

# Grow in Faith, Unite in Love, Reach Out to Others

Shine Heifer Mission Project



Shine Advent Program



Annual Meeting | Sunday, February 4, 2024

Friendship Potluck with CF Mennonites



Megan Linsey Baptism



5th Anniversary of sharing community with the CF Mennonites



Gracie & Gabby Lee Confirmation



Esther Circle celebrates Dee Lynch's 90th Birthday



Caleb Braley & Santa



ThreeHouse Sunday



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*Grow in faith. Unite in love. Reach out to others.*



**FIRST PRESBYTERIAN**

**First Presbyterian Church, Cedar Falls, Iowa  
2023 Church Leadership**

**Pastor:**

Rev. Julie Erkel Hagee

**Elders:**

**Class of 2024**

Judy Burfeind  
Carol Dotseth  
Hope Goering  
Neal Leeper

**Class of 2025**

Tanner Barber  
Scott Connolly  
Sandra Jensen

**Class of 2026**

Jean Boller  
Cyd Grafft  
Kevin Thedens

Clerk of Session:

Judy Burfeind

**Deacons:**

**Class of 2024**

Dot Clausen  
Andrew Hagee  
Jeverna Mulligan  
Jim Zimmer  
Lanny Zimmer

**Class of 2025**

Phil Batchelder  
Margaret Clark  
Stephanie Marra  
Kristin Sjolander

**Class of 2026**

Jill Mortenson  
Jane Seeley  
Jim Seeley

Co-Chairs: Dot Clausen and Jeverna Mulligan

The church is a registered non-profit corporation in the State of Iowa and is required to have officers and a board of directors. The Session functions as the board of directors and annually elects officers who can sign legal documents and perform transactions on behalf of the church with oversight by the Presbytery.

**Officers of the Corporation for 2023/2024:**

President: Neal Leeper  
Secretary: Judy Burfeind  
Treasurer: Lee Nicholas  
Assistant Treasurer: Kevin Thedens

*Grow in faith. Unite in love. Reach out to others.*



**FIRST PRESBYTERIAN**

CLERK'S STATISTICAL REPORT FOR YEAR ENDING DECEMBER 31, 2023

Membership Reported December 31, 2022 ..... 127

Additions:

TOTAL ADDITIONS..... 0

Subtractions:

**Deaths**

Bonnie Smith 2/4

Dennis Reimer 3/27

Mike Rokes 4/25

Holger Petersen 9/11

Bob Beach 11/4..... 5

TOTAL SUBTRACTIONS..... 5

**TOTAL MEMBERSHIP as of December 31, 2023 .....122**

**Baptism – adult**

Megan Renee Linsey, 10/22

**Confirmands-not joined**

Gabriella Lee, 5/28

Gracie Lee, 5/28

**Funerals for other congregants:**

Rev. Marian “Pete” McCart 1/9

Alex “A.J.” Seeley 3/6

**2023 ANNUAL MEETING OF THE CONGREGATION AND CORPORATION  
FIRST PRESBYTERIAN CHURCH OF CEDAR FALLS  
SUNDAY JANUARY 29, 2023 AT 10:30 AM – (HELD IN CONJUNCTION WITH WORSHIP SERVICE)**

**Minutes**

**Welcome and Call to Order** with prayer by the Moderator Rev. Julie Erkel Hagee.

**Declaration of Quorum** by Kay Leeper, Pro Tem Clerk

**Motion prevailed (Jane Seeley/Eric Braley)** to approve the minutes of all congregational meetings for 2022.

**Annual Report Highlights shared:**

Community Ministries Team	Sandy Jensen
Congregational Team	Rev. Julie Erkel Hagee
Corporate Ministries Team	Neal Leeper
Deacons	Dot Clausen
Presbyterian Women	Margaret Clark

**Presentation of the Pastor's Terms of Call**

Rev. Julie Erkel Hagee appointed Neal Leeper, President of the Corporation, to moderate this item of the docket with discussion and vote.

**Motion prevailed (from Session) to accept the following 2023 Terms of Call for Rev. Julie Erkel Hagee:**  
2023 Terms of Call for Pastor Julie Erkel Hagee

BOP Effective Salary = \$71,121  
50% SECA contribution from church = \$5,406  
Presbytery Effective Salary = \$76,527

Pastor may elect to make the following adjustments/deductions from salary.

- Housing Allowance = \$24,000
- Health Care Reimbursement
- Group Term Life Insurance
- Healthcare FSA

The church pays for the following:

- Medical/Pension/Death & Disability = \$27,737
  - Dental = \$1,448
- Total: \$29,185

Travel Reimbursement = \$1800 (at IRS Rate)

Professional/Continuing Education Expense = \$2,600

Cell Phone Allowance = \$360

Continuing Education Leave = 2 weeks

Vacation = 4 weeks (4 Sundays)

Sabbatical Leave – 3 months of Sabbatical leave in the seventh year (2027) of continuous service

Total Full Year Cost to Church - \*\$110,472 *corrected total from annual report*

### **Election of Officers of the Congregation**

Nominating Committee members, Shirley Hill, chair (Session), Carolyn Stephenson, Lindsey Humpal, and Rev. Julie Erkel Hagee (ex-officio) offer the following slates to serve as ruling elders, deacons, and Nominating Committee members.

The Moderator presented the following slate of three ELDERS FOR THE CLASS OF 2026: Jean Boller, Kevin Thedens and Cyd Grafft. **Motion (Brad Jensen/Connie Herbon) prevailed to cease nominations from the floor and cast a unanimous ballot for those nominated for the office of elder class of 2026.** Their three-year term begins June 2023.

The Moderator presented the following slate of four members to the BOARD OF DEACONS CLASS OF 2026: Jill Mortenson, Jane Seeley, Jim Seeley, Sue Weinberg. **Motion (Connie Herbon/Nancy Hoppe) prevailed to cease nominations from the floor and cast a unanimous ballot for those nominated for the office of deacon class of 2026.** Their three-year term begins June 2023.

The Moderator presented the following slate of four members to the 2023 NOMINATING COMMITTEE: Eric Braley, Sue Luck, Carolyn Stephenson, and the Elder and Deacon so elected in June of 2023. **Motion (Sandy Jensen/Neal Leeper) prevailed to cease nominations from the floor and cast a unanimous ballot for those nominated to the 2023 Nominating Committee.**

**There being no further business to come before the congregation, the meeting was adjourned at 11:45 am with prayer and benediction by Rev. Julie Erkel Hagee.**

### **Benediction and Charge:**

Thanks be to God for every individual body that makes this shared body so full of wonder.

In Christ, it is declared:

Everybody is a good body.

Everybody is worthy of protection.

Everybody holds divine wisdom.

In our shared and sacred power,

we are sent to go and make it so-

to build together communities of care and justice, where everybody is cherished and safe.

Respectfully submitted,

Elder Kay Leeper, Clerk of Session Pro Tem

## PASTOR'S ANNUAL REPORT

*In response to our relationship with Jesus Christ,  
we commit to grow in faith, unite in love, and reach out in service to others.*

Grace and peace to you in our savior Jesus Christ!

First Presbyterian Church is in a time which is full of possibilities for sharing the good news of Christ with our community and I am so grateful to be discovering our faithful steps forward together. In 2023 we continued to practice openness to what God has for us in the future. As you read through this annual report, you will find how each group has worked toward the mission of growing in faith, uniting in love, and reaching out in service to others in 2023. I join them by reflecting on my year of ministry with you.

### **Growing in Faith**

One of the biggest challenges for pastors is to set aside time for personal spiritual growth outside of church activities and responsibilities. I am grateful that our denomination has recognized this challenge and provided [CREDO](#). The Board of Pensions of the Presbyterian Church (U.S.A.) sponsors CREDO conferences so that PC(USA) pastors may cultivate wholeness — their spiritual, vocational, emotional, physical, and financial well-being — to better serve the Church. I attended CREDO in Little Rock, Arkansas in November for a wonderfully formational week of plenaries, worship, and some much-needed silliness with colleagues. I was charged with reworking my “Rule of Life” centered on my identity and calling. I realized my Rule of Life lacked a very important phrase, “with the help of God and my community.” Now my Rule of Life seeks presence over productivity, play over perfection, love over fear, and curiosity over defensiveness while acknowledging that I can’t do it on my own. I need God’s help and yours. I am grateful to you all for supporting your pastor’s continued education and formation.

### **Unite in Love**

2023 held occasions to celebrate unity in our faith community. First Presbyterian is a wonderfully caring congregation, and it shows. Our Lenten reflection series, “I’ve Been Meaning to Ask”, was particularly meaningful as we gathered around tables in the dining room, shared delicious food, and deepened our relationships with guided conversation and prayer. The deacons accompanied me to homes for home communion and fellowship, allowing for deeper connections than were before possible, especially for our members who are unable to join us in person. We also continued and expanded our practice of worshiping with the Cedar Falls Mennonite congregation on multiple occasions, building our relationships and dreaming of what the future might hold.

### **Reach Out in Service to Others**

I was honored to be asked to serve a one-year term on the presbytery’s Commission on Ministry (COM). As a COM member I was able to support fellow colleagues and congregations as we welcomed new ministers, guided congregations seeking pastors, and navigated emergent situations of concern.

In addition to my presbytery activity, my connections with the wider community included developing a deeper relationship with Threehouse and the Cedar Valley Interfaith Council. The Cedar Valley PC(USA) pastors continue to be trusted colleagues as we imagine new ways to collaborate on our common call to share the love of God in our community. We successfully relaunched Sunday Suppers and look toward more joint mission projects in the future.

I am incredibly grateful to continue to serve with First Presbyterian Church and I look toward 2024 full of hope and confidence that God will continue to use us in new and creative ways to show love to each other and our neighbors.

With joy,

*Rev. Julie Erkel Hagee*



## **BOARD OF DEACONS**

Class of 2023: Louann Flaherty, Cyd Grafft, Nancy Hoppe, Darrel Wilken, Doris Wilken

Class of 2024: Dot Clausen, Andrew Hagee, Jeverna Mulligan, Jim Zimmer, Lanny Zimmer

Class of 2025: Phil Batchelder, Margaret Clark, Stephanie Marra, Kristen Sjolander

Class of 2026: Jill Mortenson, Jane Seeley, Jim Seeley, Sue Weinberg

**Purpose:** The mission of First Presbyterian Church “Grow in Faith, Unite in Love, Reach Out to Others” continually underscores the work of the Board of Deacons.

### **Homebound Ministry:**

Deacons connect with two or three homebound members. This connection is in many forms: one-on-one visits, telephone calls, written notes, remembrances of birthdays and holidays. We are always saddened with the life change or death of one of our homebound members.

### **Card Ministry:**

A Deacon takes the responsibility each month to send cards and notes of care, concern, sympathy and congratulations to congregational members and others. It is essential for church members to assist Deacons, Lynette, and Pastor Julie in letting us know of congregation and community needs.

Deacons continue to send each member of the congregation a birthday greeting in the month of their birthday.

Veterans were remembered in November with a card and note thanking them for their service to our country.

Seasonal greetings (Easter, Summer, Thanksgiving, Advent/Christmas) were sent to all of our homebound members as well as others in the congregation.

### **Children and Family Ministry Team Support:**

Deacons continue to financially support the summer Campership program. This financial support was not needed in 2023.

Deacons continue to supply the weekly treats for children in the Shine programs. Treat bags were assembled for all children who participated in the Advent/Christmas Sunday service on December 10, 2023.

### **Congregational Connections:**

Deacons continue to sponsor fellowship events for our congregation. The May Recognition Sunday meal/potluck, with Deacons assisting, was chaired by Margaret Clark. The Mennonite and First Presbyterian congregations celebrated the five-year partnership by holding a joint worship service and shared potluck meal. The Deacons were well represented in the planning and assisting in the event. In November, a “Friendsgiving” potluck meal was shared with the Mennonites. Deacons Jeverna Mulligan and Jane Seeley provided leadership for these two events. These shared events gave both congregations opportunities to enjoy fellowship, good food, and another way to know each other better.

We initiated “Second Sunday Coffee and Fellowship” for months of November, January, March, May, and July. Following worship, coffee time is held in the Narthex. Deacons volunteer to coordinate this fellowship with congregational volunteers providing treats. We are looking for congregation members to assist with this fellowship time activity.

The Board of Deacons continues to seek new ways to minister to the needs of the congregation and wider community. We are so thankful for the service of the 2023 Class of Deacons: Louann Flaherty, Cyd Grafft, Nancy Hoppe, Darrel Wilken, and Doris Wilken who found ways to serve the needs of the congregation during their term, which included many months of the pandemic.

Respectfully submitted,  
Jeverna Mulligan, Dot Clausen- Co-Moderators



## CONGREGATIONAL MINISTRIES

### Worship and Music Team

**Members Are:** David Luck-Chair, Connie Herbon-secretary and special music.

Cyd Grafft, Kirk Eastman, Philip Batchelder and Julie Rokes-communion

**First Sunday in Lent:** Was February 26, was blue tee-shirt Sunday to remind us of One Great Hour of Sharing which was March 19.

**Ash Wednesday:** Ash Wednesday was February 22, was canceled due to the weather, and the pancake supper was moved to after Sunday service, February 26, we had a good turn out and our Mennonite friends were able to join us. The kitchen fan has been repaired, we determined that electric grills work much better than the grills on the stove, we should not have any problems with the fire alarms going off, or another visit from the fire department.

**Palm Sunday:** April 2, with the children and the congregation participating in the waving of the palms.

**Lenten Reflections:** Were held on Wednesday's, March 1, 8, 22, and 29, starting with a light supper at 5:30 pm and Lenten reflection starting at 6:00 pm in the dining room.

**Holy Week:** Was a collaboration with our five Cedar Valley Presbyterian congregations. Maundy Thursday, April 6, was at Westminster Presbyterian Church, and Good Friday, April 7, was at Cedar Heights Presbyterian Church.

**Easter Sunday:** Was April 9, included a light breakfast at 9:30 am followed by an egg hunt (500 plastic eggs hidden). In the sanctuary 10 spring flowers decorated the altar.

**Camp Sunday:** Was April 30 guest speaker, Reverend Sara Sutter from Lakeshore camp at Lake Okoboji lead the service, and the 30th Anniversary Organ Celebration, was held that afternoon.

**Recognition Sunday:** May 2023 for Choir and Shine Leaders followed by a potluck, meat was provided.

**Pentecost Sunday:** Was May 28, with the rainbow colors draped from the bottom of the cross, the congregation was encouraged to wear red. Gabby and Gracie Lee were confirmed and they helped serve the cake in the narthex to celebrate the church's birthday and their confirmation.

**August 15:** Louann Flaherty had given notice of her immediate resignation as organist, due to health reasons. Phil Batchelder and Connie Herbon helped to obtain names of available organist and what churches are paying organist in our area. The personnel committee was kept up-to-date as the process moved forward.

**September 17:** Was a joint worship service with the Mennonite congregation, to recognize their five year anniversary sharing our church, followed by potluck in the dining room.

**October 8:** Our church Worshiped at the First Presbyterian Church in Waterloo to celebrate their one hundred anniversary, along with our five Cedar Valley Presbyterian congregations and join them at their catered buffet in the dining room.

**All Saints Sunday:** Was November 5, White paraments were used, two candle screens were place on each side of the chancel, the congregation was invited to light a candle in memory of members of our community of faith who have died in the past year and in memory of loved ones.

**Thanksgiving Service:** Was November 19, Margaret provided Thanksgiving décor in front of the pulpits.

**Christ the King Sunday:** Was November 26, white paraments were used, and the hanging of the greens took place after the worship service.

**First Sunday of Advent:** Was December 3, blue paraments were used, Christmas banners were placed on the south wall.

**CFY Christmas program:** Was December 10, the children and the congregation participate in the program and help sing some of the songs. Students play their solos before the benediction. Poinsettias decorated the sanctuary.

**December 24:** A Sunday morning service of carols and scriptures were held in the dining room, coffee, juice, and cinnamon rolls were served. The 4:00 pm Christmas Eve service was shared with the Mennonite congregation in the Sanctuary.

**December 31:** Morning Worship Service was held in the dining room, coffee and juice, a sweet morning pastry was served.

## **Children, Youth, and Families Ministry Team**

**Members:** Chair: Jean Boller and Kat Braley; Members: Brooke Barber, Jenny Connolly, Shirley Hill, Patti Humpal, Sue Luck

**Overall Purpose or Goals:** Our committee strives to help our children, youth, and families grow in their faith while forming meaningful connections to our church.

### **Grow In Faith:**

- **SUNDAY SHINE** sessions led by a rotating team of two teachers engaged the children through videos and activities. A Roku TV was placed in the classroom.
- **Sunday Music** during SHINE was led by Ruthellen Brooks and Lilly Kallenberger. There were periodic times for the kids to share their talents during worship.
- **Christmas Program.** Back by popular demand, another fun and interactive program during worship with participation by all, and an opportunity for children to do readings and musical offerings.

### **Unite In Love:**

- **Potlucks for the entire congregation** for SHINE Recognition Sunday and also SHINE Kickoff Sunday in the Fall.
- **Reception for Confirmation Sunday.** Gabby and Gracie Lee were presented stoles made by Sue Luck.
- **Wednesday Night Meals.** Mostly once a month during the school year, a time of fellowship for families and the congregation.
- **Easter.** Continental brunch and Easter Egg Hunt.
- **Deacon Partnership.** Kids made cards for shut-ins and Deacons provided SHINE and Christmas treats.

### **Reach Out to Others:**

- Noisy Offerings were collected. For the Souper Bowl of Caring, money and food were collected for NE Iowa Food Bank. The children in Halloween costumes collected the offering for U.N.I.C.E.F.
- **Heifer International.** The children raised money in April, which paid for a goat, bees, chicks and a water project.

## COMMUNITY MINISTRIES

**Members:** Lori Abernathy, Jenny Allen, Rhonda Braley, Brad Jensen, Sandy Jensen (Working for Justice chair), Jill Mortenson, Jeanette Mukayisire, Jan Thedens, Julie Erkel Hagee (staff), Hope Goering (chair)

**Our Purpose:** We plan and support the mission giving and hands-on mission activities of the congregation including local mission, college ministry, working for justice, peacemaking, evangelism, and outreach to visitors. Our congregational goal to become a Matthew 25 church serves as a guiding principle as we plan our work and donations.

**Summary:**

We were awarded Presbytery grants for three of our local mission projects in 2023. Projects receiving grants were Threehouse College Ministry (\$1500), Hawkeye Community College Family Literacy Program (\$1500), and Eye of the Needle (\$1500). Most of our hands-on mission work as described briefly below was in service to these three projects.

The annual Threehouse Block Party was held on the UNI campus on August 27. We provided hot dogs, buns, and backpack tags for this event. Several members of our committee attended as hosts from our church to serve and visit with students. In addition to the Presbytery grant we donated \$1500 from the Westminster Fund, \$815 from PW, and \$150 from our local mission budget to Threehouse.

We assembled 225 Be Excited About Reading (BEAR) Literacy Bags for the HCC Family Literacy Program. Kelly Heth, parent educator for the program, led a group of 20 volunteers in assembling the bags in the church dining room one September afternoon. We purchased supplies for the book kits using designated mission funds. We also donated \$815 from PW and \$3000 from our local mission budget to the Family Literacy Program in addition to the grant from the Presbytery.

In June and July, the congregation donated specific hygiene products and assembled them into kits following worship on July 23. Those hygiene kits were distributed along with clothes, shoes, and other school supplies as part of Eye of the Needle's annual back to school program. We also donated gently used coats and blankets to Eye of the Needle in the fall. Beyond the Presbytery grant we gave \$815 from PW and \$3000 from our "Soles for Souls" designated account to Eye of the Needle.

Our congregation hosted Efi Latsoudi, 2023 Presbytery International Peacemaker from Greece, when she was in the Cedar Valley in September. While here she spoke at our church as well as at Hawkeye Community College and Threehouse about her years of work with refugees in Lesbos.

The Working for Justice: Breaking Bias group has grown in faith through study and discussion and in 2023, we reached out to others to actively engage in important conversations about inequalities in the U.S.

We offered viewings and discussions of the 1619 Project six-part film series during February, March, and April. Members of our congregation, as well as the Mennonite and Cedar Heights Presbyterian congregations participated. In October, we hosted Connie Ryan, Executive Director of Interfaith Alliance of Iowa. Connie gave a presentation entitled "Civility in the Face of Political Harm" which was attended by members of our congregation, other congregations, and the public. We began White Ally Training in the fall, which will conclude in 2024.

**Total 2023 Mission Support**

<b>Designated Mission</b>	<b>\$2,364</b>
HCC Family Literacy Program-BEAR kits	1,500
Community Food Box	348
Hygiene Kits & Backpack Tags	408
Sunday Supper Technical Support	108

<b>Presbytery Grants</b>	<b>\$4,500</b>
Hawkeye Community College Family Literacy Program	1,500
Eye of the Needle	1,500
Threehouse Ecumenical College Ministry – UNI	1,500

**Expenditures from 2023 Church Budget**

<b>Unified Presbyterian Mission (Presbytery, Synod, General Assembly mission projects)</b>	<b>\$11,000</b>
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<b>Local Mission</b>	<b>\$7,900</b>
Habitat for Humanity (local housing projects)	500
Lakeshore Center (Presbyterian Camp on Okoboji)	500
Presbyterian Theological Education Fund (train future pastors)	500
Hawkeye Community College Family Literacy Program	3,000
HCC Adult Ed & Literacy Student Transportation	1,000
NE Iowa Food Bank	1,000
Sunday Suppers	1,000
ThreeHouse Campus Ministry	150
Community Food Box as needed	250

<b>Love INC (helps with emergency needs locally)</b>	<b>\$1,195</b>
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<b>Pastor's Discretionary Mission Help</b>	<b>\$500</b>
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<b>Presbyterian Per Capita</b>	<b>\$5,863</b>
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<b>Non-Budget Mission Support</b>	<b>\$16,750</b>
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PW final disbursement to Family Literacy, Eye of the Needle, and ThreeHouse (\$815 each)	2445
Soles for Souls/Eye of the Needle	3000
One Great Hour of Sharing (hunger, disaster assistance, self-help)	2210
Pentecost Offering: (\$1965)	
60% to Presbyterian programs for youth and young adults	1179
40% to local projects for children and youth (Soles for Souls)	786
Peacemaking Offering: (\$1475)	
75% to Presbyterian peacemaking projects	1106
25% to local peacemaking projects	369
Peacemaking Projects (Interfaith Speaker, MLK fundraiser)	650
Christmas Joy Offering (minority education and church worker assist.)	1830
CROP Walk for Hunger Relief	850
Presbyterian Disaster Assistance	760
Souper Bowl of Caring	279
Adopt-a-Family (families provided toys, personal items, food gift cards)	415
Heifer International (Shine Kids Mission)	470
UNICEF (Bake Sale & Noisy Offering)	<u>401</u>

<b>TOTAL DISBURSED IN 2023</b>	<b>\$ 50,072</b>
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## Community Ministries 2023



ThreeHouse Block Party



Packing hygiene kits



BEAR Family Literacy bags



BEAR Family Literacy bags



Pat King, Eye of the Needle Director & Hope Goering



Connie Ryan, Interfaith Alliance



Efi Latsoudi, Peacemaker & Pr. Julie

## **CORPORATE MINISTRIES**

### **Personnel Committee**

Jane Seeley, Kirk Eastman, Ray Burfeind, Rev. Julie Erkel Hagee – Pastor Head of Staff (ex-officio), Carol Dotseth, session liaison and Kay Leeper, moderator

The Session approved raises for salaried church staff in the 2024 budget and recommends the congregation approve a 4% raise for Pastor Julie Erkel Hagee.

As the books closed on 2023, Session approved an additional bonus check for staff in gratitude for their ongoing contributions to the ministry of our church.

The committee held personnel reviews for all staff positions. In November Seth Butler was hired as the church organist.

### **Communication Committee**

Carol Dotseth, Jill Mortenson, Mark Mortenson and Tanner Barber, moderator

The purpose of the committee is to improve communication within our church. We are working towards improving the communication between our in-person and online worshipers and uniform communication across all social media platforms.

2023 Activity Highlights:

- The communications team, with the help of Pastor Julie and Brooke Barber, have been able to get our church more active on social media.
- We are working towards getting the proper equipment for our ministry teams to utilize a hybrid setting for meetings.
- We are looking for ways to make our church more identifiable when the service is being played on CFU TV.
- Our team has asked session members to reach out to those they do not often see at worship. The goal is to keep all of our members connected with one another.

### **Properties Committee**

Jim Seeley, Gary Clark, Gary Sabey, Neal Leeper & many volunteers. Duane Dean is our church custodian.

Our Sanctuary is over 30 years old and the classrooms and office area were originally built in the 1950s, so maintenance is an ongoing process. We fix small problems before they become big problems and plan for major expenses in advance. Our goal is to make our building attractive, clean, and welcoming to all who enter. We strive to maximize the utilization of the building with those who share our ministry and mission of outreach in Christ's name to our community.

2023 Activity Highlights:

- Passed all safety and building inspections.
- Lawn mowing, leaf raking and snow shoveling by volunteers.
- Replaced the SW emergency exit door and repaired the outside handrails.
- Consolidated the roof drains at the NE door to reduce water seepage along the foundation.
- Replaced the freezer in the pantry (paid for from memorial funds).
- Jim Seeley, Gary Clark and Gary Sabey perform routine and emergency maintenance to keep the facilities in good running order.
- Obtained liability and property insurance from the Brotherhood Mutual Insurance Company.

We meet biannually with the Cedar Falls Mennonite Church officers to discuss common issues. We celebrated five years of being together in the building in September 2023.

## **Scholarship Committee**

Julie Rokes, Carol Dotseth, Tom Mulligan and Neal Leeper, moderator

Dorothy Horn Scholarships are awarded to Presbyterian women attending UNI. This year Ruthellen Brooks and Lillian Kallenberger each received a \$1000 Dorothy Horn Scholarship. The Dorothy Horn Scholarship Fund balance is \$10,780.

The church scholarship fund receives \$1000 each year from the Greg and Donna Hickman Trust. Church members may also contribute. The church scholarship is awarded to members of the church family for college or higher education expenses. This year Addison Wells is attending Wartburg College and received a \$1000 First Presbyterian Church Scholarship. The church scholarship fund balance is \$9,985.

## **Investment Committee**

Lee Nicholas, Kevin Thedens, Brad Jensen, Hope Goering and Neal Leeper, moderator

The Investment Committee's objective is to support current needs of the church while growing investments in the long term to provide support in the future. The Investment Committee invests church assets in index stock and bond funds with moderate risks versus rewards. The goal is to payout 4% of the assets annually to the church.

Several church members, who gave faithfully during their lifetimes, left a legacy to the church since their passing. The Greg and Donna Hickman Trust provides a gift to the church each year in their memory. The estates of Dorothy Horn, Ima Jean Tjepkes, James & Nancy LaRue, Barbara Darling & Barbara Yager, and Donald & Patricia Erusha are invested in the church portfolio. We remember those who have joined the Saints and are grateful for their generosity in remembering the church in their wills and estates. The Westminster Fund for campus ministry is also included in the portfolio.

The funds are invested with the Vanguard Group with a 2023 year-end balance of \$226,211, a yearly increase of 8.5%, while distributing a total of \$9000 to the following: Campus Ministry Fund (\$2000), the Horn Scholarship Fund (\$2100) and the 2024 church operating budget (\$4900).

## **Stewardship & Finance Committee**

Lee Nicholas, Kevin Thedens, Lynette Cline, Pastor Julie Erkel Hagee and Neal Leeper, moderator

Responsibilities:

- Provide financial oversight of church expenses while maintaining accountability and transparency of all church financial accounts and transactions.
- Prepare an annual financial report and budget for Session approval.
- Provide financial reports to Session and Ministry Teams prior to each Session meeting.
- Conduct an annual financial review of all church accounts.
- Conduct an annual stewardship campaign.
- Provide oversight for the Scholarship and Investment committees.

**2024 Stewardship Campaign** – We received 52 “Estimates of Giving” for a total of \$217,090 for the 2024 church operating budget. Giving by members accounts for 88% of our church's income, so member giving is essential for church operations and mission.

In addition to member giving, the Cedar Falls Mennonite Church donation accounts for 5% of our income and building use fees, trusts and investment income comprise the remainder.

**Budget & Expenses** – The church finances are divided into the following parts:

- **General Budget** – covers day-to-day expenses including staff salaries, programs, mission and building operation. At the end of the year, the General Budget had a carryover balance of \$77,059.



- **Dedicated Funds** – restricted use for specific purposes such as the Deacon’s fund, Soles for Souls, scholarships, camperships, college ministry and mission fund. The Dedicated Fund total balance is \$76,235.
- **Memorial Funds** – given in remembrance of a church member. Memorial funds are used with the approval of family members. The Memorial Fund balance is \$14,559.
- **Endowed Funds** – our church is a fiduciary for the Dorothy Horn Scholarship Fund (\$52,356) and the Westminster Fund for Campus Ministry (\$50,000). These funds are included in the investment portfolio managed by the Investment Committee.

**Financial Summary** – The church’s current financial position is secure with a cash carryover balance and bequests from estates in the investment account adding to our financial reserves. The church is debt free with no outstanding liabilities. Thanks to extraordinary giving in December, we ended 2023 with a positive budget balance of \$15,173. Because we anticipated a year-end budget surplus, in December Session voted to move \$5,000 of 2023 giving into the dedicated Mission account for 2024 spending.

We rely almost exclusively on the generous financial support from members to support the ongoing mission and ministry of our church. Thanks go to everyone for your financial support of the mission and programs of First Presbyterian Church.



Corporate Ministry Team

#### **2024 Terms of Call for Pastor Julie Erkel Hagee**

BOP Effective Salary = \$73,966  
 50% SECA contribution from church = \$5623  
 Presbytery Effective Salary = \$79,589

Note: Pastor may elect to make the following adjustments/deductions from Salary

- Housing Allowance = \$24,600
- Health Care Reimbursement
- Group Term Life Insurance
- Vision/Eyewear Insurance
- Healthcare FSA

The church pays for the following:

- Medical/Pension/Death & Disability = \$28,847
- Dental = \$1448
- Total: \$30,295

Travel Reimbursement = \$1800 (at IRS Rate)  
 Professional/Continuing Education Expense = \$2600  
 Cell Phone Allowance = \$360

Continuing Education Leave = 2 weeks  
 Vacation = 4 weeks (4 Sundays)

**Total Full Year Cost to Church = \$114,644**

Sabbatical Leave – 3 months of Sabbatical leave in the seventh year (2027) of continuous service

Account #	Account Name	2023 Budget	2023 Actual	Difference	2024 Budget	2024 Budget Difference
<b>Income</b>						
<b>General Fund Income</b>						
4.10.100	Pledges	\$203,930	\$203,295	(\$635)	\$173,390	(\$30,540)
4.10.110	Unpledged Donations	\$13,500	\$23,509	\$10,009	\$19,000	\$5,500
4.10.120	Plate Offerings	\$1,500	\$379	(\$1,121)	\$500	(\$1,000)
4.10.130	Building Usage	\$1,300	\$1,400	\$100	\$1,400	\$100
4.10.140	Per Capita by Members	\$3,321	\$2,987	(\$334)	\$3,000	(\$321)
4.10.150	Money Market Interest	\$15	\$266	\$251	\$220	\$205
4.10.160	Prepaid Pledge Income	\$22,721	\$22,721	\$0	\$43,700	\$20,979
4.10.165	Donna & Greg Hickman Trust	\$8,400	\$9,152	\$752	\$9,200	\$800
4.10.170	Facility Rental Income	\$14,400	\$14,400	\$0	\$14,400	\$0
4.10.175	Vanguard Distribution	\$4,500	\$4,500	\$0	\$4,900	\$400
	<b>Total General Fund Income</b>	<b>\$273,588</b>	<b>\$282,608</b>	<b>\$9,020</b>	<b>\$269,710</b>	<b>(\$3,878)</b>
<b>Expenses</b>						
<b>Pastoral &amp; Program Staff</b>						
5.10.105	Pastor Salary	\$47,121	\$48,736	(\$1,615)	\$49,366	\$2,245
5.10.110	Pastor Housing Allowance	\$24,000	\$24,000	\$0	\$24,600	\$600
5.10.115	Pastor SECA	\$5,407	\$5,407	\$0	\$5,621	\$214
	Pastor Pension/Major		\$27,879			
5.10.120	Medical	\$27,737		(\$142)	\$29,401	\$1,664
5.10.125	Pastor Health/Dental	\$1,448	\$1,448	\$0	\$1,448	(\$0)
5.10.127	Pastor Cell Phone Allowance	\$360	\$330	\$30	\$360	\$0
5.10.130	Pastor Travel Allowance	\$1,800	\$1,564	\$236	\$1,800	\$0
	Pastor Continuing Ed/Prof		\$2,358			
5.10.135	Exp	\$2,600		\$242	\$2,600	\$0
5.10.140	Pulpit Supply & Support	\$1,500	\$958	\$542	\$1,200	(\$300)
	<b>Total Pastoral &amp; Program Staff</b>	<b>\$111,973</b>	<b>\$112,680</b>	<b>(\$707)</b>	<b>\$116,396</b>	<b>\$4,423</b>
<b>Administration</b>						
5.10.205	Office Administrator Salary	\$32,381	\$33,881	(\$1,500)	\$32,674	\$293
5.10.210	Office Admin. Cafeteria Benefits	\$9,751	\$11,143	(\$1,392)	\$11,143	\$1,392
5.10.215	Short/Long Term Disability	\$426	\$426	\$0	\$426	(\$0)
5.10.217	FICA-Administrator	\$2,477	\$2,592	(\$115)	\$2,500	\$23
5.10.220	FICA-Other Staff	\$2,032	\$1,382	\$650	\$1,376	(\$656)
5.10.230	Bank Fees	\$360	\$425	(\$65)	\$360	\$0
5.10.235	Brokerage Fees	\$200	\$0	\$200	\$0	(\$200)
5.10.240	Office Supplies	\$750	\$721	\$29	\$750	\$0
5.10.245	Postage	\$1,000	\$4	\$996	\$700	(\$300)
5.10.250	Project Supplies	\$450	\$458	(\$8)	\$450	\$0
5.10.255	Copy Machine	\$1,000	\$1,051	(\$51)	\$1,000	\$0
5.10.260	Telephone	\$1,500	\$1,528	(\$28)	\$1,500	\$0
5.10.263	Internet & Website	\$1,300	\$1,354	(\$54)	\$1,300	\$0
5.10.265	Computers & Software	\$1,500	\$951	\$549	\$900	(\$600)
	<b>Total Administration</b>	<b>\$55,127</b>	<b>\$55,916</b>	<b>(\$789)</b>	<b>\$55,079</b>	<b>(\$48)</b>

**Community Ministries Team****College Ministry**

5.10.310 College Ministry Program  
Total College Ministry

**Evangelism/Outreach**

5.10.330	Evangelism/Outreach	\$650	\$717	(\$67)	\$700	\$50
	Communications	\$0	\$0	\$0	\$375	\$375
	<b>Total Evangelism/Outreach</b>	<b>\$650</b>	<b>\$717</b>	<b>(\$67)</b>	<b>\$1,075</b>	<b>\$425</b>

**Mission**

5.10.335	Per Capita Assessment	\$5,863	\$5,863	\$0	\$5,500	(\$363)
5.10.340	Unified Presbyterian Mission	\$11,000	\$11,000	\$0	\$11,000	\$0
5.10.345	Local Mission	\$7,900	\$12,900	(\$5,000)	\$7,900	\$0
5.10.347	Love INC	\$1,200	\$1,194	\$6	\$1,200	\$0
	Pastor's Discretionary		\$441			
5.10.350	Mission	\$500		\$59	\$500	\$0
	<b>Total Mission</b>	<b>\$26,463</b>	<b>\$31,263</b>	<b>(\$4,800)</b>	<b>\$26,100</b>	<b>(\$363)</b>
	<b>Total Community Ministries</b>	<b>\$27,113</b>	<b>\$31,981</b>	<b>(\$4,868)</b>	<b>\$27,175</b>	<b>\$62</b>

**Congregational Ministries Team****Worship & Music**

5.10.405	Worship & Music	\$800	\$654	\$146	\$800	\$0
5.10.407	Licensing & Vimeo	\$760	\$788	(\$28)	\$800	\$40
5.10.408	Organ-Piano Tuning	\$1,250	\$675	\$575	\$1,250	\$0
5.10.410	Organist/Praise Band	\$7,820	\$5,025	\$2,795	\$6,000	(\$1,820)
5.10.415	Substitute Organist	\$600	\$1,750	(\$1,150)	\$600	\$0
5.10.420	Chancel Choir Director		\$0	\$0	\$0	\$0
5.10.430	Child Care	\$1,040	\$500	\$540	\$0	(\$1,040)
5.10.435	Student Musicians	\$4,000	\$4,002	(\$2)	\$4,000	\$0
5.10.443	Student Players_Band		\$450	(\$450)	\$0	\$0
5.10.445	Children's Choir Director	\$975	\$668	\$307	\$550	(\$425)
5.10.455	Choir Accompanist		\$0	\$0	\$0	\$0
	<b>Total Worship &amp; Music</b>	<b>\$17,245</b>	<b>\$14,511</b>	<b>\$2,734</b>	<b>\$14,000</b>	<b>(\$3,245)</b>

**Youth Ministries**

	Youth -Fellowship & Curriculum		\$236			
5.10.460	Camp & Conference	\$0		(\$236)	\$300	\$300
5.10.500	Scholarships	\$0		\$0	\$0	\$0
	<b>Total Youth Ministries</b>	<b>\$0</b>	<b>\$236</b>	<b>(\$236)</b>	<b>\$300</b>	<b>\$300</b>

**Children's Ministries**

5.10.465	Virtual Shine Coordinator	\$2,500	\$1,545	\$955	\$1,700	(\$800)
	Children's Ministries-		\$157			
5.10.470	Curriculum	\$400		\$243	\$200	(\$200)
5.10.475	Vacation Bible School	\$250	\$0	\$250	\$0	(\$250)
5.10.480	Children's Outreach & Fellowship	\$200	\$55	\$145	\$200	\$0

5.10.485	Media, Library, Supplies, Awards	\$350	\$182	\$168	\$150	(\$200)
	<b>Total Children's Ministries</b>	<b>\$3,700</b>	<b>\$1,939</b>	<b>\$1,761</b>	<b>\$2,250</b>	<b>(\$1,450)</b>
	<b>Congregational Fellowship</b>					
5.10.490	Congregational Fellowship	\$500	\$239	\$261	\$250	(\$250)
5.10.493	Kitchen Supplies	\$200	\$347	(\$147)	\$350	\$150
	<b>Total Congregational Fellowship</b>	<b>\$700</b>	<b>\$586</b>	<b>\$114</b>	<b>\$600</b>	<b>(\$100)</b>
	<b>Adult Education</b>					
5.10.495	Adult Education	\$100	\$0	\$100	\$100	\$0
5.10.497	Leadership Training	\$100	\$93	\$7	\$100	\$0
	<b>Total Adult Education</b>	<b>\$200</b>	<b>\$93</b>	<b>\$107</b>	<b>\$200</b>	<b>\$0</b>
	<b>Total Congregational Ministries</b>	<b>\$21,845</b>	<b>\$17,364</b>	<b>\$4,481</b>	<b>\$17,350</b>	<b>(\$4,495)</b>
	<b>Corporate Ministries</b>					
	<b>Properties</b>					
5.10.605	Custodian	\$5,824	\$5,624	\$200	\$5,742	(\$82)
5.10.610	Utilities	\$16,000	\$13,716	\$2,284	\$15,000	(\$1,000)
5.10.615	Insurance	\$9,000	\$11,589	(\$2,589)	\$12,120	\$3,120
5.10.620	Maintenance/Repairs	\$3,500	\$2,707	\$793	\$3,000	(\$500)
5.10.623	Inspections	\$4,250	\$3,855	\$395	\$4,000	(\$250)
5.10.625	Lawn Care/Snow Removal	\$5,000	\$3,811	\$1,189	\$5,000	\$0
5.10.630	Custodial Supplies	\$750	\$530	\$220	\$550	(\$200)
5.10.635	Capital Improvements	\$8,000	\$7,400	\$600	\$8,000	\$0
	<b>Total Properties</b>	<b>\$52,324</b>	<b>\$49,231</b>	<b>\$3,093</b>	<b>\$53,412</b>	<b>\$1,088</b>
	<b>Finance &amp; Stewardship</b>					
5.10.650	Electronic Transfer Fees	\$60	\$98	(\$38)	\$85	\$25
5.10.670	Stewardship	\$100	\$30	\$70	\$40	(\$60)
	<b>Total Finance &amp; Stewardship</b>	<b>\$160</b>	<b>\$128</b>	<b>\$32</b>	<b>\$125</b>	<b>(\$35)</b>
	<b>Total Corporate Ministries</b>	<b>\$52,484</b>	<b>\$49,359</b>	<b>\$3,125</b>	<b>\$53,537</b>	<b>\$1,053</b>
	<b>Total Expenses</b>	<b>\$268,542</b>	<b>\$267,300</b>	<b>\$1,242</b>	<b>\$269,537</b>	<b>\$995</b>
	<b>Income minus Expense</b>	<b>\$5,046</b>	<b>\$15,173</b>		<b>\$173</b>	

**\*Some amounts rounded to the nearest dollar**

<b>ACCOUNT</b>	<b>PURPOSE</b>	<b>BEGINNING BALANCE</b>	<b>RECEIPTS</b>	<b>EXPENSES</b>	<b>ENDING BALANCE</b>	
<b><u>GENERAL</u></b>		61,750	282,608	267,300	77,058	
<b><u>Investments</u></b>						
D. Horn Endowment	Scholarships	52,356	0	0	52,356	**Interest to Horn scholarship
Westminster Endowment	College Ministry	50,000	0	0	50,000	**Interest to campus ministry
Vanguard Investment	General Fund after Horn & West.	106,049	0	0	123,854	Market valuation - **Disbursements in Jan & Dec. 2023
<b><u>Dedicated</u></b>						
Camp Scholarships		4040	75	1050	3065	Kids to Lakeshore Ctr.
College Ministry	programming	1101	6315	3895	3521	Vanguard, Grant, PW
Computer Technology	Tech needs	4267	1000	1506	3761	Sanctuary projector, wifi adapter
CYF Leader	Funding pay for CYF Staff	7500	0	0	7500	From excess 2022 monies
D. Horn Interest	UNI Scholarships	8580	4200	2000	10,780	Ruthellen Brooks Lilly Kallenberger
Deacons		1670	575	292	1953	Greeting & Christmas cards, postage
Decorations-Sanctuary		654	595	300	949	Holiday flowers
Meals/Recep	Funeral and other meals	1554	1537	440	2651	Funerals, Wednesday Suppers
Mission Designated	Mission with other churches, or big projects	8871	6400	3678	11,593	Includes PW & FPC-Waterloo Pass throughs
Properties Designated	Building needs	7529	1275	0	8804	donation
FPC Scholarship		9985	1000	1000	9985	Addison Wells
Soles/Souls	Children	4465	2886	4500	2851	Eye of the Needle Services kids clothes
<b><u>MEMORIAL</u></b>						
*Violet Lund, Brad Branch, Bonnie Smith						
<b>Dorothy Lakin</b>		44	0	44	0	Funeral service tablecloths
<b>Richard Lynch</b>		815	0	90	725	Choir music
<b>Mike Rokes</b>		0	1555	214	1341	Replaced communion pitcher
<b>*Miscellaneous</b>		66	50	43	72	Small tablecloths

## NOMINATING COMMITTEE REPORT

**Members:** Hope Goering (elder), Margaret Clark (deacon), Sue Luck, Carolyn Stephenson, Eric Braley

The committee is tasked with finding congregation members to fill positions for three elders, four deacons, and three 2024 nominating committee members from the congregation at large. The committee met three times -- October 28, December 11, and January 3.

Our slate of nominees to date includes:

- Ray Burfeind for Elder
- Kirk and Sue Eastman, Janet Reimer, Connie Herbon for Deacon
- Greg Dotseth, Jo Moon, Jim Zimmer for the 2024 Nominating Committee

There were no monetary expenditures by the committee.

Respectfully submitted,  
Hope Goering, moderator

## PRESBYTERIAN WOMEN

The Presbyterian Women of First Presbyterian Church-Cedar Falls made the decision to disband as an organization based on the needs of its members. A time of fellowship was held in the dining room on May 10, 2023 to reminisce about the long years of togetherness and service that our PW gave to the church.

The two circles, Esther and Sarah, will continue to meet as independent study groups from September to May. Esther Circle meets at 1:00 pm on the first Thursday of the month, and Sarah at 9:30 am on the first Saturday of the month. Any changes to the schedule are posted in the church newsletter.

Any woman of the congregation who wishes to join one of these Bible studies is heartily encouraged to attend!

*2024 Jan 18 Annual report of Cedar Falls 1st Presbyterian Church Women's association, treasurer.*

As of 31 May 2023, the Cedar Falls Presbyterian Church Women's association has disbanded.

We closed out the Veridian checking account on 31 Mar 2023 by writing the following checks on the 17<sup>th</sup> of March 2023 by writing these checks:

1. Cedar Falls 1<sup>st</sup> Presbyterian Church for the Eye of the Needle \$ 815.00
2. Cedar Falls 1<sup>st</sup> Presbyterian Church for the Three House \$ 815.00
3. Cedar Falls 1<sup>st</sup> Presbyterian Church for the Family Literacy \$ 815.00

Thank you for the support this congregation has given us for so many years.  
Jeverna Mulligan  
Treasurer