

2016 Annual Report
Cedar Heights Community
Presbyterian Church
Cedar Falls, IA



+ Cedar Heights Community Presbyterian Church +
Annual Congregational Meeting Agenda
January 29, 2017 – 11:00 a.m.

MODERATOR: *Call to order*

Pastor: We stand on the threshold of a good past and a greater future

People: for all and everything is in God’s hands.

Pastor: We close a good year and an even more exciting year beckons us ~

People: a year calling us into God’s glorious future ~

Pastor: a future which invite us to live the dream

People: to live into God’s dream for our congregation

Pastor: “We know that all things work together for good for those who love God,

People: for those who are called according to God’s purpose.”

NECROLOGY REPORT AND MEMORIAL PRAYER

Ruth Downs - February 22, 2016

Miriam Rodby - May 13, 2016

Jim Hart - October 17, 2016

HYMN 326 (first verse) “*For All the Saints*”

MINUTES

Lee VerMulm, Clerk of Session

2016 REVIEW

Financial Report

Bob Cooper, Treasurer
Stewardship Committee

Pastor’s Report

Dave Kivett, Pastor

ACTION ITEMS

Review / Approve Changes in Pastors Terms of Call

Don Gottschalk, Personnel

2017 PREVIEW

Mission Possible Committee

Dan Walther, chair

NEW AND UNFINISHED BUSINESS

ADJOURNMENT

***CHARGE AND BENEDICTION**

***CLOSING VOLUNTARY**

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CHURCH OFFICERS - 2017

SESSION

CLASS OF 2017

Ann Andreasen
Jacob Baber
Martha Caster
Julie Rathmell
Judy Stiers
Ryan Westhoff

CLASS OF 2018

Eric Brodahl
Kenneth Elgersma
Patty Foster
Don Gottschalk
Shelly Mallin

CLASS OF 2019

Barb Dowd
Ingrid Heinen
Willard Jenkins
Sue Loy
Lee VerMulm

CLERK OF SESSION: Lee VerMulm

CHURCH TREASURER: Eric Brodahl

BOARD OF DEACONS

CLASS OF 2017

Adam Butler
Holly Crandall
Polly Eide
Tracy Faaberg
Lesley Johnson
Marian Larson

CLASS OF 2018

Bonnie Anderson
Cassie Beal
Scott Goodenbour
Tracy Goossen
John Hall
Liz Miller

TRIBUTE, MEMORIAL & ENDOWMENT

Judy Benson
Eric Brodahl
Gail Carter
Greg Dietz
Craig Foster
Jerry Larson
Nate Northey
Ed Rathmell
Stacy Van Gorp

NOMINATING COMMITTEE

Ann Andreasen
Jacob Baber
Jill Brodahl
Polly Eide
Kay Jenkins
Tim Klatt
Hazel VerMulm

MISSION POSSIBLE COMMITTEE

Jill Brodahl
Sally Goodenbour
Kris Hansen
Laurel Northey
Dan Walther

MEMBERSHIP STATISTICS

Members Reported to Presbytery on January 1, 2016 393

Members Received in 2016:

By Profession of Faith	0	
By Reaffirmation of Faith	0	
By Certificate of Transfer	6	
By Affiliation	0	
Other	0	
		<u>+6</u>

Members Removed in 2016:

By Certificate of Transfer	6	
Dropped from rolls	1	
Deaths	3	
		<u>-10</u>

Members Reported to Presbytery on December 31, 2016 389

Baptisms:

Infants	4
Children	0
<u>Adults</u>	<u>0</u>
	4

CLERK OF SESSION

This report is a summary of the Session minutes for the year 2016. Complete minutes of each monthly meeting are available in the Church office. All meetings were opened and closed with prayer led by the moderator. Financial and treasurer's reports were given at each meeting. Committees reported monthly as necessary.

January 14

Membership: 392. Neysa Klepfer was removed from the rolls per her request. Three changes to the by-laws were discussed that will come before the congregation at the end of January. A grant was received from the Presbytery to offset costs of the New Beginnings survey and program. Gail Carter and Ed Rathmell will be recommended as members of the Tribute, Memorial and Endowment committee at the congregational meeting. Motion approved to have one worship service at 10 a.m. from Memorial Day to Labor Day this summer.

January 31 Congregational Meeting. By-laws 14 and 19 were approved for a change in wording. Upon receiving information about the strategic planning committee this by-law 20 was deleted. Gail Carter and Ed Rathmell were approved for the Tribute, Memorial and Endowment Committee. Information was received and approved by the congregation for the salary and benefits for Pastor Kivett. Membership and Growth committee provided a luncheon after the meeting.

February 18

Membership: 392. Mark and Jill Bjorklund requested transfer to Holy Trinity Lutheran Church in Ankeny, Ia. Moderator Kivett is participating with the Interfaith community group. The Education committee informed Session of Will Larson resignation. The APNC (Associate Pastor Nominating Committee) is interviewing candidates. Training for serving communion will be held next month.

April 21

Membership 389. Ruth Downs joined the Church Triumphant. Moderator Kivett discussed the initial start of the New Beginnings in April. John Harris, member of the APNC, reviewed the interview and selection process for an associate pastor and informed Session of a pastoral call made to John "Johnny" Janssen. The candidate will be with us on Sunday, May 15th. The motion was made to have one service on May 15th with a congregational meeting following the service. Motion approved. Lemonade on the lawn will be held every Sunday beginning in June. Time and Talents will be hosted by the Stewardship Committee on My 22nd.

May 15 Congregational Meeting

With a quorum present, a voice vote approved the call of John Janssen to our church as associate pastor. Printed ballots were handed outlining the pertinent information for his salary and benefits. The ballots were gathered and counted showing a large approval of the terms of his employment. John joined the congregation to a round of standing applause.

May 19

Membership: 388 Miriam A. Rodby joined the Church Triumphant. Adam Butler volunteered to return to be a Deacon; his willingness to help was approved. Lesley Johnson is the chair of the Deacons. The ice

cream social monies will be donated to the Sunday Supper program. Buildings and Grounds are beginning a new patio with donated materials. July 10th will be the VBS Sunday.

June 16

Membership: 388 The Centennial committee reviewed the various activities planned for the last weekend of October. A “cut and press” day June 22nd is set by the Outreach committee to begin the 100 layette kits being made. Monday, June 20th Johnny Jansen will meet with the Presbytery members in Ackley. Pastor Kivett, Bob Cooper and Connie Alderks will attend the meeting in support of his approval in our Presbytery. Ordination will be celebrated August 28. Members of Session approved the annual no July Session meeting for next month.

June 19 Congregational Meeting

A quorum of members was present. A slate of individuals for the nominating committee to fill the elder and deacon positions for 2017. The nominating committee members approved were Ann Andreasen, Jacob Baber, Polly Eide, Jill Brodahl, Lori Harris, Kay Jenkins and Hazel VerMulm.

August 18

Membership 387 Evie Guyer requested a transfer to Rock Prairie Presbyterian Church, Janesville, WI. Moderator Dave shared information from his trip to Israel that he took as part of the Macedonian Ministers group. Sunday School will begin September 11th. A bible study will begin in the fall called “The Grand Sweep Bible Study” led by Pastor Dave. Other program dates beginning soon were given. Information was presented by the personnel committee on staff salaries in the area. A motion was made and approved to implement a 3% raise to all staff that have been here for a full year, with the raise beginning in Jan. 2017. Motion approved.

August 28 Special Session

Membership 393 Six new members were welcomed to our church. Letters of transfer from various churches were presented by the individuals. The new members are Andrew J. and Joan F. Ackerman (McDonald), Mark G. and Lisa K. Lane (Lohnes), Megan K. Lane, and Donald J. Lohnes. All new members were introduced during the worship service.

September 22

Membership 393. An update was given the work accomplished with the New Beginnings program and the upcoming Centennial celebration. The Interfaith Council is encouraging churches to pray for the leaders—from community to the national elections. A prayer vigil will be held the Sunday night after the November elections. A motion was made and passed to return a two hundred dollar check to the Presbytery to assist in helping pay down debt. A preliminary budget was presented by the Stewardship committee. A voice vote by Session approved the budget as presented. A recommendation from the Stewardship committee to consider choir section leaders as part-time employees so their pay would be taxed throughout the year; recommendation approved. Officer training for new deacons and elders set for December 4th.

September 25 Congregational Meeting

The slate of new elders and deacons was approved. Elders were Ingrid Heinen, Willard Jenkins, Barb Dowd, Sue Loy, Lee VerMulm and Ryan Westhoff. The church members who will serve as deacons are Bonnie Anderson, Cassie Beal, Scott Goodenbour, Tracy Goossen, John Hall, and Liz Miller (1 year)

October 20

Membership 391. A transfer to Unity Presbyterian for Harvey Ulfers was approved. Jim Hart was received into the Church Triumphant. Judy Thomas withdrew her name as deacon. Liz Miller will serve a two year term and Lesley Johnson for one year. A calendar for the remainder of the year was handed out. November 20th at 1 p.m. was added as a decoration time for Christmas. The Membership and Growth committee is purchasing a new TV for use in the Commons. Buildings and Grounds are purchasing new equipment and rearranging the visual equipment and screens so people participating in worship may follow along with a screen on the back wall. New purchases and changes in the sanctuary were approved.

November 17

Membership: 389. Brad and Jill Kinsinger requested a transfer to the American Lutheran Church in La Porte City. Transfer approved. The Outreach committee reported that two students who have received our scholarships for education have graduated. Gail Carter and Judy Benson were recommended for the TME class of 2019. Motion passed.

December 4 Joint Meeting of Deacons and Elders

Membership 389. During the luncheon new deacons and elders shared and reviewed their stories of faith and how they will serve the congregation. Lee VerMulm was elected as clerk of session and Eric Brodahl as the treasurer.

Respectfully given,
Connie Aalderks, Clerk of Session

**Cedar Heights Community Presbyterian Church
Congregational Meeting
January 31, 2016 - Sanctuary**

A quorum of congregational members was present when Moderator Dave Kivett called the meeting to order at 10:54 a.m.

The call to order began with a responsive reading and prayer as the necrology and memorial report was reviewed in the annual report.

“For All the Saints” was sung, followed by a review of the financial report (given by Josh Beal and Bob Cooper). Rev. Kivett shared information from his report. He expressed gratitude for the blended services in the summer. Pastor Dave read a report from Pastor Eric Sunderland who had accepted a calling to a church in Colorado during the 2015 year. “A Mighty Fortress is our God” was sung and Pastor Dave emphasized how our church is rooted in God’s Word. To celebrate the past year the entire congregation was encouraged to make paper airplanes and fly them. Much laughter and joy was shared - Flying paper airplanes in the sanctuary was a first!

Action items were then proposed by Pastor Kivett. Three changes in the by-laws were reviewed. Moderator Kivett spoke to by-laws 14 and 20. Gail Carter shared information on changing by-law 19.

By-law 14 had a recommended change in wording.

14. The congregation may by vote in a congregational meeting choose To elect one or more persons under 18 years of age to the office of elder or deacon, to serve on the Session or the Board or Deacons for a term of one, ~~two, or three~~ years. **That person may be reelected for a second term.** All other factors of election, ordination, and service shall apply to such elders or deacons.

By-law 19 had a recommended change in wording.

19. The Tribute, Memorial and Endowment Committee shall consist of eight members, including six elected members. Each elected member of the Committee shall be appointed for a three-year term on a rotating basis. No member shall serve more than three terms consecutively. In addition to the elected members, the current CHCPC Treasurer and the Pastor (or Associate Pastor) shall be members of the Committee. Other non-voting members maybe recruited to provide counsel and continuity. At the expiration of the term of an elected member or whenever a vacancy occurs, the Committee in consultation with the Pastor (or Associate Pastor) shall propose to the Session, or its Nominating Committee, the name(s) of a person(s) to fill the vacancy. Upon approval by the ~~Session or its Nominating Committee~~ **and election by the Session**, the name(s) shall be submitted to the Congregation ~~for ratification~~ for information at the Congregational Meeting called for the purpose of electing Church Officers.

By-law 20 was recommended to be deleted, eliminating the standing committee.

~~20. The Strategic Planning Committee has responsibility for formulation of goals and objectives for the church and other strategic planning project as directed by the session. The committee shall periodically report to session~~

~~on their progress toward completing assigned strategic planning projects and may forward suggestions for additions and revisions to goals and objective for session's consideration. The committee is composed of at least six (6) active members of this congregation. Annually, one member of this committee shall be designated by and from the session, this person shall be named by the session as chair of the Strategic Planning Committee. Also, annually one member of this committee shall be designated by and from the Board of Deacons. The remaining four members shall be nominated by the nominating and elected at the annual congregational meeting. These four elected members shall be active members and shall not by active members of the session or the board of deacons. Members of this committee elected by the congregation shall serve a term of three years and until their successors are elected.~~

A call for approval of the changes was made. Bob Cooper made the motion to approve by-law changes as explained, with Kris Hansen seconding the motion. The congregation approved the by-law changes by voice vote.

Pastor Kivett dismissed himself to his office as the congregation reviewed and discussed changes to the pastor's terms of call. Don Gottschalk, personnel committee, led the discussion. Art Cox made a motion to approve the personnel's recommendations; Tim Klatt seconded the motion. Voice vote approval was given to the recommendations. Approval continued with applause as Pastor Dave returned to the meeting.

Kim Abbas, chair of the APNC, updated the congregation on the work of the committee in the search for an associate pastor. The congregation expressed thanks for their work.

Kris Hansen, chair of the Mission Possible Committee, shared information on their work with the mission statement which has expanded to include external and internal interests of the congregation. Discussion notes were placed on the luncheon tables for everyone's use (lunch followed the meeting). Also, the committee has approval from session to join the New Beginnings project, sharing the expense with First Presbyterian, Cedar Falls. This work will begin in late March/early April.

With a rousing amen the meeting was adjourned at 11:38 a.m. Pastor Dave led the congregation in a charge for the future and benediction.

Respectfully submitted,
Connie Aalderks, Clerk of Session

**Cedar Heights Community Presbyterian Church
Congregational Meeting in Sanctuary
May 15, 2016
11:17-11:28 a.m.**

Moderator Dave Kivett called the congregational meeting to order, stating that a quorum was present. The purpose of the meeting was to vote on the acceptance of Johnny Janssen as an associate pastor with the salary and benefits recommended.

Kim Abbas, a member of the Associate Pastor Nominating Committee reviewed the process by which Johnny was called to our church. A thanks to all APNC members was expressed. Kim Abbas made the motion to accept Johnny as associate pastor with the salary/benefits set forth on the ballots; Jerry Purcell seconded the motion.

Printed ballots were handed out to all congregational members outlining the pertinent information and a yes/no vote for acceptance. Ballots were gathered and counted.

Spirited songs were led by music director Sue Feltman as we waited for the ballot count. The ballot count approved Johnny Janssen as our new associate pastor with a 101 yes and 2 no votes.

Johnny was escorted back into the sanctuary with standing applause. Pastor Dave asked Johnny to give the charge and benediction. All were invited to a reception in Fellowship Hall.

Respectfully Submitted,

Connie Aalderks, Clerk of Session

**Cedar Heights Community Presbyterian Church
Congregational Meeting
Sunday, June 19, 2016
Sanctuary**

Moderator David Kivett called the congregational meeting to order at 10:04 a.m. after establishing that a quorum of members was present. A prayer by Pastor Dave began the meeting. Ann Andreasen, elder, came to the podium, and introduced the slate of individuals that have agreed to serve on the nominating committee. The slate was Ann Andreasen, Elder, Co-Chair; Jacob Baber, Elder, Co-Chair; Polly Eide, Deacon Nominee; Members-at-large: Jill Brodahl, Lori Harris, Kay Jenkins, Tim Klatt, Hazel VerMulm.

The moderator asked for any other nominees from the floor. Hearing none given, a motion was requested to approve the announced slate of members for the nominating committee. Sharon Porter made the motion, and Karen Wagner seconded. A voice vote by the congregation approved the motion. Upon the approval, the meeting was ended at 10:07 a.m.

Respectfully submitted,

Connie Aalderks, Clerk of Session

Cedar Heights Community Presbyterian Church
Congregational Meeting---Church Sanctuary
September 25, 2016 9:52-suspended at 9:58
Reopened 11:48-11:55

Moderator Dave Kivett opened the congregational meeting by recognizing that a quorum was present in the sanctuary. Ann Andreasen read the slate of elders and deacons being put forth for the 2017 year.

The members included:

SESSION	DEACONS
Ingrid Heinen—Christian Education	Bonnie Anderson
Willard Jenkins—Finance	Cassie Beal
Bard Dowd & Sue Loy—Outreach	Scott Goodenbour
Lee VerMulm—Worship	Tracy Goossen
Ryan Westhoff—Youth Representative	John Hall
	Liz Miller (1 year)
	Judy Thomas

At the nine o'clock services there were no additions named from the floor. Art Cox made the motion to accept the slate of members as presented; Ed Rathmell seconded the motion. The congregation voiced approval. The meeting was suspended until 11:48 a.m.

At the eleven o'clock service Jacob Baber read the list of individuals for the congregation. The moderator called for any nominations from the floor. None were given. Dan Walther made the motion to accept the individuals as presented; Josh Beal seconded the motion. The approval was given by the congregation in a resounding "yea". The meeting was ended at 11:55 with the benediction.

Respectfully submitted,

Connie Aalderks,
Clerk of Session

PASTOR'S ANNUAL REPORT

When I count my many blessings, one is the opportunity to share in ministry with you. That was especially true as we celebrated 100 years on ministry. Wow! We celebrated throughout the year with a monthly feature chronicling our history each decade. Barb Dowd did a great job putting that together. And we celebrated with a wonderful birthday Centennial Celebration featuring eight of our pastors, including six previous pastors. One of the things that stood out to me with our Centennial was watching the pastors walk out at the end of our worship. There were eight of us total – four pairs of two pastors who worked together (Bob Roof and Fred Halde, Cathy Young and Jim Guyer, Shelly White Wood and Eric Sunderland, me and Johnny). Jesus sent the disciples out to share the gospel and to heal in pairs. I am thankful CHCPC has followed that biblical model and am excited to have Johnny here.

We have spent a good bit of time putting together our team – calling Johnny through the good work in good time of the APNC and hiring Randy Darst to follow and build on the good work done by Judy Stiers as our Communication Coordinator. We have also been diligent to weave together the many and varied talents of such a great staff team with mini planning retreats and regular meetings. One of the primary responsibilities of a pastor in a church of our size is nurturing and supporting our leaders – staff, session and deacons. I am enthusiastic about that teamwork and committed to building on the firm foundation that we are blessed to have.

Our ministry together has been a continuation of the good God has been doing here for a century and a handful of new beginnings. 100 years and still running! Much of my ministry with you is the same as it always has been and always will be – worship, nurture, care and service.

Worship – Our chief end is to glorify and enjoy God forever!

Regular worship leadership with a wonderful staff and music ministry

A full summer of worship together at 10:00 (two styles, one service, one people)

Nurture – This includes Wednesday nights, Sunday mornings and everything in between.

A two year-long (with breaks) walk through bible we continued this year

Pondering over Pizza conversations and a workshop on Children and Communion

Care – A ministry of presence, especially in times of need and transition.

Hospital visits, home visits, lunch get-togethers

Lots of good food and fellowship including our 50th Ice Cream Social

Service – We are more than a place for everyone. We are a people for everyone ... on the go.

Started our Sunday Supper community meal with other PCUSA churches

We are serving @ 120 - 130 people good food and fellowship each week

A special birthday project with 100 layettes for expectant mothers in Nicaragua.

We also spent quality time listening for the Holy Spirit by listening to one another. The Mission Possible Committee has been leading this conversation using the “New Beginnings” program offered by the PCUSA. That effort carries over to the new year as we put together concrete plans on how we might best love God and love neighbor. I’m thinking something about making this “Place for Everyone” available in some kind of ‘to go’ packaging so we can share news so good no church’s walls can contain it. I thank God for you and for calling us to ministry together. I am excited to see how the Spirit leads us following Jesus Christ who is very much living large and on the loose.



ASSOCIATE PASTOR'S ANNUAL REPORT

Church family,

One of the aspects that most attracted me to Cedar Heights Community Presbyterian Church and accepting God's call to it was the APNC's belief that this position would be ripe for learning and experience. To be specific, the committee even designated this place as a "learning church," meaning that they have witnessed this church prepare and launch ministers toward the rest of their careers.

To say that I am grateful for this call would be a gross understatement. With every passing week, I have felt affirmation from both God and this amazing community, filled with so much grace and love and understanding. Since July of last year, I have already learned a great deal about being a leader, particularly with respect to administration, task delegation, working/planning with others in the long term, and the need to adjust/accommodate the way I do things in terms of compromise.

I have learned a great deal about what I'm good at and what I need to work on and grow into. Along the same lines, I've learned what I'm comfortable with and how I should intentionally take steps outside my comfort zone in order to grow (less manuscript usage, for example). I would like to offer a very special word of thanks to the staff of this church, as well as to those on the various committees I've been a part of including the Board of Deacons for their patience with me as I continue to gain experience with the many items not addressed in the typical seminary coursework: budgeting, church administration, PR and promotions, moderating meetings, etc.

The latter half of 2016 has seen many firsts for me, and I expect 2017 to hold even more. And the people of this community have made these firsts much easier for me to experience in terms of transition. The junior and senior high youth have been absolutely wonderful, both in terms of accepting me as their leader and their willingness to participate in whatever we are doing. I have had no shortage of adult volunteers and enthusiasm, which speaks volumes about this place.

Whether it has been the weekly prayer group meetings, the Friday morning men's Bible study, monthly session and "Kirk at Work" meetings, Wednesday nights at Cedar Heights, youth retreats to Montreat and the Great Escape, VBS, or anything else, it has been the people (the Body) helping me that have made these events successful and meaningful. I have confidence that the "New Beginnings" sessions conducted last year (of which I participated in with the youth) will bear much fruit in 2017.

My main goal for my first season here at Cedar Heights was to establish and build relationships with the people of this community—to learn about them and meet them at their point of need. I believe that I will be a more effective minister of the gospel as these relationships deepen with time and interaction.

I would like the congregation of this church to know that I have felt your welcome and your love, and I bear witness of this place truly being "a place for everyone". My hope is that, with God's help, we will work together in proclaiming and modeling an even more welcoming, invitational, and action-oriented gospel of Jesus Christ in 2017.



DIRECTOR OF MUSIC

Those involved with the music ministry at Cedar Heights Community Presbyterian Church continue to serve with love, passion and humor.

The SANCTUARY CHOIR provided special music and assisted with congregational singing at the 9:00 Traditional service during the months of September – May. Special services included:

- Maundy Thursday – joint choir with First Presbyterian, Cedar Falls
- Easter – accompanied by the Metropolitan Brass Quintet
- Music Sunday
- Associate Pastor Johnny's Ordination service, in which people from all churches were invited to sing with the choir
- Centennial Worship Service
- Christmas Cantata
- Christmas Eve

The majority of our choir members are retired, and enjoy the well-earned gift of travel and warmer climate throughout the winter months. We rely heavily on our college section leaders, to whom we are most thankful: MaKayla McDonald, soprano; Leia Lensing, alto; Andy Cutler, bass and Holly Koffron, accompanist. And of course we are so fortunate to have Marleta Matheson in our midst, who is always willing to assist when needed.

We welcomed Joan and Andy Ackerman, Barb Dowd and Lexi Plumb to the choir this year and love having new voices!

Each year there are a number of people who add in to the choir for the Christmas Cantata. This year's singers were: Brad Carter, Mark Witmer, Jim Kerns, Santha Kerns, along with UNI students Dawn Vickers, Blair DeBolt, and Blair Remmers.

Unique to CHCPC is the balance of men and women in the choir. In no other church in which I have been involved in the past 43 years, have the men consistently outnumbered the women. And while it is indeed wonderful to have so many tenors and basses (they are wonderful and funny!), we do struggle some weeks to have enough women to sing the anthem on a Sunday morning. Perhaps this year, you might consider giving choir a try. We're nice. We're fun. We care about each other. You don't need to have a trained voice. Give it a try.

Sanctuary Choir regular members in 2016 were: Sopranos – Barb Dowd, Kate Hahn, MaKayla McDonald, Laurel Northey, Betty Zeman. Altos – Joan Ackerman, Jean McDonald, Leia Lensing, Lexi Plumb. Tenors – Dave Andreasen, Jeffrey Brich, Art Cox, Don Gottschalk, Nate Northey, Julian Olson. Basses – Andy Ackerman, Bob Cooper, Andy Cutler, Gordy Koch, Jerry Larson, George Laurie, Jerry Purcell, Lee VerMulm.

We also enjoyed the added beauty of instrumental parts to many anthems: Steve Tripolino, trumpet; Robin Phillips, flute; Kailey Stiers, viola and violin; Nick Schumacher, clarinet; Megan Grey, cello.

While we do not have a children's choir which meets regularly, we thoroughly enjoyed the participation of the following youth in the Christmas Cantata: Anna and Matthew Brodahl, Marie Darst, Jasmine Elgersma, Maya McNally, Rowen Phillips, Jace and Addy Westhoff.

WORSHIP BAND provided music for the 11:00 non-traditional service, and the combined 10:00 summer services. The structure of the Worship Band changes weekly, depending on who is available which week. These singers and instrumentalists are the foundation of the worship band: Singers – Kristen Ehlers, Tim Klatt, Sharon Porter, Mark Witmer, Libby Johnson, Sara Goodenbour, Stephanie Ehlers, Joel Brich. Instrumentalists: Rod Latch – drums; Kim Latch and Gail Carter – synthesizer; Kailey Stiers – bass guitar and viola; Jill Brodahl – violin. As with Sanctuary Choir, the Worship Band is indebted to the many UNI students who have filled in on a regular basis throughout the year: J'Kalein Madison, Coren Hucke, Loreena Hucke, Nick Schumacher, MaKayla McDonald, Leia Lensing, Andy Cutler, Drew Kelley, Alex LaFrenze.

The unsung heroes of the 11:00 service are the soundboard and PowerPoint people. The soundboard people attend the weekly worship band rehearsal to not only allow us to hear each other, but also to get a feel for the songs and singers and instrumentalists for the week to provide the best balance on Sunday morning. They are vital to the worship band and the 11:00 service.

9:00 soundboard controllers were Barb Dowd, John Harris, Jonas Walther, Chad Abbas. 11:00 soundboard controllers were Sharon Porter, Troy Garrett, Mick Stiers, Craig Foster.

11:00 PowerPoint operators were Sharon Porter, Jessica Knock, Judy Stiers, Patty Foster.

My sincere thanks to the Worship Committee (Betty Zeman and Patty Foster, chairs) who supported the musicians and myself throughout the year. To all the musicians who gathered, week after week, to provide music for the worship services, thank you.

Sue Feltman
Director of Music

CHRISTIAN EDUCATION

Mission: Provide a welcoming environment that fosters relationships while unlocking the mysteries of scriptures and our faith in an interactive ministry.

Committee: The Christian Education Team consists of Elders Kenneth Elgersma, Martha Caster and Grace Kivett; staff members Janelle Darst and Johnny Jansen; along with Cassie Beal, Julie Book, Sally Goodenbour and Jessica Knock. We extend a big thank you to all who have volunteered to help with educational opportunities during this past year; your faith, enthusiasm, hard work and many volunteer hours provided a variety of opportunities to our church families.

SUNDAY MORNINGS

We offer a variety of faith forming opportunities on Sunday mornings for both children and adults. Three Sunday School classes for children and youth were offered in 2016: PreK-K, 1st - 6th grades and Jr. High/Sr. High. We continued to use the Presbyterian curriculum, "Growing in Grace and Gratitude in our PreK - 6th grade classes. Each session is based on Bible stories that reveal God's grace. The lessons are rooted in the foundation of Presbyterian identity where God's grace and our gratitude are the heartbeat of our faith, life, and worship. Junior and Senior high students have a time to discuss their week and engage in Bible study. In addition to these opportunities, Janelle Darst leads Worship Explorer's during the 11 a.m. service for children 3rd grade and below. The children are out of worship only during the sermon. The children return to church during a song, immediately following the sermon to sit with their families. This way they get to experience the prayers, offering and communion. The curriculum used is called "Gateways to Worship". It is a program of worship activities designed to help children grow as worshipers and to equip them to participate in worship. The goals are (1) to offer children an opportunity to worship God in their own way and (2) to introduce children to worship in the sanctuary by doing the following:

- Exploring the five movements of worship
- Exploring and observing the sacraments
- Learning the Lord's prayer and doxology
- Hearing church music and learning a few hymns
- Exploring the seasons of the church year

During our 9 a.m. service, 4th-6th graders are given a special role in worship leadership, serving as Acolytes who draw us into the light of Christ as we begin worship and remind us Christ's light goes with us when we leave.

We continue to offer a variety of faith formation opportunities for adults. Pastor Dave is leading a group of adults on a Grand Sweep Bible Study adventure. With weekly reading assignments and lessons led by Dave the group will complete reading the entire Bible in two years. Those interested in an informal discussion of a wide variety of topics meet downstairs with the Over the Coffee group.

Since coming aboard in June/July, Johnny has taken an active role in the implementation of curricula for the adult Oxygen class, as well as formulating lessons and teaching Sunday school for the junior/senior high youth. At times, he has filled in for Pastor Dave and led the Grand Sweep Bible study.

For most of the fall semester, the adult Oxygen class studied a DVD-based curriculum known as *Saving Jesus: Redux*, an in depth series that, after laying down an historical foundation, offers a picture of Jesus

and his message that moves away from binary thinking and toward a “both/and” view of the Bible, focusing on the gray areas rather than the purely black and white.

The Junior/Senior high students began a book-based curriculum by author Rebecca Kirkpatrick entitled *100 Things Every Child Should Know Before Confirmation*, intended to prepare students for Confirmation class in 2017. The book is also a great refresher for those who have already gone through being confirmed. Students were usually prompted by various YouTube media to convey the story of Scripture and facilitate discussion. Sunday School volunteers for the fall semester included Trudy Olson, John Harris, Lesley Johnson, and Linda Walther.

All of these wonderful moments of learning and growth are only possible because of the strong commitment of our congregation to be people who nurture, inspire and empower one another to live lives of discipleship. Many faithful minds, hearts, and souls are put into the work of forming disciples here at Cedar Heights. We are ever grateful to each person who has contributed in ways big and small to our ministry of education and formation. We are always open to input from members of our congregation. If you have a topic or matter you would like to explore, please contact one of our Christian Education members or the pastors.

WEDNESDAY NIGHTS AT CEDAR HEIGHTS

Wednesday nights offer a time of family fellowship with opportunities for children to grow in their faith and parents to connect with one another. Each Wednesday families volunteer to prepare and serve “family style” a meal in Fellowship Hall. After the meal, children 3rd grade and below spend time with Janelle learning about different Bible stories using Whirl curriculum provided by Spark House publishing. Our 4th - 6th graders join for a time of learning, fun, and fellowship using the *Connect* curriculum by Spark House publishing. While all of this happens our wonderful parents clean up from dinner and enjoy a time of discussion and fellowship. After the meal, junior and senior high meet in the youth room. We celebrate on Wednesday nights as well! We had a Tailgate Party, Halloween Party, bowling night, Thanksgiving Feast and Year End Picnic

All the rehearsals for our Christmas presentation on December 18, at a 10 a.m. combined worship service, were held on Wednesdays in December. We had 30+ children and youth, plus many parents and leader volunteers, meet for supper and rehearsal.

The beginning of the Wednesday night program this semester, in terms of the junior and senior high students, was thoroughly colored by the beginning of the “New Beginnings” curriculum. In an effort to lead the youth through this curriculum of church re-visioning and discernment, we extended the time period on Wednesdays to 5:30-8 p.m. in order to accommodate the time needed to discuss “New Beginnings”. Additionally, we found it easier to combine the junior and senior high together for the fall semester instead of teaching two separate groups this “New Beginnings” curriculum. A meal, a 30-minute “New Beginnings” lesson, and then 90 minutes of fun/games would characterize most evenings (with a couple bowling nights thrown in). The season was “kicked off” with a big party involving colored corn starch powder we called the “Rainbow Rumble”. Other highlights included a Halloween party, Thanksgiving BINGO, and a trivia night, all with great prizes!

NUSEY CARE

The average Sunday attendance was down since many of the 'usual' attendees have moved up to going to Worship Explorers.

SUMMER ACTIVITIES

Six bold Jr. High students along with Cindy Klatt and John Harris made their way to Green Lake, WI in July for the Great Escape Midwest. The theme this summer was "Viral" which touched on the darker aspects of the faith like sin and the pull of worldly pursuits. The kids enjoyed the traditional banana tube ride along with beginning some new traditions like climbing to the top of the bell tower at night. The group bonded with each other and the Holy Spirit made many inroads during a super week on the shores of Green Lake. We look forward to another week of bonding and growing this summer.

We are looking forward again this summer for more opportunities to explore the rich and abundant life God has for us.

SUMMER ACTIVITIES

We partnered with First Presbyterian Church, Cedar Falls, for our summer programming. Instead of doing a tradition VBS, we hosted a weekend of 'Summer Games' Every four years, athletes from around the world compete in the Summer Olympics with the dream of living out the Olympic motto of "Faster, Higher, Stronger." When we put our trust in God and work in his service, he will give us the strength to achieve more than we ever dreamed we could. The Summer Games began at Cedar Heights on Friday with the opening ceremonies. We enjoyed a meal of international flavors, games and activities for all ages, like the Shot Put Coin Toss, Discus Throw with frisbee and Highest Card Tower Stacking. Saturday morning at 9 a.m. began at First Presbyterian for a pancake breakfast and more fun, including a life-size foosball game. That afternoon all were invited for swimming at the Falls. The weather prevented the outdoor joint service at Overman Park, instead we worshipped together at First Pregyterian and then had lunch and fellowship.

For the junior and senior high youth, the summer months were characterized (primarily) by three big events. First: We had four senior high students (Grave Kivett, Lily Miller, Aaron Faaberg, and Erik Walther) attend the week-long youth Conference in Montreat, NC in June, along with students from First Pres. (Waterloo) and from Westminster. These four were chaperoned by Linda Walther and newly appointed Johnny Janssen. The week was clothed in solemnity, since the Sunday we arrived also happened to fall on the night dozens were killed in an Orlando nightclub—and Montreat addressed the tragedy very intentionally. This week also happened to be the remembrance of those killed in an historically Black church in Charleston, South Carolina. The week was heavy, but full of meaning, discussion, tears, laughter, and ENERGIZERS!

Second: We had ten junior high youth (Lauren Lilly, Alexa McNally, Ryan & Kyle Westhoff, Cadie & Maddie Knock, Sara & Michael Goodenbour, Kenzie Michael, and Libby Johnson) attend The Great Escape (Wisconsin) for a week in July, accompanied by Johnny Janssen, John Harris, Kim Abbas, and Cindy Klatt. The theme of 2016 was "Summit", and speakers presented us with the challenges we face as people whom God has called, emphasizing that God has equipped us for that journey and that "climb". The week was packed with team activities, loud and pumped up praise bands, a candlelight dedication night, and hilarious skits by the staff in our corporate gatherings, culminating in a giant free-for-all shaving cream war!

Third: Several junior and senior high youth accepted the invitation for a day of well-mannered frivolity at Adventureland in Des Moines (July 27th).

YOUTH MINISTRY

Apart from Summer activities and regular Wednesday night programming, the youth were involved in two wonderful mission opportunities in October: The CROP Hunger Walk in which this church raised over \$1200, as well as Feed My Starving Children, where the youth packed many meals for African peoples. Youth of all ages also participated in the assembling of layette bags.

December was ripe for many exciting youth ministry opportunities. The Christmas program, in particular, gave children of all ages the opportunity to lead the congregation in worship through song, drama, and liturgy on December 18th. Four rehearsals were conducted in order to prepare for the Christmas program, which largely replaced Wednesday nights for the month of December.

Additionally, the junior/senior high youth had their first lock-in of the winter season on December 9th (of which John Harris and Lesley Johnson were an integral part) and an "Ugly Christmas sweater/white elephant" party at Johnny's home on December 16th.

LOOK TO 2017

Pastor Dave continues to challenge all committees to Dream and Do.

The New Year will see a return to Montreat and The Great Escape in the summer months for the senior and junior high youth, respectively. Changes are coming to Wednesday night programming as well. We will begin adding service activities, along with fun activities on Wednesday nights. Also, the junior and senior highs will have time apart from each other (now that New Beginnings has concluded). The youth will continue the Sunday School curriculum introduced in the fall semester. Johnny Janssen and Cindy Klatt will be leading the new batch of youth going through Confirmation class (17 weeks/lessons) using a video-based curriculum by Theocademy (to be confirmed on June 4th).

CHCPC is able to offer a wide variety of faith growing opportunities because of our many dedicated volunteers, leaders, teachers and organizers ready to work and share new ideas. There really is "A Place for Everyone" working with the children, youth, and adults at our church. To join in on any of these special opportunities or become a member of the C.E.Team please let a Christian Ed Committee Member or Pastor Dave know.

Respectfully submitted,
The Christian Education Committee

BUILDINGS AND GROUNDS

Members: Jacob Baber, Troy Garrett, Jerry Larson, Nate Northey, Shelly Mallin & Jerry Purcell

Projects and Repairs:

Purchased a Philips HeartStart On-Site Defibrillator and held a training class for staff and some members of the congregation.

Held two clean up days in preparation for our 100th anniversary.

Purchased and installed a new coffee maker in the kitchen.

Built and landscaped the new patio garden.

Maintaining seasonal treatments for the Magnolia Tree.

Hired Restoration Services to use a chemical wash on the biological growth on the outside limestone wall on the Rainbow side of the church.

Hung up “Don’t Use Elevator During Fire” signs.

Purchased and installed a new projector and screen in the sanctuary from Maximum Sight and Sound.

Monitor the seasonal checklist on a monthly basis.

Provided set up of Fellowship Hall for various events.

Replaced lights and cleaned ceiling fans in sanctuary.

Coordinated carpet cleanings.

Replaced spotlights on spire.

Served as church contact for fire and elevator inspections.

Replaced and maintained furnace filters.

Thanks to Tim and Cindy Klatt for their service and input. Thanks to Levi Moore for our yard maintenance and snow removal. Thanks to Kim Latch for being a vital and informative administrator and keeping us on track.

Respectfully submitted,

Shelly Mallin

RENTAL PROPERTY

The church owns two properties, 2101 Rownd and 1921 Madison. They are managed by Matt Good of Edge Realty. The current rents are \$875 for 2101 Rownd and \$950 for 1921 Madison.

In 2014 a mortgage of \$100,000 was taken on 1921 Madison to pay for the purchase and renovation of 2101 Rownd. As of December 2016 the mortgage payment is \$748 and balance of \$90,445 is due. The properties are valued at \$160,450 for 1921 Madison and \$114,000 for 2101 Rownd.

After expenses approximately \$7000 was realized to support the Operating budget.

The green space behind 2101 Rownd has been used for the ice cream social, several youth activities, and overflow parking on the Sunday of the 100th anniversary this year.

Submitted by Nate Northey

OUTREACH COMMITTEE

Committee members: Connie Aalderks, Barb Dowd, Rev. Dave Kivett, Kellie McNally, Laurel Northey and Julian Olson.

The 2016 Outreach funds were distributed based on the priorities previously determined by a congregational survey. These priorities include: **feeding the hungry; mentoring youth; physical safety and protection; housing assistance; parent/family education and assistance; and mental/physical health.**

Hands-on Projects supported by the congregation were: Sunday Night Suppers; Food collection/cash gifts for the Northeast Iowa Food Bank; Nicaragua Layette Project (100 layette bags commemorating 100 years of Cedar Heights Presbyterian Church existence); packed meals for Feed My Starving Children in October; Crop Walk in October; and the Angel Tree in December.

The Outreach budget also supported: our youth with camp scholarships for Great Escape; youth scholarships to Montreat; transportation money in support of Mikaela Mallin's trip to India; and the Presbytery Mission Trip to Tulsa, Oklahoma in February.

Local Agencies financially supported this year were: Catholic Worker House; House of Hope; Operation Threshold; Battered Women's Shelter; Alliance for Mental Illness; the Boys and Girls Club; Family and Children's Council; and the Black Hawk/Grundy Mental Health-Unity Point.

National/International Agencies financially supported this year were: Feed My Starving Children; Fair Trade Coffee; World Vision Children; Bairo Pite Medical Clinic in Timor-Leste; Bihembe Secondary Student Scholarships (11), and Presbyterian Disaster Assistance.

I wish to thank the members of the Outreach Committee for their dedicated service this year. Also I wish to thank Beth Kivett and Kellie McNally for coordinating the Sunday Suppers sign-ups for our church.

Committee members wish to thank the congregation for their "hands on" participation as well as their financial donations which are making an impact on our community and the world.

Respectfully submitted,
Julian Olson, Elder

NOMINATING COMMITTEE

Committee members for the 2016 Nominating Committee were: Ann Andreasen, Jacob Baber, Polly Eide, Jill Brodahl, Kay Jenkins, Tim Klatt and Hazel VerMulm

The committee's responsibilities were: (1) to contact potential candidates for the offices of Deacon and Elder and members for the Nominating Committee for 2017, (2) secure nominations and present Elders and Deacons nominees for election. Elders and Deacons were elected September 25. Election of the 2017 Nominating Committee will be in April or May, 2017.

Those nominated and elected are:

Elders (to serve 3 year terms through 2019)

Christian Education – Ingrid Heinen
Finance – Willard Jenkins
Outreach – Barb Dowd & Sue Loy
Worship – Lee VerMulm
Youth Representative – Ryan Westhoff

Deacons (to serve 2 year terms through 2018)

Cassie Beal
Scott Goodenbour
Tracy Goossen
Bonnie Anderson
John Hall
Liz Miller
Lesley Johnson (1 year term fulfilling term of Miriam Rodby)

Respectfully submitted,

Ann Andreasen and Jacob Baber, co-chairs

PERSONNEL COMMITTEE

Committee Members: Jennifer Garrett, Pam Correll, Scott Goodenbour, Don Gottschalk, Julie Rathmell

Personnel Committee activities for 2016 include the following:

1. Oversaw staff changes that occurred during the year.
Since Will Larson had resigned, the APNC committee hired Johnny Janssen as a full-time Associate Pastor. He began his duties in July 2016.
Judy Stiers resigned her position as communications director, and Randy Darst was hired to fill that position. He also began during the summer.
2. Recommended staff compensation to the finance committee with subsequent session approval.
3. Reviewed all employee job descriptions.
4. Conducted the annual performance reviews for all paid employees.

Respectfully submitted,
Julie Rathmell and Don Gottschalk

STEWARDSHIP AND FINANCE COMMITTEES

MEMBERS: Josh Beal, Judy Benson, Eric Brodahl, Gail Carter, Bob Cooper, Kris Hansen, and Stacy Van Gorp

2017 Stewardship Campaign:

The theme of the 2016 stewardship campaign was taken from the familiar words of the benediction we hear from Pastor Dave each week, Micah 6:8, *“God has shown you what is good. And what does the Lord require of you but to do justice, love mercy and walk humbly with your God.”* As we passed the 100 year mark as a congregation, these words served as a basis for both reflection on all the good God has done and inspiration for laying the foundation for another 100 years of ministry.

We are pleased to report that the congregation is off to a great start in laying that foundation. For 2017 the congregation estimated giving of \$405,299, reflecting 99.5% of our targeted budget. With this as our basis, we are on strong financial footing as we transition into a new century as a “place for everyone.”

Thanks to all the members of the congregation for supporting the mission of CHCPC!

2016 Financial Results:

Our 2016 receipts were \$28,863 over what was budgeted for the year, while expenditures came in under budget by \$18,900, leaving net income of \$47,763 for the 2016 calendar year. The overage in receipts was principally driven by pledged giving exceeding budget by \$13,400, unbudgeted Centennial Income of \$6,300, Rental House Income exceeding budget by \$5,800, and a \$4,400 overage in budget for an IRS Health Insurance Premium Refund. The under spending in 2016 was almost entirely driven by Personnel, which was \$24,000 under due to the fact that the 2016 budget reflected a full year of Associate Pastor compensation. Christian Education was also under budget by almost \$5,000 and Worship was under by over \$2,000. Partially offsetting these underruns was over \$11,000 in unbudgeted expenses for the Centennial Celebration. With the net income in 2016, CHCPC remains in a solid financial position as we move into the new calendar year.

Respectfully submitted,
Stewardship and Finance Committee
Josh Beal, Chair

WORSHIP COMMITTEE

The Worship Committee's purpose is to:

- Support the staff in worship service planning and prepare the sanctuary for worship.
- Support the Music Director and worship music.
- Organize and schedule participation by members in the worship service as ushers, greeters, communion servers, children's sermon presenters, lay readers, and volunteers for special services and events).
- Seek ideas and implement changes to enhance the worship experience for members and guests.

2016 Worship Highlights:

- The monthly celebration of Communion was changed from the third Sunday to the first Sunday of the month beginning in October, 2016.
- Average weekly attendance - 137
- Committee members prepared the sanctuary for worship by arranging for flowers each week, changing paraments throughout the year and decorating the church seasonally for Baptism Remembrance Sunday, Lent, Consecration Sunday, Advent and Christmas.
- Committee members assisted with the congregational luncheon following the annual meeting on January 31 and organized receptions following Music Sunday on May 1 and the Christmas Cantata on December 11.
- Blended services at 10 a.m. were held from Memorial Day through Labor Day.
- Single services at 10 a.m. were held on these dates/occasions - Annual Meeting January 31; Music Sunday May 1; July 10 joint service with First Presbyterian at Overman Park (moved inside due to storm); October 30 Church Centennial; Consecration Sunday November 6; Youth Christmas Program December 18; Christmas Day Sunday worship December 25.

Worship Committee Members: Betty Zeman, chair; Patty Foster, co-chair; Judy Klepfer, Karen Wagner, Kathryn Rogers, DeAnna Lane, Music Director Sue Feltman; Pastor Dave Kivett, Office Administrator Kim Latch.

MEMBERSHIP AND GROWTH COMMITTEE

Membership and Growth Committee members for 2016 were: Judy Stiers, Ann Andreasen, Beth Kivett, Kate Brennan Hall, John Hall and Randy Darst.

Our projects for this year included:

- Purchased 4 folding tables and 2 beverage servers to be used for Lemonade on the Lawn.
- Coordinated and served the lunch following the Annual Meeting in January.
- Participated in Time and Talents Sunday in May to help members identify ways they can serve the church with their talents.
- Expanded Lemonade on the Lawn to every Sunday of the summer (Memorial Day weekend through Labor Day weekend). This was made possible by sharing the responsibility with each of the Session Committees taking two or three Sundays.
- Finalized the completion and distribution of a new Pictorial Directory for the congregation.
- Coordinated plans and served of the Annual Easter Brunch.
- Sought greeters for each of the church services through online sign-up process.
- Hosted a Welcome Mat Brunch for potential members in June.
- Added a TV in the Commons area to share upcoming events, announcements and Faith Stories with the Congregation.
- Weekly emails will continue to inform the congregation of events and news of CHCPC, but the monthly Shalom will no longer be printed in hard copy or posted online. The initial email of each month will have more content which may have been previously included in the Shalom. Printed copies will be mailed to those members who do not have access to a computer.

With the resignation of Judy Stiers as Communications Coordinator for CHCPC, her duties were assumed by Randy Darst. He will continue creating and posting website content, writing and sending the weekly church email.

Respectfully submitted,
Ann Andreasen and Judy Stiers, co-chairs

COMMUNICATIONS

Judy Stiers was the Communications Coordinator for the first half of 2016. Janelle Darst took over in the interim period (June and July). Randy Darst assumed the responsibilities at the beginning of August.

When Randy took the position of Communications Coordinator, the staff came to a consensus to make some rather significant changes to our printed and electronic newsletter. The Shalom newsletter has been transformed into “The Good NEWS” at Cedar Heights, an electronic only version using Constant Contact. NEWS is in all caps, and there is a reason for that. The E-Newsletter has been formatted into sections that make up the acronym. News, Education, Worship and Service. The first edition of The Good NEWS each month is sent prior to the first Sunday of each month with information covering the upcoming month. Then each following week The Good NEWS is sent on Friday covering the upcoming week. The office prints a few of the Monthly Good NEWS for members and visitors to pick up in the commons.

The Email communications are being sent to 235 email addresses. The average open rate for all religious organization emails using Constant Contact is 27.19%. For CHCPC the average email open rate for 2016 was approximately 50%, 51% on mobile devices and 49% on computers.

We continue to use WorshipTimes.org for our website. We used it again this year for stewardship pledges. This process simplifies the submission of confidential pledge information (excluding sensitive banking information, which did not go through the pledge form on the website). There are plans for 2017 to update and “upgrade” our website as it has taken a back seat for much of 2016.

One additional communication tool we started using in the fourth quarter of 2016 is an information TV/display. The TV is mounted to a portable stand so it can be utilized for other needs throughout the church. Currently we display still images with text as informative slideshow of upcoming events and special news. There may be the possibility of displaying video segments as well. Current graphics are uploaded to Amazon Prime Photos via the AmazonDrive (Cloud Services) of which we pay approximately \$60/year for the service. The files are then accessed using an Amazon

Randy has shot video of a few special services and events for the church, using his own equipment. This process is more of a test to evaluate how we might utilize the video. The possibility of using YouTube to simultaneously record and live stream the sermons has been discussed. The biggest hurdle to do this would be to staff any potential video camera(s) each Sunday with volunteers. We are researching possibilities.

Respectfully submitted,
Randy Darst

BOARD OF DEACONS

The 2016 deacon team members:

Adam Butler (replaced Miriam Rodby mid-year), George Laurie, Marian Larson, Jessica Knock, Elaine and George Pfalzgraf, Tracy Faaberg, Eleanor Parker, Cherri Briscoe, Polly Eide, Holly Crandall (Secretary) and Lesley Johnson (Chair).

It was privilege of this team of deacons to serve our members, our community and each other. Our Lord Jesus compels us to share his word and be an extension of his love. In this spirit each deacon is charged with a Care Group (list of members) who we prayer for and extends God's love to. Contact is encouraged quarterly and recorded through care group reports and monthly deacon meetings.

Internal ministry and outreach

- First annual "meet your deacon" reception in January that was a catalyst for the new structured care teams to be visible to their individual care groups (event arranged by session--thank you)
- Service Fair – A great opportunity to talk to members about how their gifts could assist our mission (also arranged by session--thank you)
- Hosted two funerals luncheons (Jim Hart and Miriam Rodby)
- Made personal contact with members in need which includes the following:
 - Hospital, nursing home and in home visits
 - Assisted with arranging or taking members to appointments, church services and events, shopping or picking up medicine
 - Card ministry for holidays, birthdays, anniversaries, sympathy, new arrivals, get well and graduations
 - Prayed over and delivering of prayer shawls
 - Meals made and delivered to members in need
 - Poinsettias delivered
 - In home communion (one reported case/request)
- Prayers. Always, lots and lots of prayers

External ministry and outreach: 2016 50th Annual Ice Cream Social

This annual event raised \$974.18 for the new Sunday Supper mission and was instrumental in funding the new refrigerator/freezer unit that was much needed due to the success and growth of the mission.

An ICS budget report is available if needed.

Sincerely Yours,

Lesley Johnson
2016 and 2017 Board of Deacons

SUNDAY SUPPER

Monthly meals served and weather conditions:

January 10 – 75 (1°)
January 17 – 48 (-4°)
January 24 – 75 (29°)
January 31 – 100 (39°)

Total – 298 Average – 75

February 7 – 85 (Super Bowl Sunday, 40°, light snow)
February 14 – 59 (Valentine's Day, 19°, 2.6" snow)
February 21 – 80 (42°)
February 28 – 86 (53°)

Total – 310 Average – 78

March 6 – 95 (60°)
March 13 – 82 (Daylight Savings Time weekend, 53°, rain)
March 20 – 136 (44°, trace of snow)
March 27 (Easter Sunday, no Sunday Supper)

Total – 313 Average – 104

April 3 – 127 (79°)
April 10 – 100 (63°, light rain)
April 17 – 135 (79°)
April 24 – 113 (78°, light rain)

Total – 475 Average – 119

May 1 – 125 (49°, rain)
May 8 (Spring Concert at Waterloo First, no Sunday Supper)
May 15 – 98 (65°)
May 22 – 145 (83°)
May 29 – 120 (Memorial Day weekend, 82°)

Total – 488 Average – 122

June 5 – 120 (85°)
June 12 – 120 (85°, light rain)
June 19 – 90 (Father's Day, 89°)
June 26 – 140 (87°, rain)

Total – 470 Average – 118

July 3 – 100 (holiday weekend, another food event at Riverloop, 76°)
July 10 – 85 (78°)
July 17 – 118 (Pastor Amy's installation, pizza was served in Lincoln Park, 84°)
July 24 – 150 (87°)
July 31 – 135 (83°)

Total – 588 Average – 118

August 7 – 110 (Irish Fest in Lincoln Park, 80°)

August 14 – 135 (84°)

August 21 – 130 (74°)

August 28 – 140 (86°)

Total – 515 Average – 129

September 4 – 117 (Labor Day weekend, 80°)

September 11 – 135 (77°)

September 18 – 125 (84°)

September 25 – 120 (flooding downtown, 72°, rain)

Total – 497 Average – 124

October 2 – 120 (76°)

October 9 – 140 (67°)

October 16 – 110 (76°)

October 23 – 150 (70°)

October 30 – 160 (56°)

Total – 680 Average – 136

November 6 – 150 (68°)

November 13 – 140 (61°)

November 20 – 140 (37°)

November 27 – 155 (Thanksgiving weekend, 47°, rain)

Total – 585 Average – 146

December 4 – 110 (34°, snow)

December 11 – 125 (30°, snow)

December 18 – 100 (-3°)

December 25 (Christmas Day, no Sunday Supper)

Total – 335 Average – 112

TOTAL – 5,554 meals served in 2016

Chefs:

Jan Schwab and Lynda Cose

Dee Jordan

Jo Grapp and Ann Northey

Lesley Johnson

Pastor Dave Kivett

Volunteer Leaders:

Sally Davis

Mary Lisa Mueller

Jan Schwab

Kari O. Narey

Pastor Amy Wiles

Volunteer Coordinators:

Master Coordinator -- Jackie Malecek

Cedar Falls 1st – Pastor Brad Braley

Cedar Heights – Beth Kivett and Kellie McNally

Unity – Pastor Christine Kaplunas

Waterloo 1st – Kari O. Narey
Westminster – Angie Andrews

Special Volunteers:

Skip and Judy Mulock (announcements, prayer, kitchen and dining room assistance, fellowship leaders, and building lockup)

Don and Jan Schwab (elevator assistance, inventory management, pantry organization, appliance and equipment purchasing, weekly laundry, and general troubleshooting)

Sunday Supper Team:

Pastor Brad Braley, Pastor Tricia Jacobs, Pastor Christine Kaplunas ,Pastor Dave Kivett, Pastor Amy Wiles, Angie Andrews, Lynda Cose, Sally Davis (Treasurer), Jo Grapp, Lesley Johnson, Dee Jordan, Beth Kivett, Kellie McNally , Jackie Malecek (Volunteer Coordinator), Mary Lisa Mueller, Kari O. Narey, Ann Northey , Don and Jan Schwab

TRIBUTE, MEMORIAL AND ENDOWMENT COMMITTEE

The Tribute, Memorial and Endowment Committee is established, pursuant to Church Bylaws and TM&E policies adopted by Session, for the purpose of receiving gifts and bequests to CHCPC, managing the funds contributed, and insuring that they are used to carry out the ministries of Cedar Heights Community Presbyterian Church.

The Committee consists of six members elected by the congregation, plus the Pastor and the Church Treasurer. In 2016 the elected members were: Ed Rathmell, Stacy Van Gorp, Nathan Northey, Gail Carter, Greg Dietz, and Craig Foster. Ad hoc committee members nominated and approved by the Committee to provide continuity and specialized expertise were: Jerry Larson, Memorial Book; and Judy Benson, Tributes.

Four meetings of the committee were held during 2016:
January 19, February 28, April 28, November 8 .

Five presentations were made in 2016:

Prepping for finals workshops:

April 6, Minner Serovy, Presbyterian foundation, "Leaving a legacy through planned giving"

April 13, Dave Kivett, "Life and death and life after death"

April 20, Dr. Jeff Crandall, "Being Mortal"

April 24, Dave Kivett, review of the above

May 22, Speed dating session, answering questions about leaving a legacy to the church

Funds received this year:

\$5000 for sanctuary improvements

\$1000 for the endowment fund

\$ 165 for undesignated memorial

\$ 210 for music fund

\$ 400 as tributes

Funds distributed this year:

\$12,716 was moved to the operating fund from Endowment

T, M & E has also honored eight members who made a pledge to leaving a legacy to the church by presenting them with a wooden cross commemorating this 100th anniversary.

The Committee has established two funds at Vanguard to invest T, M & E contributions: (1) the Current Use Fund and (2) the Endowment Fund. Donors may make unrestricted gifts to either fund. Currently, they may also designate their gifts to the Current Use Fund for use as follows: (1) Worship and Music; (2) Christian Education; (3) Buildings and Grounds; (4) Membership and Growth; (5) Mission. Still another option for donors is to underwrite an item from the Church's "Wish List." Donors may make their gifts and bequests in memory of a deceased loved one or in honor of a living person or event, such as the Centennial of Cedar Heights Community Presbyterian Church on October 27, 2016.

The CHCPC Endowment Account is invested in four index funds at Vanguard: Total Stock Index (Admiral), Total Bond Index (Admiral), Total International Stock Index (Admiral), and Total International Bond Index (Admiral). The year-end balance of these accounts was \$324,526.

The Current Use Account is invested only in the domestic stock and bond funds. The “mix” of stocks to bonds is approximately 61.5% equities, 35% bonds, and 3.5% short term reserves (money market). Both bonds and stocks are heavily weighted in favor domestic securities (stocks are 85% US, 15% international; bonds are 75% US and 25% international). The balance of these funds was \$72,302.

Funds that have not been transferred at US bank is \$13,169 bring the total to \$409,997

Submitted by Nate Northey, TME Chair

2017 CHCPC BUDGET

	2017 Budget	2016 Budget
INCOME		
Gen. Fund Inc.-Pledged	\$400,467.91	\$370,776.00
Outreach Fund Inc. -Pledged	\$4,830.80	\$7,620.00
Subtotal - Pledged Giving	\$405,298.71	\$378,396.00
Reserve for uncollected pledges	(\$2,110.71)	(\$4,000.00)
Gen. Fund Inc.-Unpledged	\$28,500.00	\$28,500.00
Mission Fund Inc. -Unpledged	\$0.00	\$0.00
Memorial & Endowment Subsidy	\$12,716.00	\$12,716.00
Rent Income	\$2,100.00	\$2,600.00
Rental House Income	\$19,000.00	\$13,300.00
IRS-health ins. Premium refund	\$0.00	\$5,000.00
Fair Trade Coffee Income	\$1,000.00	\$1,000.00
Bihembe School Income	\$0.00	\$0.00
Per Capita Income	\$5,000.00	\$7,120.00
Interest Income - Operating	\$140.00	\$100.00
TOTAL INCOME	\$471,644.00	\$444,732.00
DISBURSEMENTS		
PERSONNEL		
Salary & Housing - Pastor	\$82,750.00	\$80,340.00
Pension & Major Med. - Pastor	\$28,070.00	\$26,459.00
Continuing Education - Pastor	\$1,688.00	\$1,638.73
Travel - Pastor	\$1,688.00	\$1,638.73
Professional Expenses - Pastor	\$2,251.00	\$2,185.66
Subtotal - Total Pastor Compensation	\$116,447.00	\$112,262.12
Salary & Housing Assoc Pastor	\$54,339.00	\$51,583.10
Pension & Major Med. Assoc Pas	\$17,675.00	\$18,670.00
Continuing Educ. Assoc Pastor	\$2,100.00	\$1,511.45
Travel Assoc Pastor	\$1,600.00	\$1,511.45
Professional Exp Assoc Pastor	\$1,600.00	\$2,015.90
Adjustment for Partial Year		(\$13,580.98)
Subtotal - Total Assoc Pastor Compensation	\$77,314.00	\$61,710.92
PNC Search Exp & Moving Allow.		\$3,068.33
Salary-Youth Director		
Salary-Early Childhood Prog	\$12,051.00	\$11,700.00

2017 CHCPC BUDGET

	2017 Budget	2016 Budget
Salary-Communications Coordinator	\$8,034.00	\$7,800.00
Contracted Accompanist/Section Leaders	\$9,120.00	\$7,600.00
Salary-Director of Worship & Music	\$31,675.00	\$30,752.31
Director W&M Cont. Education	\$1,093.00	\$1,061.00
Director W&M Travel	\$546.00	\$530.00
Subtotal - Total Director W&M Compensation	\$33,314.00	\$32,343.31
Salary - Office Administrator	\$35,063.00	\$34,042.14
Benefits - Office Administrator	\$4,252.00	\$4,127.98
Travel - Office Administrator	\$273.00	\$265.00
Subtotal - Total Office Administrator Compensation	\$39,588.00	\$38,435.12
Salary - Bookkeeper	\$922.00	\$895.40
Salary - Sanctuary Choir Dir.	\$5,797.00	\$5,628.07
Salary - Custodian	\$7,580.00	\$7,359.46
Nursery Staff	\$3,423.00	\$3,323.00
Payroll Taxes	\$8,904.00	\$7,478.27
TOTAL PERSONNEL	\$322,494.00	\$299,604.00
ADMINISTRATION		
Telephone	\$3,228.00	\$3,228.00
Office Supplies	\$4,400.00	\$4,400.00
Postage	\$1,400.00	\$1,400.00
Copier	\$5,100.00	\$6,100.00
Computer Support	\$600.00	\$600.00
Bank/Returned Item Fees	\$250.00	\$250.00
Per Capita Expense	\$12,722.00	\$12,300.00
TOTAL ADMINISTRATION	\$27,700.00	\$28,278.00
BUILDING AND GROUNDS		
Routine Maintenance	\$8,400.00	\$7,500.00
Custodial Supplies	\$1,200.00	\$1,000.00
Utilities & Cybernet	\$7,100.00	\$14,600.00
Lawn Mowing	\$3,800.00	\$2,300.00
Snow Removal	\$1,300.00	\$2,000.00
Insurance	\$9,800.00	\$8,000.00
Rental House Expense	\$4,400.00	\$0.00
Interest Expense	\$3,900.00	\$3,500.00
TOTAL BUILDINGS & GROUNDS	\$39,900.00	\$38,900.00

2017 CHCPC BUDGET

	2017 Budget	2016 Budget
CHRISTIAN EDUCATION		
Children's S.S. Curriculum	\$700.00	\$700.00
Children's VBS	\$900.00	\$900.00
Children's Wed. Night Expense	\$2,200.00	\$2,200.00
Children's Supplies	\$300.00	\$300.00
Children's Equipment	\$100.00	\$100.00
Children's Volunteer Training	\$100.00	\$100.00
Christian Ed. Misc.	\$800.00	\$800.00
Youth Curriculum	\$600.00	\$600.00
Youth Supplies	\$2,500.00	\$2,500.00
Seasonal/Special Programs	\$300.00	\$300.00
Youth Relational Ministry	\$200.00	\$200.00
Young Adult Ministry	\$100.00	\$100.00
Youth Transportation	\$1,715.00	\$1,715.00
Youth Chaperones	\$1,715.00	\$1,715.00
Adult Programs	\$800.00	\$800.00
Library and Adult Periodicals	\$100.00	\$100.00
TOTAL CHRISTIAN EDUCATION	\$13,130.00	\$13,130.00
WORSHIP		
Easter Brass/Christmas Cantata	\$1,500.00	\$1,400.00
Choral/Special Music	\$3,000.00	\$1,650.00
Worship Band	\$2,800.00	\$2,500.00
Piano/Organ Repair	\$600.00	\$600.00
CCLI License Fee	\$420.00	\$820.00
Bulletins	\$250.00	\$250.00
Substitute Organist	\$1,200.00	\$1,500.00
Children's Music	\$100.00	\$150.00
Worship Misc.	\$1,200.00	\$1,200.00
Pulpit Supply	\$600.00	\$1,500.00
TOTAL WORSHIP	\$11,670.00	\$11,570.00

2017 CHCPC BUDGET

	2017 Budget	2016 Budget
MEMBERSHIP & GROWTH		
Media	\$3,550.00	\$2,200.00
Printed Materials		\$600.00
Inquirer's/New Members	\$250.00	\$250.00
Member Assimilation/Lay Ministries		\$250.00
Member Recognition/Training		\$1,000.00
Fellowship	\$1,950.00	\$700.00
Web Contract		\$750.00
TOTAL MEMBERSHIP & GROWTH	\$5,750.00	\$5,750.00
MISSION		
Global Categories	\$24,370.00	\$22,620.00
Hunger	\$7,240.00	\$6,727.00
Helping Youth & Families	\$7,700.00	\$7,147.00
Health & Housing	\$6,280.00	\$5,839.00
Other	\$3,410.00	\$3,167.00
TOTAL MISSION	\$49,000.00	\$45,500.00
STEWARDSHIP & FINANCE		
Stewardship/Finance Supplies	\$500.00	\$500.00
Strategic Planning Expenses	\$1,500.00	\$1,500.00
TOTAL STEWARDSHIP & FINANCE	\$2,000.00	\$2,000.00
TOTAL DISBURSEMENTS	\$471,644.00	\$444,732.00
TOTAL INCOME (LOSS)	\$0.00	\$0.00

DR. DAVE KIVETT TERMS OF CALL

	2017
Cash Salary	36,904
Housing Allowance	40,000
Subtotal Salary and Housing	76,904
Self-employment 50% Social Security Reimbursement	5,846 7.6%
Deferred Compensation	
403(b) Contribution	-
Other Employee paid deferred compensation (childcare)	-
Dental Insurance	-
Medical Reimbursement	-
Total Medical Supplement	-
Subtotal Deferred Compensation	-
Subtotal	82,750
Retirement 11% of basis	8,459
Death & Disability 1% of basis	769
Major Medical 24.5% of FT basis	18,841
Board of Pensions (36.5% x Subtotal Salary & Housing)	28,070
Total Salary and Benefits	110,820
Travel Reimbursement	1,688
Professional Expenses	1,688
Continuing Education	2,251
Total Terms of Call	116,447

JOHNNY JANSSEN TERMS OF CALL

	2017
Cash Salary	38,500
Housing Allowance	12,000
Subtotal Salary and Housing	50,500
Self-employment 50% Social Security Reimbursement	3,839 7.6%
Deferred Compensation	
403(b) Contribution	-
Other Employee paid deferred compensation (childcare)	-
Dental Insurance	-
Medical Reimbursement	-
Total Medical Supplement	-
Subtotal Deferred Compensation	-
Subtotal	54,339
Retirement 11% of basis	5,555
Death & Disability 1% of basis	505
Major Medical 23% of FT basis	11,615
Board of Pensions (35% x Subtotal Salary & Housing)	17,675
Total Salary and Benefits	72,014
Travel Reimbursement	1,600
Professional Expenses	1,600
Continuing Education	2,100
Total Terms of Call	77,314

TWO YEAR FINANCIAL COMPARISON

2016/2017

This report is a summary of the budget/actual results for the 2016 calendar year and the approved 2017 budget.

<u>GENERAL</u>	<u>2016 Budget</u>	<u>2016 Actual</u>	<u>2017 Budget</u>
INCOME			
General Fund Pledged	\$370,776.00	\$377,480.75	\$400,467.91
Outreach Fund Pledged	\$7,620.00	\$10,358.19	\$4,830.80
Reserve for Uncollected Pledges	(\$4,000.00)	\$0.00	(\$2,110.71)
General Fund Unpledged	\$28,500.00	\$25,950.57	\$28,500.00
Mission Fund Unpledged	\$0.00	\$1,980.00	\$0.00
Memorial & Endowment Subsidy	\$12,716.00	\$12,716.00	\$12,716.00
Rent Income	\$2,600.00	\$1,950.00	\$2,100.00
Rental House Income	\$13,300.00	\$19,143.20	\$19,000.00
IRS-Health Ins. Premium refund	\$5,000.00	\$9,417.86	\$0.00
Fair Trade Coffee Income	\$1,000.00	\$951.66	\$1,000.00
Per Capita Income	\$7,120.00	\$4,711.34	\$5,000.00
Interest Income - Operating	\$100.00	\$910.82	\$140.00
Centennial Income	\$0.00	\$6,306.00	\$0.00
Nicaragua Income	\$0.00	\$1,743.52	\$0.00
Special Mission Income	\$0.00	-\$25.00	\$0.00
TOTAL INCOME	\$444,732.00	\$473,594.91	\$471,644.00
DISBURSEMENTS			
Pastoral Contract	\$112,262.12	\$114,326.88	\$116,447.00
Associate Pastor	\$61,710.92	\$38,801.49	\$77,314.00
APNC Search Exp & Moving Allow	\$3,068.33	\$3,679.33	\$0.00
Early Childhood Planning	\$11,700.00	\$11,700.00	\$12,051.00
Outreach & Web Design	\$7,800.00	\$7,150.00	\$8,034.00
Contracted Accomp./Section Leaders	\$7,600.00	\$7,625.00	\$9,120.00
Director of Worship & Music	\$32,343.31	\$30,900.54	\$33,314.00
Office Administrator	\$38,435.12	\$38,315.49	\$39,588.00
Other Staff	\$24,684.20	\$22,928.54	\$26,626.00
Administration Office	\$28,278.00	\$27,708.27	\$27,700.00
Buildings & Grounds	\$38,900.00	\$39,804.20	\$39,900.00
Christian Education	\$13,130.00	\$8,216.33	\$13,130.00
Worship	\$11,570.00	\$9,362.87	\$11,670.00
Membership & Growth	\$5,750.00	\$17,431.75	\$5,750.00
Global Categories	\$22,620.00	\$22,676.34	\$24,370.00
Hunger	\$6,727.00	\$7,150.00	\$7,240.00
Helping Youth & Families	\$7,147.00	\$5,871.00	\$7,700.00
Health & Housing	\$5,839.00	\$6,650.00	\$6,280.00
Other	\$3,167.00	\$4,348.00	\$3,410.00
Stewardship & Finance	\$2,000.00	\$1,185.50	\$2,000.00
TOTAL DISBURSEMENTS	\$444,732.00	\$425,831.53	\$471,644.00
REVENUE OVER DISBURSEMENTS	\$0.00	\$47,763.38	\$0.00