saturday, February 10, 2018.

The instructional hours were increased while tuition stayed the same. The Preschool compared its rates with other local preschools and maintains one of the lower tuitions when broken into hourly rates for instruction.

Thank you

The support and commitment of the Church congregation and church staff are greatly appreciated by the Preschool Board and staff.

The Mission Ministry Team's sponsorship of students in our program who are in need of financial assistance is a huge gift to our Preschool and to those families. The families would not have been able to attend without this assistance. Thank you.

The Church Session and Property Committee have continued to assist with communications between our school and the church, and the care and maintenance for our Preschool and playground. For that, we are thankful.

Thank you also to the supporters of our annual fundraisers and our volunteers who assist the preschool in numerous ways throughout the year.

INCOME STATEMENT for FPP**JAN-Dec. 2017****NOTES**

Total Income	\$81,100.60
Total Expenses	\$64,248.22
Net Income	\$16,852.38

The Preschool's budget year runs 07.01.17 — 06.30.18. This statement incorporates two partial school years from Jan. 1, 2017 — Dec. 31, 2017.

Forward Balance (12.31.2016)	\$44,597.61
Ending Balance (12.31.2017)	\$64,328.99

INCOME

Tuition	\$ 72,100.00
Tuition Assistance	\$ 1,800.00
Enrollment Fee	\$ 4,600.00
Fund Raising	\$ 2,450.60
Donations	\$ 70.00
Lunch Bunch	\$ 80.00
TOTAL INCOME	\$ 81,100.60

Tuition is net discounts of \$750 for Board members

EXPENSES

Advertising	\$ 191.96
Facility Use	\$ 4,000.00
Field Trips	\$ 455.00
Licensing	\$ 1,185.00
Miscellaneous	\$ 221.94
Parties	\$ 121.28
Phone	\$ 1,084.93
Playground/Equipment	\$ 1,038.53
Postage	\$ 20.00
Retirement, Gifts, Bonuses	\$ 1,140.00
Snacks	\$ 60.00
Supplies	\$ 1,419.54
Teacher Education	\$ 283.00
Subs/Aides	\$ 1,132.00
Teacher Payroll	<u>\$51,942.08</u>
TOTAL EXPENSES	\$64,248.22

FIRST PRESBYTERIAN CHURCH OF FARMINGTON

Assets as of December 31, 2017

Checking/Savings Accounts - Chemical	
9983 - General Fund	\$ 120,051.40
6198 - Petty Cash	568.04
2864 - Tribute Fund	50,907.84
4845 - T.A.P. Int Bearing	155,304.70
4793 - Savings (Cope Garden)	4,679.82
Investment Account - Wells Fargo	\$ 137,078.13
New Covenant	\$ 80,961.06
Paypal	\$ 239.47
PILP	
PILP C - 12 month CD-General Funds	\$ 40,000.00
PILP D - 36 month CD-Endowment 3	8,128.08
Total Assets	\$ 597,918.54
Loan Balance	\$ 203,603.26

Budget vs Actuals

December 2017

Account	2017 Approved Budget	2017 YTD Actual	(Over)/Under Approved Budget
0.0	RECEIPTS		
0.00 Envelopes	390,000.00	385,121.74	4,878.26
0.01 Loose Identified		193.00	(193.00)
1.02 Loose Unidentified		491.00	(491.00)
0.04 Chancel flowers	2,240.00	957.00	1,283.00
0.05 Interest/Special	1,000.00	864.70	135.30
0.06 Bldg Use	9,600.00	13,911.45	(4,311.45)
0.07 Misc	1,100.00	3,306.57	(2,206.57)
0.09 Memorials/Tributes	0.00	2,805.00	(2,805.00)
0.11 Christmas/OGHS/Special	7,500.00	8,579.36	(1,079.36)
0.12 Debt Reduction	3,000.00	5,243.76	(2,243.76)
0.13 Pass-thru Acct	0.00	7,152.01	(7,152.01)
0.17 Bequest Income	0.00	12,500.00	(12,500.00)
0.20 Dividends	0.00	4,303.73	(4,303.73)
0.22 Sr Hi Mission Trip	4,000.00	2,098.83	1,901.17
0.25 Per Capita Inc	2,500.00	1,619.81	880.19
0.26 Concert Series		1,177.00	(1,177.00)
0.27 Cope Garden	0.00	1,201.07	(1,201.07)
0.0 Total Receipts	420,940.00	451,526.03	(30,586.03)
15	MEMORIALS		
15.03 Memorial Expense	0.00	(1,504.31)	1,504.31
15.05 Garden Contributions	0.00	4,500.00	(4,500.00)
15.07 Garden Expenses	0.00	(12,143.00)	12,143.00
15 Total Memorials	0.00	(9,147.31)	9,147.31
16	Endowment Activity		
16.10 Interest Earned	0.00	64.72	(64.72)
16.11 Dividends	0.00	468.20	(468.20)
16.12 Gain/Loss on Investments	0.00	8,816.22	(8,816.22)
16.20 Investment Purchases	0.00	3,750.00	(3,750.00)
16 Total Endowment Activity	0.00	13,099.14	(13,099.14)
TOTAL INCOME			
	\$ 420,940.00	\$ 455,477.86	\$ (34,537.86)
EXPENSES			
1.0	Christian Education		
1.02 Curriculum	\$ 600.00	\$ 1,102.35	\$ (502.35)
1.03 Materials	400.00	355.76	44.24
1.04 Devotional Lit	750.00	735.38	14.62
1.05 Gifts & Awards	150.00	94.07	55.93
1.06 Vacation Ch School	150.00	(38.30)	188.30
1.08 Church Programs	500.00	350.51	149.49
1.21 Sr Hi Youth Group	300.00	35.50	264.50
1.22 Youth Mission Trip	10,575.00	9,003.40	1,571.60
1.23 Confirmation Class	250.00		250.00
1.24 Middlers	300.00		300.00
1.33 Church Library	100.00	23.03	76.97
1.0 Total Christian Education	14,075.00	11,661.70	2,413.30

First Presbyterian Church of Farmington

Budget vs Actuals

December 2017

Account	2017 Approved Budget	2017 YTD Actual	(Over)/Under Approved Budget
10.0 Operations - Admin			
10.03 Piano/Organ Maint	0.00	917.15	(917.15)
10.04 Office Supplies	1,000.00	1,807.29	(807.29)
10.05 Telephone	3,200.00	3,736.90	(536.90)
10.06 Printing	120.00	940.85	(820.85)
10.07 Postage	1,200.00	939.25	260.75
10.08 Session Expenses	400.00	1,781.90	(1,381.90)
10.10 Per Capita Apportionment	10,900.00	10,900.00	-
10.11 Insurance	12,500.00	10,675.00	1,825.00
10.12 Bank & Accounting Fees	3,000.00	1,903.60	1,096.40
10.13 Capital Replacement Fund	12,000.00	12,000.00	-
10.18 Building Debt Service	37,800.00	37,300.00	500.00
10.20 Misc	600.00	1,580.87	(980.87)
10.21 Office Equipment	200.00	63.21	136.79
10.22 Equip Repair & Maint	200.00	408.96	(208.96)
10.33 Web site	600.00		600.00
11.3 Computer Equip	600.00	303.91	296.09
11.4 Comp Maint	200.00		200.00
11.6 Comp Software	1,250.00	984.48	265.52
11.7 Copier Lease	4,000.00	2,673.20	1,326.80
11.9 Folding Mach Lease/Maint	120.00		120.00
4.08 Presbyterian Women	850.00	850.00	-
4.12 Kitchen Supplies	360.00	554.43	(194.43)
10.0 Total Operations - Admin	91,100.00	90,321.00	779.00
2.0 Stewardship			
2.01 Offering Envelopes	400.00	347.06	52.94
2.02 Fund Raising Campaign	1,500.00	695.00	805.00
2.04 Stewardship Materials	600.00	1,224.86	(624.86)
2.0 Total Stewardship	2,500.00	2,266.92	233.08
3.0 Worship			
3.01 Worship Resources	500.00	497.37	2.63
3.02 Sacraments	100.00	59.94	40.06
3.04 Flowers	900.00	382.50	517.50
3.05 Candles	200.00	27.55	172.45
3.07 Special Flowers	1,100.00	353.85	746.15
3.13 Choir Music	100.00	175.73	(75.73)
3.14 Choir Gown Reserve	100.00		100.00
3.40 Copyright/License Fees	300.00	1,195.49	(895.49)
3.41 Worship Drama	200.00	35.00	165.00
3.42 Guest Musician	500.00	625.00	(125.00)
3.43 Pulpit Supply	800.00	950.00	(150.00)
3.45 Temp Organist	600.00		600.00
10.0 Total Worship	5,400.00	4,302.43	1,097.57
4.0 Fellowship & Evangelism			
4.01 Congregational Events	800.00	1,528.10	(728.10)
4.02 Sunday Worship Hours	250.00		250.00
4.03 New Members	100.00	16.99	83.01
4.11 Concert Series		819.00	(819.00)
4.15 Fall Fest	800.00		800.00
4.15 Hanging of the Greens	200.00		200.00
4.0 Total Fellowship & Evangelism	2,150.00	2,364.09	(214.09)

Budget vs Actuals

December 2017

Account	2017 Approved Budget	2017 YTD Actual	(Over)/Under Approved Budget
5.0 Evangelism			
5.01 Advertising	0.00	2,489.48	(2,489.48)
5.02 Supplies	500.00		500.00
5.06 Chamber of Commerce		342.00	(342.00)
5.0 Total Evangelism	500.00	2,831.48	(2,331.48)
6.0 Mission & Stewardship			
6.01 3 Governing Bodies	7,200.00	7,200.00	-
6.03 Presb. Women Benev.	3,300.00	3,300.00	-
6.05 Pastors Fund	0.00	1,913.95	(1,913.95)
6.07 Selected Giving	21,510.00	19,626.96	1,883.04
6.08 Emerging Causes	6,990.00	7,187.00	(197.00)
6.09 O.G.H.S.	2,500.00	5,009.29	(2,509.29)
6.10 Christmas Joy	2,500.00	1,735.00	765.00
6.11 Peacemaking	2,500.00	(486.25)	2,986.25
6.12 Youth Mission/Souper Bowl	500.00	424.00	76.00
6.16 Gardner Gatherers Project		593.84	(593.84)
6.99 Mission Pass Through		6,512.25	(6,512.25)
6.0 Total Mission & Stewardship	47,000.00	53,016.04	(6,016.04)
7.0 Board of Deacons			
7.01 Deacon Activities	500.00	87.05	412.95
7.02 Stephen Ministry - Fees		78.18	(78.18)
7.04 Small Groups		98.00	(98.00)
7.0 Total Board of Deacons	500.00	263.23	236.77
8.0 Operations Personnel	248,934.61	251,173.82	(2,239.21)
9.0 Operations - Property			
9.01 Equipment Repair	750.00	570.60	179.40
9.02 Utilities - Electricity	14,000.00	14,179.20	(179.20)
9.03 Utilities - Gas	10,000.00	6,840.58	3,159.42
9.04 Utilities - Waste Disposal	2,000.00	2,790.85	(790.85)
9.05 Utilities - Water	1,500.00	2,712.21	(1,212.21)
9.06 Cleaning Supplies	1,200.00	807.59	392.41
9.07 CoG - Snow Removal	7,500.00	6,042.50	1,457.50
9.08 CoG - Lawn Mowing & Trim	3,700.00	5,248.99	(1,548.99)
9.09 CoG - Other	1,000.00	937.43	62.57
9.10 Bldg - Window Cleaning	500.00		500.00
9.11 Bldg - Electrical	500.00	2,757.84	(2,257.84)
9.12 Bldg - Plumbing	1,000.00	2,055.00	(1,055.00)
9.13 Bldg - Heat/AC	4,500.00	3,206.31	1,293.69
9.14 Bldg - Building Repairs	500.00	4,159.07	(3,659.07)
9.16 Elevator	1,500.00	1,775.00	(275.00)
9.17 Carpet Cleaning	750.00	1,655.00	(905.00)
9.18 Fire Equip/Alarm	1,100.00	3,326.21	(2,226.21)
9.99 Property Pass Through	400.00		400.00
9.0 Total Operations - Property	\$ 52,400.00	\$ 59,064.38	\$ (6,664.38)
Total Expenses	\$ 464,559.61	\$ 477,265.09	\$ (12,705.48)
YTD Total Income - Expenses		\$ (25,739.06)	

2018 Budget Summary

Acct	Description	
	Receipts	
0.0.0	Receipts	\$ 465,100
	Total Budgeted Receipts	\$ 465,100
	Expenses	
1.0.0	Nurture	\$ 13,000
2.0.0	Stewardship	2,900
3.0.0	Worship	6,700
6.0.0	Mission	42,500
7.0.0	Deacons	500
8.0.0	Operations - Personnel	259,900
9.0.0	Operations - Property	57,300
10.0.0	Operations - Admin	79,450
11.0.0	Operations - Technology/Communications	2,850
	Total Budgeted Expenses	\$ 465,100

FIRST PRESBYTERIAN CHURCH OF FARMINGTON
2018 BUDGET

Income

0.0.0	Receipts	
	0.0.1 - Envelopes	\$ 361,000
	0.0.2 - Loose	22,000
	0.0.3 - Investment Interest	1,000
	0.0.4 - Chancel Flowers	2,200
	0.0.5 - Misc	1,100
	0.0.6 - Building Use	10,000
	0.0.7 - Mortgage Proceeds	3,000
	0.0.8 - Sr Hi Mission Trip	2,000
	0.0.9 - Per Capita	2,500
	0.0.10 - Unrestricted Reserves	60,300
Total	0.0.0 - Receipts	\$ 465,100

Expenses

1.0.0	Nurture	
	1.1.0	
	1.1.1 - Education	2,000
	1.1.2 - Events	3,500
	1.1.3 - Conferences	2,000
	1.1.4 - Library	500
	1.1.5 - Hospitality	1,500
	1.1.6 - New Members	300
	1.1.7 - Presbyterian Women	850
	1.2.0 Nurture Communications/Networking	
	1.2.1 - Advertising	1,000
	1.2.2 - Supplies	500
	1.2.3 - Outreach	500
	1.2.4 - Chamber of Commerce	350
Total	1.0.0 - Nurture	\$ 13,000
2.0.0	Stewardship	
	2.0.1 - Offering Envelopes	400
	2.0.2 - Fund Raising Campaign	2,000
	2.0.3 - Stewardship Materials	500
Total	2.0.0 - Stewardship	\$ 2,900
3.0.0	Worship	
	3.1.0 Worship Environment	500
	3.1.1 - Flowers	200
	3.1.2 - Candles	600

FIRST PRESBYTERIAN CHURCH OF FARMINGTON**2018 BUDGET****Income**

0.0.0	Receipts		
	0.0.1 - Envelopes	\$	361,000
	0.0.2 - Loose		22,000
	0.0.3 - Investment Interest		1,000
	0.0.4 - Chancel Flowers		2,200
	0.0.5 - Misc		1,100
	0.0.6 - Building Use		10,000
	0.0.7 - Mortgage Proceeds		3,000
	0.0.8 - Sr Hi Mission Trip		2,000
	0.0.9 - Per Capita		2,500
	0.0.10 - Unrestricted Reserves		60,300
Total	0.0.0 - Receipts	\$	465,100

Expenses

1.0.0	Nurture		
1.1.0			
	1.1.1 - Education		2,000
	1.1.2 - Events		3,500
	1.1.3 - Conferences		2,000
	1.1.4 - Library		500
	1.1.5 - Hospitality		1,500
	1.1.6 - New Members		300
	1.1.7 - Presbyterian Women		850
	1.2.0 Nurture Communications/Networking		
	1.2.1 - Advertising		1,000
	1.2.2 - Supplies		500
	1.2.3 - Outreach		500
	1.2.4 - Chamber of Commerce		350
Total	1.0.0 - Nurture	\$	13,000
2.0.0	Stewardship		
	2.0.1 - Offering Envelopes		400
	2.0.2 - Fund Raising Campaign		2,000
	2.0.3 - Stewardship Materials		500
Total	2.0.0 - Stewardship	\$	2,900
3.0.0	Worship		
	3.1.0 Worship Environment		500
	3.1.1 - Flowers		200
	3.1.2 - Candles		600

FIRST PRESBYTERIAN CHURCH OF FARMINGTON**2018 BUDGET**

3.2.0 Worship Resources		
	3.2.1 - Copyright and License Fees	500
	3.2.2 - Organ and Piano Tuning	1,500
	3.2.3 - Music Purchases	300
	3.2.4 - Chancel Drama	100
	3.2.5 - Liturgical Dance	100
3.3.0 Worship Personnel		
	3.3.1 - Guest Musicians	2,000
	3.3.2 - Pulpit Supply	900
Total	3.0.0 - Worship	\$ 6,700
6.0.0	Mission	
	6.0.1 - Governing Bodies	7,200
	6.0.2 - PW Benevolence	3,300
	6.0.3 - Pastor's Fund	1,500
	6.0.4 - Selected Giving	21,500
	6.0.5 - Emerging Causes	7,000
	6.0.6 - Youth Mission	2,000
Total	6.0.0 - Mission	\$ 42,500
7.0.0	Deacons	
	7.0.1 - Deacons Activities	150
	7.0.2 - Stephen Ministry	275
	7.0.3 - Health Ministry	75
Total	7.0.0 - Deacons	\$ 500
8.0.0	Operations - Personnel	
Total	8.0.0 - Operations - Personnel	\$ 259,900
9.0.0	Operations - Property	
	9.0.1 - Bldg - Building Repairs	2,300
	9.0.2 - Bldg - Electrical	2,300
	9.0.3 - Bldg - Heat/AC	2,500
	9.0.4 - Bldg - Plumbing	1,500
	9.0.5 - Carpet Cleaning	500
	9.0.6 - Cleaning Supplies	850
	9.0.7 - CoG - Lawn Mowing & Trim	5,000
	9.0.8 - CoG - Other	1,000

FIRST PRESBYTERIAN CHURCH OF FARMINGTON**2018 BUDGET**

	9.0.9 - CoG - Snow Removal	7,500
	9.0.10 - Elevator	1,500
	9.0.11 - Equipment Repair	750
	9.0.12 - Fire Equipment/Alarm	1,500
	9.0.14 - Kitchen Supplies	600
	9.0.15 - Misc	400
	9.0.16 - Utilities - Electricity	15,000
	9.0.17 - Utilities - Gas	8,000
	9.0.18 - Utilities - Waste Disposal	2,800
	9.0.19 - Utilities - Water	2,800
	9.0.20 - Window Cleaning	500
Total	9.0.0 - Operations - Property	<hr/> \$ 57,300
10.0.0	Operations - Admin	
	10.0.1 - Bank & Accounting Fees	2,500
	10.0.2 - Building Debt Service	36,000
	10.0.3 - Capital Replacement Fund	12,000
	10.0.4 - Office Equip Repair & Maint	500
	10.0.5 - Insurance	12,000
	10.0.6 - Misc	1,000
	10.0.7 - Office Equipment	200
	10.0.8 - Office Supplies	2,000
	10.0.9 - Per Capita Apportionment	9,700
	10.0.12 - Postage	1,200
	10.0.14 - Printing	250
	10.0.15 - Session Expense	400
	10.0.16 - Telephone	1,700
Total	10.0.0 - Operations - Admin	<hr/> \$ 79,450
11.0.0	Operations - Technology/Communications	
	11.0.1 - Computer Equipment	600
	11.0.2 - Computer Maintenance	200
	11.0.3 - Computer Software	1,250
	11.0.4 - Copier Lease	400
	11.0.5 - Website	400
Total	11.0.0 - Operations - Technology/Communications	<hr/> \$ 2,850
Total Budgeted Expenses		<hr/> <hr/> \$ 465,100

First Presbyterian Church of Farmington Bylaws

This corporation is organized for the purpose of supporting worship of Almighty God and instruction in the Christian religion, according to the Constitution of the Presbyterian Church (U.S.A.).

- A. The First Presbyterian Church of Farmington, a non-profit Michigan Corporation, being a congregation of the Presbyterian Church (U.S.A.) shall be governed by the most recent edition of the Constitution of the Presbyterian Church (U.S.A.) is, in all its provision, obligatory upon it and its members.
- B. There shall be an annual meeting of the congregation for the election of elders and deacons, to review reports of the Session, to review and vote on any changes to the terms of the call to the pastor(s), and to conduct any other business which shall properly come before the meeting. The ecclesiastical meeting and the meeting of the corporation shall be separate but shall be held on the same day. The meeting shall be held on the first Sunday of February unless the Session determines that there is a conflict with the church calendar, in which case the Session shall designate an alternate date not later than the third Sunday in February. Notice of the meeting shall be announced from the pulpit for two consecutive Sundays prior to the meeting. Should the Nominating Committee inform the Session that it is not prepared to report at the Annual Meeting, a special meeting for the election of Elders and Deacons and the Nominating Committee may be called by the Session for a date no later than the first Sunday in May.
- C. Special meetings of the congregation may be called by the Session whenever it determines such a meeting is necessary, by the Presbytery whenever it determines such a meeting is necessary, by the Session when requested, or by members on the active roll of the Church in accordance with the Constitution of the Presbyterian Church (U.S.A.). Calls for special meetings shall state clearly the purpose of such meetings and no other matter except that specified in the call may be considered.
- D. Notice of the time, place, and purpose of all congregational meetings shall be by public notice no later than ten days before the meeting. It may be done by regular newsletter and shall be announced from the pulpit and placed in the written bulletin on at least two successive Sundays.
- E. The pastor shall preside at congregational meetings. If the church is without a pastor, the moderator of the Session appointed by the Presbytery shall preside. If it is impractical for the pastor or the moderator of the Session appointed by Presbytery to preside, he or she shall invite, with the concurrence of Session, another minister of the Presbytery to preside.
- F. The clerk of the Session shall be secretary of the meetings of the congregation and the non-profit corporation. If the clerk is unable to serve at a congregational meeting, the congregation shall elect a clerk pro-tem. The minutes of each meeting of the congregation shall be attested by the moderator and the clerk and shall be entered in the minutes of the Session.
- G. All communicant members on the active roll and only those members shall be entitled to vote at congregational meetings.
- H. Voting neither by proxy nor absentee ballot is allowed.
- I. Meetings of the congregation, the Session, and the Board of Deacons shall be conducted in accordance with the Bylaws of the First Presbyterian Church of Farmington and with the Constitution of the Presbyterian Church (U.S.A.) so far as they apply, and where they are silent, in accordance with the most recent edition of Robert's Rules of Order. Corporation meetings shall be conducted in accordance with the law of the State of Michigan and the most recent edition of Robert's Rules of Order.
- J. All meetings shall be opened and closed with prayer.

- K. A quorum at congregational meetings shall consist of the moderator, the secretary, or their duly assigned alternates, and at least ten percent of the members on the active roll of the church. A quorum at corporation meetings shall consist of the officers of the corporation or their duly assigned alternates and at least ten percent of the members on the active roll of the church.
- L. The governing body of the congregation shall be the Session which shall consist of the pastor, as moderator, any associate pastor(s) and the elders in active service, all with voice and vote. The officers of the Session are the moderator and the clerk, who is elected by the Session. The elders in active service shall be the Board of Directors of the corporation. The officers of the corporation shall be the President, Vice President, Secretary, and Treasurer, and shall be elected by the Board of Directors (Session). It shall be the discretion of the Session to elect the officers of the corporation from the active elders or from the membership. The term of office of the officers of the corporation shall be one year and may be renewed for six consecutive terms.
- M. The Session shall consist of twelve elders divided into three equal classes with one additional school age youth elected to serve a (1) one-year term with the option to extend service to a total of (3) three years. Elders shall be elected for a three-year term at the annual congregational meeting, and they shall be ordained and/or installed before the first Session meeting in June. Their term of office shall begin at the regularly scheduled June Session meeting. Vacancies on the Session and Board of Deacons shall be filled at a special meeting of the congregation or at the regular meeting of the congregation as the Session may determine. A quorum of Session shall be the pastor or presiding officer and one third of the elders but no fewer than two, except for the reception and dismissal of members, when the quorum shall be the moderator and two members of the session. The Session may fix its own quorum at any higher number.
- N. There shall be a Board of Deacons composed of twelve ordained deacons with one additional school age youth elected to serve a (1) one-year term with the option to extend service to a total of (3) three years. The pastor or associate pastor(s) may also serve with the board. The board shall elect a moderator and secretary. The board shall be under the supervision and authority of the Session. The Board of Deacons shall consist of three equal classes and shall be elected, ordained and/or installed in like manner as the Session. Their term of office shall begin at the regularly scheduled June Session meeting.
- O. The Session shall be responsible for the mission and governance of the church. Each committee, organization or group shall report at least annually to the Session and secure approval of its program and budget.
- P. It shall be the responsibility of the Session to provide resources and instruction to prepare persons, both children and adults, for reception as active church members. To receive such instruction, all prospective members, including those coming from other Presbyterian churches and from other Christian churches, shall attend classes of instruction provided by the Session prior to reception. Such instruction shall prepare persons for full participation in the worship, mission, governance, and decision-making of the congregation.
- Q. There shall be a representative nominating committee chosen annually in accordance with the Book of Order of the Presbyterian Church (U.S.A.). This committee shall bring to the annual meeting or a special meeting of the congregation nominations of eligible persons for offices to be filled. The nominating committee will present biographical material to the congregation prior to the annual meeting. Additional nominations of qualified persons may be made from the floor by any eligible voter provided consent to serve has been secured from the nominee. The Session will bring a recommendation to the annual meeting of the congregation regarding the size and method of selection of the nominating committee for the coming year.

- R. Bylaws governing the First Presbyterian Church of Farmington may be amended in accordance with the Book of Order of the Presbyterian Church (U.S.A.). Bylaws governing the corporation may be amended in accordance with the laws of the State of Michigan and not inconsistent with the provisions of the Presbyterian Church (U.S.A.).*

*M.C.L.A. (date) S 458.201 et seq (1984)

1. As amended by the Congregation - 10/26/64
2. As amended by the Congregation - 06/21/70
3. As amended by the Congregation - 11/19/72
4. As amended by the Congregation - 02/22/76
5. As amended by the Congregation - 03/25/84
6. As amended by the Congregation - 11/23/86
7. As amended by the Congregation - 03/17/91
8. As amended by the Congregation - 01/12/97
9. As amended by the Congregation – 03/13/2005 (Section B)
10. As amended by the Congregation 02/07/2010
11. As amended by the Congregation 07/10/2011
12. As amended by the Congregation 02/07/2016
13. As amended by the Congregation 02/05/2017

PRIVILEGES AND RESPONSIBILITIES OF THE CONGREGATION

The members of the congregation are the people who have presented themselves voluntarily to the Session of the church, have answered in the affirmative the questions required of them by the Session, and have signed the following covenant:

We, the undersigned persons, desire to be organized as the First Presbyterian Church of Farmington, Michigan. We do covenant and agree to walk together as disciples of Jesus Christ in a church relationship according to the Constitution of the United Presbyterian Church in the United States of America.

We promise to maintain this church by our attendance at its services, our support of its work, our gifts, our efforts, and our prayers, and to seek in its fellowship to glorify the name and to further the cause of our Lord Jesus Christ.

The Session is the governing body in a particular church in the Presbyterian system of government, yet the congregation, meeting as an ecclesiastical body, does have a number of important administrative and organizational duties and rights, which are the following:

1. Elect Elders, Deacons and Trustees.
2. Elect the prescribed number of members to the Nominating Committee.
3. Review annually the terms of the call of the Pastor.
4. Review Annual Reports of all the church organizations.
5. Determine size of governing body.
6. Consider and vote upon any questions which the Session may properly bring before it.

The congregation is guided by the Constitution of the Presbyterian Church (U.S.A.). It shall choose to have its own particular bylaws and rules where they are not in conflict with the intention of the denomination.