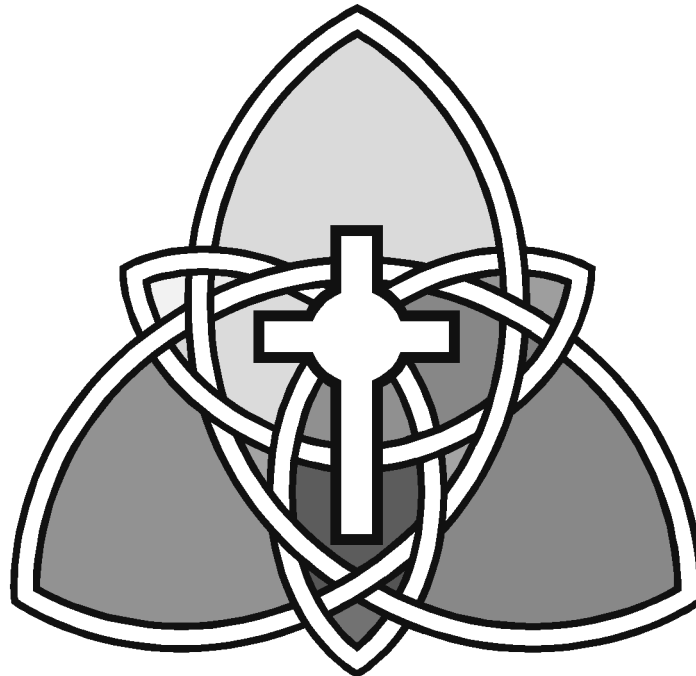


# *ANNUAL REPORT TO THE CONGREGATION*

January 1—December 31, 2019

Annual Congregational Meeting  
Sunday, February 9, 2020  
Memorial Hall West  
Immediately following Worship and a Light Lunch



*Worship Grow Serve*

***A nurturing community in Jesus Christ  
reflecting God's love for the world  
as we Worship, Grow and Serve.***

FIRST PRESBYTERIAN CHURCH—NEWARK  
292 WEST MAIN STREET  
NEWARK, DE 19711

WEBSITE: [www.firstpresnewark.org](http://www.firstpresnewark.org)  
EMAIL: [fpchurch@firstpresnewark.org](mailto:fpchurch@firstpresnewark.org)



## TABLE OF CONTENTS

<b>MINISTRY STRUCTURE OF FPC-N</b>	4
<b>STAFF REPORT</b> —From the Pastor - Rev. Steven Brundage	5-6
Celebrating Pastor Steve's 10 Year Anniversary	6
<b>SESSION AND THE MINISTRIES OF FPC</b>	
Clerk's Report	7-9
Ecclesiastical Events	8
The Boards and the Session	8
Officers by Class	8
Membership Statistics	9
<b>FROM OUR MINISTRIES</b>	
<b>BELONGING MINISTRY</b>	
Board of Deacons	10
Stephen Ministry	10
Presbyterian Women	11-12
<b>COORDINATING MINISTRY</b>	
Human Resources	13
Church Officer Nominating	13
Administrative Support / Computer Support	14
Stewardship	14
Finance	15-16
Memorials & Bequests	16
2018-2019 Finance Data Comparison	17
Legacy Gifts & Investments Report	18-19
<b>LEARNING MINISTRY</b>	
Boy Scout Program / Girl Scout Program	20
Adult Education	21
Trinity Youth Group	22
Confirmation	22
Children's Education	23
<b>SUPPORTING MINISTRY</b>	
Board of Trustees	24
Westminster Management	25
<b>WITNESSING MINISTRY</b>	
Newark Area Welfare	25
Mission and Outreach	26
Habitat For Humanity	26
Mission Co-Workers	27
Dinanga Church and School Update	27-28
Newark Empowerment Center / Code Purple	28
Unglued Team	29
Vitality Team	30
Hope Dining Room	31
First Saturday Breakfast	31
Helping Hand	32
Mission and Outreach Financial Report	33
<b>WORSHIPING MINISTRY</b>	
Worship and Music	34
Staff Report—Organist / Chancel Choir Director—Kathy Harris	35
Staff Report—Praise Team Music Leader—Larry Benson	36
Staff Report—Handbell Director—Steve Breffitt	36
Staff, Worship and Administrative Team	37



# Ministry Structure of First Presbyterian Church-Newark, DE



**WORSHIPPING**

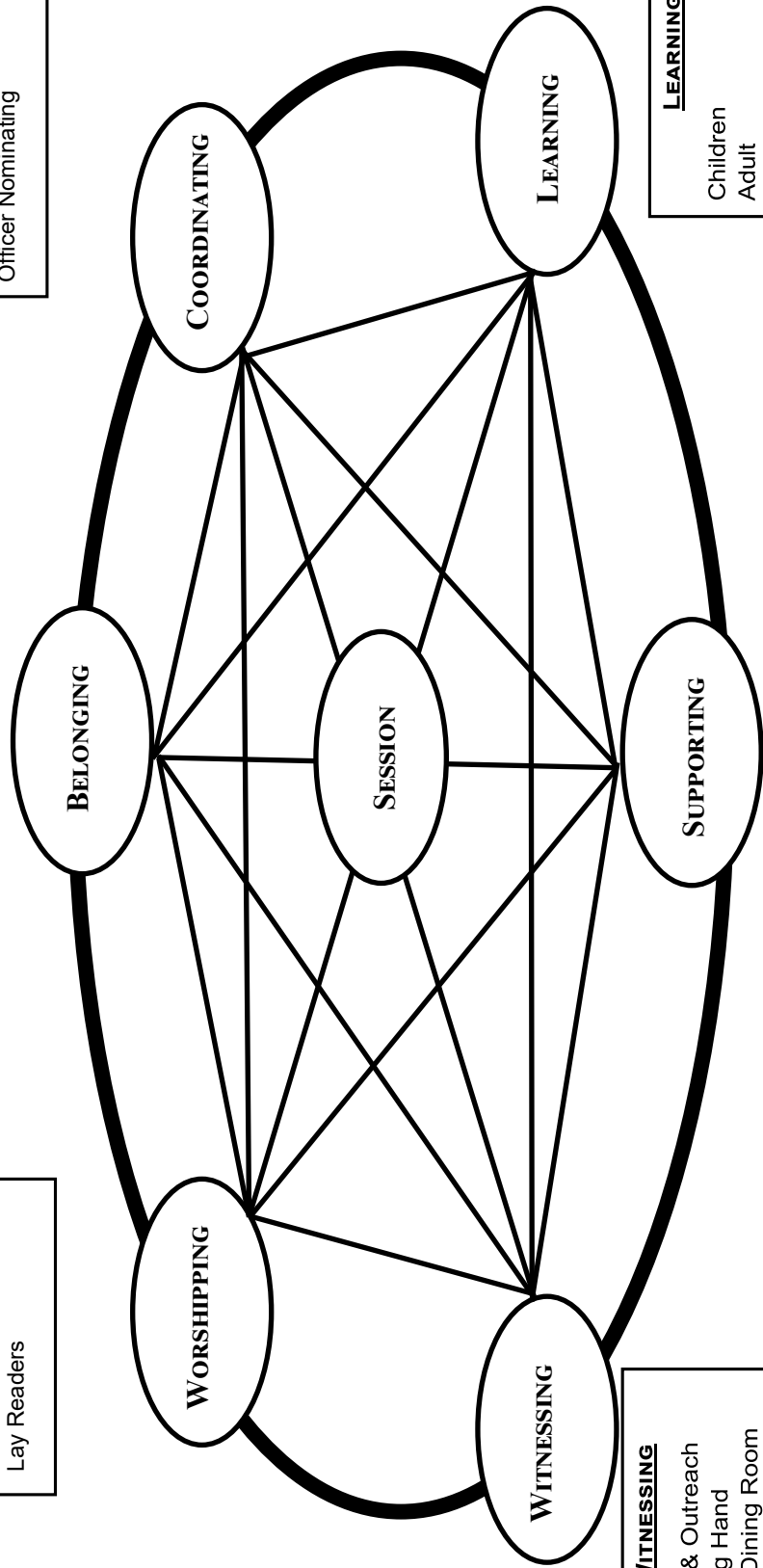
- Worship Planning
- Chancel Guild
- Chancel Choir
- Carillon Ringers
- Children/Youth Choir
- Communion
- Ushers
- Greeters
- Praise Team
- Lay Readers

**BELONGING**

- Presbyterian Women
- Board of Deacons
- Hospital Visits
- Home Communion
- Flowers
- Fellowship
- Bereavement
- Cards

**COORDINATING**

- Human Resources
- Finance
- Administrative Support
- Stewardship
- Memorials & Bequests
- Membership
- Volunteer Resources
- Legacy Gifts & Investment
- Officer Nominating



**WITNESSING**

- Mission & Outreach
- Helping Hand
- Hope Dining Room
- PCUSA Offerings
- Code Purple
- 1st Saturday Breakfast
- Habitat For Humanity
- Vitality
- Website Support

**SUPPORTING**

- Trustees
- Handy Person's Club
- Remembrance Garden
- Counters
- Westminster Management
- Insurance
- Property and Grounds
- Sanctuary/ Memorial Hall

**LEARNING**

- Children
- Adult
- Fellowship Bible Study
- Library
- Scouting
- Men's Monday Lunch
- Trinity Middle School
- Trinity High School



# *Pastor*

Rev. Steven Brundage



It was the best of times, it was the worst of times... Dickens: *A Tale of Two Cities*. As I look back to 2019, and then forward to 2020 I am struck by the implicit tension of this perspective. It's central ethos – that we can simultaneously be both in the best and worst of times seem true to me as I stand at the crux of time, both looking forward and looking back. Its the same perspective we find in the most beloved of our scriptures, the 23<sup>rd</sup> Psalm, that speaks of green pastures, still waters, banquet feast surrounded by enemies, and God's protective and guiding presence with us through places of darkness and fear.

2019 has been a wonderful year. 2019 has been a horrible year. Somehow my mind's eye seems to bring the two opposing perspectives together into the single brush stroke of history. I look at events of our trials and difficulties. I look at times of exultation and success of our life together. It was the best and worst of times.

Let me begin by looking at the central issue that brought pain - the resignation of Emma Horn as Associate Pastor. Together we all participated in it, or heard echoes of it, and struggled with the pain, grief and uncertainty that came from the situation. I completed my sabbatical (and again I thank you for that privilege) and landed into the middle of the situation. While I was away and the fall progressed, the situation came to a head. Session, the HR committee, the Youth Council, the church staff, the Presbytery's Committee on Ministry and Congregations, the Presbytery's Connectional Presbyter, and others had been involved in marathon meetings to discern a path forward. The content of those meetings, out of respect for all involved, shall remain confidential as are all matters related to employment issues. But still questions swirl, and I shall attempt to share some information about that time. Emma and the Youth leaders had vastly different perspectives of their roles, dating back almost to the start of her ministry here.

As the differences became clear, attempts to resolve the situation were attempted, but none came to a successful renegotiation of the relative roles and duties. Instead the situation moved into crisis as the conflict over roles and responsibilities became personal, and the two groups chose sides. It came to a head with an ultimatum by Emma. Either her perspectives on roles, duties, and responsibilities would become how the youth program and children's ministry will operate, or she will leave. The Human Resources committee was the focus of the ultimatum, and tried to defuse it by asking the Youth Leaders to step back from those responsibilities and resign. However, the HR committee and the Session discerned two different roles for the Associate Pastor and the lay and volunteer leaders. In the short term they judged that we would affirm the strengths and skills, passions and leadership styles of both Emma and the lay leaders, and split the youth program into Middle and High School Groups.

During the course of the situation sides were chosen, loyalties tested, and people involved in the periphery of the issue were pressured to take sides. Emma discerned (rightly from my perspective) that she could no longer be effective in youth leadership here and accelerated her search for a new call. However, since calls take time in the PCUSA system, she was looking and had not yet found something until very late in 2018. As 2019 began and planning occurred, the staffing issues with leadership intersected with budget issues. FPC-Newark could not sustain a full-time Associate Pastor with salary and benefits. Last year's budget process was fraught with anxiety as it became clear to all that we could not continue with the position. And thankfully, the situation was resolved by God's opening the door to a call for Emma to a new situation.

Despite the process that got us there through pain, anxiety and hardship, I judge the blessings of God were present. In a time when we could not sustain the mutual ministry, God only opened a door for Emma as we worked to resolve and re-balance the budget issues here. Despite the pain, I think we were blessed with the timing, and with Emma's call to another church. Emma left, and we moved forward with renewed commitment and enthusiasm by our youth leadership to help our children and youth programs prosper. I saw that process continue as the church closed ranks to fill in all to keep going – finding again the strengths of our leaders and volunteers and their commitment to our children and youth.

As we moved ahead from this first staff transition, the second transition of 2019 arrived as Joanne Hench, after years of ministry with us and decades serving God through her gifts of music, discerned it was time to retire. Again I look back and see how God blessed us in that transition – not only by our substitute organists Larry Peterson and Sue Fuhrman, but by strong, committed volunteers from our experienced choristers who stepped up in leadership. As God opened the door to our new Choir Director and Organist, Kathy Harris, we again discovered that God was with us through trials and difficulties, and strengthened us though adversity.

As we look forward to 2020, I am comforted that God, who walked with God's people through the difficulties of the journey in the wilderness, who sustained the people through their imprisonment in Babylon, who sustained the early Christians through persecutions and trials, that our Savior God will walk with us and be with us, both in times of banquet feasts, by green pastures and still waters, but also through dark days. For our God is faithful still. With God, we live the best of times, and with God's comfort we are sustained through the worst of times.

Finally, one closing word. Through the uncertainty 2019 became a time when your Finance Committee and Session felt great budget anxiety. But once again the commitment of all of you to God's mission here, and your generosity paved the way to good news that you will find in our financial statements – we have once again balanced the budget, enabling us to move forward with confidence into 2020. May God bless us in the ministry and mission that the LORD sets before us in the coming year.

*Pastor Steve*

*The LORD is my shepherd,  
I shall not want.  
He makes me lie down in green  
pastures; he leads me beside still  
waters; he restores my soul.  
He leads me in right paths for  
his name's sake.  
Even though I walk through the  
darkest valley, I fear no evil;  
for you are with me; your rod and  
your staff—they comfort me.  
You prepare a table before me in the  
presence of my enemies; you anoint  
my head with oil; my cup overflows.  
Surely goodness and mercy shall  
follow me all the days of my life,  
and I shall dwell in the house of  
the LORD my whole life long.*

Psalm 23

## CELEBRATING PASTOR STEVE'S 10 YEAR ANNIVERSARY AT FPC-N

Carol Aftosmis

Pastor Steve Brundage –  
Tenth Anniversary Celebration  
2009 to 2019

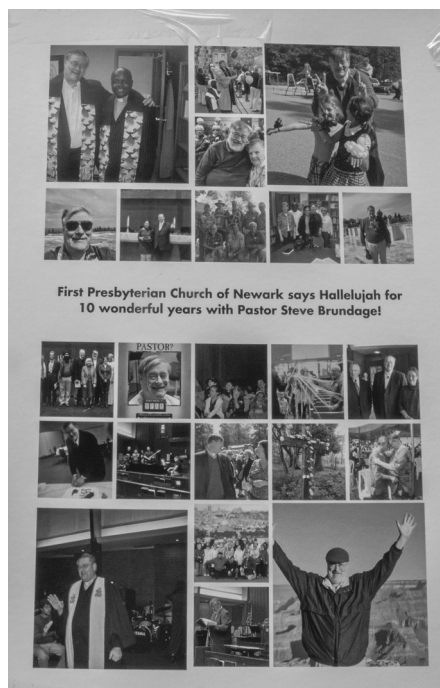
Reverend Steve Brundage has completed his first decade as Pastor of First Presbyterian Church. During these ten years he has prepared over 500 sermons, preformed numerous baptisms, presided over weddings, made hundreds of hospital and home visits and conducted the funerals of so many of our members. Pastor Steve came to FPC during a turbulent time of our history – he calmed the waters then and has continued to steer us on the right path.

Pastor Steve initiated the very popular two year Bethel Bible Study and arranged three pilgrimages - to Israel, Turkey and Scotland. He expanded the Lenten Season with weekly Sunday evening Bible Studies and Good Friday Meditation in the Sanctuary. The Spring and Fall Vesper Services held in the Remembrance Garden have added a new dimension to the way we worship. These are just a few of the ways Steve has worked tirelessly to shape our Congregation to be “A nurturing community in Jesus Christ reflecting God's love for the world as we Worship, Grow and Serve.

A “surprise” Anniversary Celebration was held during the June Strawberry Picnic. There was a Picture Board, Memory Basket for notes from mem-

bers of the Congregation, an engraved desk clock, balloons, and of course a cake. The highlight of the celebration was a rendition of “Let It Be” with multiple choruses of “Hey Jude.” Lyrics penned and performed by Jim Pierson-Perry.

Thank you, Steve. It has been a great ten years and we are looking forward for another ten!?



### **“Pastor Steve” (with apologies to The Beatles) To the tune of “Let It Be”**

When I find myself in times of trouble, I know the man I need to see. Speaking words of wisdom, Pastor Steve. And in my hour of darkness I know that he'll make time for me. Speaking words of wisdom, Pastor Steve.

*Pastor Steve, Pastor Steve, Pastor Steve, Pastor Steve. Speaking words of wisdom, Pastor Steve.*

Ten years here at First Pres. preaching, and the congregation all agree. He leads us to our answers, Pastor Steve. Sharing knowledge, bad jokes, family stories, to make a point for us to see. He leads us to our answers, Pastor Steve.

*Pastor Steve, Pastor Steve, Pastor Steve, Pastor Steve. He leads us to our answers, Pastor Steve.*

And in times of doubt and bafflement, he brings a light of clarity. Shine until tomorrow, Pastor Steve. He joins us in the sound of music, often singing out of key. Shine on you crazy diamond, Pastor Steve.

*Pastor Steve, Pastor Steve, Pastor Steve, Pastor Steve. Speaking words of wisdom, Pastor Steve*

Nah nah nah nah nah nah, nah nah nah, Hey Steve!

# SESSION AND THE MINISTRIES OF FIRST PRESBYTERIAN CHURCH—NEWARK

## *Clerk's Report*

---

Faith Koser

Session began 2019 by working to revise Rev. Emma Horn's job description in support of her stated goal to gain experience in additional ministry areas beyond children, youth and families. However, in February she requested our Session call a congregational meeting to dissolve her pastoral relationship with FPC-N so she could accept a new call with another church. Presbytery encouraged our Session to do the work needed to move forward in our life together as a congregation. As part of that process, Session agreed to *"Apply ourselves to the matters of transition, mindful of the impact of change and loss on the congregation."* With determination, Session committed itself to reorganize and reflect on how to move forward as a church led by one pastor. This was a significant theme of Session's activities in 2019 as Elders worked to fulfill their promise to faithfully watch over the members of the congregation by providing for their worship, nurture and service.

From February to December, Session routines evolved to increase efficiency and focus on effective programs, tracking membership, legacy giving, and maintaining welcoming facilities meeting the needs of all ages. The following eight activities were core to this work.

- Planned how all committees and boards will be supported in a single pastor environment.
- Supported the Sanctuary Renovation Team in their pursuit of renovations enhancing traditional and contemporary worship as well as increased fellowship activities in the narthex.
- Revised the Clerk's Monthly Membership Report to track membership with a single chart of monthly data on total membership, names of new members, transfers (in and out) deaths, and baptisms. During 2019, 13 new members were added; 12 members transferred out due to moving; and 7 members died. Three children were baptized. Total Active Members decreased from 416 to 410 during 2019.
- Joined the Unglued Church Project to explore new ways of thinking about being church in the new millennium.
- Studied the present Church Communication Plan for possible gaps in effectiveness of print, digital, and personal communication to support healthy communication connecting all generations worshipping, growing, and serving at FPC-N.
- Sought ways to increase members' capacity to share their faith stories during the monthly Witness portion of worship.
- Worked with the Finance Team to restructure Legacy Giving from a subcommittee to a committee for more efficient management of the increased number of bequests and qualified charitable donations.
- Established a consistent nursery program to support parents in their choice of worship services.

**LIST OF OFFICERS BY CLASS**

**SESSION**

**CLERK OF SESSION—Faithe Koser**

**Class of 2020**

David Baker  
Faithe Koser  
Evelyn Hayes  
Pat Nelson

**Class of 2021**

Charles Collier  
Sarah Huckleberry  
Ann Roybal

**Class of 2022**

Nancy Lewis  
Jim Pierson-Perry

**DEACONS**

**Class of 2020**

Steven Choi  
Mallory Hill  
Anne Lewis  
Willee Short

**Class of 2021**

Rosemarie Beron  
Lorraine Conner  
Ted Koser  
Jane Moore

**Class of 2022**

Denise Hall  
Jan Huckleberry  
Lois Huggins  
Bob McAlpine

**TRUSTEES**

**Class of 2020**

Jim Annett  
Francis Kwansa  
James Newsom  
Scott Sheldon  
Don Tancredi

**Class of 2021**

Joe Challburg  
Jan Fickeissen  
Jerry Holt  
Kern Piser

**Class of 2022**

Bill Lewis  
Nancy McIlvaine  
Ron Olson

***Clerk's Report***

Faithe Koser

**ECCLESIASTICAL EVENTS - 2019**

**INFANT BAPTISMS**

Autumn Ellen Hill, daughter of Rob and Mallory Hill on 6/23/19  
Emelia Jane Gale Hunting, daughter of Andrew & Melissa Hunting on 7/21  
Henry Thomas Harrow Johnston, son of Thomas Johnston and Kori Herrow on 7/21

**IN MEMORIAM OF OUR MEMBERS**

Jeanette Herman	2/17/19
Marcia Boone	6/24/19
Pat Sankus	7/12/19
Vi Statler	7/23/19
Will Minor	10/2/19
Don Reiman	11/20/19

# *Clerk's Report*

---

## **NEW MEMBERS FOR 2019**

### **Baptism**

None

### **Transfer of Certificate**

Beth Marshall  
Russ and Gloria Zehnacker  
Bill and Anne Thomson  
Norma Salomon  
John and Melody Bock

### **Reaffirmation and Profession of Faith**

Ken Lewis  
Ron Olson  
Michel Fox  
Madison Keller  
Isabela Merrick

## **MEMBERSHIP STATISTICS**

**Active Members as of December 31, 2018 - 416**

### **Members Gained during 2019**

Profession of Faith	5
Reaffirmation of Faith	0
Certificate of Transfer	8
All Other Gains	
<b>Total Gains</b>	<b>13</b>

### **Member Losses in 2019**

Certificate of Transfer	12
Death	7
To Heritage / Inactive Roll	0
All Other Losses	
<b>Total Losses</b>	<b>19</b>

**Total Active Member as of December 31, 2019 - 410**

**Female Active Members: 241**

**Male Active Members: 169**

The Session's policy at First Presbyterian Church (FPC-N) is to maintain on the Active Rolls all our members who have moved or retired, assisted or nursing care, and are no longer able to participate in the work and worship of the church, unless they join another church or ask to be removed. They are thus entitled to all the benefits of membership and pastoral care, and will continue to receive the Heartbeat.

### **Current Baptized Roll as of December 31, 2019 - 228**

The baptized roll includes individuals who have professed their faith in Christ but have not yet become members of the congregation. They also include the children or grandchildren of active members, as well as the children of the pastors who may have been baptized elsewhere.

### **Total adherents of First Presbyterian Church as of December 31, 2019 - 638**

The Total Adherents of FPC-N is the sum of the Active Members and the Baptized Rolls.

### **Heritage Members / Inactive Members as of December 31, 2019 - 444**

Inactive members are individuals who are no longer participating in the life of FPC-N and have not established a relationship with another church, nor have they requested to be deleted from the rolls. They are entitled to pastoral care but they may not vote at Congregational Meetings.

### **Associate Members as of December 31, 2019 - 3**

Associate members are individuals who maintain their membership in their "home church" but who are given the benefits of being active members except for the right to vote at congregational meetings.

### **Average Worship Attendance for 2019 - 149**

(2018 Average Attendance – 155)

Board of Deacons

Anne Lewis, Moderator

Members: Rosemarie Beron, Steven Choi, Lorraine Conner, Denise Hall, Mallory Hill, Jan Huckleberry, Lois Huggins, Ted Koser, Anne Lewis, Bob McAlpine, Jane Moore and Willee Short.

The Board of Deacons works together to serve members of our congregation. Deacons interact with many groups in our Church. We have a Liaison to Session and a representative on the Nominating Committee. In October many of our board members prepared a “Trunk” for the Vitality Group’s Trunk or Treat. We visit members in the hospital or at rehabilitation centers when needed. The Deacons regularly interact with Pastor Steve and Stephen Ministers to learn where we can help.

We serve Home Communion to shut-ins on the first Sunday of the month and each Sunday deliver Chancel flowers to

shut-ins and people who deserve special recognition. Get Well, Thinking of You, Sympathy, Congratulations, Christmas, and Birthday cards are sent to members to uplift their spirits. We deliver Poinsettias at Christmas time and Easter Lilies at Easter to members who cannot get to church, members who have had medical issues, and to those who recently have lost family members. These visits are special to the Deacons and the recipients.

Fellowship is a special gift that the Deacons share with our congregation. We organize the Strawberry Picnic in June and the Harvest Festival in October. Once a year we serve Punch on the Lawn and twice a year we serve First Saturday Breakfast to the recovering community.

Memorial Receptions are organized by the Board of Deacons. Cookies, punch, tea, and coffee are provided for families who would like a reception for their loved ones after the service. Deacons and Presbyterian Women provide cookies, set-up, serve, and clean-up. Family members always are appreciative of our help. We also provide a “Care Basket” for family members before the service. The basket has tissues, snack bars, water and a card from the Deacons.

The Board of Deacons is a caring ministry which tries to reach out to the entire congregation. We are blessed to have a group of individuals who are so willing to share their time and compassion to serve our church community.

Stephen Ministry

Doris Brewer

**Leaders:** Rev. Steven Brundage (Adviser), Nancy Boulden (Co-Referral / Awareness Coordinator), Doris Brewer (Congregational Liaison and Leader Team Coordinator), Greg Hill (Co-Referral/ Peer Support Coordinator), Nancy Stevens (Co-Peer Support Coordinator/ Leader Team minutes Recorder/Treasurer).

**Ministers:** Nancy Black, Rhetta Brighton, Cathy Colbert, Lorraine Conner, Evelyn Hayes, Paula Honda, Nancy McIlvaine, Bruce Martin, Joan Martin, Jane Moore and Laura Tuttle.

**This year we:**

- Continued our outreach to members in need of comfort by providing personal care to our sisters and brothers in need of comfort and by giving prayer shawls, cozy cases and prayer squares, lending comfort quilts, and sending grief packets and cards of concern. Again, we express deep appreciation to Rosemarie Beron for making the Squares and prayer shawls and to the dedicated ladies in our congregation who make the cozy cases. This mission is

open to all in the congregation who are interested;

- Continued to promote awareness of our program in the Heartbeat, Communicator, Bulletin and the narthex TV;
- Participated in the congregational Life of the church by serving in many capacities;
- Conducted a congregational survey to assess our value to the congregation and learn how and where to improve our ministry’s service;
- Continued our contact with the regional network of Stephen Leaders;
- Continued outreach to our inactive Stephen Ministers;

**Current/future projects. We:**

- are digesting the survey responses to determine how to use them to

improve our ministry to the congregation;

- Are reviewing materials that may help us to offer classes during the Sunday school hour;
- Will always seek those who are hurting and in need of comfort;
- Continue to seek avenues to strengthen our network relationship with other Stephen Ministry congregations in the greater Newark community and in the geographic region.

This congregation’s continued prayers for and support of this vital and rewarding ministry are deeply appreciated. Your comments and suggestions are always welcome.

Respectfully submitted for the Stephen Ministry,

Doris R. Brewer



# Presbyterian Women

Rosemarie Beron and Anne Lewis, Co-Moderators



Presbyterian Women (PW) is an organization open to all women of Christian faith. We meet in small group Circles monthly

from September through May on the third Tuesday of the month. Four meet in the morning and one meets in the evening. There are 75 women who are participating. There are also "Special Sisters" who are not able to participate in our activities but whom we remember on special days and keep them up to date. The Circle meetings provide an opportunity to socialize, support our activities, and study the Bible. The current study guide is Max Lucado's book, "Anxious for Nothing," which addresses the way we face our fears and seek to experience the peace of God. We also meet for three large-group gatherings during the year, providing an opportunity for fellowship and interesting programs. A fundraising event is usually held in the spring to support our missions and charities.

Our PW supports the PW of the New Castle County Presbytery and participates in their activities. Some of our members attended the Spring Retreat in Ocean City, MD, in April and the Fall Workshop at Limestone Presbyterian Church.

Our women are enthusiastic in giving to local organizations. They collect basic school supplies that are given to Albert Jones Elementary School in Christiana and McVey Elementary School in Newark. In addition we collected calendars for Women's Prison Ministries, travel toiletries and soda can pull tabs for the Ronald McDonald House and "To-Go Bags for the Newark Empowerment Center. We provided 100 servings of fresh fruit to Meals on Wheels clients served by the Newark Senior Center for each Wednesday in April. Some PW members knit prayer shawls that are distributed by the Stephen Ministry and hats for the children at the A.I. DuPont Hospital for Children, for adults at Hope Dining Room as well as the Helen Graham Cancer Center.

PW members also participate in church projects. We greet our church members before the 10:30 service throughout the year. We provide rosebuds to honor new babies born to church members, and we assist with funeral receptions. We serve the First Saturday Breakfast to the recovering community once a year. We provide cakes and assist with preparing the strawberries for the Strawberry Picnic, and we serve punch on the lawn after services in July. We also help with cooking turkeys and making stuffing for the October Harvest Festival.

Monetary gifts were made to the Youth Mission Trip, the Newark Area Welfare Committee, Hope Dining Room, and Newark Empowerment Center. PW generosity also extends to contributions to the Presbytery Outreach and National PW mission projects. A Thank Offering supports mission projects both in the United States and overseas. The Fellowship of the Least Coin links prayer and least coins of many countries and supports grants for special projects of evangelism, service and relief throughout the world. The Least Coin contribution is collected at each Circle meeting and the Thank Offering is a special collection each November.

The Presbyterian Women hold fundraisers to earn the money that supports our many missions. In May we hosted a craft fair called "May Fair Fun" that was attended by church members as well as the wider community. A similar event is planned for May 2, 2020. Participation in the Boscov's "Friends Helping Friends" helps to raise additional funds through the sale of passes for a special sale day at the department store.

Three times a year our members meet for Association meetings. The June Association meeting was the installation of new officers. The program for the evening was given by

David Edwards who spoke about the importance of Organ donors. Our October meeting was a potluck dinner and the program was presented by Caitlin Jane a Christian Singer. In her honor we donated items for the Door Of Hope in Middletown, DE. A Door of Hope offers free help to women who are verifying and making decisions about their pregnancies and the care of their babies. The December program was presented by Kathy Harris, entitled, "Advent Tells Us Christ is Near" The candlelit sanctuary was lovely and Kathy created a beautiful program of readings and music.

As an association we continue to be faithful to our purpose: "Forgiven and freed by God in Jesus Christ and empowered by the Holy Spirit, we commit ourselves; To nurture our faith through prayer and Bible study; To support the mission of the church worldwide; To work for justice and peace; To build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's kingdom."

Respectively submitted by Rosemarie Beron and Anne Lewis, Co-Moderators of Presbyterian Women



# Presbyterian Women (financial page)

Report prepared by Darlene Newsom

P W Income and Expenses 2020 -2016	Budget 2020	Actual 2019	Budget 2019	Actual 2018	Actual 2017	Actual 2016
<b>INCOME</b>						
Circles:						
Contributions	\$4,000	\$3,968	\$3,200	\$1,747	\$3,476	\$3,377
Educational Materials/Expenses	1,000	0	0	561	60	670
Special Offerings for Presbytery						
Thank/Health Ministry	400	556	400	378	576	582
Least Coin	150	219	150	145	219	170
Spring Fundraiser – 2019	2,000	2,541	2,000	2,948	3,138	75
Bosco Fund Raiser	325	625	325	250	485	635
Interest	16	15	12	12	3	4
Accrual/Conferences	200	200	200	200	200	200
Miscellaneous Donations	0	250	0	379	1,856	1,235
Deposit into bank account	0	(2,000)	418	0	125	0
<b>TOTAL INCOME</b>	<b>\$8,091</b>	<b>\$6,374</b>	<b>\$6,705</b>	<b>\$6,620</b>	<b>\$10,138</b>	<b>\$6,948</b>
<b>EXPENSES</b>						
P.W. N.C. Presbytery						
Pledge	\$1,600	\$1,400	\$1,400	\$1,600	\$1,600	\$1,500
Per Capita	150	152	150	156	160	156
Birthday Fund	100	100	100	100	100	100
Special Offerings Sent to Presbytery						
Thank/Health Ministry	400	556	400	378	576	582
Least Coin	150	219	150	145	219	170
Other Benevolences						
Newark Welfare	700	650	650	650	650	600
Hope Dining Room	700	650	650	850	650	600
Food Bank of Delaware	0	0	0	0	0	0
Friendship Hse Empowerment Ctr	700	650	650	650	650	1,600
First Pres. Youth Work Camp	750	750	750	750	750	700
Administrative Expenses:						
Fund Raisers (Publicity)	500	674	300	0	590	26
Program/Hospitality	450	350	400	295	350	379
Educational Materials/Expenses	1,000	0	0	991	0	742
Moderator/Communications	150	132	80	85	50	99
Rosebuds/vases for infants	125	43	125	115	18	26
Supplies	30	0	50	32	40	0
Historian	25	0	25	25	0	0
Accrual/Conference	200	200	200	200	200	1,600
Holiday Gifts for Staff	200	200	250	350	345	295
Kitchen Supplies	25	58	25	25	0	120
Treasurer Accounts Review	75	75	50	50	50	50
Miscellaneous	61	435	100	0	1,344	1,383
Unplanned	0	0	0	1,209	70	884
<b>TOTAL EXPENSES</b>	<b>\$8,091</b>	<b>\$7,294</b>	<b>\$6,505</b>	<b>\$8,656</b>	<b>\$8,412</b>	<b>\$11,612</b>
<b>TOTAL INCOME</b>	<b>\$8,091</b>	<b>\$6,374</b>	<b>\$6,705</b>	<b>\$6,620</b>	<b>\$10,138</b>	<b>\$6,948</b>

## ASSETS AS OF 12/31/2019

Checking Account	\$1,805
Money Market	6,025
<b>TOTAL</b>	<b>\$7,830</b>

12/31/2020 DCN



# COORDINATING MINISTRY

## *Human Resources*

Jerry Holt

The Human Resources Committee (HR) recognizes the continuing efforts and thoughtful initiatives of our entire staff: Pastor/Head of Staff Steve Brundage, Choir Director and Organist Joanne Hench before her retirement, our current Choir Director and Organist Katherine Harris, Acting Handbell Director Steve Breffitt, Praise Team Music Leader Larry Benson, Sunday School Music Leader Jynx Stevenson, and Office Manager Cindy Rogers, as well as the Praise Service Musicians and the Nursery Workers, as the church completes another year.

We continue to thank Steve Breffitt for continuing to lead our Handbell Ringers as Acting Director. Steve continues to serve as an unpaid volunteer. The Ringers regularly have an active role in the music of FPC-N and add significantly to our worship experience.

We also wish to thank Paula Honda for her continuing presence as a Sign Language Interpreter at our Traditional Worship Service.

Midyear, HR searched for a new Choir Director and Organist. We were fortunate to find Katherine (Kathy) Harris who joined us starting October 1. We appreciate the support of Joan Martin, Denise Hall, Carol Coughenour, Nancy Boulden, Bob McAlpine, and Steve Breffitt who joined Jim McNeely, Tom Shaw, David Baker, and Jerry Holt on the search team. If you have not already done so, please welcome personally Kathy to our church family.

The Human Resources Committee annually makes budget recommendations to the Finance Committee and the Session and works with the Finance Committee to complete the Session-approved 2020 Human Resources Budget.

In the coming year, the HR Committee will upgrade its process for conducting staff personnel appraisal reviews and assuring job descriptions address current congregational needs. On a continuing basis, the Committee works

to resolve personnel issues and concerns within the church in a timely, effective manner. We welcome your feedback, comments, suggestions, and concerns regarding staff personnel.

Present committee members are Pastor Steve Brundage; Session members Evelyn Hayes, Nancy Lewis, and Dave Baker; Trustee members Janet Fickeissen and Jerry Holt; and at-large members Tom Shaw and Jim McNeely.

We need to add qualified committee members to HR. Recommendations of people who may have the qualifications to serve will be welcomed. Please contact any member of the Human Resources Committee with your suggestions.

*Respectfully submitted,*

*Jerry Holt for the Human Resources Committee*

## *Church Officer Nominating Committee (CONC)*

Charlie Collier

### **Church Officer Nominating Committee (CONC)**

During the spring of 2019, the Committee composed of Dave Berkebile, Charles Collier, Marian Bowen, Francis Kwansa, Marianne Piser, Carolyn Morton, Barbara Winter (Chair), and Steve Brundage, successfully placed the following in nomination:

#### **Session**

Evelyn Hayes (1<sup>st</sup>) (1 Yr.)  
Nancy Lewis (1<sup>st</sup>)  
Jim Peirson-Perry (1<sup>st</sup>)

#### **Deacons**

Denise Hall (1<sup>st</sup>)  
Jan Huckleberry (1<sup>st</sup>)  
Robert McAlpine (1<sup>st</sup>)  
Lois Huggins (1<sup>st</sup>)

#### **Trustees**

Bill Lewis (1<sup>st</sup>)  
Ron Olson (1<sup>st</sup>)  
Scott Sheldon (1<sup>st</sup>)  
Nancy McIlvaine (1<sup>st</sup>)

#### **At-Large CONC**

Nancy Lewis  
Carlton Tappan  
Jackie Evers

All were elected as nominated, ordained as needed and installed to the respective Boards by the Congregation.

The Committee for the 2018-19 Nominating Year includes Charles Collier (Chair), Lois Huggins, Francis Kwansa, Nancy Lewis, Nancy Stevens, Carlton Tappan, Jackie Evers and Steve Brundage. To date we have had one meeting for the purpose of organizing our activity to allow for rapid response as may be needed during the year. Since no vacancies have developed, we have not met for our intended purpose. We expect to start our searches for volunteers in the early part of this year.

Please prayerfully consider your talents, time, and God's Purpose for you as we may be calling. If you have a desire to serve in any of these capacities, feel free to contact any CONC member with your questions and concerns.

# *Administrative Support / Computer Support*

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Cindy Rogers

Team Members: **Bob Black, Steve Brundage, Harvey Conner, Jan Fickeissen, Jim Newsom, Matt Reyne, & Cindy Rogers.**

The committee continues to monitor the various support equipment needs for the office operations – copiers, computers and software, wi-fi, networks, and audio/visual support. In addition, the committee is a guide for administrative procedures, recommends and supports technology purchases, and supports the hospitality purchases for the building.

In 2019, a new laptop was purchased and desktop PC's were upgraded to Microsoft Office 2019. We continue to update the Servant-Keeper database program. Our committee continues to serve as software and hardware

technical support for the church.

We worked in partnership with the trustees during the kitchen and office renovations and have established live camera feeds in Cindy's office for both Memorial Hall and Westminster House. We continue to work on vetting old equipment and receiving any new donations. Jan Fickeissen continues her work with the church archives.

We began a new partnership with the University of Delaware supporting students who are in need of volunteer hours. We have 3-4 students that come to the office weekly to assist with special projects.

In 2020 we will continue to review campus needs and office procedures. Please continue to share your concerns and ideas with us!

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## *Stewardship*

Charlie Collier

The Stewardship Committee, in 2019, is composed of: **Charles Collier** and **Tom Brockenbrough.**

The Stewardship Committee would like to extend a great thank you to all who have committed to the support of First Church's work among ourselves, our community, our denomination and the world. It is through your generosity, we are able to help achieve our mission as directed by God through His Son Jesus Christ. As you commit, you serve Christ.

The 2019 campaign has just been completed with 61 giving units committing \$226,974. Although down slightly from last year (62 units, \$258,660), some giving units continue to make significant QCD pledges as an alternative to our traditional VIF

campaign. As a rough breakdown; 46% of the funds were committed via weekly contributions, 19% monthly, and 35% via annual commitments. The Finance Committee is tallying the impact of these commitments for an anticipated income from which the 2020 budget will be based. Should you wish to submit a pledge or revise your commitment feel free to call Charles Collier with your confidential desires, I will help as best I can.

The Stewardship Committee continues to have several problems during the year with membership. The committee is presently in search of additional volunteers to help with this important aspect of congregational life. If you feel a calling, please feel free to contact Charles Collier with your concerns and questions, they will be most welcome.

**A**s for me and  
my house. We will  
serve the Lord.

- Joshua 24:15



# Finance

Bob Black, Treasurer / Assisted by Jim Newsom, Assistant Treasurer

**Committee Members: Bob Black, Jim Annett, Dave Berkebile, Tom Brockenbrough, Harvey Conner, Joe Huggins, Jim Newsom, and Don Tancredi**

The Finance Committee advises the Session and Ministries on all financial matters of the Church. The Committee meets each month and reviews the Church's finances and operations including:

- Income and expenses
- Financial statements
- Assets and liabilities comparisons
- Asset reconciliations
- Investments
- Treasurer's reports

The Committee also has responsibility for development and monitoring of the annual Church budget. Additionally, it evaluates project proposals for impact on the budget and recommends funding sources from our assets to Session.

**Overall, the financial condition of the Church is basically sound.** Our assets are at a record level up 15.9%. Continuing efforts for cost-control in 2019 by the Human Resources, Trustees, other ministries and committees are most noteworthy and commendable. **Because of the effective cost-control and unexpected in-year staffing changes, we ended the year with expenses \$27,288 lower than budgeted (see below). Three ministries had under budget expenses that exceeded \$3,000 (Coordinating, Trustees and Learning).**

There are fiscal concerns, however, for future years which are discussed later in this report. Perhaps the greatest overall concern during 2019 was whether VIF income, which lagged throughout the year, which was buoyed up at yearend gifting, would meet our expense budget needs. **Overall the year-end VIF was \$8,226 below our latest budget goal of \$400,000 that was \$19,871 below that achieved in 2018.**

**Because of this fortunate situation between income and expenses for 2019, we had a positive net income of \$17,234. Also, we did not use any of our reserves or equity which grew from \$26,602 to \$43,836.** Of this (\$43,000 - 98%) is budgeted to be used in 2020 to help balance 2020 expenses. Other major 2020 income balancing monies, besides the estimated lower VIF (-\$26,274) and Agency Contributions, are the Special Gift (\$19,500) and Investment Earnings (\$14,268). We expect that none of the investment "PRINCIPAL" will be needed in 2020.

**This annualized 2020 budget (see page 17) totals \$487,694, with an expense budget increase of \$14,397 (3.0%) over 2019 actual expenses. The estimated income budget is, however, lower by \$2,837 (0.58%) in 2020 when compared to 2019. This is because most major income items are expected to be lower in 2020.**

The 2020 budget provides for an overall decrease of 0.44% for the Human Resources our largest expense line. In comparing the 2020 budget to 2019, one needs to remember for a

portion of 2019 we funded our previous Associate Pastor (Emma Horn). The 2020 budget includes, at a minimum the cost of living salary adjustments (1.6%) for staff. Other adjustments were also recommended by our Human Resources committee. There is no fiscal change for our Pastor. However, the Congregation must approve the call at the annual meeting according to Presbyterian policies.

**A critical part of sustaining our budget is to continue supporting our mission activities, both in our local community and abroad.** This includes our long tradition of supporting the recovering community through the Westminster House ministry. Our financial support for Westminster House is for utilities, custodial services, maintenance, insurance, and coffee supplies.

**As stated, the Finance Committee remains concerned that income will not keep pace with operating expenses beyond 2020.** Balancing expenses and income has been a long-standing operating principle of our Church. Although our assets are considerable, many of these assets were restricted by donors to be used for special purposes. Hence, restricted assets cannot be used to support the operating budget. This creates the situation of having to use our equity (reserves) and a portion of unrestricted assets to balance the budget. In the annualized budget about 11.7% of our income comes from those two sources. One can see (Page 18) that our income is still predominately controlled by our VIF giving goal of \$365,500, about \$26,274 less than 2019's actual amount.

**Members are encouraged to, if possible, to increase their level of VIF giving, so we can minimize the use of equity (reserves) and any excess drawdown of unrestricted assets.**

**Total assets at the end of 2019 were \$1,280,024.64 a yearly increase of \$175,276 after the usage of assets (see Page 20).** Also during the year, the Church was the recipient of additional

EXPENSES	2019		
	Actual	Annual Budget	Actual - Budget
COORDINATING MINISTRY	269,701	282,677	-12,976
BELONGING MINISTRY (Deacons)	1,021	1,800	-779
LEARNING MINISTRY	11,130	15,975	-4,845
SUPPORTING MINISTRY (Trustees)	139,778	147,317	-7,539
⊙ WITNESSING MINISTRY	44,610	44,031	579
WORSHIPING MINISTRY	7,058	8,785	-1,727
<b>TOTAL EXPENSE</b>	<b>473,297</b>	<b>500,585</b>	<b>-27,288</b>

⊙ Expense overbudget because "Designated Endowed Income" was over by \$3,361.

## Finance

Bob Black, Treasurer / Assisted by Jim Newsom, Assistant Treasurer

monies from an unrestricted bequest first distributed in 2017. The use of these monies is to be determined by our Session. It is from that total asset, dubbed “**General Investment Fund**” that some earnings monies will be withdrawn to “balance” income with expenses as the year progresses.

With the prior assistance of the PC USA Investment Program, **the Finance Committee has launched the Legacy Gift and Investment Committee which is now a Committee of Session.** This committee has a separate report in this annual report as well as additional detail in the Financial Annual Report. It is expected that the committee will provide for a more structured approach

for legacy giving, investing, and utilizing Church’s assets.

**Presently, the Church has two loans with relatively low interest rates. These are our only debts and are discussed in detail in the Financial Annual Report.**

**One loan** with PCUSA has a **3.5%** interest rate for the **Memorial Hall Roof** replacement, completed in 2014, that still has an anticipated **pay-off in mid-2022.**

**The other loan** held by Delaware Sustainable Energy Utility is at a **2.0%** interest rate and established in late 2017 for the new **Sanctuary HVAC**

**System that still has an anticipated pay-off in mid-2032.**

**The Finance Committee wants to extend its appreciation to the Congregation for continuing to faithfully support our Church.**

Remember, if you want more budget detail and Treasurer’s comments; refer to the Financial Annual Report. Still more information can be obtained from the **church treasurer – Bob Black – Phone: (302) 737-4686 or email: blackre2@firstpresnewark.org.**

## Memorials and Bequests

Bob Black, Treasurer

The Memorials & Bequests Committee is currently un-chaired since Lauren Stayton resigned in 2019 after many years of faithful service, several while residing out of the Newark area, **Thank You Lauren! Phyllis and Paul Biddle as well as Betty Hoagey** however continue to acknowledge each memorial contribution to the giver and to a relative of the deceased. They work with the Treasurer to maintain individual memorial records and recommend expenditures in accordance with Memorials & Bequest guidelines. As reported last year their (Session approved) MAP remains consistent with the procedures used by the Legacy Gift and Investments Committee.

A detailed report of the activity in 2019 is provided in the Annual Financial Report. In 2019 the only item funded by Memorials and Bequests monies was that used for bed landscaping (maintenance and plantings). All of

these funds (\$1,867.44) were withdrawn from the Thordis Searl landscaping account, fully depleting that account. According to our standard practice any gifting not identified to a specific purpose (\$1,125) will be transferred in early 2020 to the general account. The bottom line, in early 2020, is that there will be only two designated funds with monies totaling \$2,100 that are active. The general fund total balance will be \$1,135.

Regarding bequests, the only currently active account is the Truitt bequest that received \$17,263.99 of undesignated funds in 2019. Additional funds are expected in early 2020 and once that is complete, these total funds will be assigned to our undesignated General Investment Fund. All other bequests in mid-2019 were placed investment funds, some named separately to control future usage.



# Session Budget Report—2019-2020 Budget Comparison

Prepared by Bob Black

INCOME	2019	2020	
	Actual	Annual Budget	Increase (Decrease) from Actual 2019
VIF			
Checks	367,343	342,500	(24,843)
Cash	24,431	23,000	(1,431)
Total VIF	391,774	365,500	(26,274)
Agency Contributions			
Westminster House - Agencies	32,019	31,250	(769)
WH Mgt Usage Offset	N/A	2,000	2,000
Other Agencies (Sanctuary & Memorial Hall)	3,504	3,000	(504)
Total Agency Contributions	35,523	36,250	728
Equity from Prior Years	0	43,000	43,000
Interest	2,678	1,500	(1,178)
Credit Card Rewards	975	1,210	235
Academy for Christian Studies (ACS)	0	0	0
Designated Endowed Income	7,311	3,950	(3,361)
Investment Earnings & Principal			
Restricted Landscaping (Beds)	927	890	(37)
Restricted Newark Area Mission	3,706	3,520	(186)
Unrestricted Earnings	27,715	9,858	(17,857)
Unrestricted Principal	0	0	0
Total Investment Earnings & Principal	32,348	14,268	(18,080)
Dormant Balance Sheet Funds Closeout	850	1,064	214
Eastman Fund	N/A	0	0
Ministry Fund	N/A	0	0
Miscellaneous Refunds	N/A	1,202	N/A
Special Gift	18,657	19,500	843
Miscellaneous Income (Building Usage)	416	250	(166)
<b>TOTAL INCOME</b>	<b>490,531</b>	<b>487,694</b>	<b>(2,837)</b>
EXPENSES	Actual	Annual Budget	Increase (Decrease) from Actual 2019
COORDINATING MINISTRY			
Stewardship	923	1,000	77
Session & Child Safety Administration	455	1,000	545
Finance / Office	19,120	21,900	2,780
Human Resources (Personnel)	249,204	248,116	(1,088)
Total Coordinating	269,701	272,016	2,315
BELONGING MINISTRY (Deacons)			
Emergency Fund	0	0	0
Bereavement & Subscriptions	282	700	418
Fellowship	40	200	160
Stephen Ministry - General, New Initiatives & Training	699	400	(299)
Total Belonging	1,021	1,300	279
LEARNING MINISTRY			
Adult Learning	1,585	2,525	940
Children's Education	1,917	2,650	733
Library	341	300	(41)
Nursery	0	100	100
Vacation Bible School	0	1,050	1,050
Youth Council	7,288	5,800	(1,488)
Total Learning	11,130	12,425	1,295
SUPPORTING MINISTRY (Trustees)			
Facilities Management			
Sanctuary & Memorial Hall	93,177	100,300	7,123
Westminster House	46,601	49,250	2,649
Total Trustees	139,778	149,550	9,772
WITNESSING MINISTRY			
Church Growth	1,000	3,930	2,930
Mission & Outreach	43,609	40,138	(3,471)
Total Witnessing	44,610	44,068	(542)
WORSHIPING MINISTRY			
Chancel Guild	27	300	273
Special Services	170	310	140
Traditional - Worship	4,108	5,050	942
Contemporary - Worship	105	250	145
Worship - General	2,648	2,425	(223)
Total Worshiping	7,058	8,335	1,277
<b>TOTAL EXPENSE</b>	<b>473,297</b>	<b>487,694</b>	<b>14,397</b>
<b>NET INCOME</b>	<b>\$17,234</b>	<b>-</b>	

# *Legacy Gifts and Investments*

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Dave Berkebile

The Legacy Gifts and Investments (LG&I) Committee was created to manage the investment and the use of the legacy gifts that have been given to FPCN over the years. We are striving to be good stewards of these gifts and use them as the donors intended. Many people give thousands of dollars to the church each year in their VIF gifts because they love and believe in the church and its missions. Some, who want their support to continue beyond their physical presence with us, are able to leave tens of thousands or hundreds of thousands of dollars in their wills so that their support for our missions will continue. We do not feel that these donors expect these legacy gifts will be treated in the same way as their regular VIF gifts were treated. Instead we feel these donors expect their contributions will help the church and its mission well into the future.

During 2019 the LG&I Committee continued our efforts to move all Legacy Gifts Funds to investments where they could earn a good return and their values will keep up with inflation as we continue to use a portion to support our church and its missions. While working to increase returns, we also asked that a portion of our funds be held in money instruments so that we would not be in a position of having to sell any investment in a down market. We feel this combination of investing for growth, while protecting against market swings, will allow the church to be able to use the funds to provide a steady support for the missions and ministries of the church despite market swings.

During the year we continued to work on establishing a policies and procedures document that could provide more operational guidance and consistency than the general MAP originally authorized by Session. We have worked with the Finance Committee through many modifications of this Policies and Procedures document and have now submitted a final version to Session for approval.

While considering the original MAP that established the LG&I Committee, we realized that it needed to be modified to bring it into compliance with the Book of Order and to make it more efficient for making investment decisions. We worked

with the Finance Committee to place a modified MAP before Session that corrected the problems. Session has approved the revised MAP and LG&I Committee now reports directly to Session.

During the year a Legacy Gift was received from the Truitt family. We worked with the administrator of the will and made sure the wishes of the donor (Marjorie Truitt) were understood and documented. We also worked with Session to make sure that appropriate letters expressing our thanks were sent to the family. My thanks to Sandy Boyce for drafting these letters and working with Steve and Faithe to make sure the letters were sent out in a timely manner.

As a result of excellent market performance and appropriate investment decisions, the Legacy Gifts Funds have grown during the last year while still contributing to the church's missions. During 2019, the legacy gift funds have contributed \$58,803.96 toward the missions and programs of the church. As is frequently the case, the contributions of the legacy gift funds are only partially visible from looking at the church budget. A majority of the money from these funds is shown in the "off budget" part of our finances. An example of how significant this portion of our expenses can be is apparent by looking at recent expense numbers. The Sanctuary HVAC system replacement (\$236,000), the Memorial Hall roof replacement (\$149,000) as well as the sanctuary roof repair, were all paid for partially or totally from legacy gifts funds which are only shown in the balance sheet numbers.

During the summer, the LG&I Committee provided a training class for Session on our church finances after the new Session members were installed. The LG&I Committee has asked Session to schedule such a training class each year after the new Session class has been installed to increase the understanding of our budgets and our funds. We intend to

invite other boards and ministry committees to these training classes so there is a greater understanding of our financial systems within the congregation.

Each year the LG&I Committee examines our funds and determines what is a prudent amount that can be contributed to the next year's budget from each fund that we control. We inform the Finance Committee and the Session of these values and the budget process includes this information. We need to note that the amount contributed by two funds (Outreach Endowment Fund and Permanent Endowment Fund) is determined by the Presbyterian Foundation and is sent to the church. We pass 100% of these monies into the intended budget components. A significant part of our church outreach budget comes from these funds. The amount that we suggest is appropriate for inclusion in a particular year's budget is, however, dependent upon the ministries' plans for spending these monies for the appropriate purposes. For example, the Eastman Fund has three allowable uses. If money is requested for missionary travel to visit our church, an amount of money is available from the Eastman Fund to support this travel. If none of the three allowable uses are requested, then the funds are returned to the Eastman Fund until the next year. This is one of the reasons we want the ministries to be better educated about the funds.

The total amount, that the LG&I Committee suggests is prudent to take from the legacy gift funds that we control for 2020, is \$34,351.96 plus the amount that is sent to us by the Presbyterian Foundation from the Outreach Endowment Fund and the Permanent Endowment Fund, which are automatically passed on to the church budget. If these two funds provide as much in 2020 as they did in 2019, then the amount available from the legacy gift funds for the 2020 budget would be

\$38,740.56. If we have a budget deficit and the Session decides to take more than what is calculated to be a prudent amount then the funds will eventually be depleted. The LG&I Committee recommends that Session look at ways to keep the church budget balanced so that we can honor the donors of the legacy gifts and continue supporting our church and mission work well into the future.

At the beginning of 2019 (12/31/18) the Legacy Gifts Funds were worth \$910,247.22. During the year the church used \$58,803.96 from the funds for our missions and to covers our expenses. Also, we received additional gifts of \$17,263.99 from the Marjorie Truitt estate and \$3,466.65 from the Eldridge estate. At the end of 2019 the Legacy Gifts Funds were worth \$1,082,578.26. This amounts to an average growth of 23.1% in the value of the monies left in funds for the year.

<u>Funds Under LG&amp;I Watch</u>	
<u>Fund</u>	<u>Value 12/31/19</u>
General Investment	\$456,340.35
Physical Properties	\$104,790.58
Ministry	\$113,122.50
Outreach Endowment	\$81,583.65
Local Missions	\$88,587.66
Permanent Endowment	\$70,337.43
Future Development	\$63,812.14
FP Church Endowment	\$52,353.87
Landscaping	\$22,145.14
Truitt	\$17,263.99
Eastman	\$12,240.95
<b>Total value 12/31/19</b>	<b>\$1,082,578.26</b>

McCurdy Fund and Milburn Fund were moved into the General Investment Fund during 2019.





# LEARNING MINISTRY

## *Boy Scout Program*

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Matt Reyne, Chartered Organization Representative



The Boy Scout Program of First Presbyterian Church completed another successful year with more than 43 registered Scouts and at least 19 registered adult leaders. BSA Troop 56, (ages 12 through 18) had an active program of weekly Troop meetings, monthly campouts and a one week long-term Summer Camping experience. The Cub Pack, (ages 6 through 11) provided an active program of weekly Den meetings, monthly Pack meetings, many weekend field trips and a one week long-term Summer Camp experience for the First Year WEBLOS Scouts. Troop 56 also raised up two more Scouts to the rank and honor of Eagle Scout in 2019.

The current Boy Scout Program at First Presbyterian Church completed the 75<sup>th</sup> year of providing a traditional and relevant learning experiences for young girls and boys in our local community.



## *Girl Scout Program*

Girl Scout Troop 157 has had a busy and fun year thanks to the support of First Presbyterian Church of Newark. They meet once per month in Memorial Hall and do an activity each month, either at the church or off site.

Onsite activities they've done include learning about New Cuisines in the Memorial Hall kitchen, helping with Church property cleanup day and maintaining a garden for the church. They loved adding painted rocks to the garden this year!

They had a "lock-in" in September and worked on their Night Owl badge. They even set up a telescope on the grounds and saw Saturn, it's rings and one of its moons Titan! Trunk or Treat is always fun for the girls and this year they decorated 2 tables, ran several children's games and manned the temporary tattoo table.

The troop used Memorial Hall to make a movie for their Digital Videography badge and to practice cooking, entertaining and caring for children for their Babysitting badge. At Girl Scout camps they planned a Field Day for a younger troop, and they learned STEM skills by building and racing cardboard boats against other troops their age.

The girls have also been learning business and financial concepts. A field trip to a local store helped the girls learn about Comparison Shopping. Of course, everyone knows about Girl Scout cookies, but they may not realize how much the girls learn about business, marketing, inventory, money management and customer service through this program each year. The girls know how much they make each year from their cookie sales and use the earnings to fund their activities for the following year.

Troop 157 is so very appreciative of the hospitality and support from First Presbyterian Church and look forward to a great 2020!





# Adult Christian Education

Barb Winter

*Give instruction to the wise, and they  
will become wiser still;  
Teach the righteous and they will  
gain in learning,  
The fear of the Lord is the beginning  
of wisdom.  
And the knowledge of the holy one is  
insight.  
Proverbs 9:9-10*

The Adult Christian Learning Ministry  
Team : **Facilitator – Barbara Winter;**  
**members - Jim McNeely, Joanne**  
**McNeely, Phyllis Sisk.**

The purpose of the Adult Christian Learning Ministry is to promote the Biblical and Theological literacy of the congregation and to encourage growth toward spiritual maturity for all adults. The specific programs that are the responsibility of the ministry include:

- The Academy for Christian Studies
- Continuing Education Classes/small Study Groups
- Enrichment Experiences
- Lenten Studies
- Library

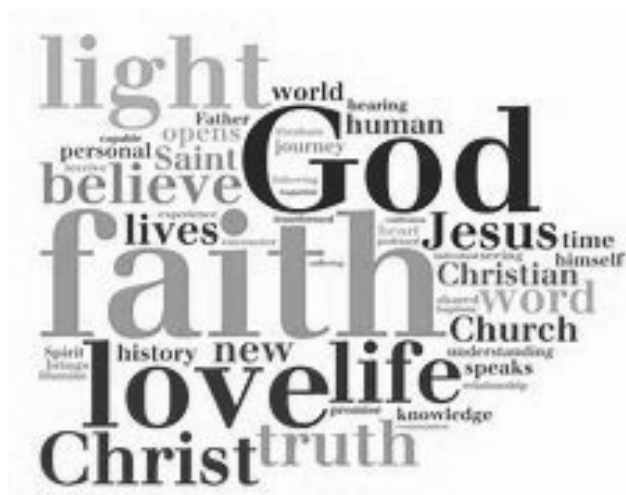
## ***In Memorium***

Sadly our Adult Christian Learning Team lost its faithful Facilitator, Pat Sankus, to the ravages of Cancer in July 2019. Her Christian faith and commitment to the Learning Ministry will continue to be an example for all of us to follow.

## ***Highlights for 2019 include the following:***

- The Academy for Christian Studies completed another successful year of Bible Study and reflection through its ***Fellowship of the Word*** class that met each Sunday in the Cooch Parlor. The center of learning was the book of Romans. In addition to Bible Study, the Fellowship of the Word also encouraged the establishment of a spiritual and emotional bond between each person who attended.
- In the Spring the ***ACLearning*** team welcomed Dr. Gerald Culley for a 6 Sunday class on the origin of the Bible as we know it today.

- The annual ***Lenten Study***, facilitated by the Rev. Brundage, took place on the five Sunday evenings of Lent. Each class was preceded by a covered dish dinner. The fellowship and faith building were appreciated by all who attended.
- ***Band of Brothers*** is a Bible Study and faith sharing group that meets each Monday at noon. They all bring a bag lunch and a part of the routine includes telling jokes. The organization believes that one of God's blessings to human kind is a sense of humor.
- ***People in Motion*** is a physical exercise program that meets each Monday, Wednesday and Friday at 9:30am in Memorial Hall West. The class has been meeting since the fall of 2005 and has exceeded all expectations. The instructors are all certified and are provided by *Training By Liz*.
- ***ACLearning*** sponsored two trips in 2019. The first was to the University of Delaware's performance of "Inherit the Wind" and the second was to Bird In Hand in Lancaster, PA to see the play "Stolen". The plays were enjoyed by all.



# Trinity Youth Group

Karen Baker

As a whole, the youth program was a success in 2019. We managed to raise approximately \$2,000 in fund raising efforts for the 2019 Mission Trip, participate in fellowship activities and serve the church in various ways.

## Fundraising

Congregational luncheon, Buffalo Wild Wings, California Pizza, Applebee's, Bertucci's, Easter Breakfast, Car Washes, Bake Sales

## Mission Trip 2019

Millerville, MD from June 30<sup>th</sup> - July 6<sup>th</sup> ~ 11 youth and 3 adults attended.

## Mission Trip Sunday 2019

Sunday, August 8, 2019

## Graduation Sunday 2019

June 2, 2019 - celebrated 7 graduates.

## Fellowship

Picnic at Lum's and Graduate Sunday, as well as twice a month youth meetings.

## Service

Congregational Luncheon Prep and Service, Palm Sunday & Egg Hunt programming, Easter Sunday Sunrise Service & Breakfast Prep, Strawberry Picnic, Rally Day programming

A plan is still in the works for the 2020 Mission Trip to Waverly, NY from June 28 thru July 4. Future fundraising efforts will include the congregational luncheon and Easter breakfast prep, as to serve the church members.

The 2020 Mission Trip will be the last youth activity for the Bakers, as youth leaders, as we are stepping down after 8 years of service.



# Confirmation

Steve Brundage

The Confirmation program for 2019-2020 program year is led by Rev. Steve Brundage and Elder Barb Winter. We've met weekly in class starting in the fall, and are now moving to a new phase with individual Mentors for the confirmands, following the William Willimon's "Making Disciples" materials.

The plan for the Spring has the confirmands meeting with their mentors for 12 sessions, then we gather together for final reflection, personal statements of faith, and their meeting with Session to be confirmed. Along the way they will have opportunities for service, leadership in worship including the Easter dawn service, and field trips to

other faith experiences. Please hold the confirmands and their mentors in your prayers.

## Confirmand

Grace Ferry  
Ava Ferry  
Miranda Farnum  
Logan Blackburn  
Holly Blackburn  
Baylee Robison

## Mentor

Greg Hills  
Greg Hills  
Karen Baker  
Scott Sheldon  
Faithe Koser  
Betty Hoagey



# Children's Education

Sarah Trembnanis

2019 brought change, transition, and revitalization to the children's learning program at First Presbyterian Newark. After reflection and discernment, Associate Pastor for Children, Youth, and Families Emma Horn departed for a new calling. This leadership change has created challenges and opportunities for the program and the committee. The committee is grateful for the many volunteers who have assumed greater responsibilities in order to maintain a thriving and Christ-centered education program for our youngest members and their families. We would like to highlight some of the more notable developments of the past year.

## Sunday School

Our Sunday School classes continued to serve children from preK through high school in 2019, with most classes utilizing the Growing in Grace and Gratitude curriculum. The youth class (middle school/high school) and the Preschool/Kindergarten classes use their own, age-appropriate curriculum. The 2018-2019 focus was on learning to worship God. Children learned about the formal and informal ways in which we worship the Lord and practiced different forms of worship (prayer, song, lessons).

Our 2019-2020 Sunday School theme is "Seeking God." The Lower Sanctuary has been decorated in accordance with this theme and our classes talk about how we can find God in all aspects of our daily lives, not just when we are in church. The preschool through fifth

grade students have also been seeking God through music and an emphasis on the classic Sunday school songs during their time with Ms. Jynx.

## Children's Library

The most visible change for our children's learning program has been the renovation of the Children's Library into a warm, welcoming, and utilized space. Families have been using the library each week and our children love taking home books in their FPC-Newark tote bags! This renovation (painting, organizing, furniture) was led by Darlene Newsom and her wonderful team of volunteers.

## Events

The CLC made some modifications to the traditional Sunday School events, due to the leadership change and calendar complications. In the Spring, we held our annual Palm Sunday celebration (with crafts and snacks) and our Easter Egg Hunt (run by our intrepid youth). Volunteers created wonderful activity stations for the children that were greatly enjoyed.

Similarly, the CLC hosted a rally day, prior to the beginning of Sunday school, that allowed students to meet their teachers, visit craft stations, and take part in story time in the Children's Library.

Two events that were modified for this year were Vacation Bible School and Advent Adventure. Due to declining attendance at previous summers' VBS and the absence of staff member to coordinate the effort, the CLC decided not to hold a VBS for the summer of 2019 and will revisit this decision for 2020. Because of the late Thanksgiving date this year, Advent Adventure was logistically impossible. The CLC held a birthday party for Jesus instead on the last Sunday of Advent.

## Nursery

Thanks to the hard work of Faithe Koser, two nursery workers were hired and the nursery is now fully staffed and open during all services. Our very youngest children are benefiting from the nurturing care of our wonderful nursery staff and their family members are able to fully participate in worship services.



## *Board of Trustees*

Ron Olson and Don Tancredi

As we begin a new church year we look back on the accomplishments of the past year. The trustees have been busy maintaining and running the church facilities. Under the leadership of Don Tancredi we have been blessed to see many improvements in the church.

First and foremost are the changes to the office area in Memorial Hall. The trustees with the help of the Handyman group have transformed the church offices. The reception area has been enlarged by the removal of a wall refreshing and brightening the area. This also gave us the opportunity to improve the utilization the offices, moving Cindy's office to the front giving her a better view of the coming and goings of visitors to the church office. We also moved the treasurer's office to Pastor Emma's old office opening the back office for finance and our office volunteers. The whole office was given a fresh coat of paint and the carpet was replaced.

The office upgrades and other property enhancements were in part completed by the addition of a handy man group, a new initiative implemented by Don. This group has helped to keep down costs of hiring professional help for jobs that can be performed by in- house talent. I would like to praise the efforts of all those that helped in the many small projects that we have completed this year.

Our handyman group has been busy at Westminster House and in the Sanctuary in our continued effort to improve energy efficiency by moving to LED lighting as the older lights fail requiring replacement. This year Westminster has been plagued by a noise problem that has rendered Room 4 temporarily unusable. We have commissioned bids to remedy this problem caused by the fire system and we hope to place this room in service next year saving money on heating. Thanks to the patrons of Westminster for their patience while we work through these problems.

In safety, we have worked on replacing emergency lighting both in Memorial Hall and Westminster, this is ongoing. We have added "Philips HeartStart Defibrillators in the Narthex and in Memorial Hall. Anyone interested in learning how to use these in an emergency can view a Youtube video for Philips Heartstart Onsite Defibrillator (AED). A blanket has also been placed in the Narthex if needed in medical emergencies.

The Trustees continue to serve our church community as stewards of the Facility so that the church can continue in its mission to serve Newark and the Presbytery. If you see anything that needs our attention please notify Cindy so it can be placed on our work list.

Last January-March, the Trustees renovated the kitchen in Memorial Hall. The project included removing old equipment and cabinetry, painting, replacing the ceiling, refurbishing the floor, installing new shelving in the storage closet, and purchasing new stainless work surfaces and cooking utensils. The Presbyterian Women (PW) and First Saturday Breakfast group were instrumental in the project by disposing of unused items and reorganizing the kitchen. Many thanks to these groups and to the Session and the Memorials and Bequests Committee for providing funds from the E.B. Milburn Bequest to defray the costs of renovations.



From: Don Tancredi  
Dear Church Family,

Where has the time gone? This is my sixth year as a trustee and for the past three years as President, this last year was a memorable one for me with the sooner than expected heart surgery. I am recovering very well and will soon be off to warm sunny days in FL to continue my recovery and will return in April. Ron Olson has been a blessing to our family and will be my replacement.

The plan was to groom Ron, but God had different plans for me and for Ron. I want to thank him for doing so, I'm sure he will continue keeping our campus in excellent shape. When I come back in the spring my plan is to continue with the handyman club, and help with the facilities management except in a less physical capacity.

I would like to thank all of the trustees over those six years who worked very hard around the campus with the new playground, the kitchen renovation, the yearly budget, grounds, and on the different committees when asked to be on, such a finance, nominating, etc. I appreciate all of you for your guidance and support. I have been truly blessed.

Lastly thank you all in my time of need for all of your cards and prayers. God is great!!



# *Westminster Management*

Jim Annett

The Board of Directors, President - **Jim Annett**, Vice president - **Travers R.**, Secretary - **Anne P.** and Treasurer - **Ed Gliwa**, plus the "At Large Members" from both the Church and Recovering Community, meet monthly to make plans and address any problems which may arise.

Westminster House continues to make a difference in the lives of the men and women who attend meetings for help and support of themselves and to help others with their recovery. It remains a success due to the continued support of our Session, Trustees and the Westminster Management Board for what is our largest mission for this Church. We have about 40 different groups, with over 200 meetings every month. These groups include Gambler's Anonymous, Alcoholics Anonymous, Narcotics Anonymous, and Al-Anon and support for the families affected by these abuses. There are other groups for gambling, overeating, depression, anxiety, and for help, support and

understanding for families who have lost a loved one through suicide and drug use. Morale and attendance have generally improved this year. Some of the meetings are now packing the rooms.

The annual "Westminster House Recovery Sunday" service continues to be a special event. When the members of the Recovering Community come and tell us the path that has led them to Westminster House, describe their continuing journey, and what Westminster continues to provide to them, we realize the effectiveness of this Mission. Another aspect which is equally, if not more important, is that we hear examples of how we can be deliberate about our lives, make changes where we can, and have hope for our future. We may never be perfect, but we can be better.

Some of the special events held at WMH include work days at Westminster House when volunteers have completed maintenance work, a Christmas Eve 24 hour event, and dances for Valentine's Day and New Years' Eve.

Westminster Management is taking steps to refurbish the Westminster facility. Preparations have been made completed for fundraising which we are planning to start sometime in late spring. The fundraising will be focused outside of FPCN similar to what was done to gather the funds for the original construction.



## WITNESSING MINISTRY

### *Newark Area Welfare Center*

FPC-N provided the use of our facilities and financial support to Newark Areal Welfare. Over 300 boxes of food were prepared for families at Christmas. Polly Sierer serves as liaison between the church and Newark Area Welfare.



## *Mission & Outreach*

Sarah Huckleberry, Jim Annett and Bob Black

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The Mission and Outreach Committee is an umbrella group for the mission work done by many people at First Presbyterian Church. A primary function of the committee is to distribute funds designated for mission through the Venture in Faith budget for local mission and the Congo, as well as several special funds.

The committee also distributes earnings received from a number of permanent endowments dedicated to the mission work of the church. Through contributions made by church members, Mission and Outreach was able to provide financial support to Newark Empowerment Center, Habitat for Humanity, Meeting Ground, Presbyterian Disaster Assistance, and Newark Area Welfare. This year because of the posthumous generosity of Thordis Searl, we have been able to increase our financial support to our local partners.

We sent funds several times to support our Congo partnership with the Dinanga Church. We aided the Good Shepherd Hospital in Kananga through our regular giving to the Medical Benevolence Foundation of the

Presbyterian Church. We held three special offerings, One Great Hour of Sharing at Easter, the Peace and Global Witness offering in October, and the Christmas Joy offering. The Peace offering was collected on World Communion Sunday.

Mission & Outreach sponsored the Alternative Gift Market again this year. The congregation's support was wonderful. We have not completed our final tabulations for the Alternative Gift Market but the preliminary numbers are looking similar to 2018. The organizations thank you!

Internationally, we supported the school of the Dinanga Church, our sister church, in the Democratic Republic of the Congo when we collected money in the fall for the beginning of the school year. We are helping them plan and raise funds for a computer lab for their school. A computer lab would enable many young people to pursue higher education, high school and college. We continued to support Bob and Kristi Rice in South Sudan; unfortunately, they were unable to

visit as planned due to injury. We kept on supporting our mission co-workers; Dennis and Maribel Smith in Argentina and Doug Dicks from Israel-Palestine. Our church again served as a Code Purple site to provide shelter to the homeless on exceptionally cold nights along with other congregations in the Newark area. The first Saturday breakfast program will be continued.

We are very thankful for the many members who generously support the mission work of our church. Many members of church give generously of their time and money to the following organizations, Hope Dining Room, Meeting Ground, Newark Area Welfare, and Newark Empowerment Center. The members of our church continue to support those in the most need as seen by the kindness of their donations to Presbyterian Disaster Assistance for Hurricane Dorian.



**Habitat For Humanity** is a nonprofit housing organization working locally and in nearly 1,400 communities across the United States and in approximately 70 countries around the world. Habitat's vision is of a world where everyone has a decent place to live. Habitat works toward this vision by building and improving homes in partnership with individuals and families in need of a decent and affordable place to live. Habitat for Humanity of New Castle County is part of a global, non profit housing organization operated on Christian principles that seeks to put God's love into action by building homes, communities and hope. Visit [www.habitat.org](http://www.habitat.org) for more information. During 2019, FPC-N donated excess furniture, cooking utensils, and tableware to the local Habitat Restore Center.

## Mission Co-Workers

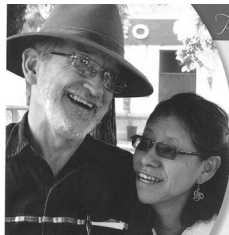
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**Rev. Bob and  
Kristi Rice**  
*Serving Christ  
together in South  
Sudan*

Bob and Kristi serve alongside partners in ministry in South Sudan. Bob teaches theology and ethics at Nile Theological College, training future pastors and leaders. Kristi serves as economic development advisor for community development projects of the South Sudan Presbyterian Evangelical Church. They are encouraged that the church in South Sudan seeks to be a light for Christ and a voice for peace in the midst of suffering and conflict. Bob and Kristi seek to empower and encourage the churches in South Sudan in living out the gospel and ministering holistically to their communities. They are based in Juba, South Sudan.

To learn more about Presbyterian  
Mission Workers, visit:  
[www.pcusa.org/worldmission](http://www.pcusa.org/worldmission)



**Dennis and  
Maribel Smith**  
*Serving Christ  
together in South  
America*

Dennis cultivates the PC (USA)'s Relationship with 15 historic mission partners in nine South American countries. Dennis shares their stories of faithful witness with congregations in the United States and shares with partners what he has learned in 40 years of ministry in Latin America. In addition, he supervises the other mission co-workers serving this region and accompanies the many PC (USA) presbyteries and congregations that have mission partnerships in South America.

Maribel serves in ministry in the home and she works as part of a network that treats post traumatic stress and seeks alternatives to violence.



**Doug Dicks**  
*Serving Christ in  
Israel  
and Palestine*

Doug facilitates relationships between PC(USA) congregations and the church's mission partners in Israel and Palestine, and he resources Presbyterian groups who visit the region. He cultivates connections that encourage Middle Eastern Christians and inspire U.S. Presbyterians. Following the Prince of Peace, Christians in the Middle East work tirelessly for reconciliation and render valuable service to people of all faiths. In his role, Doug says he strives to express the broader Christian calling to "employ the unique gifts, talents, and skills that we possess to further God's reign here on earth." He draws strength from the Presbyterian commitment to "Christ's ministries of teaching, healing, and evangelizing and the church's faithfulness to Christ's example of advocacy for the impoverished, the hungry, and the oppressed."

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## Our Sister Church—Dinanga Parish

Jim Annett

This year's message is similar to last year's message but there is HOPE. The presidential election was finally held, resulting in less conflict and more stability, and there have been local successes at reconciliation in the Kananga province and within the Congolese Presbyterian Church.

Our sister church has strived to show God's love for the people of the parish and others in the city of Kananga. During this time period, the people in the Dinanga parish have worshipped, fed prisoners, helped widows and orphans, and supported those injured and damaged by violence. The Dinanga school operations have been successful when not interrupted by the violence in Kananga. Older children of the parish

have completed university courses of study. We have shared funds with the Dinanga parish to help with the church missions and the school, e.g., scholarships for orphans and helping to defray the school costs of children whose parents were displaced by violence due to previous wars and intertribal conflicts.

I hope to complete fundraising for an addition to the school to house a computer center and other permanent rooms such as for kindergarten and for the sewing. Without access to computers, many of the secondary students leave to go to other schools. The kindergartners currently are outside on benches, and the sewing group has not

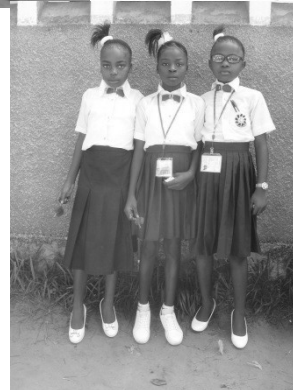
had a permanent space. We have received funds from the Presbytery and from legacy gifts for this project. It hurts to care about people whose life is so very difficult.

The people of the Congo need our prayers, with a special note for Pastor Tshibuabua's wife who has been ill for an extended period of time but is at least stabilized. In closing, their Session has also asked what the Dinanga parish can do for FPCN and what needs we have that they could raise up in prayer.





## *Dinanga Pictures*



**Newark Empowerment Center**  
**Bob Black**  
*Code Purple Winter Season 2019-2020*

**Newark Empowerment Center**  
*A Hand Up, Not A Hand Out!"*

The Newark Empowerment Center again had a team of seven faith communities that supported the twelfth Winter season of their Code Purple (CP) program. When the overnight temperature dropped below 20 degrees, one of the communities provided a warm sanctuary for some of Newark's homeless. The total Newark community program provided sanctuary on 12 nights for a total of 248 guests during 2018- 2019. Our first of two Code Purple (CP) nights was on January 20, 2019 and our second night was on March 6, 2019. The 35 guests we

assisted was two less than the 2017-2018 season. Overall there were ten fewer CP nights than last season. That is Good News weather-wise since there were fewer nights for the homeless to be potentially exposed to extreme cold conditions.

All this was possible because of the support of our general church membership and capable team of members and leadership, who welcomed the homeless into our facility (Memorial Hall-West). We were assisted again last season by The Courtyard by Marriott at the University of Delaware, which provided great laundry services. They have offered to help again the current winter 2019-2020 season. Additionally, this current season the meals will be provided by the University of Delaware Dining Services as they first did in the later part of the 2017 – 2018 season. Their excellent food is served by a team lead by Barbara Winter and Phyllis Biddle. How can you HELP during the 2019 – 2020 CP season that started on December 18 with 13 guests?

Additional volunteers are always appreciated even for a partial shift. Be assured all new volunteers (two already this season) will receive orientation information before helping and will be paired with other experienced volunteers. We will accommodate your schedule for assisting; opportunities for service start as early as 4:00 PM and end about 8:00 AM the next morning. Most normal shifts are 3 hours in duration but there is significant flexibility if you want to help.

Additionally, we can always use food donations for the evening juice and snacks. An anonymous volunteer couple has offered again to provide the basic morning meal, but extra morning items like warm cereal or fruits and cream cheese are always appreciated by our guests. You may contact me anytime at 737- 4686 or blackre2@comcast.net. Bob Black – Code Purple Volunteer Coordinator at FPC-N.



# Unglued Team

Pat Nelson

FPC was honored to be selected to participate in Presbytery's *Unglued* Church project. We've been meeting with Rev. Susan Rothenberg from the Pittsburgh Presbytery and Rev. Randy Clayton, Interim Pastor, Red Clay Presbyterian Church, and are excited about the process.

- We've attended two gatherings in Chestertown.
  - \* Pastor Steve, Evelyn Hayes, Joe Kowalski and Pat Nelson attended the May kick-off event.
  - \* Pastor Steve, Dave Berkebile, and Bob & Sandy Wenner attended the Nov. mid-term meeting.
- *Unglued's* leader, Rev. Susan Rothenberg visited us in September for a tour of our church and the community surrounding us.

We've reviewed the characteristics of churches which are growing and dying. We're examining the *7 Marks of Vital Congregations* (below) and planning strategies for broad-based learning, reflection and input as we shape our understanding of who God is calling us to be in terms of:

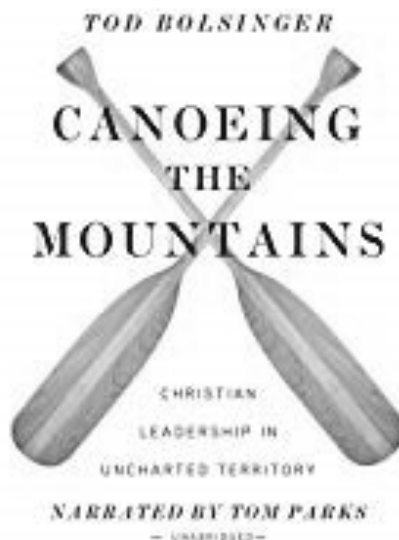
- Lifelong discipleship formation (including intergenerational discipleship).
- Intentional authentic evangelism -- which is meeting the needs of those

without a church home.

- Outward focused vs. inward institutional survival -- *Living* the Good News: Going out because Christ is already present and calls us to join.
- Empowered servant leadership -- shared power and fresh ideas
- Spirit-inspired worship -- which emboldens us to be a people of God in our communities and world.
- Caring relationships where crucial conversations address conflicts and produce forgiveness and reconciliation.
- Church health is regularly assessed -- how do our mission, vision and values line up with the ways we live together? People are valued above programs or properties. Are we who God is calling us to be?

- *Canoeing the Mountains: Christian Leadership in Uncharted Territory* by Tod Bolsinger
- Reflecting on our church's past, present and future. What is expendable? What must we preserve?
- Examining the demographics and needs of our community. Where is God calling us?
- Identifying the gifts and talents within Christ's body at FPC. How can we use these most effectively?

We will continue to meet regularly with Susan and Randy -- now on the 3rd Monday of each month -- through May 18. Our team is committed to taking the time needed to process what we are learning in terms of implications for our church and community. We hope to develop plans for involving the congregation in:



# Vitality Team

Pat Nelson

As we reflected on Tanisha George's (UD MBA student) 2019 marketing plan, we reflected on the most efficient and cost-effective ways to attract new members and address the loss of current members. We have learned that one of the most important ways to attract new members (especially the unchurched) is via the web and social media. Rather than visiting churches, today's potential members tour church websites. Those in their 20's - 40's expect active social media engagement.

Following through on those discussions, we developed and submitted recommendations to Session for prioritizing strategies for church growth, engaged membership and relational mission and outreach.

Members of the Vitality Team (Evelyn Hayes, Joe Kowalski and Pat Nelson) joined Pastor Steve and Cindy Rogers to participate in Presbytery's Communications Workshop on 4/30. We drafted a Strategic Communications Plan and submitted it to Session.

The Vitality Team provided leadership for completing the *Unglued* application, and are thankful FPC was selected to be one of the churches in our Presbytery. Please see the *Unglued* report for what we are learning about the characteristics of churches that are growing and churches that are dying. We're planning strategies for broad-based learning,

reflection and input as we as a congregation shape our understanding of who we are as a church and where God is calling us to be.

Darlene Newsom unveiled new FPC Welcome bags at the PW May Fair. These included materials to help more people know about our worship services and activities. The bags and materials were also used at Trunk or Treat and at the visitor's table in the Narthex.

Evelyn Hayes presented insights and recommended priorities for optimizing congregational linkages between UD students, programs and resources -- especially those emphasizing health and well-being across the lifespan.

Sarah Huckleberry and Ted Koser provided leadership for Trunk or Treat -- and are grateful to all the congregation (especially PW!) for making this another success.

Jim Annett and Francis Kwansa drafted an updated banner and sign policy, which was submitted to Session and approved.

Francis Kwansa is spearheading our Transportation Ministry -- designed to provide rides to and from church for those who need assistance. If you know of someone who has given up

driving -- or anyone needing a ride to/from church -- please email [kwansa@udel.edu](mailto:kwansa@udel.edu).

Francis Kwansa is now leading efforts to optimize congregational linkages to University of Delaware students, programs and resources. Are you aware of needs at the church that students seeking community service opportunities could help with? If so, please email [kwansa@udel.edu](mailto:kwansa@udel.edu).

*Lori's Hands*, a program developed in the College of Health Sciences, assists students in developing meaningful, helping relationships with people living with chronic illness. If you have a chronic illness and would enjoy interacting with students and receiving their practical help with tasks around the yard and house (including brushing up on your digital skills) email [erhayes@udel.edu](mailto:erhayes@udel.edu).

The Vitality Team is kicking off *The 90s Project* to connect our most experienced Christians (those 90 and above) with young people in the journey of faith. If you are interested in participating, please contact the Church office or email [kwansa@udel.edu](mailto:kwansa@udel.edu).

If you have a chili recipe and want to participate, keep your eyes open for the announcement about the upcoming Chili Cook-Off.



**Trunk  
Or Treat  
Fun**



## *Hope Dining Room*

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Willee Short

How can we be so happy while cooking for 60 or 70 people? The Committee is a wonderful group dedicated to the people we are serving. Each one makes a concerted effort to spread our happiness to the clients and it works. Everyone leaves with a smile after a nutritious hot meal.

This year we collected \$2,339.39 in donations from AGM, PW, Mission Committee, Christmas Memorials and very generous donors. We spent \$1,710.73 for food (\$142.50 per month) serving the same meal each month. The ladies bake cup cakes every few months to help our budget.

We collected 170 pairs of socks, 76 hats (over 60 knit by Rosemarie Beron and others knit by Jenners Pond Knit Group), 5 scarves, and 10 pairs of gloves. These gifts were wrapped and given to the clients at our Christmas gathering. Once again some volunteers

from the choir came to sing Carols. The few items left we saved to be distributed at Code Purple.

We thank everyone for their continued support and promise we will always serve Hope to the best of our ability.

Stephanie Birdsall, Greg Hills, Kathleen Jolly, Jane and Bob McAlpine, Janet Meyers, Vickie Pierson-Perry, Willee and Paul Short, Pat Steele, Carlton Tappan, John Winters, and subs – Carolyn Morton, Ray Liebfried, Charles Collier

The Hope Dining Room Committee



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## *First Saturday Breakfast*

Darlene Newsom/Janet Huckleberry

The First Saturday Breakfast is part of our mission at Westminster House. A hearty breakfast is prepared on the first Saturday of each month for our Recovering Community. It is popular with them and generally well attended. In addition, First Saturday Breakfast is an intra-church activity involving many of our church organizations-Session, Deacons, Trustees, Hope Dining Room, our Youth, Emmaus Reunion Team, Presbyterian Women, Mission Outreach Committee and our Recovering Community itself.

Once again Bob Black, our church Treasurer, is our source of financial guidance. According to Bob's spreadsheet, he reports that expenses this year totaled \$650.56 while donations were \$554.72. Thus, the actual cost of providing breakfast to our Recovering Community for the entire year was \$95.84. This amount provided a wholesome breakfast for 205 guests in addition to our church volunteers in 2019.

We have found it very gratifying to be part of this ministry. It has been a joy to work with different church groups preparing the breakfast. And, we all enjoy sitting down and chatting with our guests. We are looking forward to another wonderful year serving as the coordinators of First Saturday Breakfast.

# Helping Hand

Sheila Anderson and Steve Hardwick



## *Food for the Hungry, Hope for the Homeless*

The HELPING HAND committee coordinates the collection of food, household necessities, and cash donations in partial support for three front-line local institutions that assist the poor, the homeless and troubled persons in our corner of Delaware and Cecil County, Maryland. Once each month (except December) we collect and deliver in a regular monthly rotation to the following three groups.

- **Meeting Ground**, a Presbyterian program that provides food, housing, assistance and counseling to individuals and families on both a temporary and long-term basis at five locations in or near Elkton, MD. Their clients include runaway young people, abused women and children, people fighting addictions, and those driven into homelessness by illness or loss of employment. Wayfarers' House serves as a food closet, providing food boxes for those who are hungry and in need of food in our community.
- **Newark Area Welfare**, which began with the personal charitable gifts of concerned citizens in the 1930's Depression, provides temporary help to those out of work or in immediate needs that cannot be met swiftly by governmental agencies. We help stock their food closet, located at the Newark United Methodist Church on East Main Street. Since the Newark Empowerment Center, where the homeless can receive hot noon meals and basic survival kits, has

also been located at Newark United Methodist Church, the Food Closet also supplies the Center's clients with some of their food.

- **The Food Closet at Kingswood United Methodist Church**, on Marrows Road near Route 4, is a volunteer service carried out by members of Kingswood and other churches. They provide temporary aid, distributing groceries and household supplies to those awaiting unemployment insurance, welfare department aid or food stamps, and those working or retired poor whose income is inadequate to support them.

FPC contributed approximately 10-20 bags of groceries monthly to the three agencies we support. We collected approximately 165 bags of groceries over the course of the year. We estimate that the cash value of the contribution-in-kind averaged \$20 per bag, or the equivalent of \$3300. Contributions of cash and check are processed directly through FPC. The Helping Hand committee no longer tracks these contributions.

The heart of this activity is FPC families who come bearing groceries month after month. The continued generous support from the congregation of FPC is greatly appreciated by the organizations we support. Providing a bag of groceries

once a month is a simple, and very personal way to help others in our community who are in need. We thank all of you who have supported FPC's Helping Hand program and invite other worshipers to join us in 2020 in the work of this vital local mission.

The Helping Hand team depends upon the initiative of many from our congregation who always seem to step up to help when needed. In 2019, the Choi family, Jynx Stevenson, and Vicki Pearson-Perry have all helped to organize, prepare, distribute bags and transport food. We especially appreciate the support of Rev. Brundage and Cindy Rogers who help get the word out to the congregation and have provided the assistance that makes Helping Hand possible.

# Mission and Outreach Financial Report

Prepared by Bob Black

Operating Budget Expense Summary	2019	2020	
	Actual	Annual Budget	Increase (Decr.) from Act. 2018
<b>MISSION &amp; OUTREACH</b>			
General Assembly	3,830.00	3,830.00	0.00
Presbytery	4,500.00	4,500.00	0.00
Per Capita (based on active membership of 12/31/18 and NCP rates)	12,426.60	12,248.00	(178.60)
Locally Designated - Endowment Income	7,310.62	3,950.00	(3360.62)
Locally Designated - General Income	5,740.00	5,740.00	0.00
Mission Co-Workers	5,000.00	5,000.00	0.00
Mission Partnership (Dinanga)	1,000.00	1,000.00	0.00
Dinanga School	0.00	0.00	0.00
Alternative Gift Market	0.00	150.00	150.00
Newark Area Mission Fund (Bequest -New in 2019)	3,706.27	3,520.00	(186.27)
Scouting Support	0.00	0.00	0.00
Westminster 1st Saturday Breakfast	95.84	200.00	104.16
<b>Total MISSION &amp; OUTREACH</b>	<b>43,609.33</b>	<b>40,138.00</b>	<b>(3471.33)</b>

Note: Locally Designated - Endowment Income, actual 2020 will as well, it is overall budget "neutral"

Operating Budget Expense Detail	2019 Actual
<b>Locally Designated - General Income (Monies actually distributed from Local Mission Balance Sheet Fund but tabulated here)</b>	
Congo Hospital (IMCK)	430.00
Dinanga Parish General (May Include Transfer Costs)	315.00
Habitat for Humanity	170.00
Hope Dining Room FPC Committee	175.00
Kingswood Food Closet	25.00
Meeting Ground	350.00
Newark Area Welfare	1,255.00
Newark Empowerment Center	1,820.00
PC(USA) Mission Co-Workers (AGMkt Funding Round-up to \$100 each to Dicks, Rice & Smith.)	200.00
Presbyterian Disaster Relief - PDA - Undesignated	980.00
<b>Total: Value less than Operating Budget of \$5,740, added \$20 to year fund value</b>	<b>5,720.00</b>
<b>Locally Designated - Endowment Income (Monies actually distributed from Endowment Balance Sheet Fund but tabulated here)</b>	
Congo Hospital (IMCK)	600.00
Dinanga Parish School Support (May Include Transfer Costs)	1,125.00
Dinanga Parish General (May Include Transfer Costs)	1,195.00
Habitat for Humanity	360.00
Hope Dining Room FPC Committee	140.00
Meeting Ground	1,005.00
Newark Area Welfare	1,695.00
Newark Empowerment Center	1,270.00
<b>Total: Value above Actual 2019s Budget income of \$7,311, ~ \$79 decrease in yearend reserve)</b>	<b>7,390.00</b>
<b>Newark Area Mission Fund (Bequest - New in 2019)</b>	
Habitat for Humanity	100.00
Hope Dining Room FPC Committee	285.00
Kingswood Food Closet	50.00
Meeting Ground	320.00
Newark Area Welfare	1,200.00
Newark Empowerment Center (This amount includes expenditures for assembly of "To Go" bags and hygiene kits)	1,751.27
<b>Total: This is an "In and Out" Fund i.e. Income matches Expense</b>	<b>3,706.27</b>
<b>Mission Co-Workers</b>	
Doug Dicks (D#506222)	1,665.00
Bob & Kristi Rice (D#507528)	1,665.00
Dennis & Maribel Perez Smith (E#200481)	1,670.00
<b>Total</b>	<b>5,000.00</b>

Disbursements By Recipient - Mission and Outreach Related	2019 Actual - Bills (Paid)	Yr. to Yr. Change
Dinanga Church - General (Total - Includes Transfer Costs and \$1,208 from Dinanga Balance Sheet Special Fund - See Note)	2,718.00	
Dinanga School (Total - Includes \$265 from locally controlled Peace and Global Witnessing Offering - See Note)	1,390.00	
Habitat for Humanity (Local Mission \$170, Endowment \$360, Newark Area Mission Bequest \$100 and \$410 AGMkt)	1,040.00	
Heifer Project (Alternative Gift Market)	329.00	
Hope Dining Room Committee - FPC-N (Local Mission \$175, Endowment \$140, Newark Area Mission Bequest \$285, 2018 Christmas Memorials \$350 and \$1,007 AGMkt)	1,957.00	
Kingswood Food Closet & Kingswood United Methodist Church (Helping Hand \$485, Local Mission \$25 and Newark Area Mission Bequest \$50)	560.00	
Meeting Ground (Helping Hand \$1,498, Local Mission \$350, Endowment \$1,005, Newark Area Mission Bequest \$320, and \$270 AGMkt)	3,443.00	
New Castle Presbytery (NCP) & PC(USA) Mission		
o Christmas Joy (General Gifting)	2,294.00	
o IMCK/Medical Benevolence Congo (See Note)	1,030.00	
o Mission Co-Workers (See Note)	5,300.00	
o One Great Hour Of Sharing & Peace and \$810 Global Witness Offerings (General Gifting)	3,025.80	
PCUSA@UD - Campus Ministry (General Gifting)	755.00	
o Presbyterian Disaster Assistance (PDA) - General Relief (See Note)	980.00	
o Presbyterian Disaster Assistance (PDA) - Dorian (See Note)	2,615.65	
Undesignated General Assembly and NCP (Operating Budget)	8,330.00	
Newark Area Welfare (Includes \$533. Helping Hand, Local Mission \$1,255, Endowment \$1,695, Newark Area Mission Bequest \$1,200 and \$680 AGMkt, See Note)	5,363.00	
Newark Empowerment Center (Includes \$248.30 Dining to Donate, Local Mission \$1,820, Endowment \$1,270, Newark Area Mission Bequest \$1,055 and \$544 AGMkt, See Note)	4,937.30	
o PC(USA) Mission Co-Workers (AGMkt Funding)	100.00	
Prison Ministry of Delaware	200.00	
2019 TOTAL:	46,367.75	
2018 TOTAL:	42,573.59	
o Monies given through PC(USA) Mission - Online Credit card charge		

Note: The breakdown of most of the sources of monies disbursed are detailed in reports for Operating Budget Expenses shown above and the many detailed Balance Sheet Funds provided on the following page.

## *Worship and Music*

Carol Aftosmis

*O come, let us worship and bow down:  
let us kneel before the Lord our maker.  
Psalm 96-6.*

The work of the Worship Team is to provide for the Worship experiences of the congregation and to identify and implement procedures which enhance those experiences.

Pastor Steve Brundage provides the spiritual leadership. He is very intentional about the choice of his preaching themes. You may have noticed the supply preachers he selected to cover his summer vacation were women. He wanted the congregation to hear a "female voice." We work with Steve to support his design.

Last Spring Joanne Hench, our long time Choir Director and Organist retired with much fanfare. We were blessed to welcome Kathy Harris as the new Choir Director in the Fall.

Each Sunday morning our music directors, past and present filled the sanctuary with the voices of the Chancel Choir and the impressive pipes of the organ. The Lent and Christmas Cantatas were the musical highlights of the year. The Friends of Music helped fund the special musicians such as the trumpets for Easter and the harp for Christmas.

At the Praise Service the Praise Band lead by Larry Benson was as always *upbeat*. Monthly the sound of Carillon Ringers lead by the versatile Steve Breffitt were heard at the Traditional Service and a special performance on Christmas Eve.



Three services were held in the Remembrance Garden -- Easter Sunrise Communion, Spring and Fall Vesper Services.

The Maundy Thursday Service in Memorial Hall was shared with our Ministry Partners (Head of Christiana, New Ark UCC and Calvary Baptist) with a buffet of soups, homily, singing and Communion.

We were fortunate to replace the piano in Memorial Hall shortly before Maundy Thursday service. The funds came from a donation from a member, the sale of the existing piano, and from the Friends of Music Fund.

The Joyful Noise Coffee House had another successful year with a full schedule of Christian Music with a Mission. Sadly after five years of bringing us Joy, the Coffee House has closed its doors. We are looking for a new activity to bring the congregation together and attract neighbors from the Community.

A Service Sunday was organized in November which reminded people of the teams and groups in the Church that rely totally on volunteers and encouraged them to get involved. The response was positive.

The worship experiences at FPC-Newark were made possible by the efforts of many members of the Congregation.



The following leaders organized our many activities and brought our volunteers together:

A sincere thank you to Joanne Hench (retired Choir Director/ Organist), Kathy Harris (our new Choir Director/ Organist), Larry Benson (Praise Team Music Leader), Steve Breffitt (Carillon Ringers and Band Leader), Jim Pierson-Perry (Coffee House Coordinator and Praise Band Liaison), Brenda Breffitt and Stephanie Birdsall (Wedding Coordinators), Jan Fickeissen (Media Coordinator), Lynne Reyne (Chancel Guild), Joe Huggins, Carlton Tappan and Ron Olson (Head Ushers), Carolyn Morton (Coordinating Usher), Dave Baker, Carol Aftosmis (Worship Leader and Communion Coordinator).

Our faithful Ushering Teams, including youth members were on duty for all of our services. There are two behind the scenes groups which were indispensable: the Chancel Guild and its many volunteers who decorate the sanctuary for the events of the liturgical calendar and the "Closer" team members who secure our sanctuary after each Sunday service.

FPC-N continued to welcome outside musical groups into our sanctuary to hold their performances. These events provided inspirational music for us and the local community. The groups included the Newark Community Band, the Newark Symphony, Chesapeake Silver Coronet Brass Band, and the University of Delaware Chorale and Schola Cantorum.

We are thankful to the FPC-N community for making all of these programs possible.

# *Organist / Chancel Choir Director*

Kathy Harris

Having assumed the position of Chancel Choir Director/Organist in October 2019, my time with you has not been long. But I am thrilled to be part of the music ministry at First Presbyterian Church of Newark and look ahead to much future music-making and fellowship with the Chancel Choir while becoming further acquainted with the majestic sanctuary organ. In addition, what a wonderful resource we have in a mature choral library and two beautiful Yamaha grand pianos.

I have enjoyed getting to know the Chancel Choir members and am inspired by their generosity and commitment to rehearsals and Sunday services. The Chancel Choir rehearses on Thursday evenings from 7:15-8:30 and sings service music and anthems in the traditional service on Sundays at 10:30. New members are always welcome - if you're interested in learning more about choir participation, feel free to contact me at [kathyharris@firstpresnewark.org](mailto:kathyharris@firstpresnewark.org). If you haven't sung in a choir before, you might be surprised to learn that, as much as music is central to our mission, there is also a strong sense of fellowship, community and family that infuses the time we spend together. It's a great way to get to know members of

your congregation while sharing the wonder of singing to the Lord a new song!

The Chancel Choir performed the Christmas cantata on Sunday, December 15<sup>th</sup>, a work entitled "Joy Has Dawned," a Christmas musical composed and arranged by Lloyd Larson. It was a compelling celebration of the message of Joy which permeates the Christmas season. Many thanks to Steve Breffitt for conducting and adding bass and percussion highlights. Featured soloists included Jynx Stevenson, Melody Bock, Dave Baker and Miranda Farnum. I accompanied on the piano and we were joined by Pastor Steve and three high school students: Miranda Farnum, Ava Ferry and Bailey Robinson, who read narration between the musical numbers. In addition, harpist Kathryn Fenstermacher and flautist Crystal Norman from the Newark Symphony played pre-service and Postlude musical selections.

I also enjoyed working with Denise Hall from Presbyterian Women in crafting a service of lessons and carols on December 3<sup>rd</sup>. What a lovely way to launch the Christmas season, a beautiful spirit-filled evening. The

cookies and punch were extraordinary as well! Also in December, members of the Chancel Choir continued their tradition of providing caroling during lunch at the Hope Dining room.

First Pres has clearly been blessed with a rich musical tradition for many years, most recently under the marvelous leadership of Joanne Hench. She is greatly missed in her retirement, and though I can't hope to replace Joanne, I look forward to growing new traditions while building on her legacy.





## Praise Team

Larry Benson, Leader

This has been an exciting year. We have had a few changes in personnel. Joanne Hench was the cornerstone of the music department for many years. She filled in many times for the Praise Team, and will be greatly missed. We welcome Kathy Harris. Congratulations on behalf of The Praise Team. We are thrilled to have you, and look forward to your creative musical ideas.

I work with a great team of people. They are very musically creative and bring to the table new ideas from material that moves and inspires them. Their commitment and involvement have made our sound together more polished and professional.

I would personally like to thank Dave Baker (bass guitar, baritone/bass vocals), Jim Pierson-Perry (piano, and PA set-up), Karen Baker (vocals, tambourine and shaker), and Christi Fox (vocals and set-up). My special thanks to Steve Breffitt, (drums and bass) who fills in when sickness, work and vacations arise. I would also like to thank Matt Reyne (computer / tech issues), Jan Fickeissen, Scott Sheldon

and Ann Ferreira (PowerPoint operation) and Jim Annett, Don Tancredi and again Scott Sheldon (expediting the transition from 9am Praise Service to 10:30 Traditional service). They are each a valuable resource and a great help in maintaining the flow of the Sunday morning services. I would certainly be remiss if I didn't give credit to Cindy Rogers (Office Manager) in her tireless effort in assembling all the necessary programs for the Sunday morning services.

*Psalm 103:1 NIV "Praise the LORD, my soul; all my inmost being, praise his holy name."*

*Hebrews 2:12 NIV "I will declare your name to my brothers and sisters; in the assembly I will sing your praises."*

I believe **worship** is to show love and adoration for God and a deep respect for that which can change the heart of His people. Each time I enter First Presbyterian Church I'm in awe of its

beauty and grateful to be part of this ministry and community. It certainly lives up to its claim, *"A nurturing community in Jesus Christ reflecting God's love for the world as we Worship, Grow and Serve."*

My prayer for our church is that the Praise music be done to bring Him glory and honor and not be a performance to entertain.

**"When ministry becomes performance, than the sanctuary becomes a theater, the congregation becomes an audience, worship becomes entertainment, and the people's applause and approval become the measure of success. But when ministry is for the glory of God, His presence moves into the sanctuary, even the unsaved visitor will fall down on his face, worship God, and confess that God is among us."**

*Dr. Warren Wiersb -*

This to me is genuine worship.

*Blessings, Larry*

## Carillon Ringers

Steve Breffitt, Director

We are so fortunate to have a dedicated, enthusiastic group of handbell ringers at First Presbyterian Church, who not only enjoy rehearsing each week, but also enjoy sharing their music with others. The Carillon Ringers play once each month during worship, in addition to Christmas Eve and Easter. Last spring, the Ringers attended and participated in the Ocean City, MD festival with approximately 300 ringers. In December, the Ringers played for the residents of Millcroft Senior Living Facility.

The Carillon Ringers include numerous members of our Church, in addition to ringers who also ring for their own

Church. We are always open to new or additional ringers. You will have the opportunity to learn at your own pace, and only perform when you are confident and ready to do so. Most important – *we have fun at rehearsals*. Our ringers continue to socialize - *long after the rehearsal ends*.

The following people played with us during 2019: Dave Baker, Stephanie Birdsall, Marian Bowen, Brenda Breffitt, Lavenia Civitella, Dave Evers, Jackie Evers, Colleen Ferber, Marilyn Gennett, Rachel Gray, Joanne Hench, Dee Loux, Annette Mehan, Kristy Northrup, Carol Olson, Beth

Rush, Lynn Strawhacker, Michelle Strickler, and Vicky Wallace. Steve Breffitt is in his 7<sup>th</sup> year as "volunteer / interim" director. *Additional ringers (and Directors) are welcome!* ([sbreffitt@aol.com](mailto:sbreffitt@aol.com) 302-588-4506).



# ***Staff, Worship and Administrative Team***

## **Pastor**

**Rev. Steve Brundage**

stevebrundage@firstpresnewark.org

302-690-4552

## **Worship Team**

**Kathy Harris, Organist/Chancel Choir Director**

kathyharris@firstpresnewark.org

**Jynx Stevenson, Sunday School Music Leader**

jynxstevenson@firstpresnewark.org

**Larry Benson, Praise Team Music Leader**

larrybenson@firstpresnewark.org

**Steve Breffitt, Handbell Director**

stevebreffitt@firstpersnewark.org

**Joe Huggins, Ron Olson and Carlton Tappan, Head Ushers**

**Paula Honda, Sign Language Interpreter**

## **Administration Team**

**Cindy Rogers, Office Manager**

cindyrogers@firstpresnewark.org

**Bob Black, Treasurer**

blackre2@firstpresnewark.org

**Faithe Koser, Clerk of Session**

**Anne Lewis, Moderator Board of Deacons**

**Don Tancredi, President, Board of Trustees**

**Jim Annett, President, Westminster Management**

**Rosemarie Beron, Anne Lewis, Co-Moderators, Presbyterian Women**

## **Nursery Staff**

Kallie Shore, Megan Connell

## **Mission Co-Workers**

Argentina: Dennis & Maribel Perez Smith

South Sudan: Bob and Kristi Rice

Israel & Palestine: Doug Dicks

## **Sister Congregation**

Dinanga Presbyterian Church

Democratic Republic of Congo

**A Stephen Ministry Congregation**



